Leadership with an opportunity to broaden the agency in achieving its mission and goals. All individuals are eligible for training, education, career broadening, and leadership development. There is no singular career path for an Air Force Civilian Logisticians. The Logistics career field provides several programs and opportunities for training, education, career broadening, and leadership development. This pamphlet provides the civilian workforce, leaders and supervisors some tools to help develop Logisticians and leaders for the 21st Century Air Force.

**Civilian Workforce Development Structure**

**PALACE Acquire (PAQ) Program:** This is a three-year program focused on developing high-potential, enthusiastic logistics professionals. Trainees are offered GS-07 entry-level positions, which provide opportunities to excel and become top civilian logisticians while supporting the Air Force and its mission.

**Career Broadening:** Career broadening positions provide leadership with an opportunity to broaden the experience of high-potential and exceptional employees. These positions provide executive developmental opportunities in challenging environments.

*Positions are advertised on USAJOBS.

**Key Career Positions:** Career field centrally-managed positions used to develop critical Air Force leadership competencies. The Logistics Career Field has 60 KCPs currently identified that are distributed throughout 7 MAJCOMs. Positions are filled through annual Vectoring process. KCPs provide the stepping stones for individuals to move from functional experts to corporate assets and these positions are frequently filled with high potential career developed candidates that have demonstrated a sustained commitment to personal development and adaptability to change.

*Positions are advertised on USAJOBS.

**Civilian Strategic Leadership Program (CSLP):** Air Force civilian corporate developmental program is designed to provide General Schedule (GS)-14/15 AF employees with a leadership opportunity that will complement their ongoing responsibilities and experience of high-potential professionals. Positions used to develop critical Air Force leadership.

**OPM Training** – Contact local training office or AFPC CFT

**Logistics Training** – Annual CFT call for logistics classes such as Logistics21, Life Cycle Executive Leadership Program, Supply Chain Management Program, and LOGTECH Advanced Program in Logistics & Technology. Contact CFT for more information and timing.

**MyVector** - Enables a web-based mentoring network that allows mentees to manage their career development with the input and guidance from a mentor. This structure also assists the user to build career plans based on real opportunities and to share these career plans with development teams and mentors. It also provides Discussion Forums and links to resources for online books and courses that discuss mentoring benefits.

**Additional Resources**

AFMAN 36-606, Civilian CFM and Development
AFI 36-202, PALACE Acquire

MyPers
https://mypers.af.mil/app/answers/detail/a_id/3578

Logistics Career Field Education and Training Plan

Air Force Life Cycle Logistics Workforce Guidebook
Defense Acquisition University - APDP Certification
http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx#

AFDPS Portal/My Biz+ link
https://compo.dcpds.cpms.osd.mil/Update Records
AFPC has made it easy for employees to use the to update their personnel record: licenses, occupational certifications, education, training, work information, ethnicity and race category, language, and emergency contact information. Current records are critical to the Career Vectoring process and other developmental activities. Career broadeners and GS-12 through GS-15 professionals should ensure their records are accurate prior to submitting for Career Vectoring or applying for CDE opportunities.

**Tuition Assistance:** The CFT provides tuition assistance for undergraduate or graduate degree courses related to the job that improves the individual or organizational performance and assist the agency in achieving its mission and goals. All permanent personnel are eligible.

**Questions**

Career Field Team Contact Information:
COMM 210-565-2365 DSN 665-2365
EMAIL: afpc.logistics.cft@us.af.mil
https://myapers.af.mil/app/answers/detail/a_id/13240/p/1,2/c/1075

Current as of 1 Jan 17
Enterprise Guidelines

4 Logistics Stalls
Life Cycle Logistics: Planning, development, implementation, and management of a comprehensive, affordable, and effective support strategy

Maintenance Support: Planning and executing maintenance, both scheduled and unscheduled, of defense system equipment

Supply Management: Procurement to disposal of defense system material and integration of multiple material sources and processes to meet war fighter requirements

Deployment/Distribution/Transportation/Aerial Port: Transportation, packaging, cargo scheduling, and dispatching of materials, support services and personnel in response to customer requirements to move and sustain the force

Logistics Anchors reflect valued and recommended experience, development and education for each grade

GS-12/13/NH03 Anchors
-Technical Depth: 12-36 consecutive months in specific Logistics Stall with focused and demonstrated proficiency
-Complementary Assignment: Broadening assignments into other logistics areas (formal or informal)
-Leadership: 12 months supervisor, Integrated Product Team (IPT) lead or team lead experience
-Education: Bachelor degree
-Professional Military Education: ACSC, etc
-Certifications: DAU LCL LVL I-II

GS-14/15/NH04 Anchors
-Technical Depth: 12-36 consecutive months in specific Logistics stall with focused and demonstrated proficiency
-Corporate Breadth: 12-36 months experience in additional Logistics Stall, Staff, Program Office or Joint Assignment
-Leadership: 24 months supervisor
-Education: Master degree
-Professional Military Education: AWC, NWC, etc
-Certifications – DAU LCL LVL III

Civilian Development Education (CDE)
Annual call in March – Packages due 1 May

Basic Development Education (BDE):
GS-7/13/equivalent
- Associates Degree (in development)
- Developing Team Leader Course (formerly CALT)
- Squadron Officer School (SOS)*
- Education with Industry (EWI)

Intermediate Development Education (IDE):
GS-12/13/equivalent
- Air Command and Staff College (ACSC)*
- Air Command & Staff College On Line Masters (ACSC OLMP)*
- Executive Leadership Program
- Master’s Degree, Harvard, Princeton, AFIT
- AF National Laboratories Technical Fellowship Program
- Air Force Legislative Fellows (LEGIS)
- School of Advanced Deterrence Studies (SANDS)

Senior Development Education (SDE):
GS-14/15/equivalent
- National War College*
- Air War College*
- Eisenhower School for National Security & Resource Strategy*
- Strategic Leadership Development (STRAT I & STRAT II)
- RAND National Laboratories Technical Fellowship
- Master’s Degree, MIT, Stanford, Princeton, AFIT
- Excellence in Government

Defense Senior Leader Development Program
- Information Resources Management College Cyberspace Strategies
- Harvard JFK School of Government
- Strategic Leadership Education (formerly STRAT I & II)
- Civilian Strategic Leadership Program (CSLP)**

**Professional Military Education (PME) – see AFI36-301 for more info
**Not SDE but part of annual CDE SDE call

Career Vectoring
The Career Vectoring offers employees a method to receive Senior Logisticians’ insight on progression towards professional logistics achievement. The feedback offers individual mapping of career path and identifies readiness for career development and promotional opportunities. Career vectoring is mandatory for Career Broadeners and those filling KCP positions. Vectoring is available for GS-12/13/NH03 in the fall and GS-14/15/NH04 in the summer each year. Timelines are announced via MyPers.

Career Field Functional Manager (FM), HAF/A4P: AF focal point for the career field; Serves as primary advocate, addressing issues and coordinating concerns across various staffs; Responsible for policy and guidance

Career Field Team, (CFT), AFPC/DP2LLL: Provides opportunities for development of employees to satisfy current and future Air Force mission needs. Central point at AFPC for Civilian Development Education (CDE), PAQ/Intern, Vectoring, and Career Broaderening. Execution arm of LEB and LAC. POC for Centrally Managed Positions; GS-12/13/14 and equivalents, KCPs, and Career Broadeners.

Civilian Force Development Structure

Logistics Executive Board (LEB) and Development Team
Provides strategic oversight and direction for development & management of a competency-based logistics workforce to satisfy current and future Air Force mission needs. Vectors GS-14/15 Logisticians and all grades for Civilian Developmental Education (CDE). Co-Chairs: HQ HAF/A4 and HQ AFMC/CA

Logistics Advisory Council (LAC) Comprised of senior members of the logistics community. Provides guidance and direction to the various panels, sub panels, and working groups with a focus on civilian force development. Key focus is on civilian force development and various initiatives. Vectors GS-12/13 Logisticians and Career Broadeners. Co-Chairs: HAF/A4P and HQ AFMC/CA

Career Field Functional Authority (FA), HAF/A4: Chairs the LEB and provides strategic direction and oversight for career field.

Career Field Manager (CFM), HAF/A4PR: Responsible for day-to-day management of the career field to including developing and implementing policy, providing central oversight for education and training, and developing career path diagrams.

Civilian Force Development Structure

Civilian Force Development Structure

Organizational Chain of Command: Responsible for day to day mentoring, career guidance, feedback, annual appraisals, vectoring endorsements, and career broadening endorsements