

Air Reserve Personnel Center

Integrity - Service - Excellence

Force Development Overview



U.S. AIR FORCE

WINGS OF HERITAGE, SHAPING THE FUTURE



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Overview

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



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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**



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Why is Force Development Important to You?

- **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**



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Who is involved in Reserve Force Development?

- **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**



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Force Development Mission Areas

- **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**



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Where to find the R-ODP myPers

First time entering an R-ODP

Dashboard

Role Filter: All [Role Filter Help](#)

[myPers Home Page](#)

Overview | **Action Requests** | My Roles / Delegations

To Do List
Displays the number of requests by type that are pending your review and action.
I prefer to receive a daily email when I have pending coordination actions

Messages
Displays the number of unread messages you have by message type.

Total Pending Requests		Total Unread Messages	
Awards and Decorations	0	Personal	0
DD214 Correction (DD215)	0	Role Assignment	0
Evaluations	0	Delegation	0
Non-Paid Points (Guard)	0	Action Request	1
Retirements (Guard and Reserve)	0		
Separations (Guard)	0		
Airman Development Plans (Guard and Reserve)	1		
AGR Review Board	0		
Reserve Developmental Education Designation Board (RDEDB)	0		
Reserve School Selection Board (RSSB)	0		

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

Force Development

Dashboard

Role Filter: All [Role Filter Help](#)

[myPers Home Page](#)

Overview | Worklist | Action Requests | My Roles / Delegations

ACTIVE DUTY AF | AIR RESERVE | AIR NATIONAL GUARD

Online Services Component Default | Air Reserve | [Action Requests Help](#)

Documents I've Requested
Track Previous Support Requests
Need further assistance with a request not listed on this page?
[Create a New Support Request](#)

My Records (updates and corrections)
- Request Personal Data Updates
- Update Civilian Employment Information (CEI)
- Update DEERS Information
- Request Duty History Changes or Corrections
- Update Missing Awards and Decorations Order History
- Request Military Service Date Changes and/or Corrections
- Request Retirement Points Corrections
- Review your Electronic Officer Selection Record (eOSR)
- Request Correction to my DD Form 214

My Official Military Personnel Record (view/request copy)
- View and Print Documents Online (.mil domain required)
- View Current Retirement Points
- Request a copy of your Performance Report
- Request a 20 Year Letter (reissue)
- Request a Mortgage Letter
- Request a Reduced Retired Pay Eligibility Date
- Request a VA Home Loan Letter
- Request a copy of your Federal Award or Decoration
- Request a list of your current Federal Awards and Decorations
- Request your DD Form 214, Certificate of Release or Discharge
- Request Other Documents (Select to view types and descriptions)
- Request a copy of your DD Form 215 (DD Form 214 Correction)
- MPS/JHQ POC Listing

Information Links
- Air Force Board for Correction of Military Records Guidance
- Total Force U.S. Citizenship Guidance
- TRICARE Reserve Select Information

Evaluations (Overview)
- MPS or CSS Initiate Officer or Enlisted Performance Report
- Appeal an Evaluation
- Request a Shell on a Member
- Submit a Letter of Evaluation (AF Form 77)
- Submit an Education/Training Report (AF Form 475)

Officer Promotions (Overview)
- Submit a Letter to the Promotion Board (Officer)
- Request a post-Board Counseling (Officer)
- Appellate and AGR Promotion Application
- Promotion Calculator

Federal Awards and Decorations (Overview)
- Nominate a Member for MSM, AFM, AFAM, AAM
- Submit a Military Outstanding Volunteer Service Medal (MOVSM)
- Combat Readiness Medal Certification
- Amend or Revoke a Federal Award or Decoration
- Deny Air Reserve Forces Meritorious Service Medal (ARFMSM)

Retirements (Overview)
- Apply for Retirement (Reserve AGR, Mandatory Pay at Age 60)
- Notification of Eligibility for Retired Pay/RCSBP Package
- Partial Year Calculator
- Request information on my current RCSBP Election
- Request Assistance on Retired Pay Issues
- Reserve Retired Pay Calculator
- RCSBP Calculator
- Reduced Retired Pay Age

Force Development (Officer Overview/Enlisted Overview)
- Reserve Developmental Education Designation Board (RDEDB)
- Reserve School Selection Board (RSSB)
- Reserve Officer Development Plan (R-ODP)
- Reserve Officer Development Plan (R-ODP)
- AGR Review Board
- Reserve Retired Pay Calculation Worksheet
- Reserve Enlisted Developmental Education Board (EDEB)

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.**



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Criteria to meet a DT

- You must complete the new R-ODP within 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



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Output from Development Team Board

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**



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What a DT panel looks like





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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!**



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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



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Enlisted Courses

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**



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Officer Courses

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 and Disqualifying Factors

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)**



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School Board Success

- **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**



DT/DE Board Mechanics

■ **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**



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Whole Person Concept

Factor

Performance
Professional Qualities
Leadership
Job Responsibility
Depth & Breadth of Experience
Specific Achievements
Developmental Education
Academic Education

Examples

EPRs/OPRs/TRs
Expertise within specialty
Command/Staff/Flight
Scope/Exposure
Where/What/When
Awards/Decs/EPRs/OPRs
Level/Utilization
CCAF/Academic Degrees

POTENTIAL
EXPERIENCE
RETURN ON INVESTMENT



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Scoring Scale

■ Absolutely Superior	10	
■ Outstanding Record	9.5	<i>Outstanding</i>
■ Few Could Be Better	9.0	
■ Strong Record	8.5	
■ Slightly Better Than Average	8.0	<i>Above Average</i>
■ Average	7.5	<i>Average</i>
■ Slightly Below Average	7.0	
■ Below Average	6.5	<i>Below Average</i>
■ Well Below Average	6.0	



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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)**



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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/>



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Questions?