

Headquarters U.S. Air Force

Integrity - Service - Excellence

International Affairs Specialist (IAS) Program



**SAF/IAPA
29 November 2018**

U.S. AIR FORCE



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Overview

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Career Field Manager

Opening Remarks



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SAF/IA Organization

Deputy Under Secretary IA
Heidi Grant SES

Functional Authority



Director – Policy,
Programs & Strategy
Michael Shoults SES

Functional Manager



IAPA Division
Chief

Col Paul Szostak

Career Field Manager



Vision

Lead and Synchronize
the USAF Security
Cooperation Enterprise.

Mission

SAF/IA strengthens US
and global security
through partnerships in
air, space, and
cyberspace by
integrating security
cooperation activities,
advancing partner
capabilities and
interoperability, and
developing
international Airmen.



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International Airmen Division (IAPA)

**IAPA Division
Chief**

Col Paul Szostak
Career Field Manager



**IAPA Division
Deputy**

Mr. Mike Nolta



**Attaché and Security
Cooperation Officer Branch**

**Mr. James
Yarbrough**

MPEP Branch

**Mr. Kenneth
Frank**

IAS Branch

**Lt Col David
Huxsoll**

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IAS Program Overview and Updates



FAO Billets vs. Inventory

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Overall FAO Inventory		341	784	564*	177
Region	Top languages	Billets	Target Inventory	Inventory	Pipeline
AFRICOM (16FXG)	French	46	106	65	33
CENTCOM (16FXF)	Arabic	42	94	56	28
EUCOM (16FXH)	Various	90	205	160	39
PACOM (16FXD)	Various	71	159	144	34
SOUTHCOM (16FXC)	Spanish Portuguese	77	177	139	43
Generalist (16FXL)		19			

Note:

*IAS program model requires 2.3 officers/billet

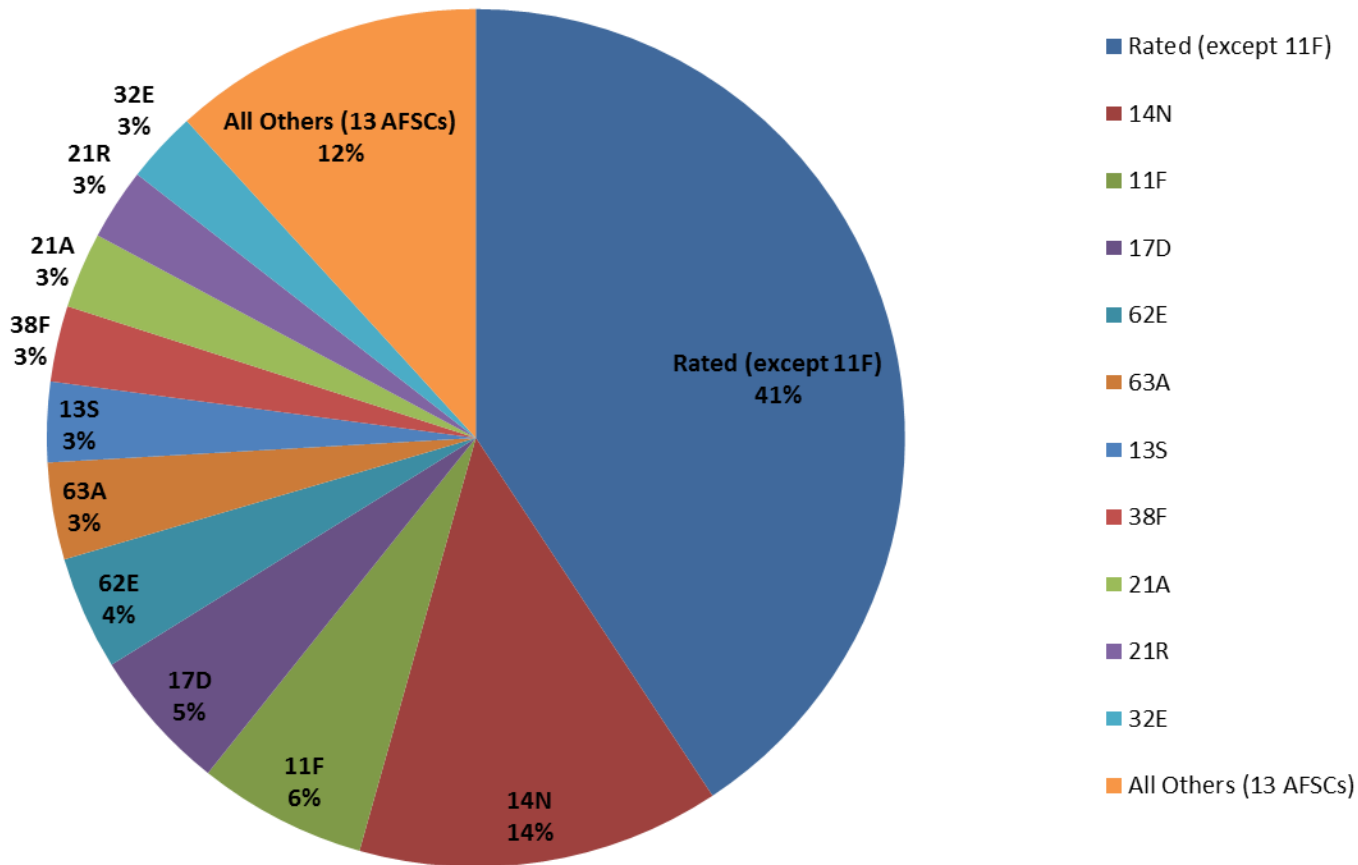


* The FAO inventory does not include the 36 certified officers who are Fenced



Current Certified FAO Inventory by PAFSC

FAO AFSC Inventory Breakdown





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Career Field Education and Training Plan (CFETP)

- **Published 15 Nov 2018; first-ever CFETP for 16F career field**
- **Result of Occupational Analysis survey, focus group meetings, CFETP Working Group**
- **Available on IAS MilSuite site**
- **Identifies competencies, initial skills training/education requirements, career progression methods, resource constraints**
- **Competency-based approach: language and culture, regional expertise, political-military affairs, security cooperation**
- **Focus on both initial skills development and skills sustainment**
- **All FAOs trained to the same basic standard, regardless of accession source**
- **Several new initiatives**



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Career Field Education and Training Plan (CFETP)

- **Additional basic requirements for FAO certification**
 - **FAO Orientation: new introductory course for new FAO accessions**
 - **First held in Monterey, September 2018**
 - **FAO Fundamentals: online course prep for IRT**
 - **Currently in development**
 - **Security Cooperation Management Policy, Programs, and Planning (SCM-P3): offered in-residence by Defense Institute of Security Cooperation Studies**
 - **Strategic Engagement: Embassy portion of IRT**
 - **Minimum 60 days for all FAO trainees**



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New FAO Direct Utilization Process

- **New process for FAO DU facilitates training requirements as specified in CFETP**
- **Board no longer held on quarterly basis; applications considered on a rolling basis**
- **Officers meeting basic FAO requirements are designated FAO nominees until identified for assignment**
- **FAO nominees complete additional required training specified in CFETP prior to certification and assignment**



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FAO Fellowship

- **FAO Traditional Development now institutionalized in the FAO Fellowship**
 - **Deliberate Development (In-Residence) credit for FAOs selected by their DTs for development when the following conditions are met:**
 - **Language testing in 3 modalities; ILR 2 or higher in any 2 modalities**
 - **Regionally focused academic degree from an institution under the guidance of the Air Force Institute of Technology**
 - **Completion of the Joint FAO Course (JFAOC) Phase 1**
 - **In-region Strategic Engagement/LREC training of no less than six months**
 - **ACSC-DL (or equivalent)**
- **Officers who possess some/all of these requirements at time of selection may gain Fellowship credit by attending a minimum of six months FAO education and training**
- **Also applies to Olmsted and Mansfield Scholars**
- **IAS Branch working with HAF/A1D to update records**



IAS Development Team

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- **Meets twice annually: reviews program status, health of the career field, initiatives/challenges; vectors officers for assignment**
- **Spring (Winter VML, Oct-May) and Fall (Summer VML, Jun-Sep)**
- **September DT met in San Antonio**
 - **Vectored 72 FAOs, 130 PAS for assignments**
 - **FAO Command Board considered candidates for five 16F command billets opening in Summer 2019**
- **Next DT – March 4-8 in San Antonio**
 - **Will begin vectoring FAOs upon return from their FAO tour**
 - **Representation from Functional Area Managers (FAMs)**



FAO Command Board

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- **Board met in September 2018 in conjunction with DT**
- **21 applicants screened for Summer 2019 FAO O-5 command billets**
 - **332 TRS**
 - **MPEP Americas**
 - **MPEP Asia-Pacific**
 - **NPS AFELM**
 - **DPAA Det 1**
- **11 identified as FAO command candidates**
- **Future FAO command boards will screen all eligible officers (all-in command board)**



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O-5 C16F Positions

AFSC	Title	Next Fill	Location	Desired Language
C16F3C	CC, 318 TRS	Summer '20	IAAFA, Lackland AFB	Spanish
C16F3C	CC, 837 TRS	Summer '20	IAAFA, Lackland AFB	Spanish
C16F3L	CC, 637 Int'l Supt Sq	Summer '20	DLIELC, Lackland AFB	Not Specified
C16F3H	CC, MPEP Europe	Summer '20	Ramstein AB, Germany	Not Specified
C16F3H	CC, Warrior Prep Ctr Det 2	Summer '20	Ramstein AB, Germany	Any European
C16F3L	CC, 332 TRS	Summer '19	DLIELC, Lackland AFB	Not Specified
C16F3H	CC, MPEP Americas	Summer '19	Andrews AFB, MD	Spanish
C16F3D	CC, MPEP Asia-Pacific	Summer '19	JB Pearl Harbor- Hickam	Any Asian
C16F3L	CC, NPS AFELM	Summer '19	Monterey, CA	Not Specified
C16F3E	CC, DPAA Det 1	Summer '19	Bangkok, Thailand	Not Specified



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FAO Survey

- **Online survey forthcoming will solicit FAO views on single-track vs dual-track program**
- **SAF/IA has regularly been asked to review this question since the program's inception, but career field has never been formally surveyed**
- **All responses will be completely anonymous**
- **Inputs will provide data point for future reviews, HAF taskers, discussions with A1**



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FAO Accession Sponsorship Program

- **Launched earlier this year**
 - **Matched CY 2018 FAO Accessions with recently certified Deliberate Development FAOs**
 - **Near-peers to mentor officers through the process of training to their first assignment**
 - **Similar language and region**
 - **Advise on language training, IRT, living & working in the region**
- **IAS Branch will be reaching out to solicit new sponsors early next year**



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FAO Training: JFAOC Phase I

- **Next Course 14-18 Jan at Presidio of Monterey (DLI)**
- **Mandatory for all officers at NPS who have not yet attended**
- **Day 1 (Service Day) will include CFM All-Call and abbreviated FAO Orientation for new accessions**
- **Those identified to attend will be notified**
- **Officers identified for attendance notified via email**
- **A small number of additional open seats available for those who have not attended**
 - **Contact IAS Org Box if interested in attending
(usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil)**
 - **IAS will prioritize and notify officers**



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Current Sustainment Training Opportunities

- **Language Tutoring**
 - Further guidance forthcoming for FY19 sustainment
 - AFCLC's eMentor identified as preferred long term solution
- **Language & Area Studies Immersion (LASI)**
 - 30-day in-region language and culture sustainment training
 - Officers register via AFCLC's LEADeR system
- **JFAOC II**
 - Regional and seam courses for officers who have completed training
 - See MilSuite for course requirements and to request attendance
 - Upcoming courses will be announced via email to eligible officers
- **Other Opportunities**
 - CSULB, SOFTS, AFSOS, Regional Centers, etc.



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Attaché and SCO Management



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Snapshot

- **USAF provides officer and enlisted personnel to fill 264 Defense Attaché Service positions – SAF/IA is USAF Executive Agent**
 - **124 officer billets (O-4 to O-8)**
 - **37 Senior Defense Official/Defense Attaché (SDO/DATT)**
 - **61 Air Attaché (AIRA)**
 - **27 Asst Air Attaché (A/AIRA)**
 - **140 NCO billets (E-5 to E-9)**
 - **Present in 114 U.S. Embassies**
 - **Operate 14 C-12 aircraft**





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Snapshot

- **USAF provides officer personnel to fill 139 SCO positions – SAF/IA is USAF Executive Agent**
 - **139 officer billets worldwide (O-3 to O-6)**
 - **65 Foreign Area Officers (FAO)**
 - **74 AFSC Specific (Non FAO)**
 - **18 AFSCs participating**
 - **10 Rated flying billets (C-12)**
 - **SCOs Present in 73 Countries**





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Contacts

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Headquarters U.S. Air Force

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Assignments



**Lt Col Katie Tanner
AFPC/DP2OSS**

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Assignment Process Priorities

- 1. AF Mission Needs**
- 2. Officer Professional Development (DT and CC inputs)**
- 3. Functional Manager's Prioritization**
- 4. Individual's Preferences**

Short Term: Meet Mission Requirements

Long Term: Grow/Develop Force to Meet Future Mission Requirements



Matching Methodology

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- **Match by AFSC first (FAO to 16F, PAS to 16P)**

- **For 16F positions:**
 - **Certified FAO with matching region & language**
 - **Certified FAO with matching region, different language**
 - **Certified FAO with different region, matching language**
 - **Certified FAO with matching language**
 - **Certified FAO without region or language**
 - **Any other officer with matching language**
 - **Any other officer with prior regional background**

- **For 16P positions:**
 - **AF needs, OPD, prioritization, officer's preference**



New Priority Fill Rates

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■ Assignment Tiers

■ Tier I – 228

- Attaché, SCO, Command, Critical Joint, CFM Positions

■ Tier II – 273

- CCMD – AFRICOM, CENTCOM, EUCOM, PACOM, SOUTHCOM, SOCOM

- Joint – JCS

- OSD – DSCA, DTSA, POW/MIA, Other (16)

- HAF – SAF/IA, A5SS (2), A8XP (1), A3X (1)

- MAJCOM – ACC (AFCENT/AFSOUTH), AMC (MSAS), PACAF, USAFE

■ Tier III – 97

- Interagency – BMDO, DTRA, NORAD, STRATCOM, DoS, DIA

- NATO

■ Tier IV – 23



3 to 2

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2018-2019 AFOAS TIMELINE

	INITIAL VML POSTED (0900 CST)	FIELD VML RECLAMA WINDOW	FINAL VML POSTED (COB)	LAST DAY TO SUBMIT REQ	LAST DAY TO SUBMIT HHQ PRIORITIES	PRD VISIBILITY WINDOW	ADP & BNR DUE DATE	AFPC MATCHES ASGMTS	RNLTD MONTHS
WINTER (Transition Cycle)	26 MAR 18	26 MAR – 9 APR 18	18 APR 18	27 APR 18	4 MAY 18	14 - 31 MAY 18	31 MAY 18	1 JUN 18 – 29 JUN 18	OCT 18 – MAY 19
SUMMER	1 AUG 18	1 AUG – 15 AUG 18	28 AUG 18	5 SEPT 18	17 SEPT 18	1 - 31 OCT 18	31 OCT 18	1 NOV 18 – 31 JAN 19	JUNE – SEPT 19
WINTER	11 FEB 19	11 FEB – 25 FEB 19	8 MAR 19	15 MAR 19	25 MAR 19	8 - 30 APR 19	30 APR 19	1 MAY – 28 JUNE 19	OCT 19 – MAY 20

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Talent Marketplace

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MyVECTOR

DASHBOARD TALENT MARKETPLACE LATEST NEWS

Talent Marketplace

Your journey starts here



Active Vulnerable Mover Cycle in Progress!

Advertise positions, find officers, rank them, and manage the process.

[Learn More](#)

Update Intent and Preferences



Update your Profile
Update your Intent
Prioritize Preferences

[Begin](#)

Billet Owner



Advertise Positions
Find Officer
Rank Officers

[Begin](#)

Management Level



Review Positions
Make Recommendations
Rank Positions

[Begin](#)

Assignment Teams



Manage Eligibles
Confirm Positions
Match Candidates

[Begin](#)

Officer Assignment Managers



Create VML Cycles
Manage Assignment Teams
Talent Management

[Begin](#)

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IAS Resources and Contacts




- SAF/IA MilSuite Site: <https://www.milsuite.mil/book/groups/air-force-ias>
- IAS Portal Site: Search AF Portal for “IAS”
- DLIFLC: <http://www.dliflc.edu/>
- NPS: <http://www.nps.edu/>
- FAOA Association: <http://www.faoa.org/>
- AF Culture and Language Center: <http://culture.af.mil/resources/index.aspx>



Communication Guidance

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- Use IAS org email address w/ subject line identifying your region
- Be respectful with subordinates, superiors and peers = everyone
- Verify accuracy of your .mil and civilian email addresses in vMPF
 - vMPF is located in “Secure Apps” on AFPC Homepage
 - The IAS database gets a monthly export from vMPF to keep email addresses for IAS officers up to date

 Air Force Personnel Center • Randolph AFB, Texas Secure Log Out

Privacy Act Statement
Authority: 10 U.S.C.; 8013, SECAF
Purpose: To provide a means of positive identification for the purpose of processing applications or retrieving data.
Routine Uses: None (no one outside DoD has access).
Disclosure: Voluntary. Failure to provide the requested information may result in a delay or termination of your request.

Please verify the following information:

Duty email address:

Duty phone **: (DSN/Comm- 6 to 10 Characters)

Home email address:

Home phone: (6 to 10 Characters)

** Indicates a required field

[I have verified my email and phone](#)

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Communication Guidance (cont)

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- **Emailing IAS:**
 - **Include rank, full name, phone number(s)**
 - **Clearly articulate question in subject line**
 - **Put 'ARC' in subject line if pertains to Guard/Reserve**

- **Separating from Regular Air Force**
 - **Contact Chief, IAS Reserve Programs**
 - **IAS Org Box: usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil**
 - **Attn: ARC Transition**
 - **DSN: 754-3726/3745/3693**
 - **Commercial: 202-404-3726/3745/3693**

- **milBook: <https://www.milsuite.mil/book/groups/air-force-ias>**



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SAF/IAPA Contacts

IAS Program

Name	Duty Title
Lt Col Dave Huxsoll	Chief, International Affairs Specialist Program
Maj Matthew Stines	Chief, International Affairs Specialist Strategy and Policy
Mr. Jeff Louie	Chief, International Affairs Specialist Force Development
Mr. Rich O'Neil	Security Cooperation Policy & Support
Ms. Ellie Monroe	ODE Program Support
Lt Col Darby Bess	Chief, International Affairs Specialist Reserve Program
Lt Col Katie Tanner	Chief, International Affairs Specialist Assignments (AFPC)

**IAS Program organizational email:
usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil**

**IAS milBook Portal:
<https://www.milsuite.mil/book/groups/air-force-ias>**



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The seal of the Secretary of the Air Force International Affairs. It is a circular emblem with a yellow border. Inside the border, the text "SECRETARY OF THE AIR FORCE" is written in the upper arc and "INTERNATIONAL AFFAIRS" in the lower arc. The center of the seal features an eagle with its wings spread, perched on a globe. A banner across the globe reads "AGREEMENT THROUGH COOPERATION".

Questions

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