

CAREER DEVELOPMENT GUIDE: TIMELINES AND FLIGHT PATHS FOR FUTURE ENLISTED LEADERS

THOSE YOU CALL "FAMILY" FORM YOUR FOUNDATION!

TACTICAL LEVEL REQUIREMENTS

(Workers, Trainers & Supervisors)

OPERATIONAL LEVEL REQUIREMENTS

(Squadron Through Base-Level Managers, Leaders)

STRATEGIC LEVEL REQUIREMENTS

(MAJCOM & Air Staff Leaders)

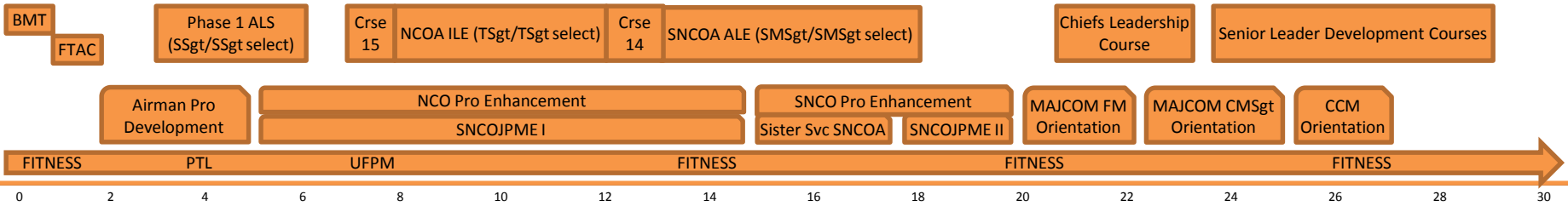
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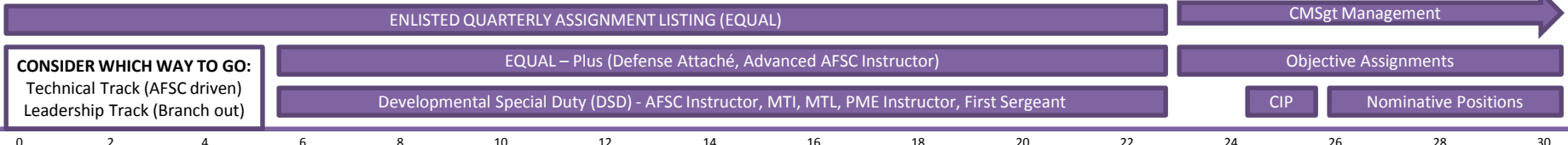
Technical Education: Challenge yourself to become the best in your field



Professional Military Education and Fitness: Be proactive; set example



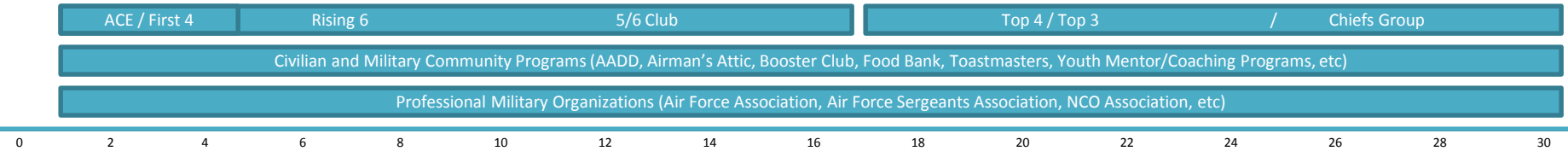
Assignments: Challenge yourself with bigger, more diverse opportunities



College Education (Mission Impact)



Involvement: Challenge yourself to be more than a member and embrace opportunities to lead (committees, events, organizations)



NOTE: Timelines based on historical promotion averages. Progression will vary based on individual effort, peer and supervisor support, Air Force requirements, and circumstances potentially beyond your control. Certain education and involvement activities are by no means required, but are highly encouraged to help develop a more well-rounded Airman and leader who embodies the Whole Airman Concept.

CAREER DEVELOPMENT GUIDE NARRATIVE

An enlisted career can span in excess of 30 years, include a variety of roles and assignments, and bring with it numerous opportunities. This guide presents several key paths, both in order of importance and over a timeline, to help you better understand the key parameters that contribute to your development over the course of your career at relative points in time.

With few exceptions (ie Technical Education & PME), the paths presented are there to guide you and help you plan.

With few exceptions (ie PME & Rank), the timelines presented are there as references and not as a hard and fast Air Force requirements.

1. TECHNICAL EDUCATION: Your most important task is to learn and sustain all primary and additional duties assigned. Once you complete tech school, you typically arrive at your first duty station and have 15 months to complete 5-level upgrade training. Once you have a line number for SSgt, you have 12 months to complete 7-level upgrade training. Throughout your career, you may have a requirement or option to attain and maintain advanced AFSC-specific training and certifications, available either within the DoD or the civilian sector.

2. PME & FITNESS: Throughout your career, you have a responsibility to grow as an Airman. You **MUST** complete Professional Military Education requisite with rank and in the appointed timeframes. In addition, you **SHOULD** attend professional development and enhancement courses to both maintain awareness on key subjects and become a more well-rounded Airman. Finally, you **MAY** have an opportunity during your career to fill a key position requiring targeted training.

Throughout everything, you **MUST** maintain physical fitness through appropriate exercise and diet. You **MAY** also have an opportunity to serve as a Fitness Training Leader (PTL) or Unit Fitness Program Manager (UFPM). If so, take advantage of the opportunity to lead!

3. ASSIGNMENTS: Depending on the length of your career, you may have an opportunity to complete multiple assignments. You **SHOULD** maintain awareness of the different assignment lists and schedules in the Assignment Management System (AMS). At some point, you **MAY** be vectored for a Developmental Special Duty (DSD), Commander's Involvement Program (CIP) or nominative position. Understand how these particular situations work and when they may come into play.

EQUAL: This assignment list is released quarterly and comes in two flavors (Overseas and Overseas Returnee/CONUS Mandatory Mover)

EQUAL Plus: This assignment list is updated weekly and highlights both special duties and 365-day TDYs.

4. COLLEGE EDUCATION: As an enlisted member, you **MUST** pursue a Community College of the Air Force (CCAF) Degree within your AFSC. Beyond the CCAF, you should consider pursuing a Bachelors Degree related to your AFSC, although this is **NOT** a requirement. You **MAY** consider pursuing a post-graduate degree.

While in uniform, take advantage of Tuition Assistance and other potential funding streams (grants, aid, etc.) and save your GI Bill for life after the Air Force, if possible.

5. INVOLVEMENT: You are **HIGHLY ENCOURAGED** to participate in enlisted professional organizations commensurate with your rank to broaden your perspective and network with others. In addition, you **SHOULD** consider community involvement as a way of giving back and growing as a more well-rounded Airman. Finally, you **MAY** consider getting involved in Professional Military Organizations.

6. RANK: You **MUST** understand promotion brings with it more responsibility, not just increased pay. You **SHOULD** familiarize yourself with minimum Time in Service (TIS) and Time in Grade (TIG) requirements for promotion.