OFFICER PROGRESSION AND DEVELOPMENT

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Group 2/SOS Class 16B

Overview

- BLUF
- Discussion
  - Revamp assignment system
  - Restructure officer progression system
  - Increase initiatives for specialized career fields
  - Expand officer training opportunities
- Summary

BLUF

Should the Air Force transition how we develop and progress our officer corps as the 30 year strategy suggests? Why? If so what changes would need to take place and how would you implement them?

"Without a more creative concept for continuum of service, we may find ourselves out of step and face more difficulty retaining the creativity and innovation in leadership we will require at all levels."

- Gen Mark Welsh

Assignment System

- Restructure assignment process
  - Commanders submit position requirements to AFPC
  - Officers submit resumes
  - Incumbents have option to apply to retain position
    - CC can defer to AFPC/needs of the AF
  - CC makes hiring decision with AFSC/functional coordination

Assignment System

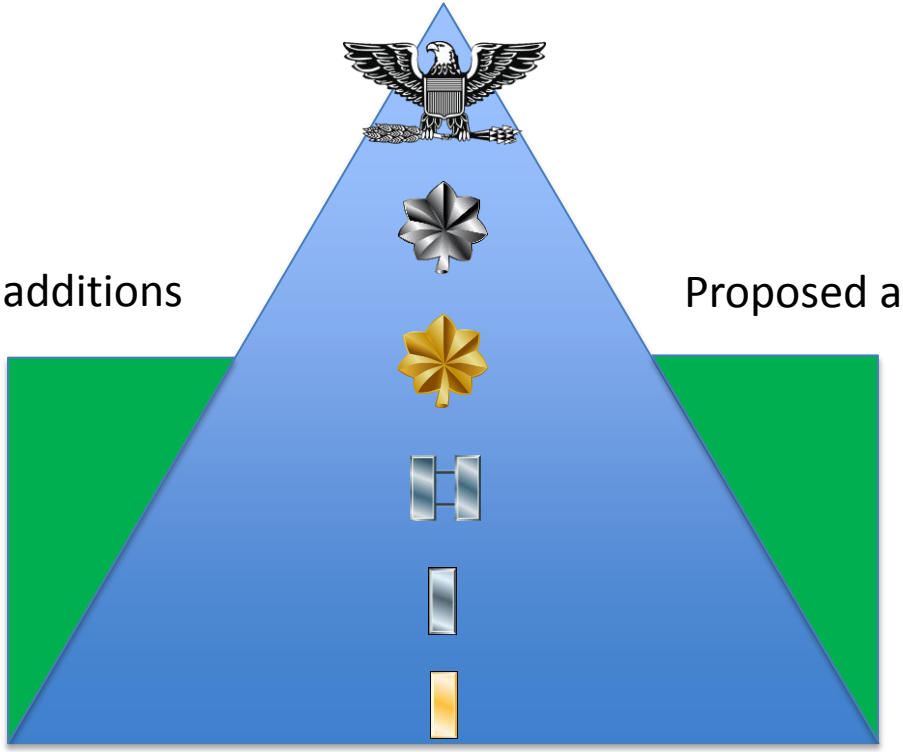
- Impacts
  - More responsibility to Commanders
  - “Empire building”
  - RE-align AFPC management system, coordinating vs. initiating

Human Capital Plan (draft)

10 We will not win that competition by “throwing money at the problem.”

Officer Progression System

Proposed retention additions



Proposed accession additions

Current Force Structure

Officer Progression System

- Impacts
  - More retirements paid out but fewer O-5 & above
  - Fewer career milestones
  - Improved retention of officers with high training costs
  - Decreased separations at mid-tier ranks
  - Do not retain box requires culture shift

Specialized AFSC Initiatives

- Increase direct accessions for specialized career fields
  - Members with expensive/extensive certificates & training
  - Pilots for heavy airlift/RPA capabilities

Human Capital Plan (draft)

Specialized AFSC Initiatives (Cont.)

11A Airlift Pilot

11M Mobility Pilot

11T Tanker Pilot

11U Remotely Operated Aircraft Pilot

13M Airfield Operation

14N Intelligence

15W Weather

17D Cyberspace Operations

32E Civil Engineer

61B Behavioral Science/Human Scientist

61C Chemist

61D Physicist/Nuclear Engineer

61S Scientist

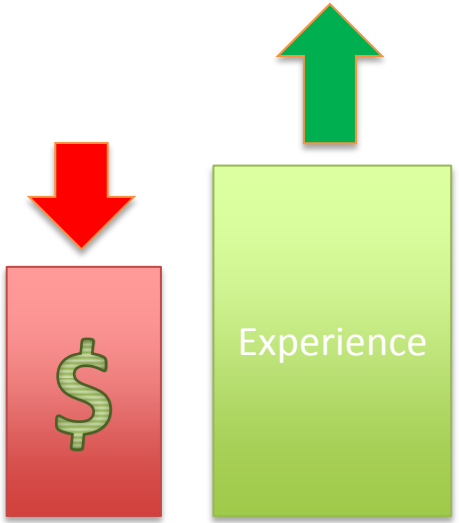
62E Developmental Engineer

64P Contracting

65W Cost Analysis

Specialized AFSC Initiatives

- Impacts
  - Reduced need to recruit & train officers from scratch
  - More diverse officer corps
  - Shift schoolhouse usage, decrease required personnel & funding



Officer Training Opportunities

- Internships with industry
- Increased joint/intra-governmental training earlier in career
- Shift accession graduate programs to after first assignment

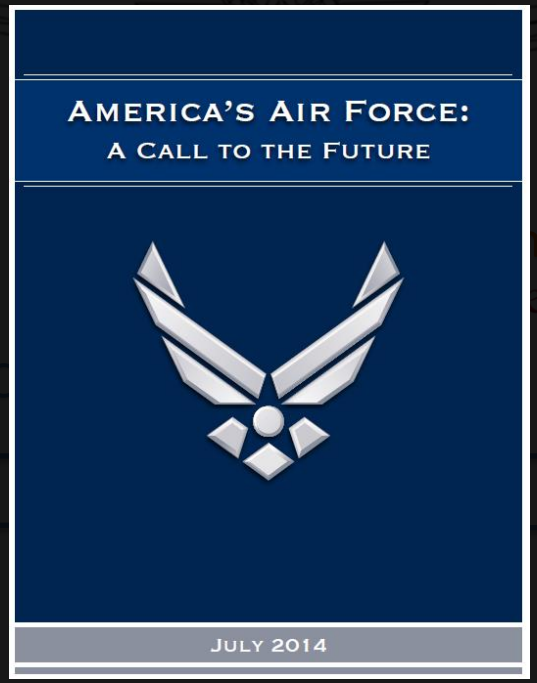
Officer Training Opportunities

Industry/University
Joint Fellowships

Internship
Google

UCT Assignment Assignment SOS Assignment

Officer Training Opportunities



"The Air Force must embrace the concept of life-long learning, which draws meaningful connections between the discrete educational experiences throughout a career."

Officer Training Opportunities

- Impacts
  - May lose officers at critical career points
  - Increased joint/industry integration
  - More diverse officer corps

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Questions

Works Referenced

- USAF Strategic Human Capital Plan (Draft)
- Air Force Future Operating Concept
- Force of the Future
- Americas Air Force: A Call to the Future