Air Reserve Personnel Center

Integrity - Service - Excellence

Force Development Overview

1948 - 2018
RESERVE

HQ ARPC/DPAF

Force Development Team

May 2018

WINGS OF HERITAGE, SHAPING THE FUTURE

- **Force Development**
  - **Why is FD important to you**
  - **FD Process Mechanics**
- **Development Team (DT) Process Overview**
- **Developmental Education (DE) Process Overview**
- **Contact Information**
- **Questions**

Optional process for you as an individual reservist to receive reserve specific guidance and mentoring from the senior reserve leaders of your career field
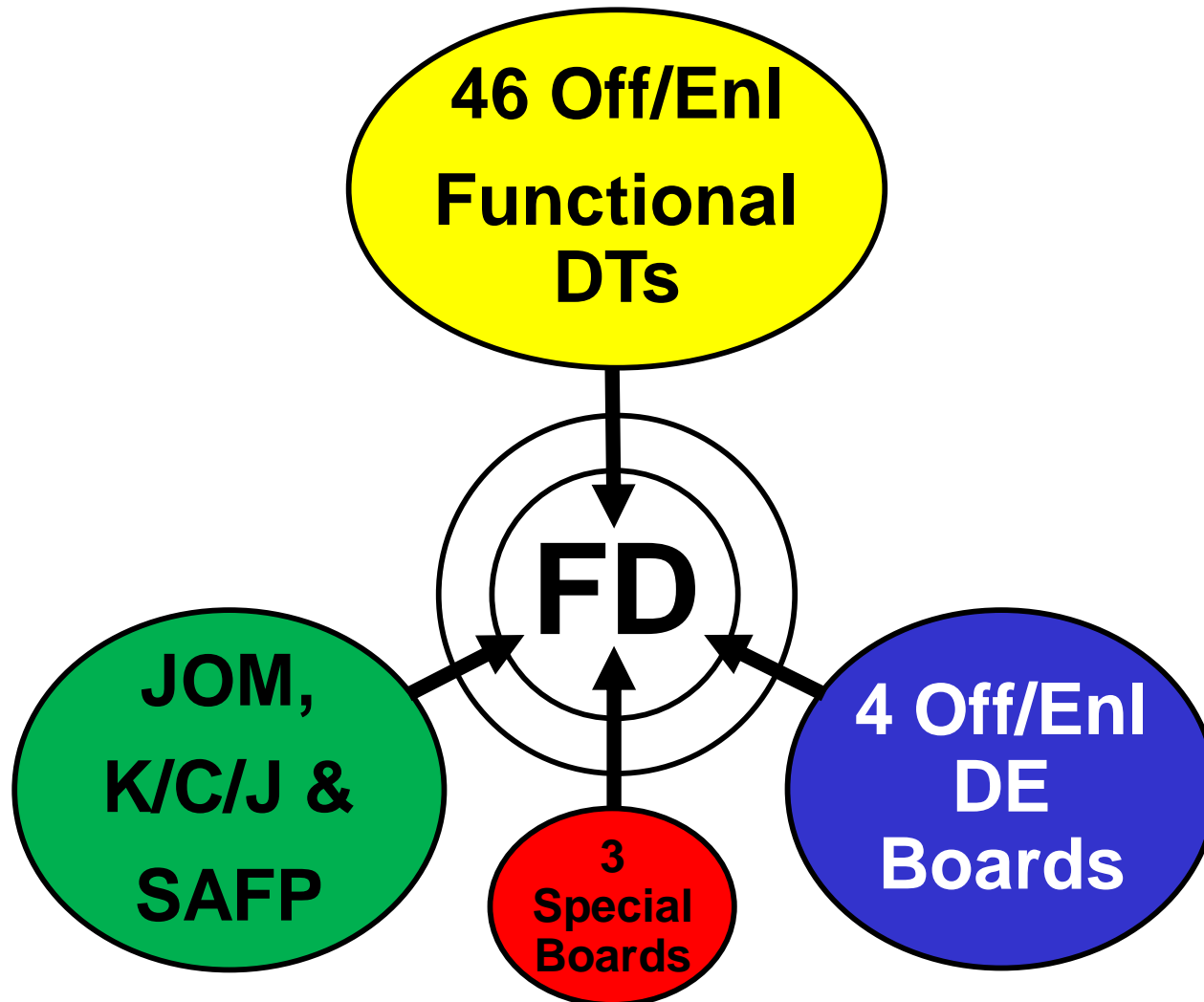
- Career development through assignments and leadership opportunities
- Education and training opportunities

- **Reservists do not follow Active Duty processes for assignments or schools**
  - **You may be given incorrect guidance if you follow AD processes**
- **Reserve opportunities are unique**
- **Your reserve career field Senior Leaders are available through the Force Development process**

- **You**
- **Reserve Career Field Manager (CFM) for each career field**
- **ARPC Force Development Office**
- **DT/DE Board – Senior Leaders of each career field**

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46 Off/Enl Functional DTs

FD

JOM, K/C/J & SAFP

3 Special Boards

4 Off/Enl DE Boards

- **Development Team: Both officer and enlisted members fill out a Reserve Development Plan (R-ODP/R-EDP)**
    - **Convey career and education goals**
    - **Sqd CC or Senior Reservist (O6) will write about your performance**
- **Developmental Education: Submit application with Sr rater endorsement**

RECORDS FOCUS: OPRs/EPRs, Duty History, Points, PME

INPUTS: Personnel Records, R-DPs, Applications

PROCESS: Considerations by Board Members…

- What *has* he/she **done**?
- What does he/she **want**?
- What does his/her **boss say**?
- Does performance **support** ?

DT/DE OUTPUT:

- Career Opportunities
- Key Personnel List (KPL)
- Feedback/Recommendations (Vectors)
- Selection to RSSB, EDEB, and RDEDB courses

Whole Person Concept

Factor	Examples
Performance	EPRs/OPRs/TRs
Professional Qualities	Expertise within specialty
Leadership	Command/Staff/Flight
Job Responsibility	Scope/Exposure
Depth & Breadth of Experience	Where/What/When
Specific Achievements	Awards/Decs/EPRs/OPRs
Developmental Education	Level/Utilization
Academic Education	CCAF/Academic Degrees

POTENTIAL
EXPERIENCE
RETURN ON INVESTMENT

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DT → **KPL**

DT → **Vectors**
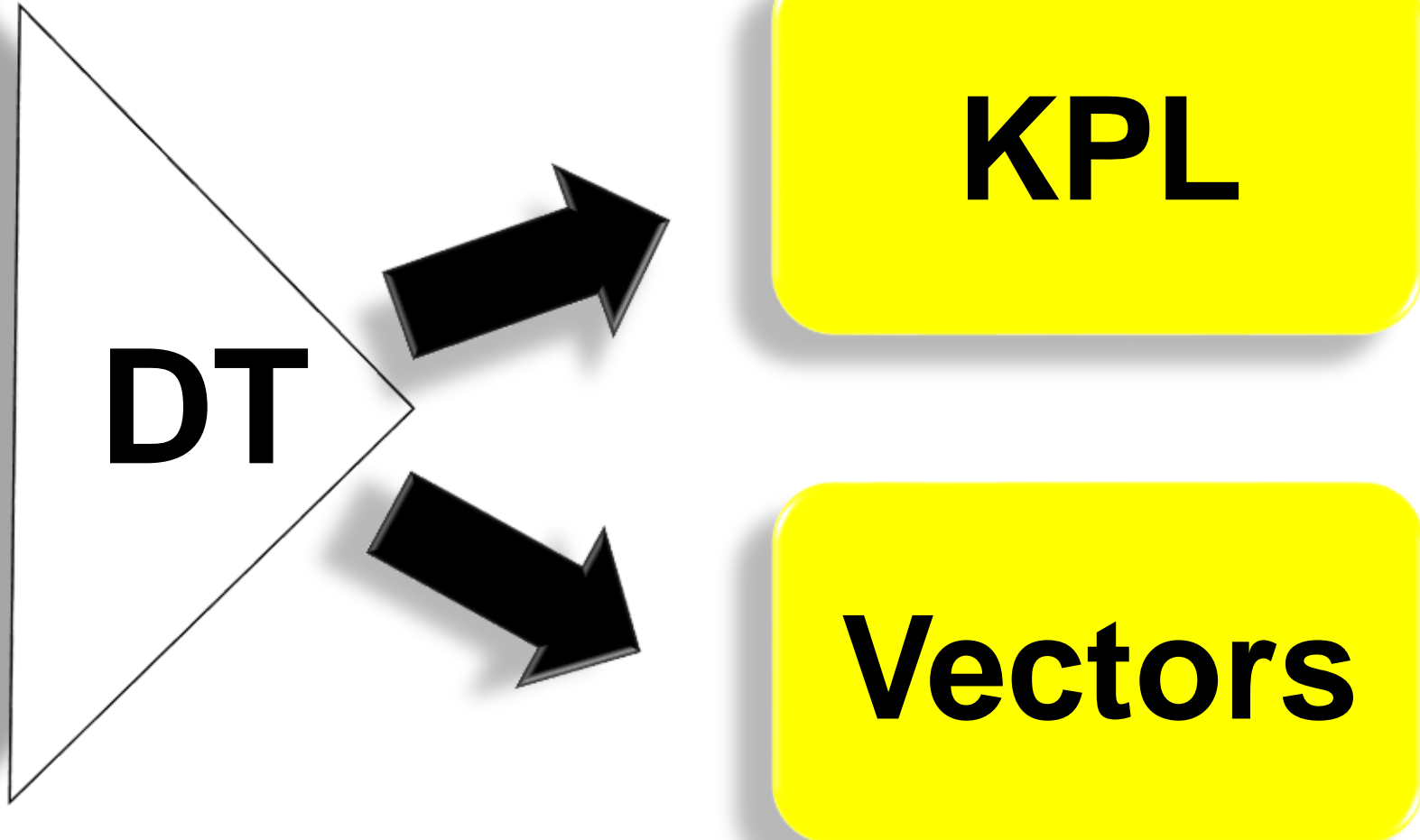
- **Member's career aspirations**
  - **Positional/Geographic Assignment Desires**
  - **Developmental Education**
- **Member's tool to communicate items not otherwise documented in their records**
- **Chain of Command message to teams/boards**

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myPers

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CAC Login

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User ID

Password

LOG-IN

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Select "CAC Login"

Select "Access the vPC Dashboard"

Select "Worklist" tab

Select "Open R-ODP" to open a previous R-ODP … or double click on this line

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Reserve Officer Development Plan (R-ODP)

1. Verfiify the member information.
2. Indicate the DT AFSC. (This must be done each time you edit your DT).
3. Indicate how you wish to manage your career. (This must be done each time you edit your DT).
4. Fill out the R-ODP with additional information as desired.
5. Select the coordination level, and press the Submit button.

DT Calendar
Instructions
Introduction

Member Information

First Name*	GABRIELLE		Refresh Member Info
Middle Initial		Rank	1LT
Last Name*	UNION		

Air Force Specialty Code (AFSC) to be considered for Development Team. * | 86M0 ▼

| PAFSC | 86M0 | DAFSC | 92T0 | AFSC2 | 92T0 | AFSC3 | |

Reserve Career Path Information

Willingness to serve as: *   ☑ IMA   ☐ TR   ☐ ART   ☐ AGR
  (Pick all that apply)

Would you consider attending developmental education in the coming year? * ● Yes ○ No
I would consider: ☑ In-residence   ☐ Abbreviated in-residence   ☐ Distance Learning
  (Pick all that apply)

Comments: test   ≡

[Spell Check]

Additional Information

Civilian or Volunteer Work experience (Type of experience, not where you worked):   ≡

[Spell Check]

Additional Qualifications, Skills and Abilities, Professional Affiliations, Certifications, etc: ≡
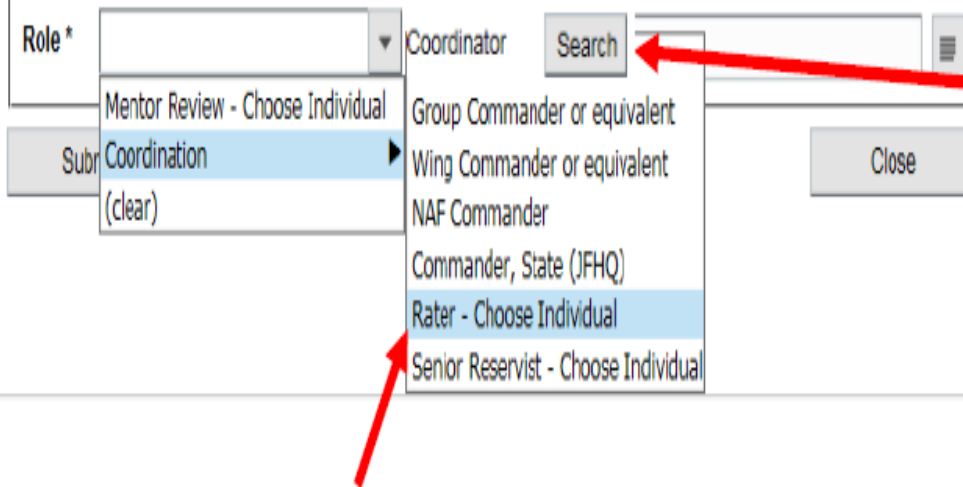
[Spell Check]

Fill out all applicable fields. The more information you provide, the more your coordinator and DT have to work with.

Once complete, scroll down to the bottom of the form and route to the appropriate individual (mentor or coordinator) and click 'Submit"

Mentor Review / Coordination

- Select either Mentor Review or your Coordination Reviewer.
- Mentor review is optional. Comments will remain private between the member and mentor; the Final Coordinator/Rater/Senior Reservist/Development Team WILL NOT see mentor's comments.
- Mentor Review, Rater, and Senior Reservist require you to choose an individual vPC-GR account.
- Choosing a Role: Unit CC, Group CC, Wing CC, NAF CC or Commander, State (JFHQ), will forward to the appropriate person(s) based on your chain of command.

Role *

Mentor Review - Choose Individual
Coordination
(clear)

Coordinator   Search
Group Commander or equivalent
Wing Commander or equivalent
NAF Commander
Commander, State (JFHQ)
Rater - Choose Individual
Senior Reservist - Choose Individual

Close

- **Do NOT use the Mentor Review option for coordination!**

Select "Search" to populate a name

To ensure the R-ODP goes to whom you desire, it is best to select an option where you select "Rater – Choose Individual"

- **It is the *member's responsibility* to ensure their personnel records are current/correct prior to meeting a DT or DE school board**
- **Data cut-off is 30 days *prior* to the Board**
  - All records (performance reports, decorations, degrees, etc) must be part of official record to be considered by the board
  - Draft performance reports *will not* be accepted
- **Members can work with ARPC to correct errors in records**
  - AFIT updates academic degrees
  - AU or base training office updates PME
- **Members can communicate items not shown in records on their R-DP or school board application (ex: deployments, enrollment in degree/PME program with expected completion date)**

- **ARPC Force Development Assignment Facilitators* will:**
  - **Pre-DT: message career field 120/90/60 days prior to DT execution**
    - Reminders to complete R-DP & submit for coordination in vPC
    - Reminders to conduct records review (correct as appropriate)
    - Communicates data cut-off (30 days prior to DT)
    - Communicates any other pertinent information from CFM/MFM regarding the career field or DT
  - **Post DT:**
    - Send vectors and KPL notifications to the members who met the DT within 4-6 weeks
    - Notify each member who did not meet the DT and tell them why
    - Ensure vectors are updated in members' R-DPs & returned to members in vPC

* For Enlisted DTs, the MFMs will conduct the majority of these activities

R-DP Common Mistakes

- **Missing deadlines**
- **Write in succinct bullet statements**
- **Address record issues within comments**
- **Misrouting R-DP**
  - **Sending to Mentor instead of Rater**
- **Minimal or no rater comments**
- **Update annually**

DE

RSSB Selects

EDEB Selects

RDEDB Selects
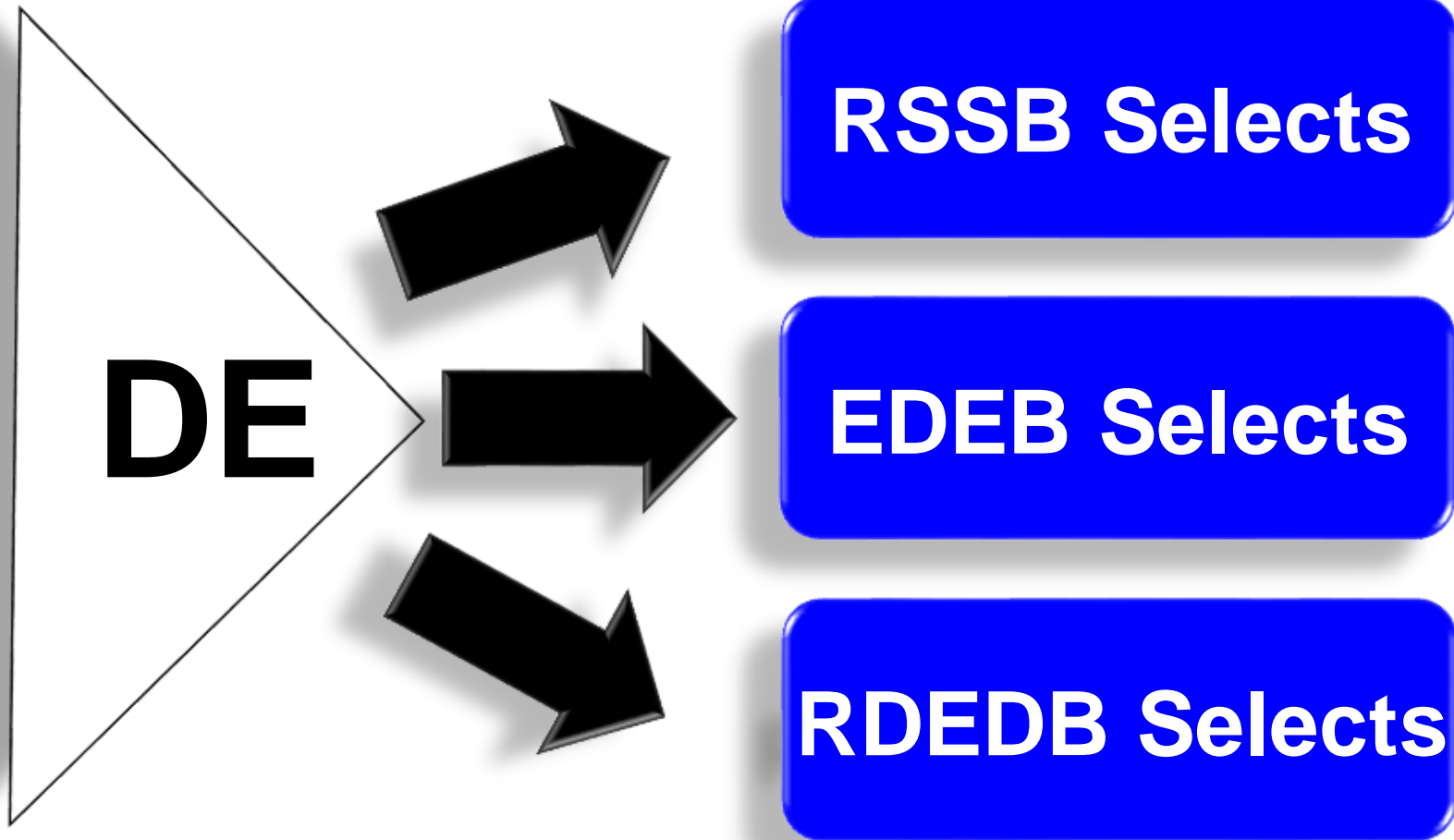
RDEDB: (Maj – Col)

- **Long-term (10+ months) In-Resident Schools/Courses (Operational & Strategic Level):**
    - **Developmental Education:**
        - **IDE: ACSC ACGSC, MCSC, ASAM, AFLF, AOC, NIU**
        - **SDE: AWC, Army WC, Naval WC, NWC, Dwight D. Eisenhower School, Harvard National Security Fellowship, SECDEF Fellowship, JAWS, CISA**
    - **Advanced Studies Group: SAASS**

RSSB: (Lt – Col)

- **Short-Resident, seminar & blended courses:**
    - **Officer Professional Development: IJOLD, LTT**
    - **Developmental Education: SOS, ACSC-ARCS, AWC-ARCS**
    - **Joint courses: NATO, RCNSC, JCWS-H (Formerly AJPME), MREP**
    - **CIOR: Committees and Military Competition, YROW, CLA**

- **Exceptionally well-qualified AFR officers and enlisted members who have expressed their desire for leadership opportunities and who can provide return on investment for the AFR**

- **Eligibility requirements met as stated in the Invitation to Apply(ITA) released for each school board**

- **Members *must* read/understand/comply with the Invitation to Apply (ITA) to successfully meet a school board**

Eligibility Requirements

- **Fitness, Participation, MSD/HYT**
- **Reserve Service Commitment (RDEDB only)**
- **TFCSD (RSSB/RDEDB only)**

Disqualifying Factors

- **Not current/passing on FA**
- **Current UIF**
- **Twice-deferred officers (RDEDB only)**
- **VLPAD members**
- **PIRR members (RDEDB only)**
- **CMSgts/SMSgts who did not meet the CY18 Command E8/E9 DT Board (EDEB only)**
- **SNCOs without a CCAF degree (EDEB only)**
- **SNCOs that have not completed the SNCOA (EDEB only)**

Reserve School Selection Board (RSSB)-A & B (Officers)

- **Invitation to Apply (ITA) Releases:**
  - **Nov for RSSB-A**
  - **April for RSSB-B**
- **Boards Convenes in Feb (RSSB-A) and Jul (RSSB-B)**

Reserve Developmental Education Board (RDEDB-Officers)

- **ITA Releases in Jun**
- **Board Convenes in Oct**

Enlisted Developmental Education Board (EDEB-Enlisted)

- **ITA Releases in Feb**
- **Board Convenes in May**

Application Common Mistakes

- **Follow all Invitation to Apply (ITA) instructions**
- **Applicants selecting courses they are not eligible for**
- **Track application movement/status**
- **Submitting required waiver(s)**
- **Misrouting Applications**
  - **By Applicant, Rater, MPS, or Senior Rater**
- **No Rater and/or Senior Rater Comments**
- **Creating/routing applications too close to the c/o date**
- **Update Per Board**

FD Contact Information

Assignment Facilitation Branch
Lt Col Stacy Slate: Chief, Assignment Facilitation

Developmental Education Branch
Maj Rhett Sigmon: Chief, Developmental Education
TSgt Ronetta Mays: NCOIC, Developmental Education

Joint Officer Management
Ms. Sara Simms: Chief, Joint Officer Management

Emails
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arpc.dpaf.edeb@us.af.mil
arpc.dpaf.rdedb@us.af.mil

Phone
Total Force Service Center: 1-800-525-0102

Websites
myPers - https://mypers.af.mil/app/categories/c/549/p/17
ARPC - http://www.arpc.afrc.af.mil/Service-Center/

Questions?