Air Reserve Personnel Center

Integrity - Service - Excellence

Force Development Overview

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Overview

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

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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 Reserve Force Development Important to You?

- **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**

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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/DE Board – Senior Leaders of each career field**

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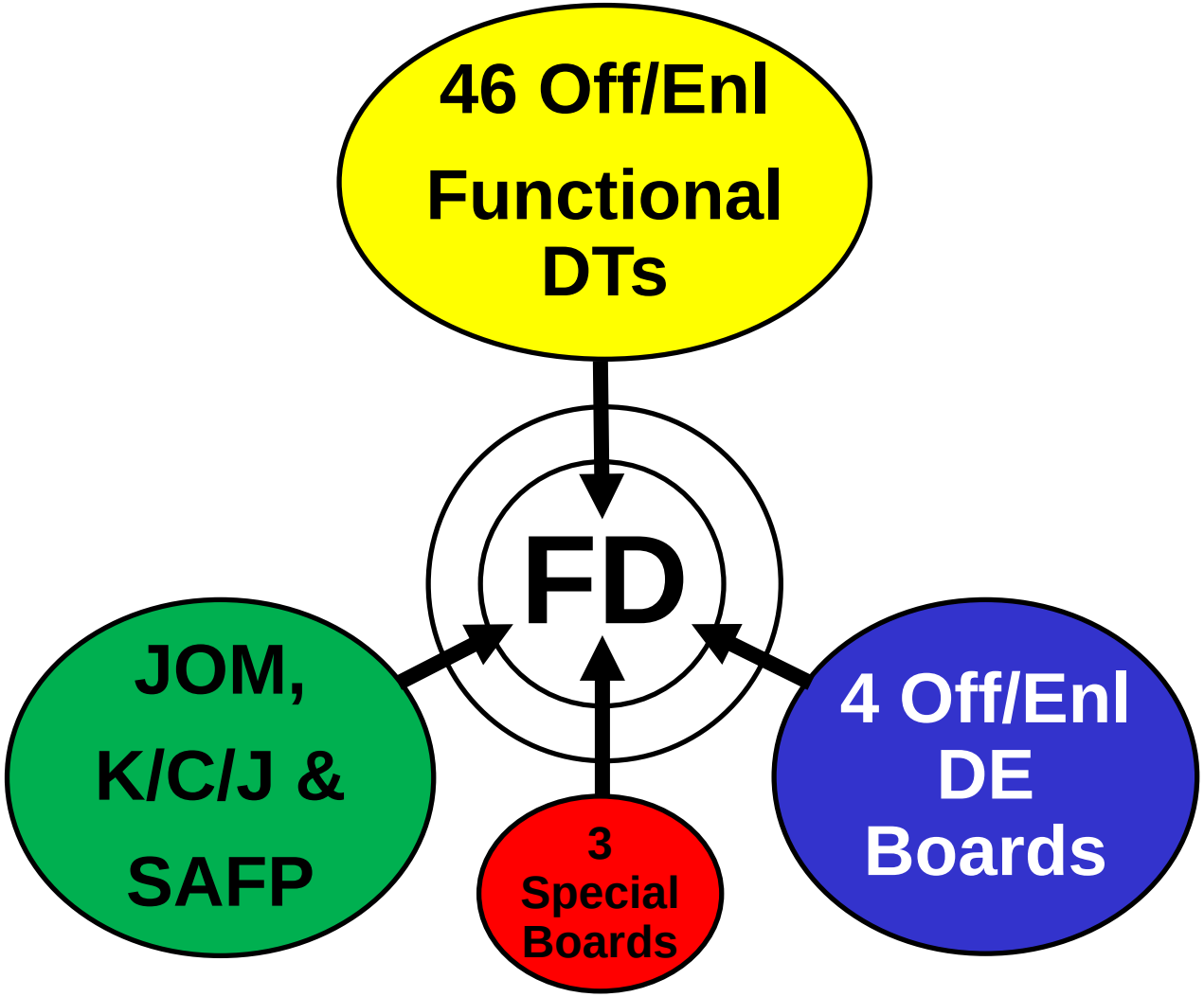
Force Development Mission Areas



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How do You Participate in Force Development

- **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**

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Force Development (DT/DE) Process Mechanics

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

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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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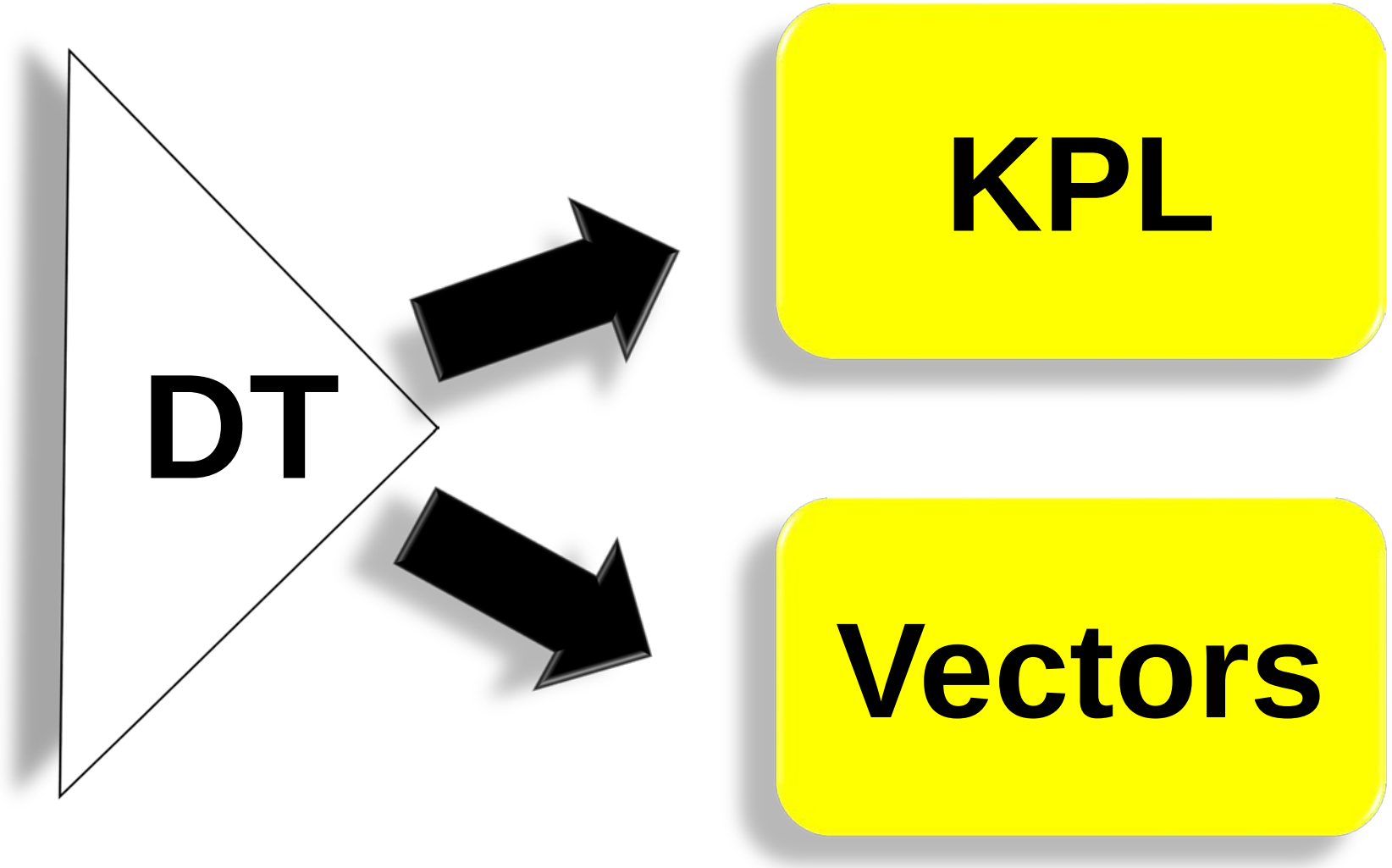
Development Team Mission



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Reserve Development Plan

- **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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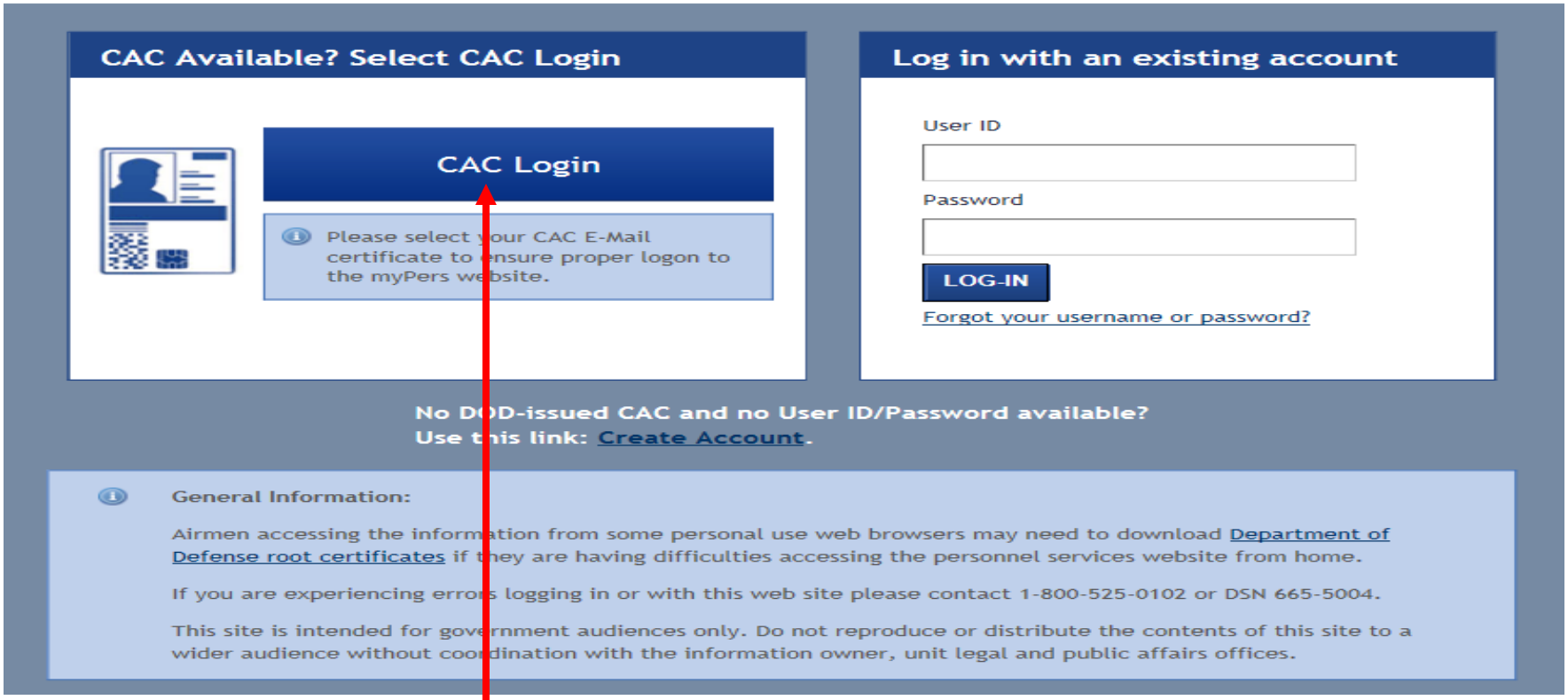
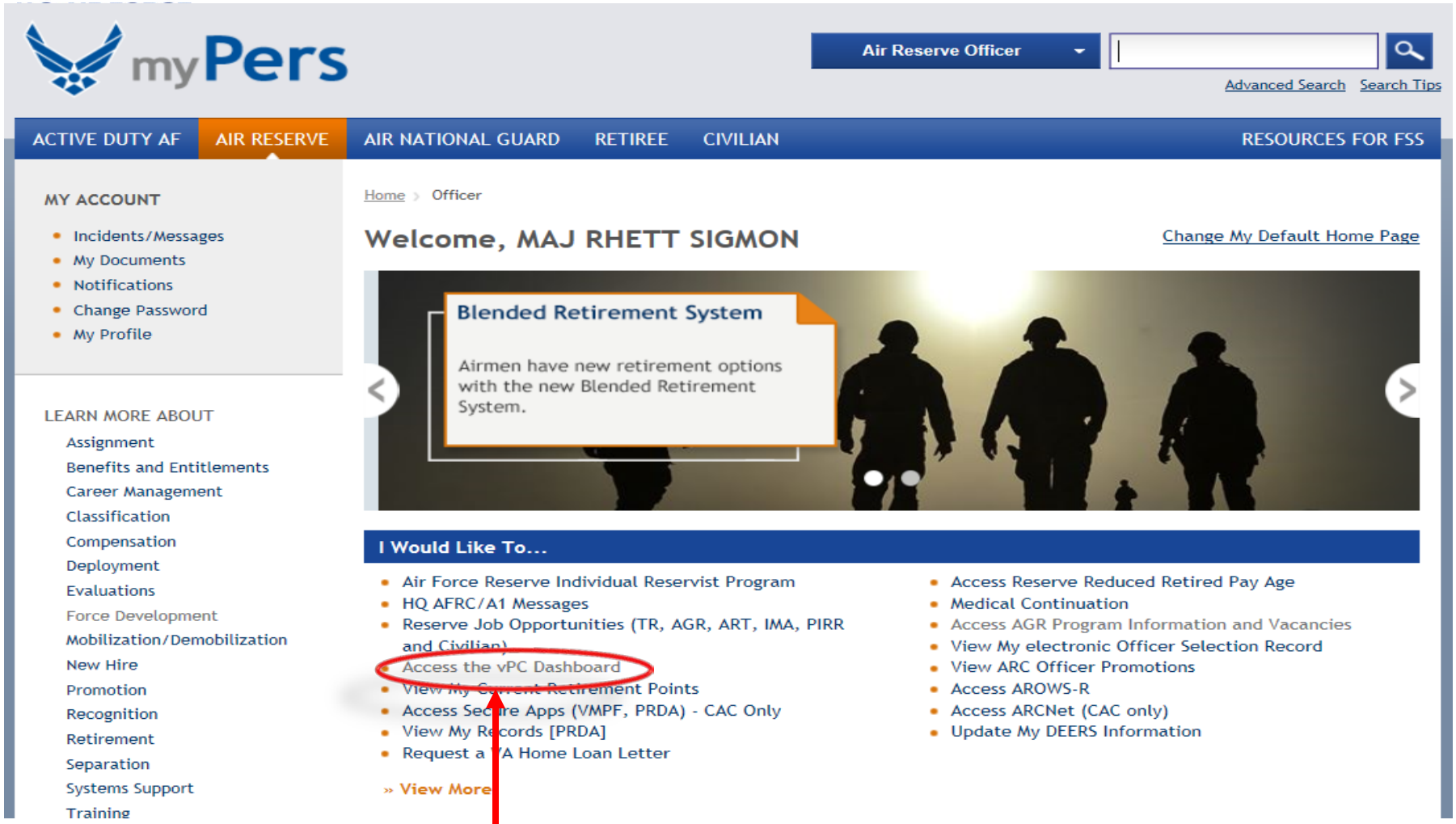
Instructions for completing/coordinating the Reserve Officer Development Plan (R-ODP) MUST USE CAC LOGIN

myPers



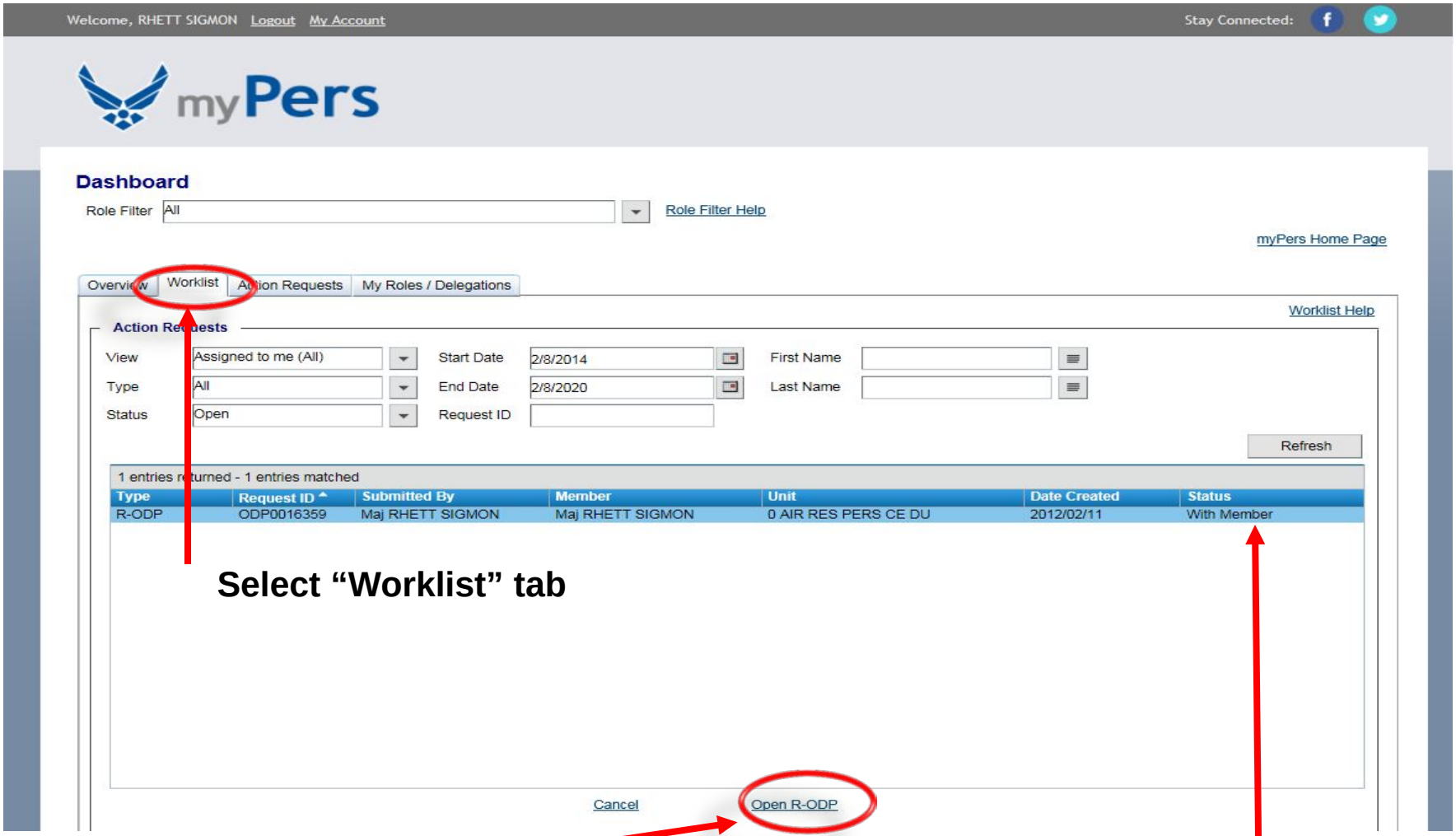
Select “CAC Login”

Instructions on completing and coordinating the R-ODP…Continued



Select “Access the vPC Dashboard”

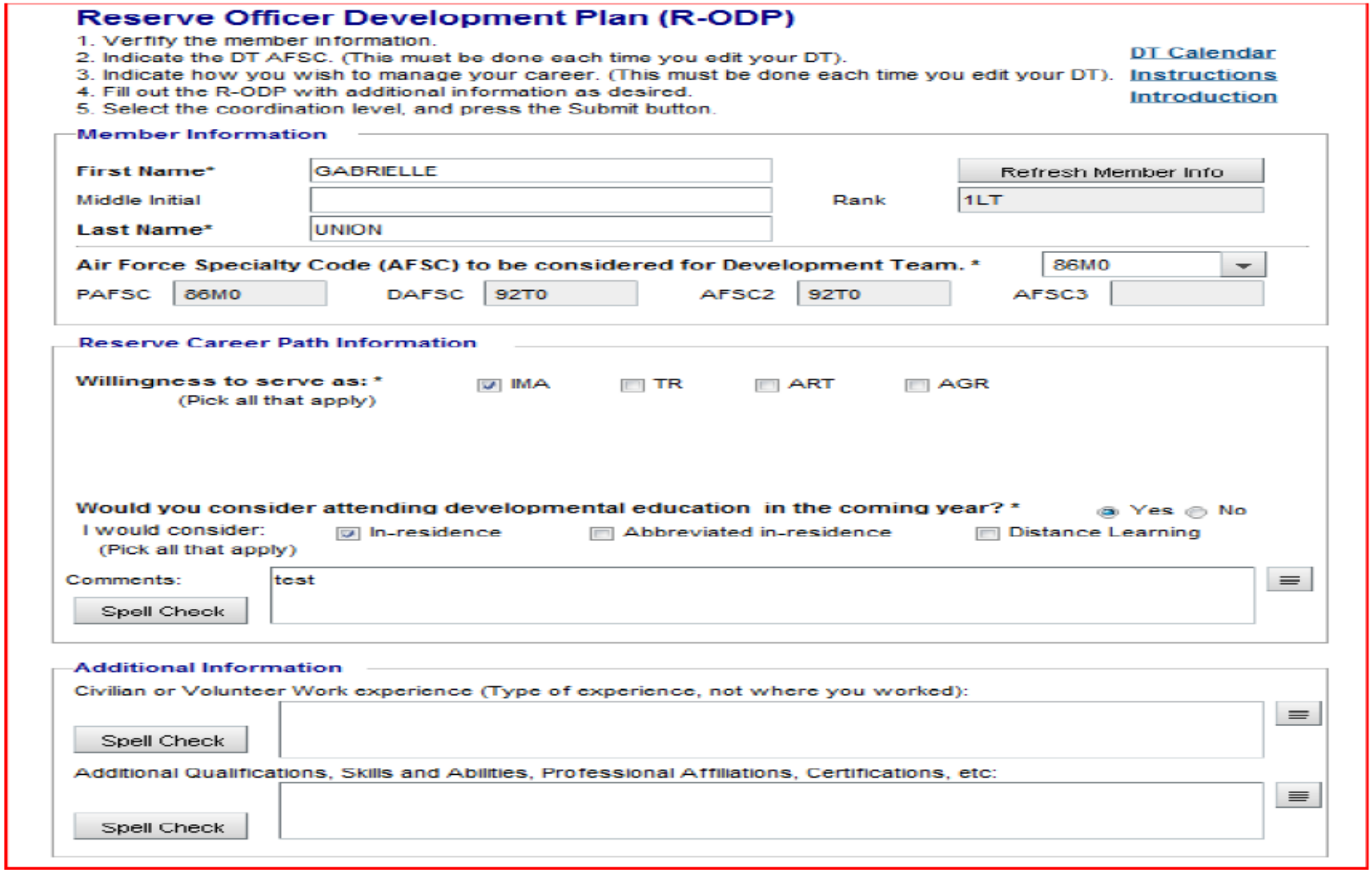
Instructions on completing and coordinating the R-ODP…Continued



Select "Worklist" tab

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

Instructions on completing and coordinating the R-ODP…Continued



Reserve Officer Development Plan (R-ODP)

1. Verfify 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: * (Pick all that apply) ☑ IMA ☐ TR ☐ ART ☐ AGR

Would you consider attending developmental education in the coming year? * ◉ Yes ○ No

I would consider: (Pick all that apply) ☑ In-residence ☐ Abbreviated in-residence ☐ Distance Learning

Comments: test

Spell Check

Additional Information

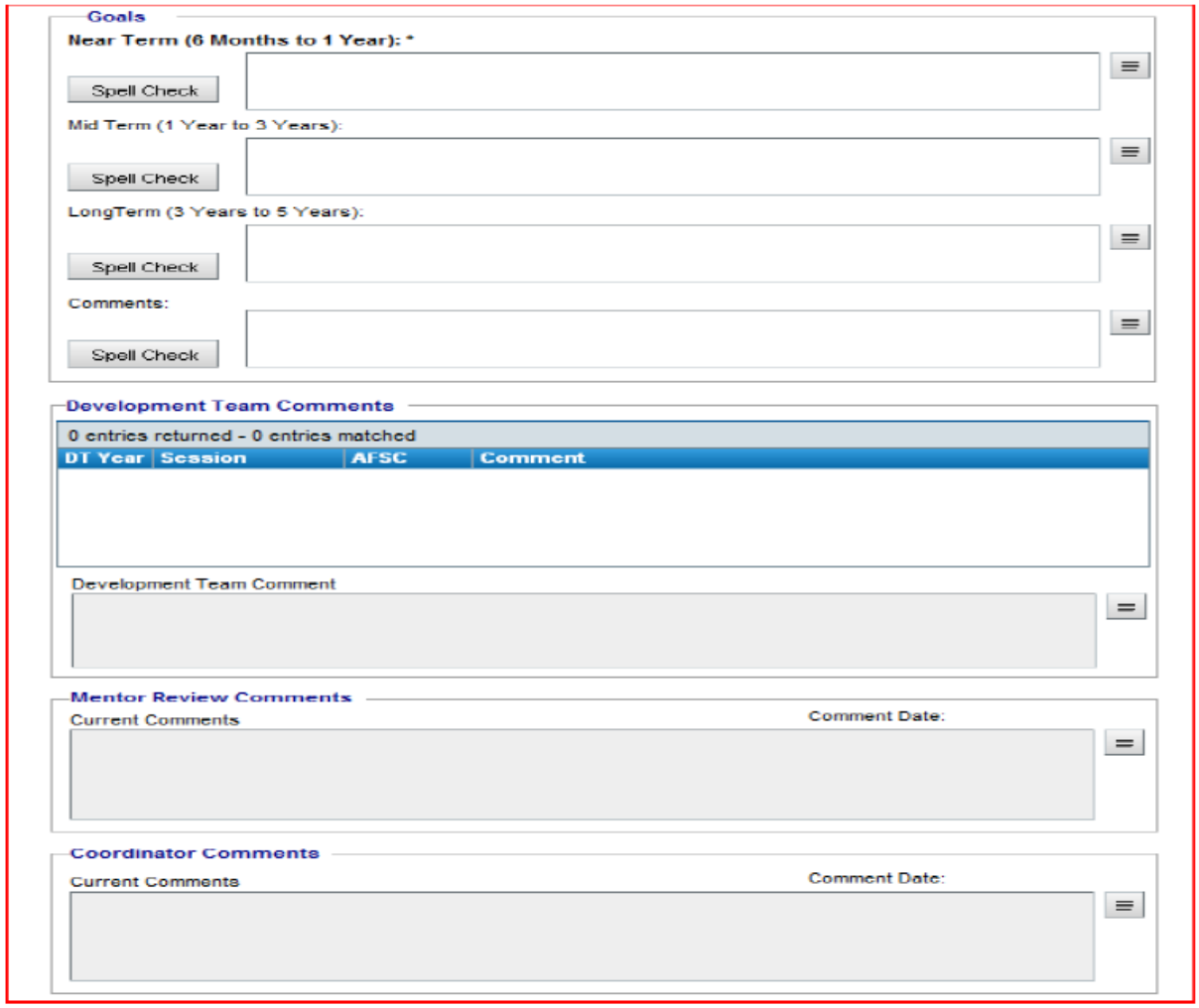
Civilian or Volunteer Work experience (Type of experience, not where you worked):

Spell Check

Additional Qualifications, Skills and Abilities, Professional Affiliations, Certifications, etc:

Spell Check

Instructions on completing and coordinating the R-ODP…Continued



- **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"

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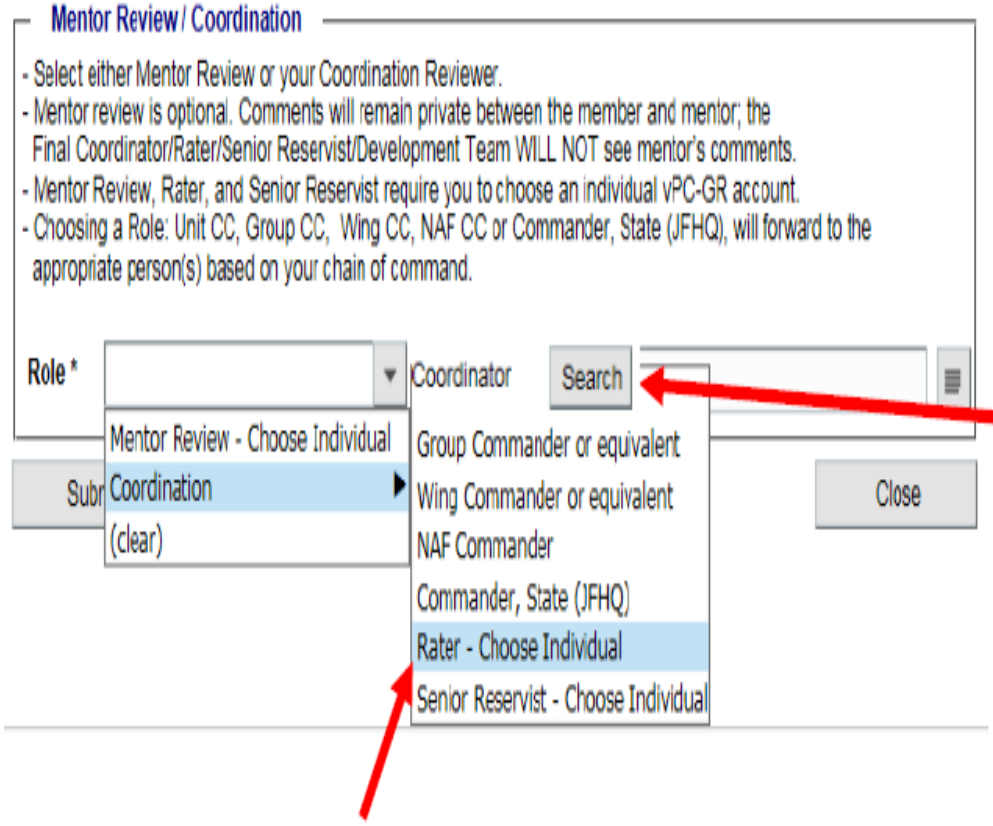
Reserve Development Plan Coordination



- **Do <u>NOT</u> 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"

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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
- **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)**

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DT Messaging

- **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

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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

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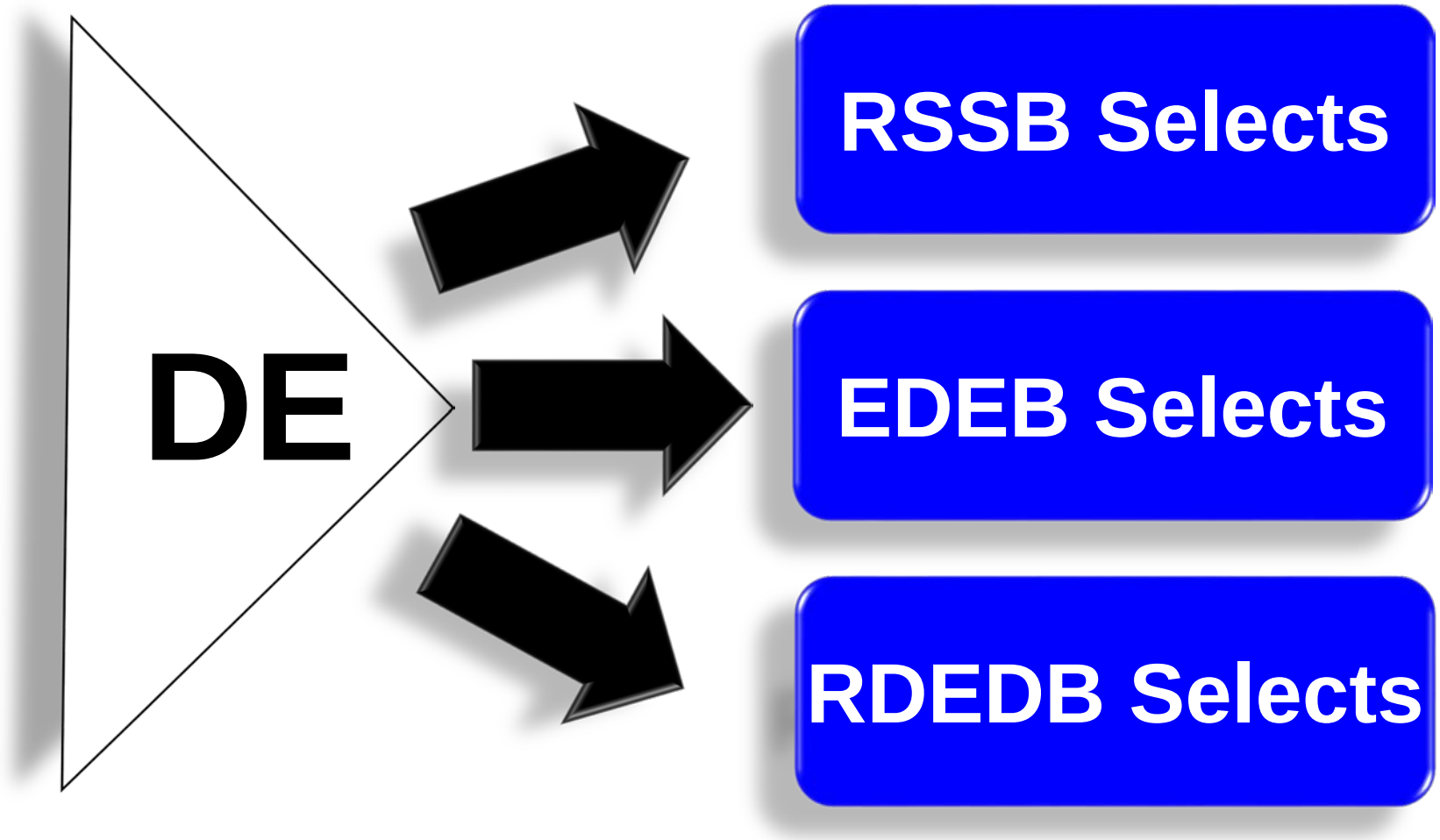
DE Mission



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Officer Schools & 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 (Formerly AJPME), MREP**
  - **CIOR: Committees and Military Competition, YROW, CLA**

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Selection Audience

- **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**

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Eligibility Requirements and Disqualifying Factors

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)

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Annual DE Board Schedule

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

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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**

Questions?