



ANG CAREER DEVELOPMENT ROADMAP (CDR)

| | Education | Leadership Experience | Technical Skill |
|-----------------|---|---|---|
| AB – A1C | Focus on job proficiency education, Consider beginning CCAF degree | Focus on Profession of Arms “Blue Book”, Followership, and “Brown Book” – Enlisted Force Structure | Learn your AFSC, Pass tech school, Complete 3-5 level upgrade |
| SrA | Complete ALS, Begin/Continue CCAF degree program | Lead subordinate Airmen in assigned tasks, continue leader/professional development | Become proficient in AFSC, Pursue SEI in AFSC |
| SSgt | Complete CCAF Degree, Begin BA/BS Program, Complete EJPME I | Lead teams, delegate tasks, conduct ACAs, write EPBs, manage programs, lead OJT training, learn the “Purple Book”- Joint Team | Become highly skilled in AFSC, Pursue SEI in AFSC, Complete 7 level upgrade |
| TSgt | Complete NCOA, Continue BA/BS Degree Program | Assign team leaders/tasks, conduct AARs, conduct ACAs, write EPBs, manage flight/squadron programs, design training plans | Become SME in AFSC |
| MSgt | Complete BA/BS, SNCOA, & EJPME II Apply for CY Development Courses | Coordinate team efforts with other Flights/Squadrons, Manage Squadron/Wing programs, Apply for STAT Tours | Become operational level experts, Consider Exercise Development and Preparation |
| SMSgt | Continue CY Developmental Courses, Attend SNCO EC | Seek out Superintendent Roles, SEL, and special duties | Complete 9 level upgrade, Look for Exercise Development Opportunities |
| CMSgt | Attend CMSOC, Attend Command Chief Master Sergeant Training Course (CCMSTC) | Continue Proactive Leadership Development | Chief Master Sergeant Orientation Course, Bench Application |

Note: Look to fill developmental gaps with potential online courses. See the “Placemat” in the CONOPS.

Relevant civilian education, experience, certifications, & supervisory skills:

Recommended

Command Chief

Group SEL / CEM

CLC

Wing Staff

Master’s/Doctorate

Squadron SEL

Advisory Group Rep

Joint Duty

Bachelor’s Degree

Stat/ADOS Tour

SNCO Enhancement Course

EJPME II

Joint Tours

Section/Flight Chief

WIT Team

Special Duty

Program Manager

Section NCOIC

EJPME I

Section Supervisor

CCAF - Start

OJT Trainer

Deployment

TDY



Required

CCMTC

9-Level

CMSOC

SNCOA

SNCO Foundations

CCAF - Finish

NCOA

NCO Foundations

7-Level

ALS

Jr Enlisted Foundations

Train the Trainer

Additional Certs*

5-Level

3-Level Tech School