

BULLET BACKGROUND PAPER  
ON  
RESHAPING PROFESSIONAL MILITARY EDUCATION

PURPOSE

Develop a career-long, non-resident PME approach that fosters creative and critical thinking, motivates Total Force Airmen to participate, and provides value to the individual and USAF

DISCUSSION

- Objective

-- Create career-long, non-resident PME “golden thread” from mission qualification to senior leader with clearly defined objectives and optimize resource expenditure

-- Exposure to various educational disciplines including joint, foreign, and business holistic balanced learning with relevancy to the larger world we live in

- Essential Elements

-- Complements in-residence PME; use existing resources; “carrot” focused; incentivize career-long PME; employ learner-centric approach

-- Provide value to both the individual and the Air Force in a scalable framework;

- Delivery

-- “ArchimedeZ” portal will provide “A3” courseware interface

-- Hybrid delivery method, leveraging digital and physical interaction, for example:

--- Modules could culminate in face-to-face discussions and mentoring sessions

--- Facilitators may earn senior officer PME credit

--- Wing commanders can suggest modules to support local mission

-- There will be 3 primary sources Airmen may choose courses to satisfy PME objectives

-- Existing AU organic courses will satisfy PME objectives as it does currently

-- Airmen may apply to get credit for 3<sup>rd</sup> party courses/education (i.e. grad course)

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--- AU pre-selects courses from other US government entities which satisfy PME objectives (i.e. USAFA, AFIT, DAU, tech schools, enlisted PME, etc.)

- Content

-- Create core and elective modules

--- Core curriculum: leadership competencies and soft science/business

---- PDE example: critical thinking, corporate functions (“bigger picture”), communications, core values, program management

--- Electives: customizable based on rank/grade, current Air Force priorities, personal choice, and base/wing input

---- Command endorsed courses based on mission/region/ARC

---- Allow members to earn Specialty Experience Identifier (SEI) through elective courses (i.e. Asia Pacific Studies, Joint Warfare, Defense Logistics, RAS/PAS, etc.)

--- Modules will be timely and manageable

--- Modules updated frequently to stay current and relevant with different deliverables for different modules (e.g., papers, briefings, etc.)

-- Expand PME to include foundational knowledge in addition to leadership

--- Subjects to include: UCMJ, manpower, budgeting, public speaking, etc.

--- Multiple options allow officers to dive deeper into subjects that interest them

- Incentives

-- Motivate Total Force Airmen to participate

--- PME progress visible to senior leadership/AFPC; considered for career advancement and assignments

--- Personal gratification – individual ownership of development

-- “TDY in place” allows Airmen to remain at home while excused from primary duty

--- Capstone with FGO mentor

-- Partnering with civilian institutions to offer accredited graduate-level credit/certificate programs; relevant credentials for civilian sector

-- Assignment vectoring through SEI earned through elective courses

-- Progress visible on official records

-- Certification

- Benefits

-- Complements PDE, IDE, and SDE in-residence coursework

-- Motivates participation; well-rounded; measurable; total force approach; optimize

existing resources

- Resources required

-- IT backup, content managers, ed techs, beta test, control group, funding

SUMMARY

This program will ultimately generate an Air Force officer who is self-motivated, professional, possesses internal control, and communicates effectively. Reshaping and applying modern technology to the PME non-resident development of an officer will produce the ultimate leadership core that will lead the USAF into the future!