Air Reserve Personnel Center

Integrity - Service - Excellence

Force Development Overview

U.S. AIR FORCE

WINGS OF HERITAGE, SHAPING THE FUTURE

Overview

- **What is Force Development**
- **Development Team (DT) Process Overview**
- **Developmental Education (DE) Process Overview**
- **Force Development Board Mechanics**
- **Contact Information**

What is Force Development?

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

U.S. AIR FORCE

- **Reservists do not follow Active Duty processes for assignments or schools**
  - **You will be given incorrect guidance if you follow RegAF 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 Board – Senior Leaders within specific career fields**

- **DE Board – Comprised of Senior Leaders from various reserve career fields**

Force Development

- ## 46 Functional Development Teams
  - 25 Officer
  - 21 Enlisted
- ## Developmental Education
  - 3 Officer Boards
  - 1 Enlisted Board
- ## Special Boards
  - RCSB
  - STEPII
  - Command E8/E9
- ## Key/Command/Joint
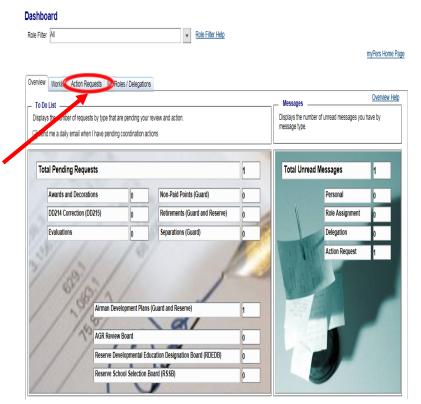 - Joint Officer Management
  - Student Assignment Facilitation

How do You Participate in Your Career Field's Development Team Process

- **Officers fill out a Reserve Development Plan (R-ODP)**
- **Member's tool to communicate military, civilian career goals, accomplishments, life events, and experiences**
- **Member's tool to communicate personal career goals & items not otherwise documented in their records**
- **R-ODP must be current from closeout date of last DT**

U.S. AIR FORCE

First time entering an R-ODP

If First time entering an R-ODP,
click on the "Action Requests" tab

Force Development

Select Reserve Officer Development Plan (R-ODP)

New R-ODP has been released!

- **If you are meeting a DT in CY20 you need to update your R-ODP! Watch for messages!**

- **Some of the new questions are:**

  - I am interested in the following types of assignments: Joint, Command, NCR, and Above-Wing

  - Are you currently enrolled in a Developmental Education Program? If yes, projected completion date?

  - Are you currently enrolled in a Degree Program? If yes, projected completion date?

  - Are you currently enrolled in a Personal or Professional Development or Certification Program? If yes, details and projected completion date?

  - I am interested in the following types of opportunities: Deployment, Long-term orders, VLPAD tour, or Active Duty Command Tour. If interested please provide details (level of interest and justification, desired location, position, etc.) and what you have done up to this point to pursue these.

- **You <u>must complete the new R-ODP</u> with in the timeframe provided**
- **You cannot have a retirement in the system**
- **You cannot have an MSD within 2 years of the DT date**
- **You cannot have a UIF**
- **You cannot have unsatisfactory participation in 2 of the last 3 consecutive years**
- **You must have an Advanced Academic Degree (O-6 Only)**
- **You must have your PME complete in the appropriate timeframe**
  - **O-4 – PME must be complete within 5 years Time in Grade (TIG)**
  - **O-5 – PME must be complete within 4 years TIG**
  - **O-6 – will not be seen without appropriate PME**

U.S. AIR FORCE

Key Personnel List (KPL)

- **How your package is scored determines your position on the KPL**

- **Considered Top ~20% of the Career Field**

- **Percent is based on number of KCJ positions and the total from the last DT**
- **Key, Command, & JDAL (KCJ) assignments offered to KPL members**

Personalized Vectors

- **Guidance from board to you on next moves and opportunities to consider**

U.S. AIR FORCE

What is Developmental Education

- **In-residence Developmental Education provides an opportunity to develop officers and enlisted for future leadership positions.**

- **Recognizes the necessity to provide the right education at the right time.**

- **Continuous education prepares members for the transition from tactical to operational and strategic levels.**
  - ***Caution, do not become a professional student!**

- **Competitive selection rate...only the best!**

School Opportunities

Reserve Developmental Education Board (RDEDB): (Maj - Col)
- **Long-term (10+ months) In-Resident Schools/Courses**
- **Invitation to Apply (ITA) released Jun, Board convenes Oct**
  - **104 applicants met the board, 51 selected**

Reserve School Selection Board (RSSB A & B): (1Lt - Col)
- **Short-Resident, seminar & blended courses**
- **RSSB(A) ITA released Nov, board convenes Feb**
  - **618 applicants met the board, 143 selected**
- **RSSB(B) ITA released Apr, board convenes Jul**
  - **539 applicants met the board, 233 selected**

Enlisted Developmental Education Board (EDEB): (TSgt - CMSgt)
- **Short and/or Limited-Resident courses**
- **ITA released Feb, Board convenes May**
  - **464 applicants met the board, 50 selected**

U.S. AIR FORCE

Enlisted Professional Developmental Courses:
- Reserve Component Nat'l Security Course (RCNSC)
- International SNCO Development Course (INLEAD)
- *Enlisted Legislative Fellowship (ELF)

Sister Service Courses:
- Navy Senior Enlisted Academy
- Marine Corps Staff NCO Academy Advanced Course
- Coast Guard Chief Petty Officer Academy

NATO Courses:
- NATO SNCO Orientation Course
- NATO NCO Intermediate Course Leadership Course
- NATO NCO Advanced Leadership Course

U.S. AIR FORCE

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, MREP**
  - **CIOR: Committees and Military Competition, YROW, CLA**

Eligibility Requirements

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

Disqualifying Factors

- **Not current/passing on FA**
- **Current UIF**
- **Twice-deferred officers (RDEDB only)**
- **PIRR members (RDEDB only)**
- **SNCOs without a CCAF degree (EDEB only)**
- **SNCOs that have not completed the SNCOA (EDEB only)**

- **Read the Invitation to Apply closely**
- **Monitor the status of application from cradle to grave – meet the ARPC Deadline!**
- **Only select courses that make sense**
- **Applicant/Rater/Sr Rater justification blocks are critical; everyone should be in lock-step**
- **Ensure military records are up-to-date**
- **Submit R-ODP**
- **Last but not least, contact the Developmental Education Branch for assistance**

- **Review record using the whole person concept**
  - DE (PME), Duty History, Academic Ed, Points, Decorations, Deployment Data
  - OPR / ODP – strats/vectors, push statements, KPL
  - Assignment/Job/Position/Location/Reserve status

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

- **Order of Merit + ROI = Quota Applied**

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**

U.S. AIR FORCE

- **Absolutely Superior**   10

- **Outstanding Record**   9.5   *Outstanding*

- **Few Could Be Better**   9.0

- **Strong Record**   8.5

          Above Average

- **Slightly Better Than Average**   8.0

- **Average**   7.5   *Average*

- **Slightly Below Average**   7.0

- **Below Average**   6.5   *Below Average*

- **Well Below Average**   6.0

Force Development: Records

- **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
    - Waivers must be submitted with applications before application deadline

- **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: enrollment in degree/PME program with expected completion date)**

FD Contact Information

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

Developmental Education Branch
Maj Tracy Maestas: Chief, Developmental Education
TSgt Brandon Russell: NCOIC, Developmental Education

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

Key / Command / Joint Management Branch
Maj Nate Cole: Chief KCJ Branch

Emails: arpc.dpaf@us.af.mil, arpc.dpaf.rssb@us.af.mil
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?