

Air Reserve Personnel Center

Integrity - Service - Excellence

Force Development Overview



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



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**



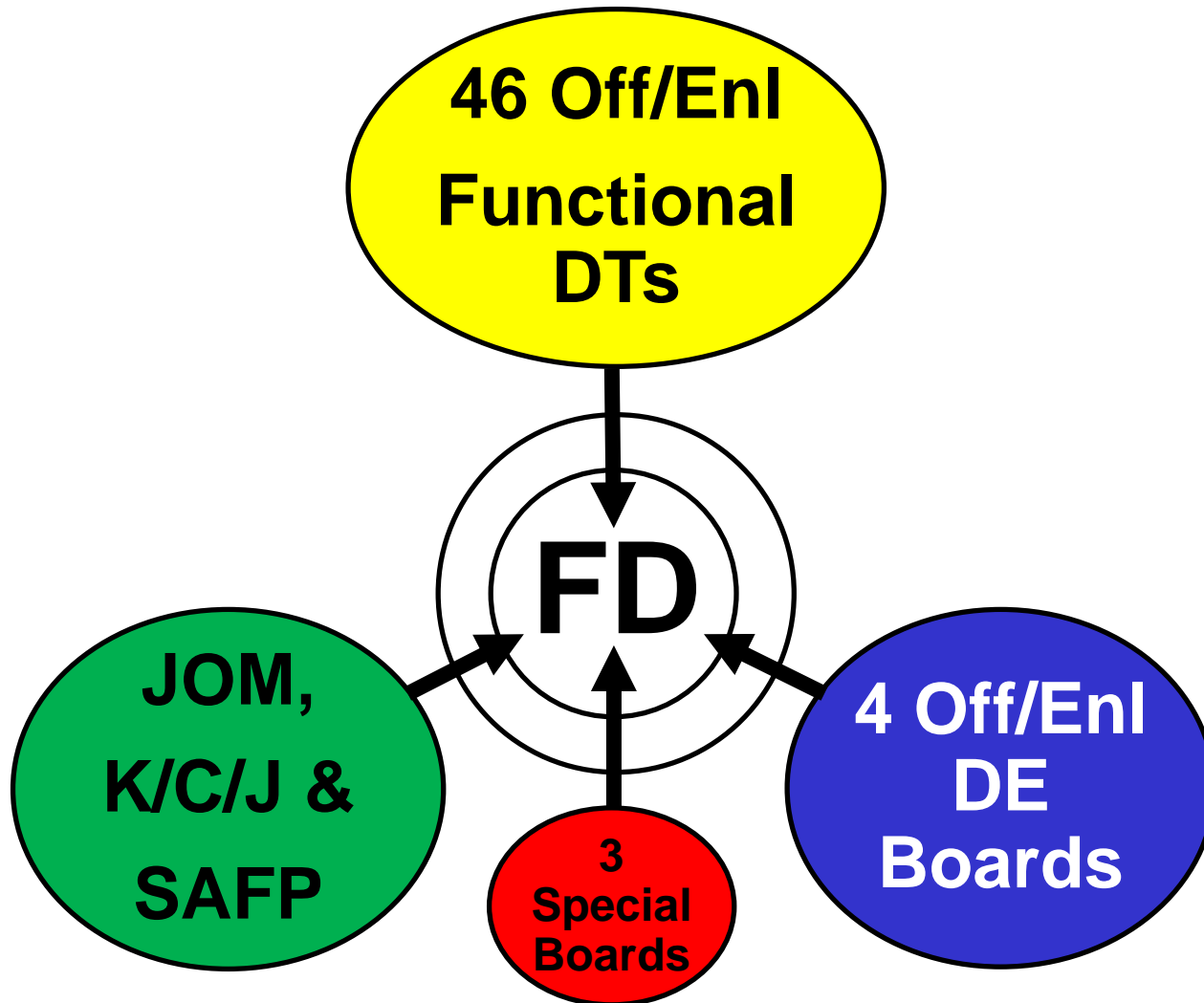
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Who is involved in Reserve Force Development?

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



Force Development Mission Areas





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**



Force Development (DT/DE) Process Mechanics

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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 RDEDDB courses



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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

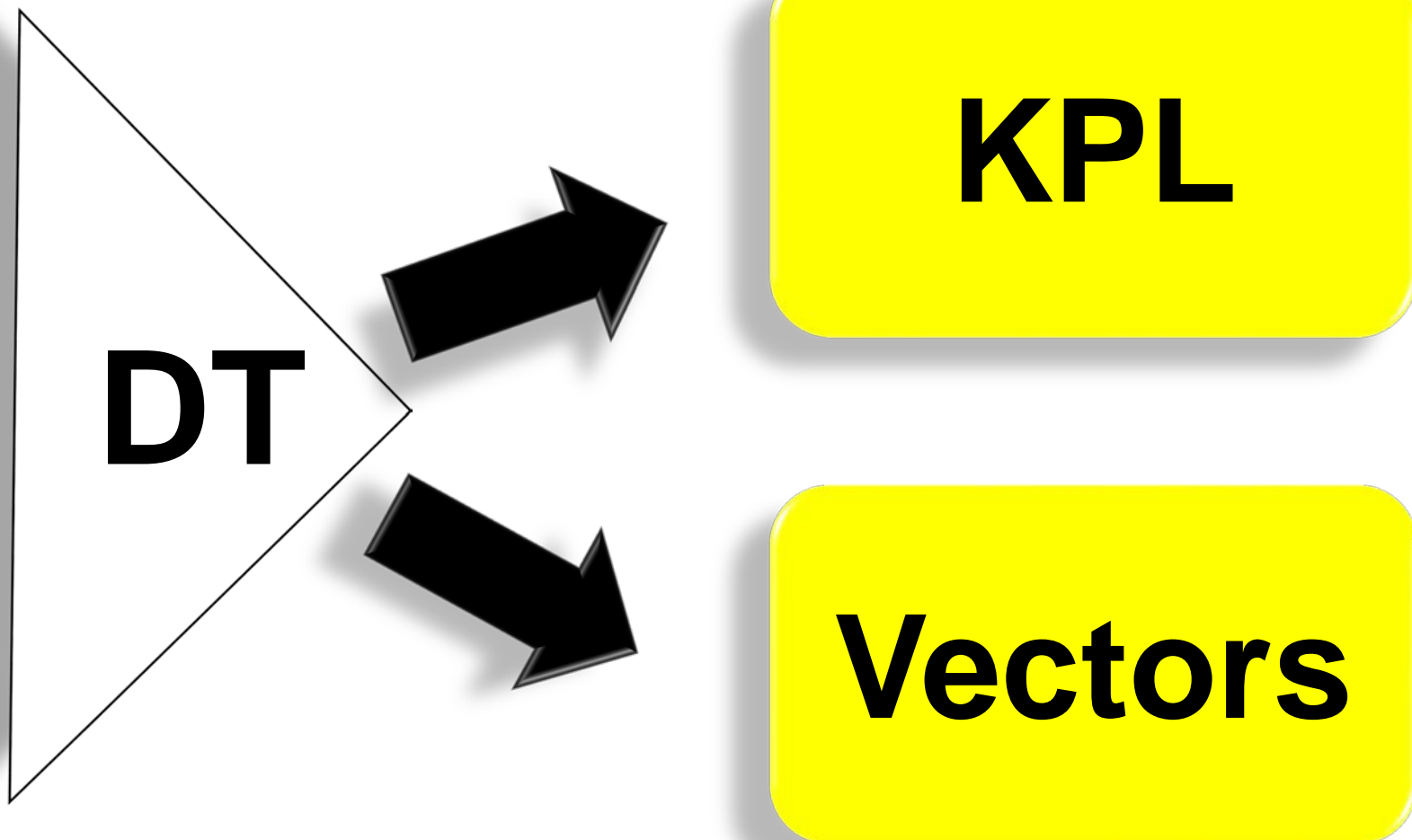
EPRs/OPRs/TRs
Expertise within specialty
Command/Staff/Flight
Scope/Exposure
Where/What/When
Awards/Decs/EPRs/OPRs
Level/Utilization
CCAF/Academic Degrees

POTENTIAL
EXPERIENCE
RETURN ON INVESTMENT



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Development Team Mission





Reserve Development Plan

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- **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**



CAC Available? Select CAC Login



Please select your CAC E-Mail certificate to ensure proper logon to the myPers website.

Log in with an existing account

User ID

Password

LOG-IN

[Forgot your username or password?](#)

No DOD-issued CAC and no User ID/Password available?
Use this link: [Create Account](#).

General Information:

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Select "CAC Login"



Instructions on completing and coordinating the R-ODP...Continued



Air Reserve Officer

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ACTIVE DUTY AF

AIR RESERVE

AIR NATIONAL GUARD

RETIREE

CIVILIAN

RESOURCES FOR FSS

MY ACCOUNT

- Incidents/Messages
- My Documents
- Notifications
- Change Password
- My Profile

LEARN MORE ABOUT

- Assignment
- Benefits and Entitlements
- Career Management
- Classification
- Compensation
- Deployment
- Evaluations
- Force Development
- Mobilization/Demobilization
- New Hire
- Promotion
- Recognition
- Retirement
- Separation
- Systems Support
- Training

[Home](#) > [Officer](#)

Welcome, MAJ RHETT SIGMON

[Change My Default Home Page](#)

Blended Retirement System

Airmen have new retirement options with the new Blended Retirement System.

I Would Like To...

- Air Force Reserve Individual Reservist Program
- HQ AFRC/A1 Messages
- Reserve Job Opportunities (TR, AGR, ART, IMA, PIRR and Civilian)
- **Access the vPC Dashboard**
- View My Current Retirement Points
- Access Secure Apps (VMPF, PRDA) - CAC Only
- View My Records [PRDA]
- Request a VA Home Loan Letter
- Access Reserve Reduced Retired Pay Age
- Medical Continuation
- Access AGR Program Information and Vacancies
- View My electronic Officer Selection Record
- View ARC Officer Promotions
- Access AROWS-R
- Access ARCNet (CAC only)
- Update My DEERS Information

[» View More](#)

Select "Access the vPC Dashboard"



Instructions on completing and coordinating the R-ODP...Continued

Welcome, RHETT SIGMON [Logout](#) [My Account](#) Stay Connected: [f](#) [t](#)

myPers

Dashboard

Role Filter: [Role Filter Help](#) [myPers Home Page](#)

Overview **Worklist** Action Requests My Roles / Delegations [Worklist Help](#)

Action Requests

View: Start Date: First Name:
Type: End Date: Last Name:
Status: Request ID:

1 entries returned - 1 entries matched

Type	Request ID ^	Submitted By	Member	Unit	Date Created	Status
R-ODP	ODP0016359	Maj RHETT SIGMON	Maj RHETT SIGMON	0 AIR RES PERS CE DU	2012/02/11	With Member

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. Verify 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*	<input type="text" value="GABRIELLE"/>	<input type="button" value="Refresh Member Info"/>	
Middle Initial	<input type="text"/>	Rank <input type="text" value="1LT"/>	
Last Name*	<input type="text" value="UNION"/>		
Air Force Specialty Code (AFSC) to be considered for Development Team. *		<input type="text" value="86M0"/>	
PAFSC <input type="text" value="86M0"/>	DAFSC <input type="text" value="92T0"/>	AFSC2 <input type="text" value="92T0"/>	AFSC3 <input type="text"/>

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:

Additional Information

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

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



Instructions on completing and coordinating the R-ODP...Continued

Goals

Near Term (6 Months to 1 Year): *

Spell Check

Mid Term (1 Year to 3 Years):

Spell Check

LongTerm (3 Years to 5 Years):

Spell Check

Comments:

Spell Check

Development Team Comments

0 entries returned - 0 entries matched

DT Year	Session	AFSC	Comment
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Development Team Comment

Mentor Review Comments

Current Comments Comment Date:

Coordinator Comments

Current Comments Comment Date:

- 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'



Reserve Development Plan Coordination

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 * Search

Subr

(clear)

Mentor Review - Choose Individual

Group Commander or equivalent

Wing Commander or equivalent

NAF Commander

Commander, State (JFHQ)

Rater - Choose Individual

Senior Reservist - Choose Individual

- 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



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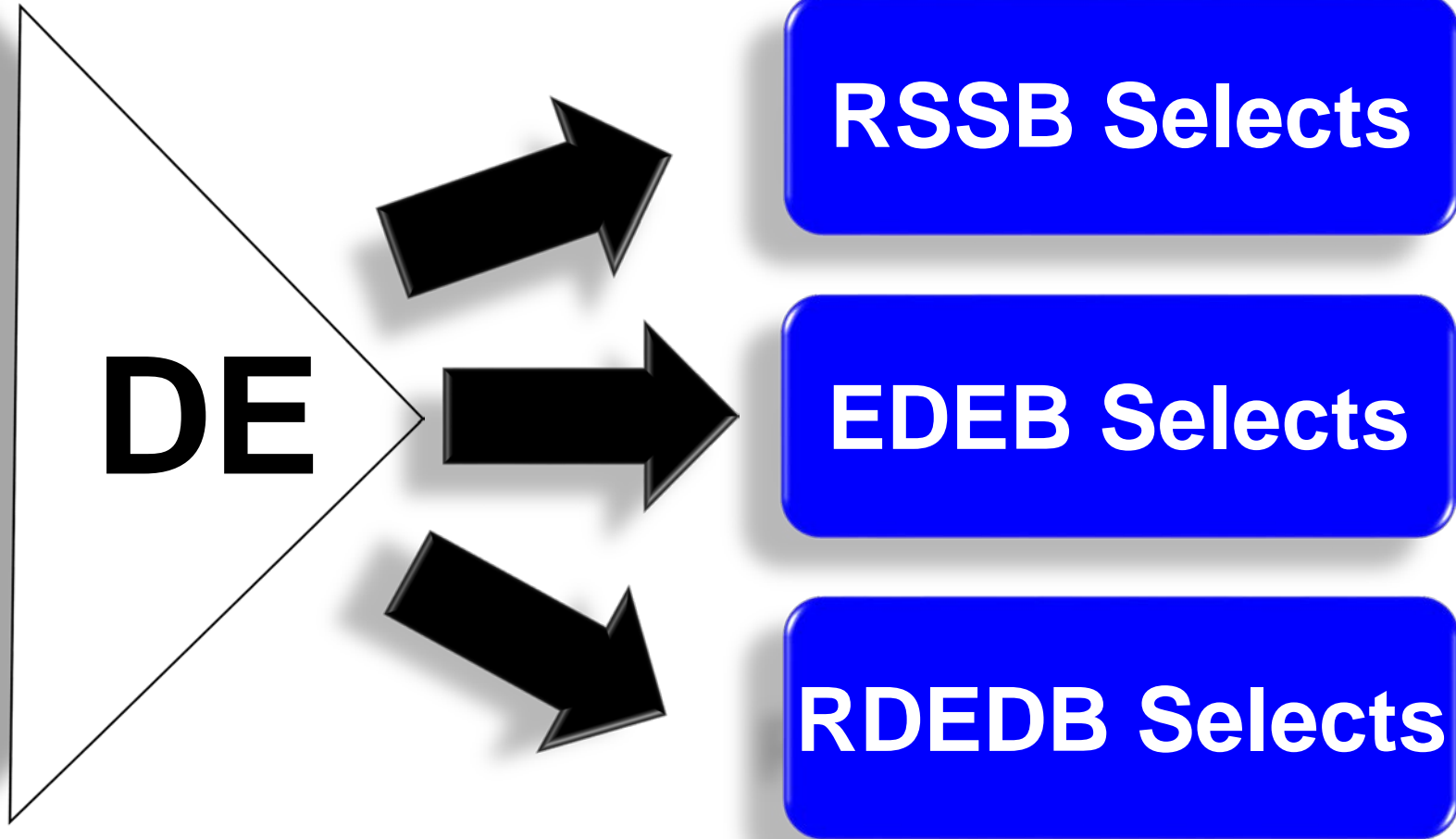
R-DP Common Mistakes

- **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**



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**



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)



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 (RDEDDB-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**



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Questions?