Today’s Game Plan

- Force Development Opportunities
- Career Field Sponsored Leadership Training
- Civilian Developmental Education (CDE)
- myFM Career and Career Planning Cycle
- FM Civilian Career Field Team
- Questions
Force Renewal Opportunities
### FM PAQ/Intern Program

<table>
<thead>
<tr>
<th>Recent Graduates</th>
<th>Student Interns (Formerly SCEP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current PAQs – 64</td>
<td>Current Interns – 4</td>
</tr>
<tr>
<td>FY18 allocations – TBD</td>
<td>FY18 allocations – TBD</td>
</tr>
<tr>
<td>3-yr Training Program</td>
<td>OJT until graduation</td>
</tr>
<tr>
<td>Tuition Assistance</td>
<td>Part-time/Full-time</td>
</tr>
<tr>
<td>Student Loan Repayment</td>
<td>Non-competitively convert to Recent Grad program</td>
</tr>
<tr>
<td>Up to $20K (recruitment incentive only)</td>
<td>2.95 minimum GPA</td>
</tr>
<tr>
<td>2.95 minimum GPA</td>
<td></td>
</tr>
</tbody>
</table>

**Premier College Internship**

- FY18 allocations – 35
- 12 week summer internship
- Enrolled full-time college juniors
- 2.95 minimum GPA
- Potential non-competitive conversion

*New Program*
Career Broadening Opportunities
Career Broadening Program

- Part of AF development framework to build competencies through experiential broadening
  - Focus is mid-level employees
  - Enhances leadership and strategic perspective
  - Broadens existing functional skills in new environments
- 31 positions across the career field (FY18 CB Hiring Plan – 12 Positions)
- Typical positions – Joint, MAJCOM or Center
- Grades GS-12 through GS-15
- 30-36 month assignments (Mobility Agreement required)
- Positions centrally managed by AFPC; funded by Central Salary Account; DT prioritizes/approve outplacement
- Recommend 3-5 years experience in FM
- Positions announced by CFT via USAJobs
# FY 18 Career Broadening (Pending Final Approval)

<table>
<thead>
<tr>
<th>Current Employee</th>
<th>PP-SRS-GR</th>
<th>Position Title</th>
<th>Office</th>
<th>Duty Location</th>
<th>Experience Type</th>
<th>Hiring Date</th>
<th>MAJCOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cert Issued</td>
<td>GS-0560-15</td>
<td>Supervisory, Budget Analyst-Systems Development</td>
<td>SAF/FMB</td>
<td>Pentagon, VA</td>
<td>Programming, Air Staff, Systems</td>
<td>17-Nov</td>
<td>Air Staff</td>
</tr>
<tr>
<td>Selection Made</td>
<td>GS-0301-12</td>
<td>Career Field Administrator</td>
<td>AFPC</td>
<td>Randolph AFB, TX</td>
<td>Career Field Team</td>
<td>17-Nov</td>
<td>CFT</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-0501-13</td>
<td>Cost Estimator</td>
<td>SAF/FMC</td>
<td>Andrews AFB, MD</td>
<td>Cost, Air Staff</td>
<td>17-Dec</td>
<td>Air Staff</td>
</tr>
<tr>
<td>Backfill</td>
<td>GS-343-14</td>
<td>Program Analyst</td>
<td>SAF/FME</td>
<td>Pentagon, VA</td>
<td>Human Capital Planning, Air Staff</td>
<td>17-Dec</td>
<td>Air Staff</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-12</td>
<td>Financial Analyst</td>
<td>AFIMSC</td>
<td>Port San Antonio, TX</td>
<td>AFIMSC, Budget, Programming</td>
<td>18-Jan</td>
<td>AFMC</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-12</td>
<td>Financial Analyst</td>
<td>AFRC/FM</td>
<td>Warner-Robins</td>
<td>TFI, MAJCOM</td>
<td>18-Feb</td>
<td>AFRC</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-13</td>
<td>Financial Analyst (Acquisition)</td>
<td>SMC/FM</td>
<td>LA AFB, CA &amp; AFSPC/FM</td>
<td>Acquisition, Center, MAJCOM</td>
<td>18-Mar</td>
<td>AFSPC</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-560-13</td>
<td>Budget Analyst</td>
<td>AFMC/CAM</td>
<td>Wright-Patterson AFB</td>
<td>CAM, MAJCOM</td>
<td>18-Apr</td>
<td>AFMC</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-13</td>
<td>Financial Analyst (WCF)</td>
<td>AFSC/FZ</td>
<td>Tinker AFB, OK</td>
<td>WCF, Center</td>
<td>18-Apr</td>
<td>AFMC</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-13</td>
<td>Financial Analyst</td>
<td>AETC</td>
<td>Randolph AFB, TX</td>
<td>MAJCOM</td>
<td>18-May</td>
<td>AETC</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-12</td>
<td>Financial Analyst</td>
<td>86 CPTS</td>
<td>Ramstein AB, GE</td>
<td>Base Level; MAJCOM</td>
<td>18-Jun</td>
<td>USAFE</td>
</tr>
<tr>
<td>NEW</td>
<td>GS-501-12</td>
<td>Financial Analyst (Acquisition)</td>
<td>AFLCMC</td>
<td>Wright-Patterson AFB</td>
<td>Acquisition, Center</td>
<td>18-Jul</td>
<td>AFLCMC</td>
</tr>
</tbody>
</table>
FM Career Field Team
Sponsored Training
# Civilian Tuition Assistance (TA)

<table>
<thead>
<tr>
<th>Non-ACQ/Non-PAQ</th>
<th>PAQ Interns</th>
<th>Acquisition</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Grades</td>
<td>GS-7 thru GS-12 centrally funded</td>
<td>Must be in an acquisition coded position</td>
</tr>
<tr>
<td>75% funded</td>
<td>100% funded no annual cap</td>
<td>$50K total for a degree</td>
</tr>
<tr>
<td>$4,500 annual cap</td>
<td>Amount over $50K must be funded by employee first</td>
<td></td>
</tr>
<tr>
<td>May take up to two courses per semester*</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Available to assist employees with completion of formal education
- AFI 36-401 governs TA policy
  - Does not allow funding for a 2nd Masters or a Doctorate*  

*FY18 Policy Change

**Apply via AFVEC—Go to myPers ➔ search on Tuition Assistance**
AFPC Funded Leadership Training

- Leadership development through short-term courses
- Grades GS-12 through GS-15 (some opportunity for GS-09+)
- Examples of courses
  - Basic Project Management in Government
  - The Challenge of Leadership
  - Leadership for Technical People
  - Leadership Skills for Non-Supervisors
- Funding (based on availability)
  - AFPC covers course cost and limited TDYs
- FM-CFT submits call to MAJCOM Training POCs
Civilian Developmental Education (CDE)
Civilian Developmental Education (CDE)

- **Entry Level (BDE)**
  - GS 7-13
  - DCELP (GS 7-11)
  - EWI (GS 11-13)
  - SOS (GS 9-12)
  - Developing Team Leader Course (GS-7-13)

- **Mid-Level (IDE)**
  - GS 12-13
    - ACSC-OLMP (GS 12-14)
    - ACSC (in-residence)
    - **AF Legislative Fellows**
    - Harvard School of Gov’t Academic Programs
      - AFIT
    - ELDP
    - E-GOV-EIG
    - Organizational Leader Course (GS-12-13)

- **Senior Level (SDE)**
  - (GS 14-15)
    - Air War College
    - DSLDP
    - **Eisenhower (ICAF)**
    - **Eisenhower (SAC)**
    - RAND Fellowship
    - **Nat’nl War College**
    - **IRMC- Cyber Strat**
    - Stanford Masters
    - MIT Masters
    - STRAT I (GS 14-15)
    - STRAT II (GS 15)

**Require PCS to NCR w/ follow-on in NCR or waiver to go TDY status**

*Programs in RED will most likely require a relocation*
Civilian Strategic Leader Program (CSLP)

- Systematic, open process to compete and fill AF command-equivalent positions at the GS-14/15 grade levels (GS-13’s may apply for promotion to Deputy Director Installation Support (DDIS) positions starting this cycle)
  - Develops civilians for challenging and critical leadership positions
  - Provides fresh leadership perspectives to organizations
- 62 positions (0301/0343 series)
  - 41 installation level
  - 11 HAF level
  - 10 Joint
- Must have a bachelor’s degree
- Must have 12 months in current position
- Must have supervisory experience
- Requires mobility agreement
- DT validates/endorses potential candidates to CSLP Selection Board

GS-13 Promotion into GS-14 Allowed; Two-Part Application Process
Developmental Education
Academic Year (AY) 2019 Timeline

- Civilian Development Education (CDE) Call
- Civilian Strategic Leader Program (CSLP) Call
- Released 1 Mar

Civilian DE packages due 1 May to AFPC

- AF CDE Board
- CSLP Director Screening Board (DSB)
  - Military fellowship/intern program board

CSAF approval of military & civilian DE selectees

Development Team (DT) cycle
- FM DT meets late Jul 2018
- Review Civilian DE packages

Public release of selects
One Team, One Family, One Mission

https://www.myfmcareer.hq.af.mil
What is myFM Career

Enterprise-wide “one-stop-shop” for Financial Management development needs.

- Serves as a career hub with FM tools, products, training and development information
- Will eventually replace the FM career development hub Sharepoint site
- Houses “myIDP” for all FM Airmen to utilize
- Enables the Career Planning Cycle (CPC)

Check it out TODAY! www.myfmcareer.hq.af.mil
What is the Career Planning Cycle (CPC)

**Purpose:** Optimize developmental processes to ensure functional leaders invest education, training, and experiences in the right people at the right time.

**Goal:** Leverage multiple levels of leadership to provide personnel development opportunities to the full range of FM employees.

- Implementation was 1 Apr 17 offering continuous civilian development
- Leverages multiple levels of FM leadership to provide personalized feedback on career goals
- Enables all employees to create an IDP and communicate with supervisors through continuous communication and in conjunction with appraisal cycle and feedback

*Rise to Your Potential—Opt-In to this year’s Career Planning Cycle!*
The employee starts the CPC process by opting-in to receive career planning guidance. The levels of endorsement within the CPC Process are Supervisor, Local, MAJCOM and AF FM Development Team. With guidance, each level determines its recommendation and chooses to either address the submission at their level or push the submission for higher level endorsement.
CPC Timeline

Submission and review of each Career Planning Cycle (CPC) will occur in consideration of the annual appraisal period and Development Team (DT) schedule.

**EMPLOYEE + SUPERVISOR**
During appraisal reviews, Employees and Supervisors should collaborate to ensure the employee's CPC information is submitted and appropriately addressed by June.

**LOCAL PANEL**
Each organization's local panels review and address CPC submissions requiring local leadership endorsement.

**MAJCOM PANEL**
CPC submissions requiring MAJCOM leadership review, should be appropriately addressed by 1 November in time for Winter Development Team Meetings.

**Air Force FM DT**
CPC submissions requiring the highest level endorsement will reach the Winter DT for final review.

---

**CPC Start**

**Summer DT**

**Spring DT Feedback**

**Winter DT**

**Winter DT Feedback**

**Mar-May CDE Application**
Air Force Personnel Center

FM Civilian Career Field Team
FM Career Field Team

Crystal Moore
Director

Bennie Butler
Career Field Administrator

Regina Rudy
Career Field Administrator

Lizzie Brown
Career Broadener

Mary Mabron
Career Broadener

Christine Caviness (*EoD 26 Nov*)
Career Broadener

One Team, One Family, One Mission
AFPC Contact Information

- **FM Career Field Team**
  - Telephone: DSN 665-2595 / Comm (210) 565-2595
  - Email
    - General Inbox: afpc.fm.cft@US.AF.MIL

- **Audit Career Field Team**
  - Telephone: DSN 665-4569 / Comm (210) 565-4569
  - Email: afpc.audit.cft@US.AF.MIL

- “US Air Force Financial Management Civilian Career Field Team”
Questions
Creating an IDP

✓ Evaluate your performance and/or competency gaps
  ➢ Focus on including training and/or project goals that help build those competency gaps; consider self-development books
  ➢ Tools: Virtual Force Development Center, SAF/FM Primer, CFT leadership trg

✓ Do you need to complete education and/or certification?
  ➢ Consider means to complete education (Civ TA, ASCS-OLMP, CDE-Master’s)
  ➢ Consider plan to complete desired certifications (ACQ, DoD, Other)

✓ Have you completed appropriate level of functional training?
  ➢ GS-07/GS-09: FMOC (PAQs centrally funded; others—TDY unit funded)
  ➢ GS-09/12: PFMC (centrally funded)
  ➢ GS-12/15: DFMC (centrally funded)

✓ Are you mobile? Now or in the future?
  ➢ Identify potential “breadth” experiences needed/desired
  ➢ Identify potential “depth” experiences needed/desired
  ➢ Evaluate supervisory, leadership or joint opportunities available

✓ Long-term PME, CDE, Experiential or Career Broadening Programs

Timing is Key to Each Consideration
Refine Resume

- Header and contact information
- College education (if applicable)
- Experience
  - Include Duty Title, PP-SRS-GR, dates, org, location, supervisor, contact info
  - If supervisory, include level and # of personnel supervised
  - Results oriented accomplishments
- Highly competitive or desired PME, CDE, functional training, certifications
  - DoDFM, ACQ or other test based certifications
  - Professional Military Education (PME) and Civilian Developmental Education (CDE)
  - School-house functional training—FMOC, PFMC, DFMC
- Awards and Recognition
  - OSD, AF, ASMC, MAJCOM, Unit awards
  - Quality Step Increases
  - Military or civilian decorations

Think Industry—Bullet Format—Eye Pleasing
Career Planning Cycle Foundation: Development Team Structure

Career Field Team (CFT) Management
- Centrally Managed Positions (GS 13-15)
- Key Career Positions (GS-15)
- Career Broadening (GS 12-15)
- Civilian Development Education (CDE)
- Tuition Assistance (GS 11-15)

MAJCOM Management
- Non-Centrally Managed Positions (≤ GS-12)
- Tuition Assistance
- Career Broadening
- Civilian Development

Functional Training
- Tactical Development (e.g., squadron Officer School, CALT, DCELP)
- Identify candidates for higher level development opportunities

Career Planning Cycle mimics the current Development Team Structure with features that will facilitate development at each level.

https://www.myfmcareer.hq.af.mil
<table>
<thead>
<tr>
<th>Performance</th>
<th>Experience</th>
<th>Education</th>
<th>Training</th>
<th>Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endorsing Official Recommendation (*when PME/CDE)</td>
<td>Breadth</td>
<td>Associate’s</td>
<td>Professional Military Education (PME)</td>
<td>APDP</td>
</tr>
<tr>
<td>Resume “Results”</td>
<td>Depth</td>
<td>Bachelor’s</td>
<td>Civilian Developmental Education (CDE)</td>
<td>DoD FM</td>
</tr>
<tr>
<td>OSD/AF/ASMC Type Awards</td>
<td>Supervisory / Leadership</td>
<td>Masters</td>
<td>Functional (FMOC, PFMC, DFMC, DDSC)</td>
<td>Test-based (CDFM, CPA, CGFM, etc.)</td>
</tr>
<tr>
<td>Quality Step Increase (QSI)</td>
<td>Joint</td>
<td></td>
<td>Comparable (from Industry or other Fed Agencies)</td>
<td></td>
</tr>
<tr>
<td>Annual/Quarterly Awards &amp; Civilian Decorations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>