



# Headquarters U.S. Air Force

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*Integrity - Service - Excellence*

## Joint Officer Qualification



### HQ RIO/Det 6

7 Apr 2017 at 1000 EST MacDill AFB

Bldg 296 (927<sup>th</sup> ARW)

Commander's Conference Rm (2nd Floor)

DCS Link:

<https://conference.apps.mil/webconf/FDBriefing>

Telecom # (813) 828-8255 PIN 808

**Please dial in 5-10 minutes prior to start time**

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*Breaking Barriers ... Since 1947*



# *Agenda*

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- **Joint Qualification - Why Should I Care?**
- **Directives**
- **Joint vs. Joint Matters**
- **Joint Experience**
- **Joint Credit via Experience**
- **Joint Credit via Standard/JDAL**
- **Joint Education**



# Why?

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## **Because we fight as a joint force**

- Enhance the joint warfighting capabilities
- Ensure general and flag officers are well-versed in joint matters
- Increase quality of officers assigned to joint commands and orgs
- Create officer pool with experience and education in joint matters
- Increase the stability of officers in joint assignments

**Original Objectives of Goldwater Nichols Act**

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*Breaking Barriers ... Since 1947*



# Directives

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- Goldwaters-Nichols Act of 1986
- NDAA 2007
- DoDI 1300.19, DoD Joint Officer Management Program – 4 Mar 14
- CJCSI 1330.05, Joint Officer Management Program Procedures
- JS-7 Joint Qualification Report – Aug 13
- ***Total Force Joint Officer Management page on myPers***

[https://gum-crm.csd.disa.mil/app/answers/detail/a\\_id/6040/p/16,17/c/549](https://gum-crm.csd.disa.mil/app/answers/detail/a_id/6040/p/16,17/c/549)



Browser address bar: [https://gpm.cmuid.dsa.mil/apps/answers/detail/a\\_id/6040/p/2817/v](https://gpm.cmuid.dsa.mil/apps/answers/detail/a_id/6040/p/2817/v) | myPers | JCS Consent to Monitor

Contact Us | briefs

### 2. Experience-based Joint Duty Assignment (E-JDA)

- Intensity factors do apply
- Officer is not assigned to a JDAL position and self-nominates for joint credit after tour ends
- Self-nomination package is approved by a quarterly JQS Panel hosted by JCS/J1
- E-JDA credit does not have any promotion objectives and is not reflected on promotion briefs (not applicable to the ARC at this time)

**IMPORTANT INFORMATION**

For officers seeking experience-based credit for completed joint deployments, humanitarian operations, etc., JOMs Handbook (for Active Duty) can be viewed at the bottom of this page.

**Active Duty**

Please review our [Personnel Services Delivery \(PSD\) Guide for Joint Officer Management](#).

If you have been notified that you are a Primary for the Joint and Combined Warfighting School (JCWS) at Norfolk VA, please visit the [Joint and Combined Warfighting School \(JCWS\) Website](#) to register and obtain school information and requirements.

**Related Resources**

- [PSDM 14-18- Retroactive Differential Joint Duty Assignment \(JDA\) Credit Announcement](#)
- [TF Joint Officer Management Handbook](#)
- [AFRC JOM Self-Nomination Instructions](#)
- [CJCS 1330.05, Joint Officer Management Program](#)
- [DoDI 1300.19, DoD Joint Officer Management Program](#)
- [E-JDA Self-Nomination Website](#) (do not use to "apply" for E-JDA credit or [Total Force Joint Specialty Officer \(TFSO\) Nomination](#))
- [Joint Officer Management Fact Sheet](#)
- [JOWE II Information](#)
- [Joint Qualification System Experience Trends](#)
- [Submit Discretionary Points for Joint Exercises and Training](#)
- [Two Paths for Joint Officer Management](#)

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# “Joint” vs. “Joint Matters”

**“Joint” – Joint  
Pub 1-02**

**“Joint Matters” –  
10 U.S.C. § 668**

**Activities, operations,  
organizations, etc., in  
which elements of  
two or more Military  
Departments  
participate.**

**(1) ...matters related to the achievement of unified action by integrated military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment, including matters relating to –**

- (A) national military strategy;
- (B) strategic planning and contingency planning;
- (C) command and control of operations under unified command;
- (D) national security planning with other departments and agencies of the United States; or
- (E) combined operations with military forces of allied nations.

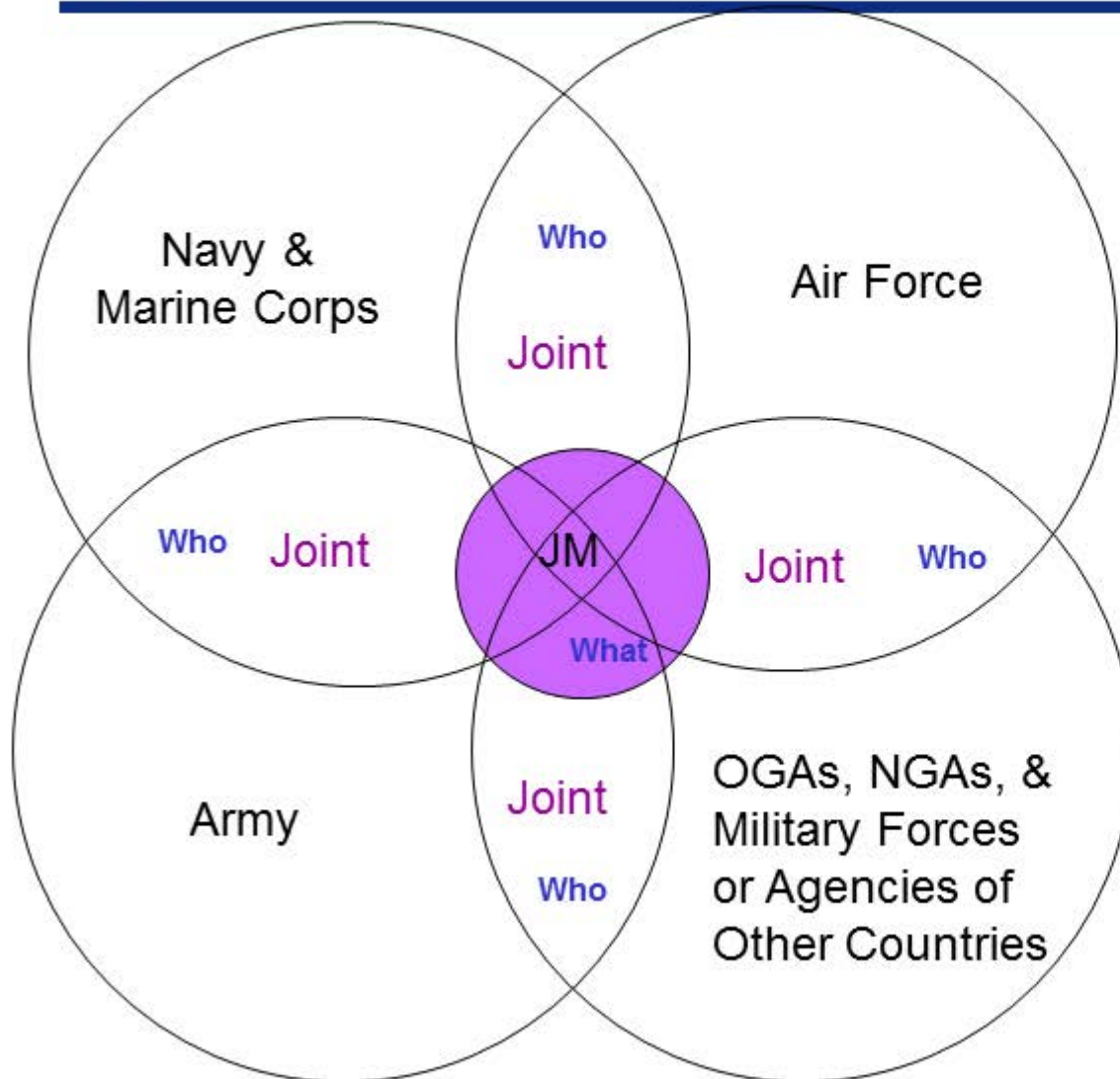
**(2) In the context of joint matters, the term “integrated military forces” refers to military forces that are involved in the planning or execution (or both) of operations involving participants from:**

- (A) more than one military department; or
- (B) a military department and one or more of the following:
  - (i) Other departments and agencies of the United States.
  - (ii) The military forces or agencies of other countries.
  - (iii) Non-governmental persons or entities.

Per NDAA 2011



# Joint Matters



## Joint Matters (JM):

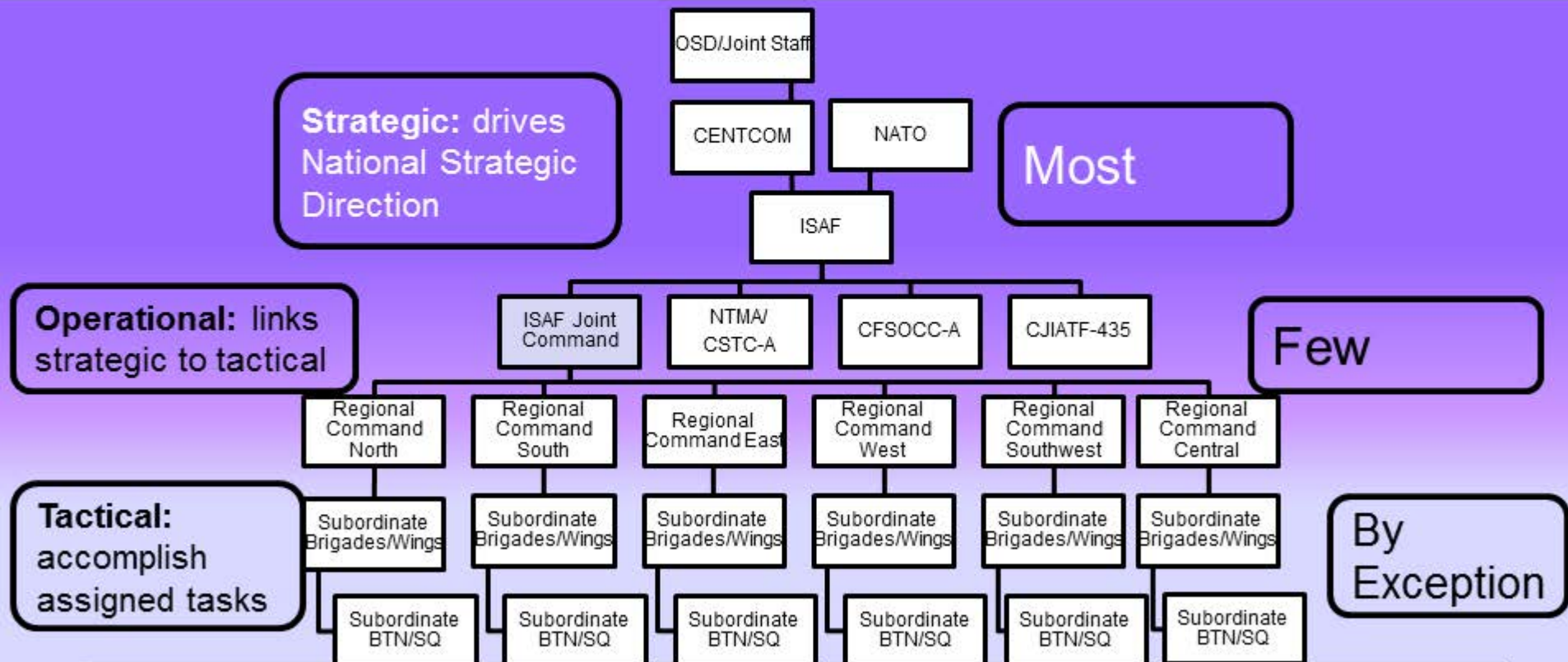
- Title 10, USC
  - 1) **What** you do – discriminator
  - 2) **Who** you do it with
- S-JDA path: JDAL
- E-JDA meeting JM def:
  - Embedded/Deployed
    - Training Teams (BTT, ETT, LTT, MTT, CAFTT, PRT, CMATT CPATT)
    - Counter/Defeat IEDs (JCCS-1, embedded EWO, JIEDDO)
    - AF/PAC Hands Program
    - JTF-GTMO
- Favorable E-JDA:
  - Contingency:**
    - Haiti Earthquake
    - KATRINA, Tsunami Relief
    - Lebanon NEO, ISAF
    - Drug Interdiction (JIATF E/W/S)
  - Coalition:**
    - Iraq + Afghanistan
    - Advisor, Mentor, Civil Affairs





# Sample Organization Strategic to Tactical & Joint Matters

**Gen Dempsey:** “critical assignments such as duty in a combatant command or service on the Joint Staff introduce an officer to joint operations and allow him to manage and confront complex problems at both the operational and strategic levels of war”



**Gen Dempsey:** “leaders preparing for service at the strategic level must possess... a variety of experiences at the tactical and operational levels of war to serve as a foundation for their service at the strategic level”





## ***Authority & Purpose – 10 U.S.C. § 661***

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- **Officers may request joint experience wherever they occur (versus “billet-based” approach)**
  - **Must submit within 12 months of tour completion**
- **JCS panels determine if experiences meet “joint matters” def.**
  - **Targets AC / RC joint experiences for O-6 and below**
  - **Experience-based credit for officers not serving in JDAL billet**
  - **Approved officers get points only...joint qualification is a separate, nominative process**



# *Joint Matters Experience*

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- **Goal: create joint matters experts—not a reward**
- **Experience should foster skills that enable officer to shape DoD's ability to address complex security challenges**
  - **Skills should shape the strategic direction**
  - **Skills to integrate the full spectrum of power to defend our national interests and advance international security and stability**
- **Matters related to the achievement of unified action by integrated military forces in operations conducted across domains such as land, sea, or air, in space, or in the information environment**

***Operational Experience is Not Joint Matters Experience***



# *Joint Service vs. Joint Matters*

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- ***Just because joint appears in the name of an organization or duty title—it doesn't mean the officer performed duties that meet the definition of Joint Matters."***

***BG Patton, JCS J1, August 2008***

- ***If the duties you are performing are essentially the same as you would be doing in an all AF unit, it's probably not joint matters.***

***Total Force Joint Officer Management Handbook***



# Joint Experience Summary

Date:

## Example of an Approved Application

1 of 1

You should not copy and paste these examples as each panel composition is different and it is not guaranteed your application will be approved because these were

### JOINT EXPERIENCE SUMMARY

TRKIDGPT	NAME (Last, First MI) (UIC) (M) GRADE	SSN	SERVICE (Air Force)	COMPONENT	SIC POSITION
START DATE OF EXP	STOP DATE OF EXP	GRADE DURING EXP	LOCATION OF EXPERIENCE		
11/09/2003	03/01/2004	23	Mozab, Iraq		
UNIT (ORGANIZATION OF ASSIGNMENT)		TITLE OF UNIT			
12th Air Support Operations Squadron		12th Air Support Operations Group			
IMMEDIATE SUPERVISOR (NAME/RANK/SERVICE/TITLE/COUNTRY)					
Lt Col. JAHN, Squadron Commander, US					
SENIOR RATER (NAME/RANK/SERVICE/TITLE/COUNTRY)					
Col. USAF, Group Commander, US					
DUTY TITLE: 12th Air Support Squadron Operations Officer					
YOUR DUTY RESPONSIBILITIES (TFR)					
Responsible for support of D3 BRACI FREEDOM during 89 days of combat. Brigade and Division AFD for 101st Airborne Division (AF ABKUB) ops. 19 SASO Operations Officer during combat deployment. Successful leader of 60 CAS missions.					
COMPOSITION OF ORGANIZATION					
COMMANDER:			SUPERVISOR:		
PLRSG: 101st Airborne Division Army - 104					
SUB-ORDINATES: 22-person tactical Air Combat Party, USAF					
YOUR ACCOMPLISHMENTS THAT MET THE DEFINITION OF JOINT MATTERS					
COMMAND & CONTROL OF OPERATIONS UNDER UNIFIED COMMAND					
Controlled combat, control and communications duties. Joint Commanding General, Army, and C-130C inter. Interacted with the C-130C and C-130J units from the tactical to the ASOC. Coordinated boundary CAS missions with neighboring Army units. Interacted with Joint force units to integrate air force.					
STRATEGIC PLANNING					
Developed Army 101st Airborne Division tactical operational program, now known as Joint Forward Observer. Developed a rapid control plan for counter-force operations. Procedures still in effect today in Iraq.					
CONTINGENCY PLANNING					
Planned and executed CAS in extreme danger 350 mile route through Iraq. Standardized CAS with the 101st Division. Ready to go. AFD for quick reaction force. Total while in Mosul, Iraq. Coordinated aerial show of force against Iraq. Interacted during over border operations. Brought back from Iraq.					
NATIONAL SECURITY PLANNING WITH OTHER DEPARTMENTS AND AGENCIES OF THE U.S.					
COMBINED OPERATIONS WITH MILITARY FORCES OF ALLIED NATIONS					
Planned and executed Operation LAFYD DART in northern Iraq by integrating joint, coalition assets, UAVs, and CAS assets to protect and target high value targets on U.S. air bases in Mosul, Iraq. Supported force protection and saved lives. Coordinated multi-joint CAS missions with A-10 and F-15 support at Dajalah West Airfield, Iraq.					
MATTERS (i.e., DUTIES) RELATING TO NATIONAL MILITARY STRATEGY					

WHO

WHAT

Print Report

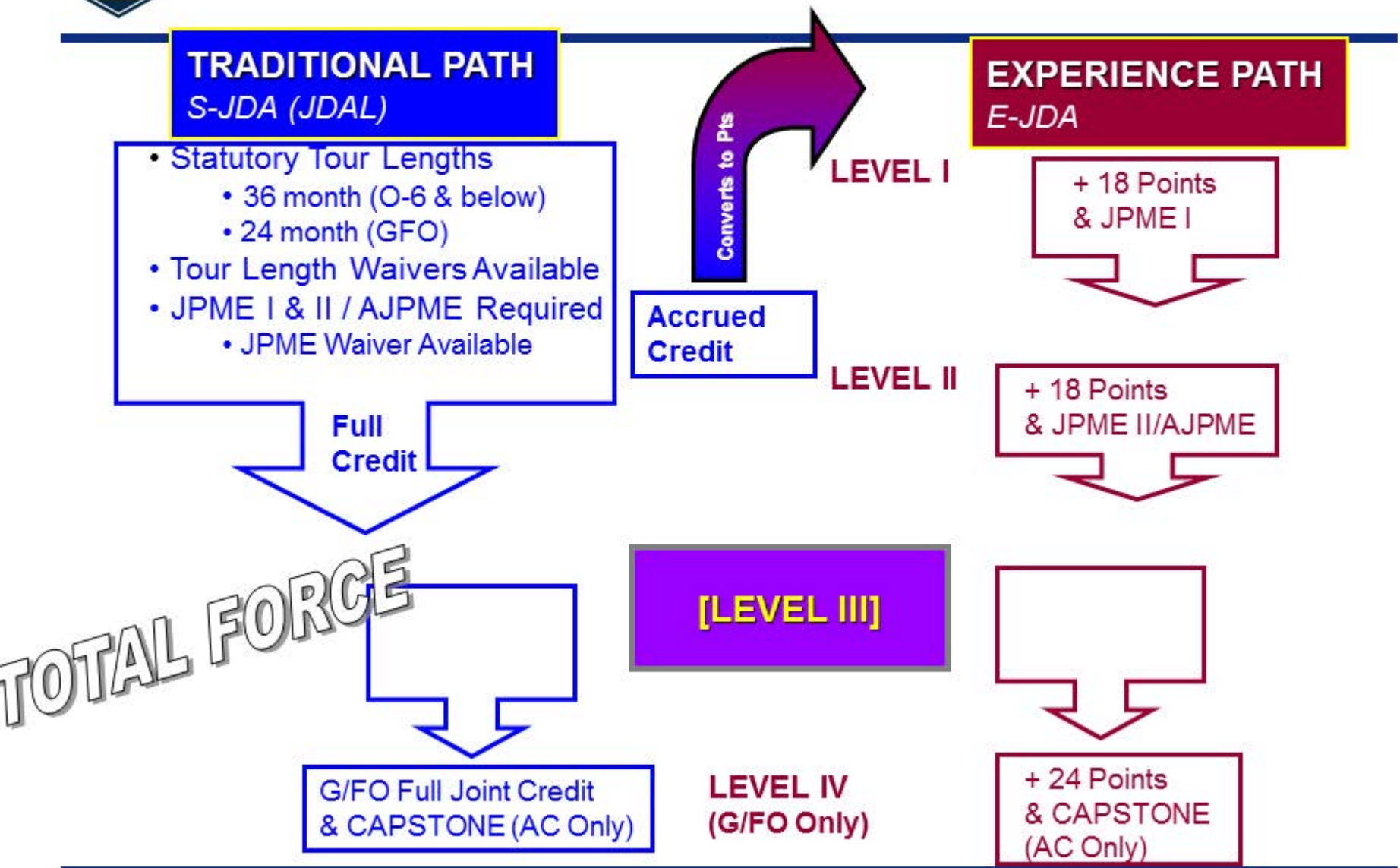
For assistance, please email the help desk at [helpdesk@usaf.mil](mailto:helpdesk@usaf.mil) or contact your local help desk.

<https://gsl.dauddc.osd.mil/app/0/mis/DisplayJointExpRptport.do?trkgld=21981&seqid=Aacb...> 7/21/2011





# The Joint Qualification System





# *Joint Qualification Levels*

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- **Level I – pretty much automatic for all officers**
  
  - **Level II**
    - **Awarded upon completion of JPME I, accrual of 18 points, and certification by CJCS.**
    - **A minimum of 12 points must come from “Joint Experience.”**
    - **Discretionary points may be derived from joint experience, joint training, joint exercises, and other education.**
    - **Awarded by JCS**
  
  - **NOTE: Officers who have Full Joint Tour Credit and have completed JPME Phase I may be nominated by their Service, in accordance with procedures established by the Chairman of the Joint Chiefs of Staff, to be designated as Level II.**
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# *Joint Qualification Levels*

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- **Level III (Joint Qualified Officer)**
  - **Complete JPME II or AJPME (Reserve Component officers)**
  - **Accrue 36 total points (a minimum of 12 of those points must come from “Joint Experience” since award of Level II) or have been awarded Full Joint duty Credit, and certification by the Secretary of Defense or his designee. Prior to nomination, officers must have completed Level III requirements, as well as a Master’s degree and requisite PME. (RegAF and AFR Only)**
  - **Recency requirement: a minimum of 12 points must come from “Joint Experience since Level II designation earned in the grade of O-4 or higher.**
  - **Maximum 6 Discretionary points**
  - **Awarded by OSD.**





# ***Experience Nomination Process***

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- **Self-nominate through Joint Qualification System website  
<https://pki.dmdc.osd.mil/appj/jqs>**
  - **O-7s/selects processed through Staff G/FO Matters Offices**
- **Services screen/vet submissions, then forward to Joint Staff J1**
- **Panel validates whether experience meets definition of “joint matters” and recommends award of joint experience points**
- **Panel recommendations forwarded to Vice Director, Joint Staff, for approval of joint points**





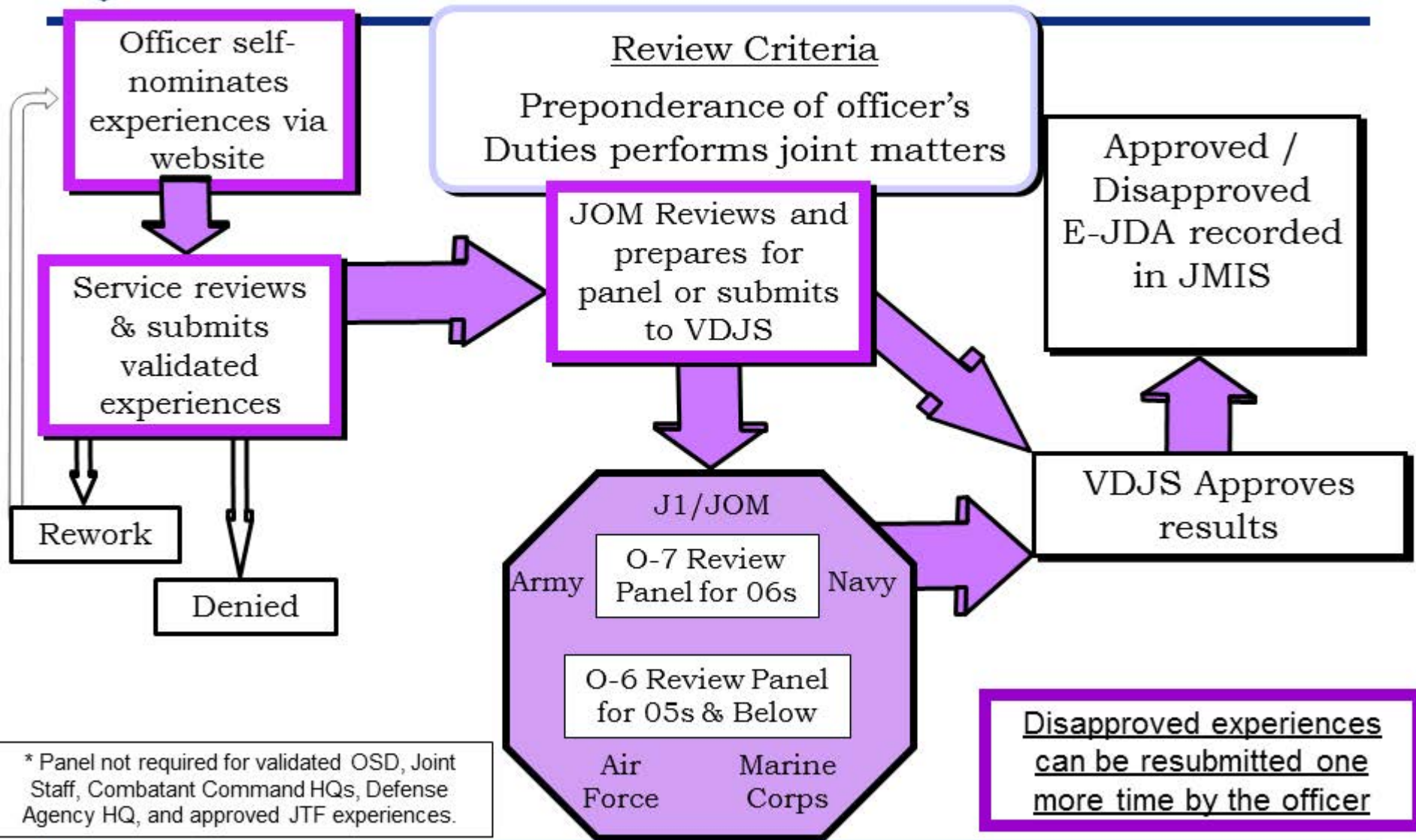
# ***Total Force JSO Nomination Process***

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- **Joint Staff will bi-annually send AFPC, ARPC and NGB a JOM listing of all officers who have met the eligibility criteria to become a JQO**
- **Under Secretary of Defense for Per & Readiness (USD/P&R) is the final approval of JQO status**
- **Effective date will be updated in member's record.**
- **Reserve components do not have system capability to update JQO credit, but can access their Joint Officer History within the Joint Qualification System to verify JQO status**



# Current E-JDA Validation Process



\* Panel not required for validated OSD, Joint Staff, Combatant Command HQs, Defense Agency HQ, and approved JTF experiences.

Disapproved experiences can be resubmitted one more time by the officer



# *Experience Points*

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- **Based on formula: Duration x Intensity Factor**
  
- **Intensity Factors (IF) account for the intensity or environment of experience**
  - **IF=3 Combat; requires receipt of HF/IDP**
  - **IF=2 Non-Combat; operations such as humanitarian relief  
Lebanon NEO, Katrina, tsunami relief, etc**
  - **IF=1 Steady-State; includes duties such as staff assignments**
  
- **Note:**
  - **CONUS Drug Interdiction = IF 1**
  - **OCONUS = IF 2**



# *Civilian Experience Points*

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- **RC officers who in their civilian occupations are employed by the Federal Government , may apply for joint experience credit through the experience path if performance of duties meets definition of joint matters**
  - **Up to 18 points can be accrued for civilian experience**
    - **9 points for Level II and 9 points for Level III**
  - **No retroactive credit is authorized**
  - **Documentation is the key**
    - **Civilian position descriptions**
    - **LES, orders, etc.**





## ***Guidelines/Trends***

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- **Multinational HQ / JTFs heavily engaged in coalition, multi-Service or interagency are generally “joint”**
- **Must be “integrated military forces”**
  - **Clear, compelling indication preponderance of duties joint matters**
  - **Service perspective, such as Leg Affairs, not generally joint**
  - **Joint warfighter support generally not joint**
  - **“Exec” or “Aide” experiences generally not joint**
- **Joint Experience Summary primary document reviewed by panel**
  - **Supporting docs should amplify not substitute**
  - **For officers with multiple duties, each reviewed on its own merit**
- **Successful completion of RCNSC awards 2.0 points**



# ***Discretionary Points***

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- **Defined by the DoDI 1300.19 as "Points earned in excess of the minimum education and experience requirement through exercises, education other than JPME, collective joint training, or individual joint training."**
  - **Joint training, exercises, and other education which enhances an officer's knowledge and understanding of joint matters**
- **Maximum of 12 Discretionary points**
  - **Only 6 can be applied to Level II, 6 to Level III**
- **Links to the currently approved Joint Training/Education and Joint Exercises are on myPers**



# Joint Qualification Summary (JQS) Discretionary Points - Post 9/11 Only

## Exercises (a Tab for every year):

Sponsoring Organization (Combatant Command, Service, NGB, etc.)	Exercise Name	Inclusive Dates	
USCENTCOM	EASTERN CASTLE 13	01-Jan-13	26-Mar-13
USCENTCOM	LEADING EDGE 13	27-Jan-13	07-Feb-13
USSOUTHCOM	NEW HORIZONS - BELIZE 13	02-Feb-13	12-Jul-13
USSOUTHCOM	BTH-PANAMA 13	30-Mar-13	22-Jun-13
USSOUTHCOM	BTH-EL SALVADOR 13	30-Mar-13	22-Jun-13
USCENTCOM	EAGLE RESOLVE 13	07-Apr-2013	09-May-2013
USCENTCOM	INTERNAL LOOK 13-1	08-Apr-2013	17-Apr-2013
USSOUTHCOM	TRADEWINDS 13	06-May-2013	18-May-2013
USCENTCOM	EAGER LION 13	09-Jun-2013	20-Jun-2013

**Education and Training:** Review Joint Qualification Report posted on myPers  
USCENTCOM Staff Orientation Course – certified 13 May 13 for .5 point  
Adv Spec Ops Techniques Level III – certified 15 Feb 13 for 2 points  
Cyber 200 (2) and 300 (1.5) – certified 20 Sep 11  
RCSNC – certified 21 Mar 11 for 2 points

[https://gum-crm.csd.disa.mil/app/answers/detail/a\\_id/8953/p/16,17/c/549](https://gum-crm.csd.disa.mil/app/answers/detail/a_id/8953/p/16,17/c/549)





# Discretionary Points Worksheet

- Reserve officers should e-mail HQ ARPC/DPASJ at [afrc.dpajjom@arpc.denver.af.mil](mailto:afrc.dpajjom@arpc.denver.af.mil)
  - State whether submitting for exercise, educ and/or trng credit
  - Include a completed discretionary points worksheet
  - Use "Discretionary Points Request" as the subject of the e-mail.

## Discretionary Points Form

See notes below each section for answers to common questions.

Joint Courses/Training		Courses/Training MUST be listed in the Joint Qualication Report (JQR)				
PayGrade	Last Name, First Name MI	Course/Training Title	Completion Date	Points	Page # of JQR	Support Document

Course/Training Title - Full title listed in Joint Electronic Library document  
Completion Date - Date listed on diploma/completion certificate/FITREP  
Support Document - specify which attached document is used to validate your submission

Joint Exercises		Exercises MUST be listed in the Joint Electronic Library document				
PayGrade	Last Name, First Name MI	Exercise Title	Start Date	Stop Date	Role	Support Document





## ***Standard Credit***

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- **Earn credit by being in Joint Duty Asgn List (JDAL) position**
    - **Not all IMA COCOM billets are on the JDAL**
  - **Must perform duty in that position; duty annually certified by J1**
  - **Expectation is to earn 36 days per year**
    - **12 Annual Tour and 24 IDT days**
  - **3 and 2 year options**
    - **Expectation is to complete 3 years – plus 10 experience points**
    - **If only 2 years completed – plus 18 experience points**
  - **Overages cannot earn joint credit**
  - **JDAL may be used for HPO to earn joint credit**
  - **Expectation to graduate from AJPME; apply thru RSSB only**
  - **Managed on Joint Duty Assignment Management Information System (JDAMIS)**
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# ***JDAL Verification and Validation***

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- **Only permanent S-JDAL positions where an officer gains significant experience in joint matters may be designated as JDAL positions**
- **COCOMs/AC commands/agencies are responsible for providing verification to Joint Staff to validate a JDAL**
- **Positions are reviewed every five years; highly scrutinized**
- **Joint Billets: Aug 2016 JDAL**
  - **CENTCOM – 37**
  - **SOCOM – 31**
  - **SOUTHCOM – 28**
  - **Det 6 – 96**
- **Incumbents remain in JDAL and earn credit even if position is not re-validated as a JDAL**



# *Joint Education*

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- **Must complete JPME II (in-residence):**
  - **Air War College (AWC)**
  - **College of Naval Warfare**
  - **Marine Corps War College**
  - **Army War College**
  - **Industrial College of the Armed Forces (ICAF)**
  - **Joint Advanced Warfighting School (JAWS)**
  - **National War College (NWC)**
  
- **Reserve Component Advanced JPME (AJPME) through JFSC**
  - **Apply via the RSSB (2 boards per year)**
  - **10 month course – 2 in-residence portions with on-line reqs**

AWC via correspondence does not count as JPME II





# Joint Officer Management (JOM)

Program Background	Key Process Background	Way Ahead
<p><b>Goldwater-Nichols Act in 1986</b></p> <p>Officers to be educated, trained, and experienced in joint matters to enhance the joint warfighting capability of the United States through a heightened awareness of joint requirements, including multi-Service, interagency, international, and non-governmental perspectives.</p> <p>Statutory changes in the National Defense Authorization Act 2007 (NDAA 07 - Public Law 109364), enhanced GNA and has enabled the DoD to recognize a myriad of joint experiences. There is more flexibility to recognize the dynamic and abbreviated joint experiences that are increasingly characteristic of 21st Century Warfare.</p>	<p><b>Joint Credit is earned 2 ways:</b></p> <p><b>S-JDA:</b> Assignment to a billet that has been validated by the JS to meet the definition of Joint Matters. An AGR spends 3 yrs in billet and completes JPME I/II to become JQO-Level III. IMA/TR have different term requirements, but can earn joint credit in part time billets.</p> <p><b>E-JDA:</b> Allows officers (O-1 and above) to accumulate joint experience points by completing shorter joint assignments (self-nominations approved/denied by a JOM panel), exercises, or training.</p>	<ul style="list-style-type: none"> <li>• Work with ARPC/DPAA, REG and A1K on more effective management of all JDAL billets</li> <li>• Continue to counsel officers on E-JDA packages submitted to get best self-nominations possible meeting the JOM panel. 3x/yr</li> <li>• Look at JPME II school attendees, making sure right officer attends schools</li> <li>• Reviewing the option to centralize JOM functions to ARPC; A1K currently manages JDAL positions</li> </ul>
	<p><b>S-JDA billet locations</b></p> <p><b>429 total JDAL billets (2015):</b></p> <ul style="list-style-type: none"> <li>• 42 AGR</li> <li>• 51 Drill Unit</li> <li>• 336 IMA</li> </ul> <p>15 different locations: JS, OSD/WHS, NDU, DISA and 10 COCOMS</p>	<p><b>USAFR JQO Level III</b></p> <p><b>72 total JQO Reserve officers a/o November 2015</b></p> <ul style="list-style-type: none"> <li>■ O-6</li> <li>■ O-5</li> <li>■ O-4</li> </ul>





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***QUESTIONS?***



- ARPC/DPAF Joint Officer Management
  - Ms. Sarah Simms (720) 847-3413 or DSN: 847-3413
  - Capt Matt Harding – 847-3158



# ***Det 6 Force Development Briefs***

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- **21 Apr 17 – Understanding the Orders Process**
- **12 May 17 – Reserve Assignments**
- **9 Jun 17 – Officer Promotion Board Prep (CY17 Colonel Board)**
- **23 Jun 17 – Officer Force Development (Developmental Plans/Teams)**
  
- **Conducted at MacDill AFB – DCS available**





## ***RIO/Det 6 Social Media & Support***

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