



ANG CAREER DEVELOPMENT ROADMAP (CDR)

	Education	Leadership Experience	Technical Skill
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
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
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
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
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:

Recommended

Command Chief

Group SEL / CEM

CLC

Wing Staff

Master’s/Doctorate

Squadron SEL

Advisory Group Rep

Joint Duty

Bachelor’s Degree

Stat/ADOS Tour

SNCO Enhancement Course

EJPME II

Joint Tours

Section/Flight Chief

WIT Team

Special Duty

Program Manager

Section NCOIC

EJPME I

Section Supervisor

CCAF - Start

OJT Trainer

Deployment

TDY



Required

CCMTC

9-Level

CMSOC

SNCOA

SNCO Foundations

CCAF - Finish

NCOA

NCO Foundations

7-Level

ALS

Jr Enlisted Foundations

Train the Trainer

Additional Certs*

5-Level

3-Level Tech School