



Functional Development Team (FDT) Membership and Procedures. There will be a Functional Development Team established for each functional area identified by a Functional Manager. All proceedings will be held in a closed session. All statutory tour members being considered by the FDTs will receive fair and impartial consideration. FDT will be free from any improper command or other influences in the performance of its duties or as a result of such performance. Panel members will not communicate with anyone outside the panel membership in reference to the panel proceedings. Individuals participating on the FDT will be administered an oath. The team recorder will review all documents before the panel is convened for completeness

- **FDT Membership.**

-- **Chair:** Functional Manager

-- **Members:** Any Director/2 –Digit Equivalent or for enlisted FDTs only, a Designated Directorate representative (normally a CMSgt) who has an airman assigned/attached with that functional PAFSC (except for NGB J-Staff and 1AF which will provide one Rep to represent all members assigned for each functional PAFSC).

-- **Advisor:** NGB/HR

- **FDT Procedures.**

-- Meets once a year or as directed by NGB/CF.

-- Reviews Development Plans (DP) for all airman who hold a PAFSC within the respective functional area (except for Colonels and CMSgts currently assigned to a key position).

-- Force Development is deliberate management of assignment experiences, combined with education and training opportunities to develop leaders. ***Therefore, each DP/Airman is reviewed to identify any of the following developmental vectors, if appropriate:***

--- ***Training recommendations:*** any formal or informal training that may be required or preferred based on AFSC or current position.



--- **Educational Recommendations:** DE opportunities – BDE, IDE, SDE or Congressional Fellowship (officers only), and Joint PME

--- **Assignment Experiences:** Identify recommended assignments, or actual lateral assignment that is recommended for further development of airman, to include field command opportunities for officers.

-- Key considerations for identifying developmental vectors:

--- Airman’s career gates: Time-in-Position (TIP) (>3 years), Rank/Time-in-grade, Years of Service, TAFMS, MSD, etc.

--- Airman’s prior assignments, training, and education.

--- Airman’s developmental preferences and Director’s/2-digits recommendations/assessment. Balance individual’s desires, availability, and potential with institutional requirements.

--- Airman’s development potential.

--- Remember that common to all career fields are development opportunities at the tactical, operational, and strategic levels. At the foundation, Airman will establish a solid grounding at the tactical level in a primary career field. *Some Airmen will remain at the tactical level providing depth of expertise in a particular field. Others will progress into positions with increasing levels of responsibility and leadership opportunities at the operational and strategic levels. There is no “set path” to senior leadership.*

--- ***An Airman must comply with physical fitness requirements and have no ADCON issues for force development consideration.***

-- **For Majors and below and SMSgts and below.** FDT should plan development of Airman to obtain depth in the functional community (i.e. lateral movement within functional community to acquire functional depth).

-- **For CMSgts, Lt Cols and Colonels (except Colonels and CMSgts assigned to key positions).** FDT should plan for development of Airman as leaders to include career broadening and skill-pairing. Determine need for “developmental assignment vectors”.



- FDT Deliverables.

-- For Majors and below and SMSgts and below.

--- **Feedback.** FDT provides developmental feedback to all Airmen via the Development Plan (DP).

--- **Lateral Functional Development.** Identify any Airman for functional development via lateral movement within the functional community. Coordinate these movements with affected Directors/2-digit equivalents within the FDT. Provide results to HR for execution.

--- **IDE In-residence/ Congressional Fellowship.** Identify any Captains or Majors who should be considered for in-residence IDE or Congressional Fellowship to the Force Development Council. Nominees must be rank ordered.

--- **Joint PME / Experience.** Identify any Captains or Majors who should be considered for Joint PME or experience to the Force Development Council. Nominees must be rank ordered.

--- **Field command.** Identify any Captains or Majors who should be considered for field command rotation to the Force Development Council. Nominees must be rank ordered.

-- For CMSgts, Lt Cols and Colonels (except Colonels and CMSgts assigned to key positions)

--- **Feedback.** FDT provides developmental feedback to all Airmen via the Development Plan (DP).

--- **Time-in-Position.** Review and identify Airman at the 3-5 year time-in-position (TIP) point. Review to evaluate the need for PCA, PCS, or force development electives.

--- **Lateral or Cross Functional Development.** Identify any Airman for functional development via lateral movement within the functional community or skill-pairing (cross-functional development). Coordinate these movements with affected Directors/2-digit equivalents within the FDT. Provide results to HR for execution.

--- **SDE In-residence.** Identify any Lt Cols or Cols who should be considered for in-residence SDE to the Force Development Council. Nominees must be rank ordered.



--- **Joint PME / Experience.** Identify any Lt Cols or Cols who should be considered for Joint PME or experience to the Force Development Council. Nominees must be rank ordered.

--- **Field command.** Identify any Lt Cols or Cols who should be considered for field command rotation to the Force Development Council. Nominees must be rank ordered.

--- **“Developmental Assignment Vectors”.** Identify any Airman or who should be considered for “developmental assignment vectors.”

Force Development Council (FDC) Membership and Procedures. The FDC provides Statutory Tour airman’s force development for current and future leaders of the ANG. The FDC will review all airman forwarded by the FDTs. All proceedings will be held in a closed session. All statutory tour members being considered by the FDC will receive fair and impartial consideration. FDC will be free from any improper command or other influences in the performance of its duties or as a result of such performance. Panel members will not communicate with anyone outside the panel membership in reference to the panel proceedings. Individuals participating on the FDC will be administered an oath. The recorder will review all documents before the panel is convened for completeness

- **FDC Membership.**

-- **Members:** Deputy Director, ANG; ANGRC/CC; 1AF/CC or Designated Rep; Director, Joint Staff or Designated Rep; NGB/CCM; the Director, Air National Guard may appoint up to three additional members to serve beyond the required membership.

-- **Advisor:** NGB/HR

- **FDC Procedures.**

-- Meets following the Force Development Teams (FDTs).

-- Reviews DPs for all Colonels and CMSgts. Reviews all recommendations for IDE/SDE in-residence or Congressional Fellowship, JPME/Experience, field command opportunities and Airman forwarded for a “developmental assignment vector”.

-- Force Development is deliberate management of assignment experiences, combined with education and training opportunities to develop leaders. ***Therefore, each DP/Airman is reviewed to identify any of the following developmental vectors, if appropriate:***

--- **Training recommendations:** any formal or informal training that may be required or preferred based on AFSC or current position.



--- ***Assignment Experiences***: Identify recommended assignments, or actual lateral assignment that is recommended for further development of Airman.

-- Key considerations for identifying developmental vectors:

--- Airman's career gates: Time-in-Position (TIP) (>3 years), Rank/Time-in-grade, Years of Service, TAFMS, MSD, etc.

--- Airman's prior assignments, training, and education.

--- Airman's developmental preferences and Director's/s/2-digits recommendations/assessment. Balance individual's desires, availability, and potential with institutional requirements.

--- Airman's development potential.

--- Remember that common to all career fields are development opportunities at the tactical, operational, and strategic levels. At the foundation, Airman will establish a solid grounding at the tactical level in a primary career field. *Some Airman will remain at the tactical level providing depth of expertise in a particular field. Other will progress into positions with increasing levels of responsibility and leadership opportunities at the operational and strategic levels. There is no "set path" to senior leadership.*

--- ***An Airman must comply with physical fitness requirements and have no ADCON issues for force development consideration.***

-- Review those forwarded by the FDT for a "development assignment vector".

FDC Deliverables.

-- **Time-in-Position.** Review and identify Cols and CMSgts at the 3-5 year time-in-position (TIP) point. Review to evaluate the need for PCA, PCS, or force development electives.

-- **"Development Assignment Vectors".** Review all Airman identified by each FDT for possible developmental assignments. The FDC may select Airman for developmental assignments based on projected vacancies, career broadening, and needs of the ANG. Provide results to HR for execution.

-- **Key Positions.** Review all Colonels and CMSgts for development or assignment to key positions.



- **Recommendations.** Provide recommendations for assignment vectors pertaining to Colonels and Chiefs, candidates for IDE/SDE in-residence, Congressional fellowships, JPME/Experience, and command opportunities to NGB/CF for final approval.
- **Notifications.** Notification communicating the force development decisions will be prepared by NGB/HR for each Director/2-digit to brief their affected members. Each member will be required to sign a statement to acknowledge notification of FD results. Normally, notifications will be provided to each individual within 60 days following the FD process.