

Department of the Air Force

Innovate, Accelerate, Thrive - The Air Force at 75

Cyberspace and Information Technology Career Field Update



Mr. Anthony Dillard, GS-15, SAF/CNSF
DAFITC, 30 Aug 2022



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Overview



- **New Career Field Name**
- **Career Field Leadership**
- **Governance Structure**
- **Health of the Career Field**
- **Talent Management and Deliberate Development**
- **Force Renewal and Force Development**
- **Career Field Topics**
- **Questions**

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New Career Field Name: Cyberspace and Information Technology



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Career Field Leadership



- **Functional Authority: Ms. Lauren Knausenberger, SES, SAF/CN (CIO)**



- **Functional Manager: Ms. Venice Goodwine, SES, SAF/CNS**



- **Career Field Manager: Mr. Anthony Dillard, GS-15, SAF/CNSF**



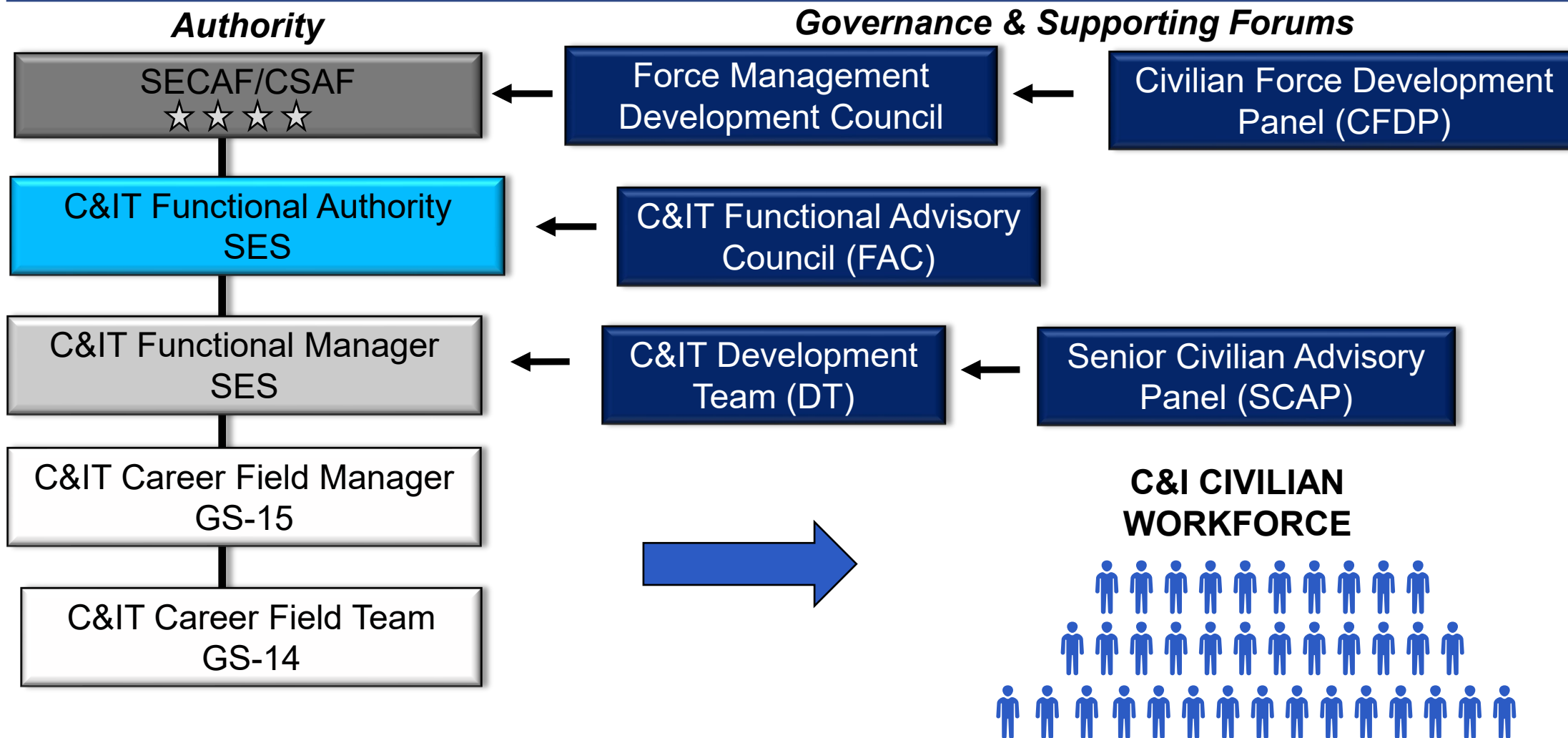
- **Career Field Team Chief: Ms. Lisa Horton, GS-14, AFPC/DP2ZE**



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C&IT Civilian Force Management





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Health of Career Field

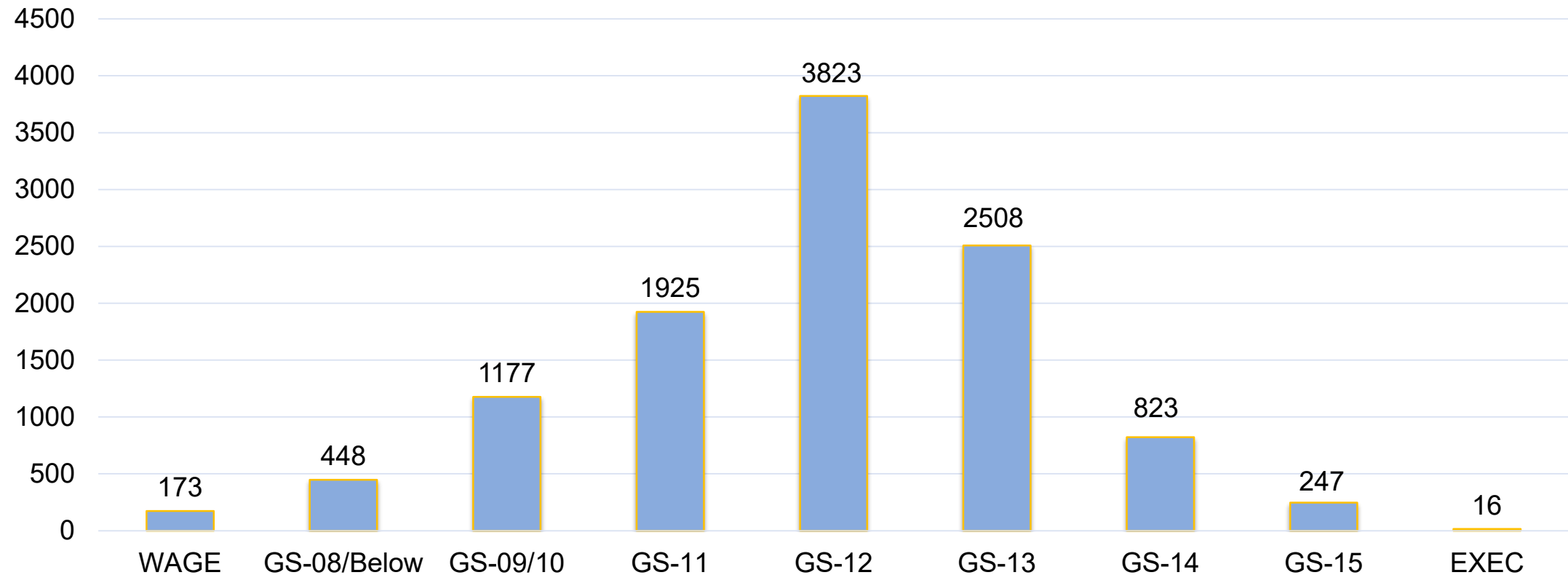
- **Total Career Population: 11,140**
- **Premier College Intern Program (PCIP)**
 - FY22: 100 Allocations / 78 on-boarded; FY23: 100 allocations
- **Palace Acquire (PAQ) Intern Program**
 - 180 steady state / FY22: 79 Allocations; FY23 93 allocations
- **Career Broadening (CB): GS12-15 Positions (CONUS)**
 - 33 Total Positions in FY22
 - 38 Total Positions in FY23
- **Key Career Position (KCP): GS13-15 Positions (CONUS/OCONUS)**
 - 52 Total Positions
- **Average Vacancies Per Month this FY: ~1,190 Vacancies**
- **Average Overall Hire Time: 82 days**
 - Internal Hire: 78 days
 - External Hire: 88 days
 - Average On-Boarding Time: 53 days

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C&IT Career Field Distribution Grade



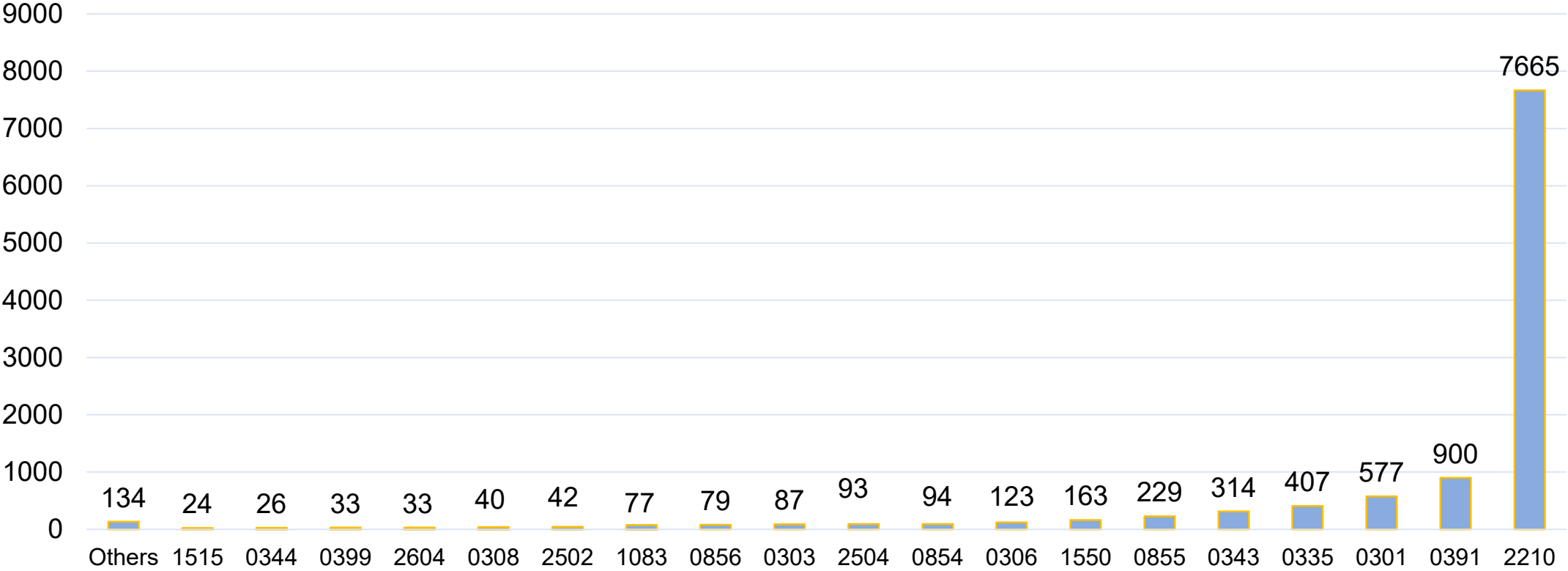
NOTE: Grades are grouped to aggregate all pay plans to the equivalent GS pay grade

Total C&IT CF Population (as of 1 AUG 2022) - 11,140

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C&IT Career Field Distribution Series

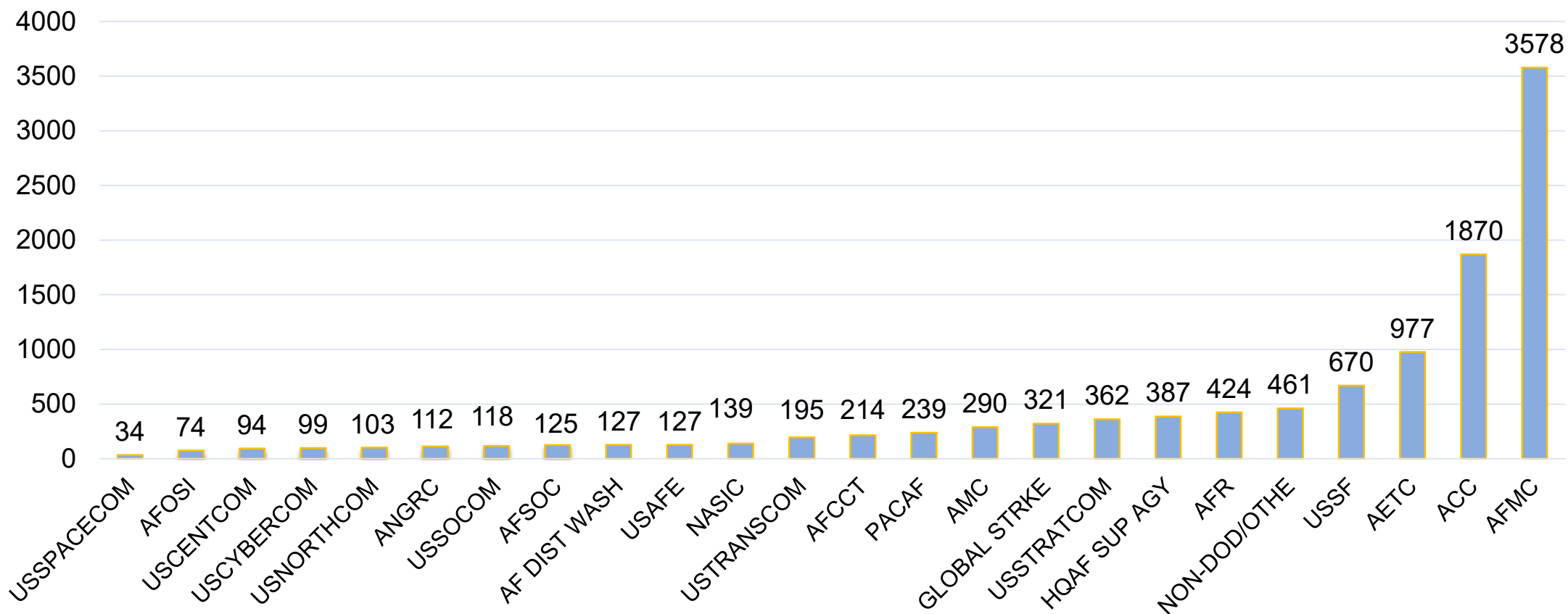


Total C&IT CF Population (as of 1 AUG 2022) - 11,140



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C&IT Career Field Distribution MAJCOM



Total C&IT CF Population (as of 1 AUG 2022) - 11,140

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Talent Management and Deliberate Development



Deliberate Talent Management



- **Create Joint Talent Management Framework with Military in sync with the DCWF**
- **We have a “How To Select” guide for CDE which highlights attributes we value**
 - Focused on *enterprise leaders*; may be interpreted as value statement writ large
 - Model not affordable for all civilians (i.e., PCS, in-resident PME, etc.)
 - May imply geographic mobility is essential to all civilian advancement
 - Could have disparate diversity impact on females and some minority groups
- ***We need a general DAF “Civilians We Need” career model with two components:***
 - *We NEED civilians who aspire to be enterprise leaders*
 - *We equally NEED civilians who aspire to be functional experts/leaders*
 - *Should emphasize value of civilian expertise and institutional memory*
- **The lack of defined values inclusive of all civilians may devalue the importance of the contributions of a large component of the DAF civilian workforce**
- **A change in culture with deliberate development a priority**
- **Relook at CB and KCP positions**
- **Revisit training resources, classes, and tools including Digital University**



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Deliberate Talent Management (cont'd)



- **Identify key core competencies required for SES in concert with ECQ's**
 - Balance and compare Work Role of Critical Needs and Mission Critical Occupational (MCO's) Series
- **Identify slate of positions for internal development and recruitment ONLY**
 - Vectored by DT
 - Managed by career field
 - Selections approved by FM
 - Outplacements known at program selection
- **Focus on ENTIRE Career Field**
 - Centrally Management Positions (GS-12 Supervisory Positions and above)
 - What are we doing for GS-11's and below (not including PAQ interns)?
- **Utilize the Senior Civilian Advisory Panel (SCAP) to support development across MAJCOMs**
 - AFDW POC: Mr. Chad Willette

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Talent Management Bottom Line



- **Know the talent we have**
- **Know the talent we need**
- **Retain the talent we have**
- **Identify the gaps**
- **Address the gaps**
 - Train
 - Retrain/Reskill
 - Secure Resources

Deliberate Development of Functional/Technical Experts and Executive Leadership

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Force Renewal and Force Development



Force Renewal Internships



Premier College Intern Program (PCIP)

78/100 FY22 Onboarded
100 FY23 Allocations
Annual Data Call in Feb

Explore AF opportunities while still in school

CONUS Opportunities
GS-4/5

Sophomores & Juniors
Full-time 10-12 week summer internship

May convert to PAQ
“Try before you buy”

Min 2.95 GPA
STEM/IT Major

Recent Graduate Program (PAQ)

79 FY22 Allocations
93 FY23 Allocations
183 current PAQs
Annual Data Call in Feb

Career Development
Civilian Service Career

CONUS Opportunities
GS-7/9/11

Recent Graduates
Within 2 years

Recruitment Incentives
Tuition Assistance
Student Loan Repay

Min 2.95 GPA
STEM/IT Degree

***** Request: Create a continuous rotational program for AFDW interns to gain squadron-level experience**

Targets critical skillsets to meet evolving mission requirements



Development and Experiential Assignments

Key Career Positions (KCP)	Career Broadening (CB)	Civilian Strategic Leader Program (CSLP)
52 C&IT CFT Managed Positions	33 C&IT CFT Managed Positions (FY23 38 C&IT Positions)	65 AFPC Managed Positions
Builds competencies needed at strategic leadership level	Builds competencies outside functional track	Builds enterprise competencies outside functional area
Opportunities world wide All levels (GS-13-GS-15)	CONUS opportunities all levels/GS-12-GS-15	Opportunities world wide All Levels (GS-13-GS-15)
DT Vectored and/or through USAJOBS	DT Vectored and/or through USAJOBS	DT/CLSP Board through CDE Nomination Call
Approved by C&I DT Chair	Approved by C&I DT Chair	Approved by CSLP Board
MAJCOM Funded	Centrally Funded	MAJCOM & Centrally Funded
Mobility Agreement	Mobility Agreement	Mobility Agreement

Enhances leadership and strategic perspectives



Training and Education



Tuition Assistance (TA)

Bachelor, Masters and PhDs

75% Reimbursement
2 courses/grading period

NTE \$250/semester hr
\$166/quarter hr
\$4,500 Annually

Must have approved education
plan in AF Virtual Education
Center (AFVEC)

Must use fully accredited
institution or DoD approved
University

Leadership Training

C&I CFT Managed Courses
Annual Call 1 Oct
(Funding Dependent)

Operational (GS-12/13) and
Strategic (GS-14/15) levels

Centrally Funded
(Funding Dependent)

Leadership Assessment I
Problem Solving & Decision
Making

Defense Decision Support
Challenge of Leadership
Whitehouse Workshop

Professional Continuing Education

Managed by ACC
SAF/CNS (400)
Annual Call in Nov

Cyber 100 & 190
Online

Cyber 200 (GS-9-12)
Tactical Cyber Ops
3 Weeks @ AFIT

Cyber 300 (GS-13/14)
Strategic Focus
2 weeks @ AFIT

Cyber 400 (GS-15)
Strategic Focus
1 week in NCR

***2017 C&I Workforce
Development Guide will
be updated to reflect
current state of career
field offerings*



Development Teams (DT)



■ **Civilian Development Education DT**

- Jan – Feb 2023: Civilians Development (CD) Call Released
- May 2023: C&IT CD Development Team Meets
- Summer 2023: AF Board meets for CD & CSLP Program Selections
- Sept 2023: Public release of AF CD & CSLP results and CFT provides feedback to all AF Board non-selects

■ **C&IT Fall Vectoring DT**

- Late July: Advertise vectoring window & training sessions (myPers, FB Group, etc)
- Aug 2022: Vectoring webcasts – four (4) sessions scheduled
- Sep – Oct 2022 : Applicant Window
- 24-27 Oct 2022: Virtual Vectoring DT Panel
- Dec 2022: Vectoring Feedback released



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AY23 Civilian Development Portfolio: DT-Approved and Boarded



Professional Military Education (PME)				Academic		Eligible Grades	Pri	Alt	Leadership Seminars / Short Courses	Eligible Grades	Pri	Alt		
Basic Developmental Education (BDE)		Eligible Grades	Pri	Alt	Air Force Institute of Technology (AFIT)		GS 12-15	8	3	Civilian Leader Course (CLC)		GS 14-15	90	30
Squadron Officer School (SOS)		GS 9-12	100	20	Bachelor's Degree		GS 12-15			Defense Civilian Emerging Leader Program (DCELP)		GS 7-11	59	8
Intermediate Developmental Education (IDE)		Eligible Grades	Pri	Alt	Master's Degree		GS 12-15	90	30	Enterprise Leadership Seminar (ELS)		GS 15	44	36
Air Command & Staff College (ACSC)		GS 12-13	16	8	Civilian Associate Degree Program (CADP)		All Grades (GS & FWS)			Enterprise Perspective Seminar (EPS)				
ACSC + School of Advanced Air and Space Studies (ACSC+SAASS)		GS-13			Fellowships		Eligible Grades	Pri	Alt	Leading Strategically (LS)				
ACSC – Schriever Space Scholars (ACSC-SSS)		GS 12-13	Air Force National Laboratories Technical Fellowship Program (AF-NLTFP)		GS 12-15	2	2	National and International Security Leadership Seminar (NISLS)						
Air Command & Staff College On-Line Master's Program (ACSC-OLMP)		GS 12-14	210	10	DAF Legislative Fellows Program (LEGIS)		GS 12-14	4	4	Leading Change and Innovation (LCI)		GS 15	39	20
School of Advanced Nuclear Deterrence Studies (SANDS)		GS 12-13	1	1	RAND Research Fellowship Program (RAND)		GS 14-15	1	1	Leading Effectively Through Change (LETC)		GS 14-15	210	30
Senior Developmental Education (SDE)		Eligible Grades	Pri	Alt	Experiential Assignment / Program		Eligible Grades	Pri	Alt	Leading With Impact (LWI)		GS 12-13	180	30
Air War College (AWC)		GS 14-15	12	7	Civilian Short-Term Experiential Program (CSTEP)		GS 11-14	10	2	Organizational Leader Course (OLC)		GS 11	400	100
Air War College - West Space Seminar (AWC-WSS)		GS 14-15			Civilian Strategic Leader Program (CSLP)		GS 13-15	N/A	N/A	Upgrading Your Executive Leadership Approach (UEL)		GS 15	39	20
College of Information and Cyberspace Program (CIC)		GS 14-15	2	1	Education With Industry (EWI)		GS 11-13	20	10	DT-approved Open to GS-11 Note: All eligible grades include equivalents				
Defense Senior Leader Development Program (DSLDP)		GS 14-15	9	3	Excellence in Government (EIG)		GS 14-15	15	5					
The Dwight D. Eisenhower School for National Security & Resource Strategy (ES)		GS 14-15	2	3	Executive Leadership Development Program (ELDP)		GS 12-13	10	5					
The Dwight D. Eisenhower School for National Security & Resource Strategy-Sr Aq Course (ES-SAC)		GS 14-15	7	7	President's Management Council - Interagency Rotation Program (PMC-IRP)		GS- 13	6	6					
National War College (NWC)		GS 14-15	1	1	White House Leadership Development Program (WHLDP)		GS 15	1	1					

DT-approved

Open to GS-11

Note: All eligible grades include equivalents

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C&IT Career Field AY23 Results



- 350 total program submissions received
- 312 eligible and forwarded to DT
- 199 approved by the DT (63.8%)
- 38 Boarded programs approved (44.7%)
- plus -
- 17 modified recommended (MR) programs added by DT

CD Program	C&IT Submissions	C&IT DT Recommend	% (non-MR) Pushed	
			AY23	AY22
*CADP	5	4	80%	100%
*OLC	36	36	100%	100%
*DCELP	7	5	71%	100%
*EWI	10	2	20%	64%
*SOS	25	19	76%	100%
*OLMP	30	27	90%	89%
*LWI	56	23 + 1 MR	41%	90%
*CLC	27	20 + 6 MR	74%	64%
*LETC	21	15 + 5 MR	71%	78%
*LCI	6	6	100%	100%
*UEL	5	4	100%	100%
IDE	23	10	43%	58%
SDE	37	10 + 4 MR	27%	39%
LS	17	16	94%	87%
CSLP	8	2	25%	57%

*Approved at DT level, forwarded to the AFPC CD Office

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Civilian Development & Vectoring



Year	CD Applicants	CD Programs Applied For	CD Applicant Selects	CD Program Selects	Vectoring Applicants
2019	193	348	108	112	136
2020	157	338	120	122	155
2021	155	293	107	112	184
2022	200	350	TBD **	TBD **	TBD **

** AY23 results will be announced early Sept 2022

Enhances leadership and strategic perspectives



Professional Continuing Education

- **Cyberspace 190** (*All Grades, min 24 months cyber experience, No Clearance Requirement*)
 - Objective: Introductory level course designed to improve students' understanding of networking concepts and cyberspace
 - Length: Online, Semi-Self-Paced, Students will have 5-weeks to complete the course, scheduled check-ins w/ instructors throughout.
 - Nominations gathered through ACC A6 Cyberspace Professional Management Office (CPMO)
 - **Cyberspace 200** (*GS-11 – GS-13, min 24 months cyber experience, TS/SCI*)
 - Objective: Fast-paced, hands-on course for those at the tactical level of cyber operations
 - Length: 40-60 hrs Distance Learning (DL) prerequisite, 15 resident training days (AFIT, WPAFB)
 - Nominations gathered through ACC A6 CPMO
 - **Cyberspace 300** (*GS-13 and GS-14, min 72 months cyber experience, TS/SCI*)
 - Objective: Develop strategic focus for integration/application of cyberspace capabilities
 - Length: DL prerequisite, 10 resident training days (AFIT, WPAFB)
 - Nominations gathered through ACC A6 CPMO
- NOTE:** Cyberspace 300 to be taken no earlier than 2-years after Cyberspace 200. May attend Cyberspace 300 without attending Cyberspace 200
- **Cyberspace 400** (*GS-15 / equivalent and above*)
 - Objective: Provide cyberspace leaders with tools to meet needs of AF/DoD
 - Length: 5 resident training days (National Capital Region)
 - **DAF funds and maintains DoD 8570/8140 Certifications for coded positions**

Obtain skills and meet functional competencies



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Professional Continuing Education



- Other ways to obtain PCE:
- Digital University
 - Over 6,000 online courses available for free to all Airmen
 - <https://digitalu.af.mil/app>
- FedVTE
 - The Federal Virtual Training Environment (FedVTE) provides free online cybersecurity training
 - <https://fedvte.usalearning.gov/>
- Air Force myLearning:
 - [AF eLearning Home \(skillport.com\)](https://skillport.com)
 - <https://lms-jets.cce.af.mil/moodle>
- Defense Acquisition University: <https://www.dau.edu/>
- Other vendor sponsored functional training courses

Obtain skills and meet functional competencies

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Career Field Topics



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Cyber Excepted Service (CES) Overview



- **Support human capital lifecycle for civilian employees engaged in or support a cyber-related mission**
- **Guidance**
 - DOD INSTRUCTION 1400.25
 - DAFI 36-141, Cyber Excepted Service (3 Aug 22)
- **Phased Implementation**
 - Phase I – USCYBERCOM (completed Feb 2018)
 - Phase II – AFCYBER (completed Aug 2020)
 - Currently 420 encumbered & vacant positions (a/o 1 Mar 2022)
- **Targeted Local Market Supplement (TLMS)**
 - Applies to primary DCWF work roles: 321, 461 511, 531, 611, 612, 621
 - Varies by location
- **Transitioning positions to CES**
 - Process is described in CES Inclusion Bulletin
 - Criteria established by DoD Cyberspace Workforce Management Board and 2019 SecDef Memo “Definition of Department of Defense Cyberspace Operations Forces”
 - Includes Application Requirements
 - Updates on CES processes, guidance, and pay rates can be found on DoD Cyber Exchange <https://cyber.mil/cw/dod-cyber-excepted-service-ces/>
- **Planning to relook at DAF CES implementation**



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DoD Cyber Workforce Framework (DCWF)



- Hierarchical structure with **categories, specialty areas, and work roles**; provides standard naming and numbering conventions
- Each **work role**: has a **definition**; a **list of core and additional tasks**; **knowledge, skills, and abilities (KSAs)** that describe what is needed to execute critical functions
- Work roles:
 - (1) Provide a **common foundation for managing the cyberspace workforce** that reflects grouped KSAs required by personnel to perform specific cyberspace functions or tasks.
 - (2) Are used:
 - (a) As an **additional occupational descriptor**, along with:
 - 1. **Civilian occupational series.**
 - 2. **Military occupational codes.**
 - 3. **Specialty codes.**
 - (b) For **identification, tracking, and reporting of cyberspace workforce positions**, in accordance with DoDD 8140.01.
 - (c) **Workforce elements (IT, cybersecurity, cyberspace effects, intelligence workforce (cyberspace), and cyberspace enablers)**

DCWF Tool: [DoD Cyber Workforce Framework – DoD Cyber Exchange](#)



DCWF Tasking Memo (May 2020)

TABLE 1

	Data Element	New Data Element
Manpower (Position/Billet) Systems	Primary DCWF Work Role Code	Yes
	DoD 8140 Proficiency Level of Primary Work Role (i.e., <i>Basic, Intermediate, Advanced</i>)	Yes
	1 st Additional DCWF Work Role Code (<i>as applicable</i>)	Yes
	DoD 8140 Proficiency Level of 1 st Additional Work Role (i.e., <i>Basic, Intermediate, Advanced</i>)	Yes
	2 nd Additional DCWF Work Role Code (<i>as applicable</i>)	Yes
	DoD 8140 Proficiency Level of 2 nd Additional Work Role (i.e., <i>Basic, Intermediate, Advanced</i>)	Yes
Personnel Systems	Primary DCWF work role of position held	Yes
	DoD 8140 Proficiency Level of Primary Work Role Held (i.e., <i>Basic, Intermediate, Advanced</i>)	Yes
	1 st Additional DCWF Work Role Code of position held (<i>as applicable</i>)	Yes
	DoD 8140 Proficiency Level of 1 st Additional Work Role (i.e., <i>Basic, Intermediate, Advanced</i>)	Yes
	2 nd Additional DCWF Work Role Code of position held (<i>as applicable</i>)	Yes
	DoD 8140 Proficiency Level of 2 nd Additional Work Role (i.e., <i>Basic, Intermediate, Advanced</i>)	Yes

³ FY18 National Defense Authorization Act (NDAA), S911-912 stipulates that data stored on defense business systems may be automatically extracted from the relevant systems to facilitate DoD-wide analysis and management



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“Back to Basics” for the Acquisition Workforce Memo Effects and Impact



- **Streamlining current functional area framework**
 - Supports NDS requirement to increase performance in acquisition system
 - Focus on Acquisition Function not career fields or OCC series
 - Reduced fourteen AWF functional areas from fourteen to seven
 - Functional Areas: Program Management, Engineering and Technical Management, Test and Evaluation, Contracting, Life Cycle Logistics, Business - Financial Management, Business – Cost Estimating
- **Effects to Information Technology positions**
 - Approximately 1,600 positions affected; 4% of the AWF
 - Positions are migrating to Program Management, Engineering and Technical Management; some positions will be uncoded
 - 70% of positions are in AFMC; 90% AWF IT positions are civilian
 - Positions reviewed to validate if level of acquisition duties and responsibilities meet coding criteria and alignment with position category descriptions
 - Additional courses and exam requirements may be required for transitioned positions



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“Back to Basics” for the Acquisition Workforce Impact and Implementation



- **Implementation**

- Nov 2021: AF/A1, in coord with SAF/AQH, tasked MAJCOMs and orgs to validate and transition positions
 - Functional managers review input and make decision on transitioning positions
- 1 Feb 2022: Transition to new AWF structure began
- Position realignment and needed coding changes/removal being conducted by SAF/AQH
 - Currently 35% of IT positions have been realigned
- Updated training requirements are posted on DAU's website
- Remain in contact with your supervisor and organization for awareness of position requirements with AWF realignment
- **BtB Portal Page: <https://www.my.af.mil/gcss-af/USAF/content/B3sUQ>**
- **SAF/CNSF POC: Mr. Dale Fogle, dale.fogle@us.af.mil**



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Cyber Mission Analysis (CMA) TASKORD



- **What the Cyber Mission Analysis (CMA) Sprint Team found:**
 - DAF lacks a shared vision and strategy for cyber, communications, and IT priorities
 - Inefficient, ineffective governance and underinvestment across the digital portfolio
 - Deficiencies threaten our ability to generate & employ ops warfighting capes
- **How did we get here?**
 - Multiple independent actions and decisions over 12+ years resulted in the cumulative effect of today's fragmented ecosystem
- **How do we “fix” our problems in an effective sustainable way?**
 - Roles and Responsibilities
 - Human Capital
 - Resourcing
 - ... addressed holistically & coherently from across the DAF, answer directly to SecAF

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CMA TASKORD Overview

- **TASKORD signed 3 May 2022**
- **Over 65 tasks and growing**
 - 30, 60, 90, and 180 day tasks
- **Three Line of Efforts**
 - LOE 1 Roles & Responsibilities
 - LOE 2 Cyber Talent Management (Lead: Maj Ryan Harris, HAF A2/6)
 - LOE 3 Develop & Deliver a Funding Plan (Include Immediate FY25 POM for SECAF Emphasis)
- **Career Field is OPR for Five (5) Tasks under LOE 2: Cyber Talent Management**
 - Cyber Hiring Authorities
 - Cyber Developmental and Exchange Programs
 - Cyber Special Pay and Incentives
 - Cyber Excepted Service
 - **Develop Cyber Talent Management Framework**
- **Career Field is OCR for several other tasks on LOEs 1&2**



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Civilian Basics To Remember



- **Know what the C&I Career Field values**
- **Define career goals, identify gaps, and execute a plan to fill the gaps**
- **Take an active role in your career; career development is a choice**
- **Engage with Senior Leaders, participate in vectoring, and identify a mentor**
- **Sustain superior performance and inquire about recognition and awards**
- **Continuously update your resume (CCAR format:)**
- **Know your Career Field Manager and Career Field Team!**
- **Check your personnel record for accuracy (DCPDS)**

TAKE AN ACTIVE ROLE IN YOUR CAREER



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Civilian Career Field Leadership

Career Field Functional Authority (SAF/CN) – Ms. Lauren Knausenberger (SES)

DT Chair / Career Field Functional Manager (SAF/CNS) – Ms. Venice Goodwine (SES)

Career Field Manager (SAF/CNSF) – Mr. Anthony Dillard (CB, GS-15)

Associate Career Field Manager – Vacant (Permanent, GS-14)

C&IT Force Development - Mr. Dale Fogle (Permanent, GS-13)

Contract Support (Force Development) – Mr. James Muhammad

Career Field Team Chief (AFPC/DP2ZE) Ms. Lisa Horton (CB, GS-14)

Mr. TJ Cassidy (CB, GS-13)

Mr. Richard Castro (CB, GS-13)

Mr. Adam Fortner (CB, GS-12)

Ms. Hannah Gray (CB, GS-13)

Ms. Christy Mason (Permanent, GS-12)

Mr. Tyrone Parker (Permanent, GS-12)

Mr. Jeffery Hudnell (CB, GS-13)

Mr. Glenn De Guzman (CB, GS-13)

Ms. Allyson Hill (CB, GS-12)

Mr. Daniel Pacomio (CB, GS-12)

Ms. Trinita Pearson (Permanent, GS-12)

Ms. Rosamary Stansbury (CB, GS-12)

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QUESTIONS



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BACKUPS



GS 11 and Below Opportunities

PME

- Squadron Officer School (SOS)
 - *Eligible Grades: GS 9-12*

Academic / Fellowships

- Civilian Associate Degree Program (CADP)
 - *Eligible Grades: All Grades*
- Education with Industry (EWI)
 - *Eligible Grades: GS 11-13*

Leadership Seminars

- Defense Civilian Emerging Leader Crse (DCELP)
 - *Eligible Grades: GS 7-11*
- Organizational Leader Course (OLC)
 - *Eligible Grades: GS-11*

Other – Non CDE

- Cyberspace 190 / 200
- Tuition Assistance
- AF E-Learning (<https://usafprod.skillport.com/>)
- Digital University (<https://digitalu.af.mil>)



GS-12 Opportunities



PME

- Squadron Officer School (SOS)
- Air Command and Staff College (ACSC) *
- ACSC-Schriever Space Scholars (ACSC-SSS)*
- ACSC-Distance Learning (ACSC-DL)
- ACSC-Online Masters Program (ACSC-OLMP)
- School for Advanced Nuclear Studies (SANDS) *

Leadership Seminars

- DoD Executive Leadership Dev Program (ELDP)
- Leading with Impact (LWI)

* Mobility Contingent on DT
** Mobility Required

Academic / Fellowships

- Civilian Associate Degree Program (CADP)
- Air Force Legislative Fellows (LEGIS) **
- Bachelor's Program
- Master's Program
- AF Institute of Technology (AFIT) **
- Education with Industry (EWI)
- AF-Nat'l Lab Technical Fellowship (AF-NLTFP) *

Other – Non CDE

- CB
- Cyberspace 200 & 300
- Career Field Funded Leadership Courses
- Tuition Assistance
- AF E-Learning (<https://usafprod.skillport.com/>)
- Digital University (<https://digitalu.af.mil>)



GS-13 Opportunities

PME

- Air Command and Staff College (ACSC) *
- ACSC-Schriever Space Scholars (ACSC-SSS)*
- ACSC-Distance Learning (ACSC-DL)
- ACSC-Online Masters Program (ACSC-OLMP)
- School for Advanced Nuclear Studies (SANDS) *
- Air War College – Distance Learning (AWC-DL)

Academic / Fellowships

- Civilian Associate Degree Program (CADP)
- Air Force Legislative Fellows (LEGIS) **
- Bachelor's Program
- Master's Program
- AF Institute of Technology (AFIT) **
- Education with Industry (EWI)
- AF-Nat'l Lab Technical Fellowship (AF-NLTFP) *
- President's Mgmt Council-Interagency Rotation

Leadership Seminars

- DoD Executive Leadership Dev Program (ELDP)
- Developing Team Leader Course (DTLC)
- Leading with Impact (LWI)

Other – Non CDE

- CB / KCP
- Cyberspace 200 & 300
- Career Field Funded Leadership Courses
- Tuition Assistance
- AF E-Learning (<https://usafprod.skillport.com/>)
- Digital University (<https://digitalu.af.mil>)

* Mobility Contingent on DT

** Mobility Required



GS-14 Opportunities



PME

- ACSC-Online Masters Program (ACSC-OLMP)
- Air War College (AWC) *
- AWC-West Space Seminar (AWC-WSS)*
- Air War College – Distance Learning (AWC-DL)
- Dwight D. Eisenhower School (ES) **
- ES-Senior Acquisition Course (ES-SAC) **
- National War College (NWC) **
- Defense Senior Leader Dev Program (DSLDP) **
- College of Information and Cyberspace Program (CIC)

Leadership Seminars

- Excellence in Government (EIG)
- Leading Effectively Through Change (LETC)
- Air Force Civilian Leadership Course (CLC)

* Mobility Contingent on DT
** Mobility Required

Academic / Fellowships

- Civilian Associate Degree Program (CADP)
- Air Force Legislative Fellows (LEGIS) **
- Bachelor's Program
- Master's Program
- AF Institute of Technology (AFIT) **
- RAND Fellows *
- AF-Nat'l Lab Technical Fellowship (AF-NLTFP) *

Other – Non CDE

- CB / KCP
- Cyberspace 300
- Career Field Funded Leadership Courses
- Tuition Assistance
- AF E-Learning (<https://usafprod.skillport.com/>)
- Digital University (<https://digitalu.af.mil>)