

Headquarters U.S. Air Force

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21A Career Field Manager Update



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Overview

- **Developmental Categories – Career Development Guidance**
- **21A Initiatives**
- **20C0 Future State**
- **Competency Based CFETP**
- **21X O-5 Promotion Stats**
- **Questions**



Developmental Categories

PRE-DECISIONAL

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- Career development briefs/scripts have been built by CFMs
 - Will be distributed once final approval has been received
- Briefs include typical 21A career progression milestones and specific developmental guidance; what we value as a CF

Developmental Category	Composition
Air Operations & Special Warfare	Pilot (11X), Combat Systems (12X), Air Battle Manager (13B), Special Tactics (13C), Combat Rescue (13D), Tactical Air Control Party (13L), Remotely Piloted Aircraft Pilot (18X)
Space Operations	Space Operations (13S), Astronaut (13A)
Nuclear & Missile Operations	Nuclear and Missile Operations (13N)
Information Warfare	Information Operations (14F), Intelligence (14N), Weather (15W), Cyber Operations (17X), Public Affairs (35X), Operations Research Analyst (61A), Special Investigations (71S)
Combat Support	Airfield Operations (13M), Aircraft Maintenance (21A), Munitions and Missile Maintenance (21M), Logistics Readiness (21R), Security Forces (31P), Civil Engineering (32E), Force Support (38F), Contracting (64P), Financial Management (65X)
Force Modernization	Chemist (61C), Physicist/Nuclear Engineer (61D), Developmental Engineer (62E), Acquisition Management (63A)



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Aircraft Maintenance Officer (21A) Career Progression **PRE-DECISIONAL**



Functional Area Experiences (CGO):

- ❖ Flight/Det CC
- ❖ AMU OIC
- ❖ Det CC
- ❖ Operations Officer

Formal Education/Training:

- ❖ Mx Basic and Intermediate Course (AFLOS)
- ❖ USAF Advanced Mx & Munitions Operations School (AMMOS), AMIC, JEMIC
- ❖ AFIT/DAU Courses
- ❖ AAD, Languages (Optional)

Special Experiences:

- ❖ Logistics Career and Base Lvl Broadening, Acquisitions, EWI, ALEET, AFIT
- ❖ ALC/CRF Maintenance
- ❖ Instructor (Functional, AMMOS, OTS, ROTC, etc)

Functional Area Experiences (FGO):

- ❖ Mx Operations Flight OIC
- ❖ Operations Officer
- ❖ Squadron Command
- ❖ Deputy Maintenance Group Command

Formal Education/Training:

- ❖ LOGTECH, Enterprise Logistics Course, Supply Chain Executive Course
- ❖ JPME / JPME II
- ❖ AFIT/DAU Courses, PM Level II Certification
- ❖ AAD, Languages (optional)

Special Experiences:

- ❖ Functional Training Instructor (AMMOS / AFLOS)
- ❖ NAF, MAJCOM, DRU, FOA or Air Staff
- ❖ AFMC/ALC Level Maintenance, Acquisition Duty, Joint Logistics Duty

Functional Area Experiences (O-6):

- ❖ Maintenance Group Command
- ❖ Vice Wing Commander
- ❖ Wing Command

Formal Education/Training:

- ❖ LOGTECH
- ❖ MXG/CC Course

Special Experiences:

- ❖ NAF, MAJCOM, DRU, FOA, JCS or Air Staff
- ❖ ALC Level Maintenance
- ❖ Joint Logistics or Attaché duty

Formal Instructor & Recruiting Duty:

- ❖ Assignment target after 4 CYOS for 2 yr tour
- ❖ Ideally, no more than one tour prior to O-4 & two tours prior to O-6 outside of core AFSC



Aircraft Maintenance Officer (21A) Career Development Guidance

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Career Path and Milestones

- **Develop leaders with operational expertise, breadth of experience, and knowledge across multiple airframes**
 - Depth in base-level aircraft maintenance experience is **a must: Flt/CC, AMU OIC, and Ops Officer positions across flightline (AMXS) and backshop (CMS/EMS/MXS) units**
 - Breadth of airframe expertise within the **first 10 years** is desired while breadth of sustainment enterprise expertise within the **second 10 years** is desired
- **Key Leadership Experience**
 - Aircraft Maintenance Unit (AMU) OIC experience is a requirement for 21A CGO development
 - Operations Officer in either a backshop or flightline unit is a requirement for CGO/FGO development
 - **Squadron Command at least once** at the Maj and/or Lt Col level; most will command multiple times at the squadron level; subsequent commands should be larger in the number of personnel and/or scope of responsibility
 - Group Command is expected at least once for Colonels; possibility for multiple Group Command positions
 - We value NAF/MAJCOM/HAF/Jt staff experience and/or development at AFMC or an Air Logistics Complex
 - End Game: Effective leaders who can think strategically and lead organizations to optimize sortie production, mission generation, and fleet sustainment
- **Education Expectations**
 - We value USAF AMMOS; it is a highly selective and desired school of mission generation, associated with AF Weapons School
 - **Life-long learning**; encourage the pursuit of education through a variety of avenues, including AFIT Masters and doctoral programs
 - Advanced academic degrees (AADs) **technical or non-technical valued the same**
- **Force Generation/Career Broadening**
 - Officers **may have one career broadening assignment before Major and no more than two before Colonel; each assignment should be limited to 2 years**
 - OI&RSD assignments target is after 4 commissioned years of service and after 21A3 certification
 - Officers selected for FAO, PAS, and those who owe education payback, may have multiple assignments outside of tradition 21A assignments

Development

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- Instituted “Strategic Pause”
 - 2 commands with a pause in between f/deliberate development
 - 2-3 commands with a pause before MXG/CD
 - Can be requested without prejudice

- Focus on families and improving work/life balance
 - Join spouse, family considerations, and extenuating circumstances were prioritized during Squadron Command DT vectoring
 - 80% of SQ/CCs were vectored to a requested location
 - DT will focus on the same for CD hiring



- **Provide stability for families**
 - **3-4 year extensions for certain positions**
 - **Fly-up opportunities, when able**
- **Focus on transparency and communication to the field**
 - **HAF-level DCS briefs and CF guidance memos to the field**
 - **Many have asked about Mountain Home Re-Org**
 - **More important is the “why”**
 - **Scheduled for Oct**
- **Bonus – Not an option right now; A1 process is changing**
- **365 / AEF deployment requirement re-look**
 - **Validation of requirements will be conducted by HAF/AFPC/AEF Center**



20C0 (MXG/CD) Future State

- **20C0 is a 21X position; historically filled by 21As**
- **Last two years we have exhausted candidate listing**
 - **Required last minute pulls from MAJCOM staffs**
 - **Required 5-6 years of command immediately followed by MXG/CD position**
- **Moving forward, we will fill 20C0 positions as a 21X team**
 - **21Ms and 21Rs eligibility requirements set by respective CFMs**
- **Provides more 21As for staff positions**
 - **Increases 21A development prior to 20C0 position**

Important to select the right candidate for the right vacancy at the right time.



Competency Based CFETP

Competency	Sub-Competency
Leadership	Leading People
	Process Management
	Organizational Improvement
	Training
Communication	Communication
Institutional Structural Organization	Institutional Structural Organization
Mission Execution	Mission Generation
	Safety and Risk Management
	Mission Support
	Scheduling
	Planning
	Quality Assurance
	Data Analysis
Resource Management	Programs
	Acquisition
	Equipment Management
	Budget

- Moving away from tasked based CFETP
- 21X team are all using this new process
 - 21As are leading the way
- AMOC & MOIC will see changes
- Expect changes to OJT
- Next step: Meeting at AFLOS at the end of Oct
- Realistic ETIC: Summer/Fall 2020



2019 21X (Lt Col) Promotion Overview

LAF – 71.4% (IPZ)



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21A – 78.8% (IPZ)

Eligibility

- 33 – Eligible in IPZ

Stats

- 26 promoted IPZ
- 3 promoted BPZ
- 2 promoted APZ
- Promoted Notes:
 - 16 IDE Res Comp
 - 8 IDE Non-Res Comp
 - 6 Sitting IDE In Res
 - 21 Sitting SQ/CCs
 - 2 Graduated SQ/CCs
- Not Promoted Notes:
 - 1 Sitting SQ/CCs
 - 2 Proj CY20 SQ/CCs
 - 1 Graduated SQ/CCs

21M – 80.0% (IPZ)

Eligibility

- 5 – Eligible in IPZ

Stats

- 4 promoted IPZ
- 2 promoted BPZ
- 0 promoted APZ
- Promoted Notes:
 - 3 IDE Res Comp
 - 2 IDE Non-Res Comp
 - 1 Sitting IDE In Res
 - 2 Sitting SQ/CCs
 - 1 Graduated SQ/CCs
- Not Promoted Notes:
 - 0 Sitting SQ/CC
 - 1 Proj CY20 SQ/CCs
 - 0 Graduated SQ/CCs

21R – 77.8% (IPZ)

Eligibility

- 36 – Eligible in IPZ

Stats

- 28 promoted IPZ
- 1 promoted BPZ
- 4 promoted APZ
- Promoted Notes:
 - 18 IDE Res Comp
 - 14 IDE Non-Res Comp
 - 1 Sitting IDE in Res
 - 22 Sitting SQ/CCs
 - 8 Graduated SQ/CCs
- Not Promoted Notes:
 - 1 Sitting SQ/CCs
 - 0 Proj CY20 SQ/CCs
 - 0 Graduated SQ/CCs



- <https://www.milsuite.mil/book/groups/21am>

Save as a favorite!

- **Check often for info from 21A Officer Assignment Team (OAT)**



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CONTACT INFO

- **Always feel free to contact me!**

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Questions?