



Officer Development

Meeting the 30-Year Strategy

SOS/16B, Think Tank Group 1

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Overview



- Purpose
- Background
- Course of Action
- 2nd and 3rd Order Effects
- Summary



Think Tank Question



- Should the USAF transform current officer career development and progression models as the 30-Year Strategy suggests? Why? If so, then what changes need to take place and how would you implement them?



Purpose



- SECAF & CSAF 30-Year Strategy:
 - “Retaining the creativity and innovation in leadership we will require at all levels”
 - “Provide specialized career fields with incentives and promotion opportunities”
- Establish a system to increase technical expertise & retention in specialized careers





Course of Action



- **Technical Officers (O-3T)**
 - AFSC examples: cyber operator, pilot, medical, engineer, etc.
 - Only a fraction of each AFSC can be technical officers
 - COT provides direct accessions for civilians with experience
- **Command Officers (O-1 thru O-10)**
 - Progression mirrors current officer structure (up or out)
 - Expanded/advanced mandatory SOS



Officer Progression



- Technical Focus Incentives
 - Knowledge, skills, and abilities metrics
 - Revised assignment lengths
 - Revised O-3T pay scale similar to GS pay with step increases
- Command Focus
 - Normal promotion system focused on leadership



Technical Officer System



Command Focus

Technical Focus

Operational Technician

Rank: O-3T/skill years
AD: 5-30+ yrs

Tech Officer

Choice

Career Command Officer

Strategic Leader
O-6 thru O-10
AD: 20-30+ yrs

Operational Leader

Rank: O-3 thru O-5
AD: 5-20 yrs

Command Officer

Technical Training

Rank: O-1 thru O-2
AD: 0-4 yrs

Choice

Tactical Leader Training

Rank: O-1 thru O-2
AD: 0-4 yrs

Officer Training

OTS (COT)

USAFA, AFROTC, OTS
(BOT)

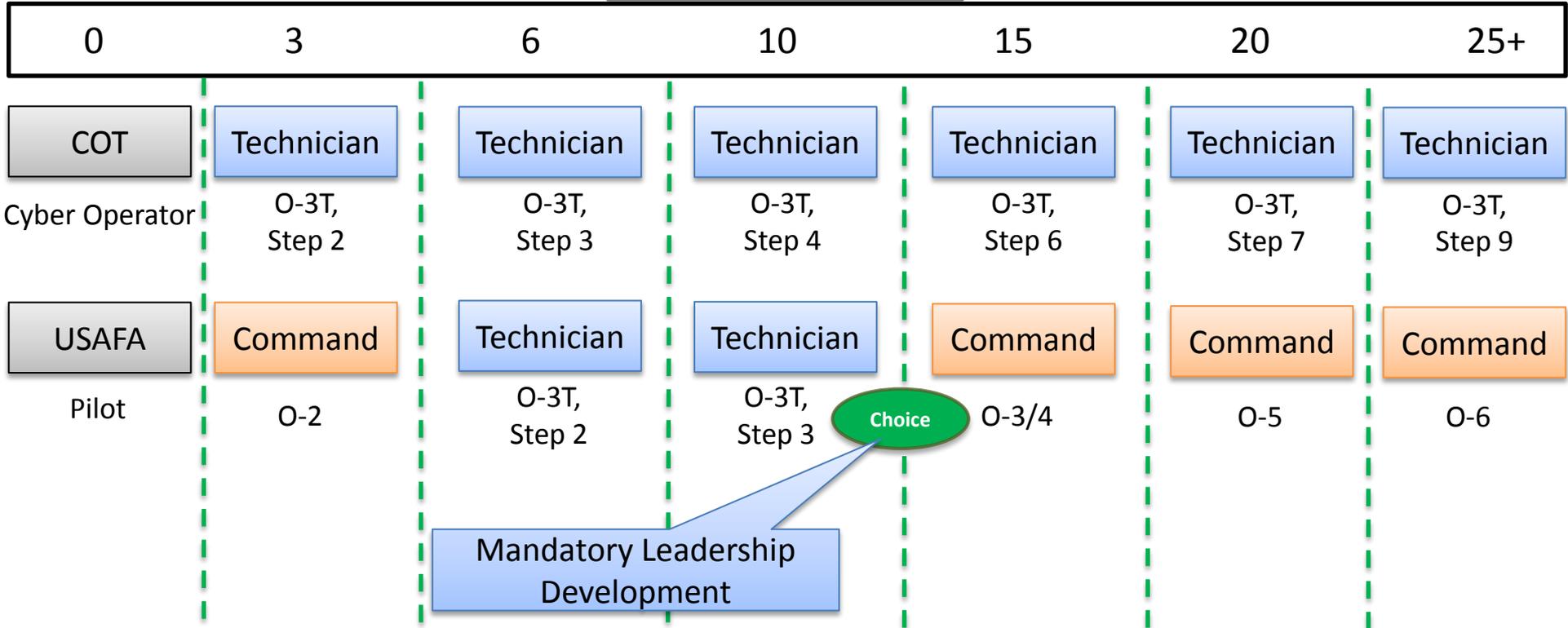
Officer Training



Technical Track Possibilities



Years of Service





2nd and 3rd Order Effects



- **Improved Job Satisfaction and Retention**
 - Focus on area of expertise (2005 MIT Study)
 - Satisfaction, productivity, and retention (2001 Journal Health Management)
- **Cost Savings**
 - Technical training investment longevity (1999 US General Accounting Report)
 - Reduced retraining
- **Innovation and Proficiency**
 - Expertise depth in O-3T billets



2nd and 3rd Order Effects (cont'd)



- Cultural paradigm shift with command
- Manpower study to determine technical billets





Summary



- Current system is incompatible
 - Retention, flexibility, and optimized technical expertise
- Establish technical and command career progression
- Technical officer positions
 - Foster retention
 - Technical expertise
 - Innovation





Questions?

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