



# ENLISTED FORCE DEVELOPMENT CONCEPT OF OPERATIONS



## QUICK REFERENCE PLACEMAT

**VISION** Encourage innovative development  
**INTENT** Empower citizen-Airmen  
**CHARGE** Prepare for 21st century challenges



## ANG CAREER DEVELOPMENT ROADMAP (CDR)

	Education	Leadership Experience	Technical Skill	Recommended	Required
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	Command Chief Group SEL / CEM CLC Wing Staff Master of Doctorate Squadron SEL Advisory Group Rep Joint Duty	CCMTC 9-Level CMSOC
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	Bachelor's Degree Stat/ADOS Tour SNCO Enhancement Course EJPME II Joint Tours Section/Flight Chief WIT Team Special Duty Program Manager Section NCOIC	SNCOA SNCO Foundations CCAF - Finish NCOA NCO Foundations
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	EJPME I Section Supervisor CCAF - Start OJT Trainer Deployment TDY	7-Level ALS Jr Enlisted Foundations Train the Trainer Additional Certs*
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		5-Level 3-Level Tech School
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:

---



---



---

## Developmental Tools

The Career Development Roadmap is a single page roadmap for supervisors to individualize development plans for their Airmen. It will assist members in recognizing and accomplishing required markers throughout their career. This, combined with an individual plan for each Airman, will be key to their development success. This shouldn't be substituted for supervisors' individual developmental plans.

## ENLISTED DEVELOPMENT OPPORTUNITIES (BY RANK)



MSgt - SMSgt

### Panel-Selected Courses: (subject to change-see Annual Enlisted Portfolio)

- Gettysburg Leadership Experience (GLE)
- International NCO Leadership Development Seminar (INLEAD)
- Reserve Component National Security Course (RCNSC)
- Sister Service SNCO Academy
- Leadership Development Course
- Better-Up Coaching

### Force Development Office Requested Training:

- USAF Senior Non-Commissioned Officer Academy (SNCOA)
- ANG Senior Non-Commissioned Officer Enhancement Course (SNCO EC)

### MAJCOM Course:

- AMC - Phoenix Sword (MSgt - SMSgt)



Command (CCM) CMSgt

### Bench Selected Courses:

- General and Flag Officer Homeland Security Executive Seminar (GFOS); **Tier 3**
- Keystone Course; **Tier 3**
- Leadership in Homeland Security Exec Seminar (LHS); **Tier 3**
- Regional Seminars; **Tier 1, 2, 3**
- Leading Strategically (LS); **Tier 1**
- Enterprise Leadership Seminar (ELS); **Tier 1**
- Strategic Leadership Course (SLC); **Tier 1**
- USAF Command Team Training Course; **Tier 1**
- Strategic Leader Course (SLC); **Tier 1**
- Senior Enlisted Legal Orientation (SELO); **Tier 1**
- Executive Coaching (Exec-Coach-DAFSLDP); **Tier 1**



CMSgt

### Panel-Selected Courses: (subject to change-see Annual Enlisted Portfolio)

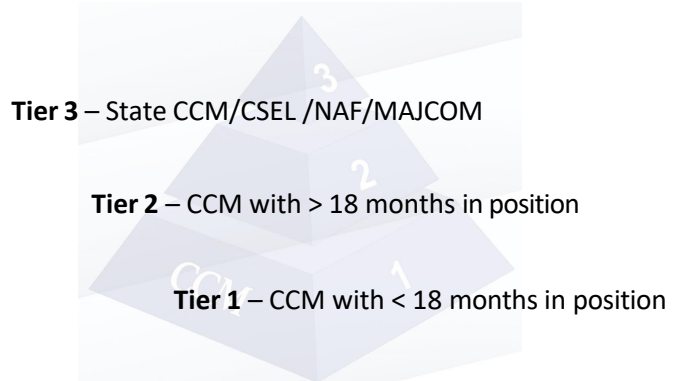
- National and International Security Leadership Seminar (NISLS)
- Regional Seminars
- Continuous Process Improvement for Executives (CPIE)
- Strategic Mindset Seminar (SMS)
- Enterprise Perspective Seminar (EPS)
- Senior Enlisted Leader Course
- Impact Immersive Experience
- Strategic Leaders Course
- Better-Up Coaching

### Force Development Office Requested Training:

- USAF Chief Master Sergeant Leadership Course (CLC)
- ANG Chief Master Sergeant Orientation Course (CMSOC)

### MAJCOM Courses:

- AMC- Phoenix Summit (CMSgt)
- ACC - Senior Enlisted Leader Course (CMSgt)



## Self-Enrolled/Other Courses

- 4 Lenses
- Contemporary Base Issues (CBI)
- Defense Support to Civil Authorities (DSCA) Phase 1, 2
- Emotional Intelligence (EI/EQ)
- FEMA Professional Development

- Project management Professional (PMP)
- Leadership Certificate Program (TEC)
- Enlisted Joint Professional Military Education (EJPME) I, II
- Leadership Challenge Program I, II, III
- Leadership Team Awareness (LTAS)

## Other Opportunities

**Facilitator Positions**  
 Available for CMSgts in support of EFAC, CCMSTC, CMSOC, John Maxwell

**Administrative Positions**  
 Available for SMSgts in support of EFAC, CCMSTC, and CMSOC