



AIR FORCE INTERNATIONAL AFFAIRS

Workforce Initiatives Newsletter

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GET INVOLVED

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Message from the International Affairs Career Field (IACF) Development Team (DT) Chair

Mr. Gerald Hust, Director of Policy, Deputy Under Secretary of the Air Force International Affairs (SAF/IA)

The IACF DT convened 22-23 October 2012 at Randolph AFB. As the Functional Manager of the civilian IACF, I chaired this meeting with representatives from SAF/IA, AFSAC, AFSAT, and AFPC.

We received quality CDPs with well-developed goals/career plans & meaningful supervisor recommendations. I strongly encourage civilian team members to participate in the force development process by submitting a CDP – the DT not only provides recommendations for corporate AF development opportunities but also selects members for internal training, leadership development, and career broadening quotas.

Value of participating in the CDP process:

- Real conversation between member & leadership about your career plan – mentoring opportunity from supervisor
- Provides development recommendations/advice from IACF senior leaders
- DT vector gives you priority consideration for IACF training & development, including leadership courses, career broadening, and management reassignment opportunities
- Active involvement in your career development keeps you competitive for promotions & advanced development opportunities

Your next opportunity to apply for Civilian Developmental Education (CDE) is March 2013. For questions regarding career development opportunities, please contact Mr. Robert Floyd, Career Field Team Chief at (210) 565-1758 or email: robert.floyd.1@us.af.mil.

Department of Defense (DoD) Strategic Workforce Plan (SWP)

DoD is congressionally mandated to report on the overall health of the workforce and record information regarding mission critical occupations (MCOs). MCO is a strategic program or goal with a DoD-wide impact that is at risk of failure related to human capital deficiencies. The SWP was expanded from FY12-18 to cover all major occupations in functional communities, and requires annual reporting for MCOs.

The foreign affairs occupational series, 0130, was designated as a MCO. Based on the current global environment, the level of effort required to execute or support Security Cooperation programs within the foreign affairs community is increasing. However, AF budget constraints has reduced and restricted growth necessary to meet partner demands. The IA community is in the process of developing strategies to address risks related to potential human capital deficiencies that may adversely affect the IA mission. We will continue to provide updates on the progress of this initiative. For more information, please contact Mr. Bob Floyd, Career Field Team Manager at robert.floyd.1@us.af.mil or (210) 565.1758.

<http://www.safia.hq.af.mil/workforceinitiatives/>

USAF Security Cooperation Organization (SCO) Personnel Support Study

USG, DoD and USAF guidance have recently stressed the importance of Building Partnerships and Security Cooperation efforts with our partner allies. At the same time, recent studies identified issues with the selection, training and support of AF personnel filling the 159 Security Cooperation Organization (SCO) officer billets. These key assignments cover 25 AFSCs, 23 languages, and 68 cities around the world. These billets are identified as critical to building partnerships: they interact daily with our partners; execute capacity building, humanitarian and civic assistance; and effect regional political-military relations. In order to clearly define this SCO requirement, SAF/IA worked to identify all overseas SCO billets, and is currently outlining appropriate training to create a Force Development Plan for SCO Personnel. This effort designated all SCO billets into 3 distinct skill levels with unique training/experience requirements for each.

SCO Level 1 Personnel are expected to provide support to the overall SCO mission with little emphasis on executing security cooperation programs.

- Complete online DISAM training prior to deployment.

SCO Level 2 Personnel are trained to thoroughly understand the policies and processes of security cooperation programs; expected to execute these programs with overseas partners.

- Complete in-residence DISAM training (SCM-O Course) prior to deployment.

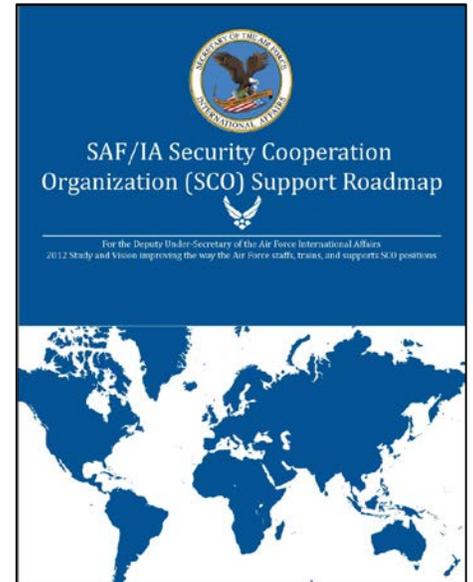
SCO Level 3 Personnel are required to have previous experience in a SCO position prior to Level 3 assignment. Leverage lessons learned and knowledge of SCO policies and procedures to oversee security cooperation programs and effectively engage partners. Level 3 personnel fill critical leadership roles with the expectation to enhance regional political-military relations, develop coalitions and alliances, and coordinate security assistance activities partner nations.

- Complete in-residence DISAM SCM-O Course within the last 5 years, or re-attend training prior to deployment.

For all SCO Levels, Individual Terrorism Awareness Course (INTAC)/Dynamics of International Terrorism (DIT) training; a Washington, DC Orientation; language training; and COCOM Orientations may also be required at all levels, depending on the position and theater.

The findings of this study are currently being used to shape future SCO force development within each career field. By defining and communicating necessary training requirements, the USAF will continue to effectively engage our partners in Building Partnership and Security Cooperation efforts worldwide.

For more information on this study or its findings, please contact SAF/IAPA's IAS Branch at (SAF_IAPA_IAS@pentagon.af.mil).



USAF International Affairs Excellence Award

The annual Air Force International Affairs Excellence Award honors outstanding and innovative contributions to international affairs. The award recognizes one airman who is effective in building, sustaining, expanding, and guiding enduring international relationships.



Time period for this award is 1 January through 31 December 2012. Nominating officials from each organization and command should submit a package for one military or civilian team member to SAF/IA by 15 February 2013. Commands are encouraged to nominate team members executing or supporting security cooperation programs.

For details on eligibility requirements, submitting a nomination package, the selection process and the SECAF's award presentation, please visit:

<http://www.safia.hq.af.mil/workforceinitiatives/iaexcellenceawardoverview.asp>

Civilian Developmental Education (CDE)

Congratulations to Marc Sukolsky, SAF/IAPD for his selection by the CDE Board to attend the Strategic Leadership Level II course in academic year 2013.

The CDE program represents one of the greatest single investments the Air Force makes in the development of our future leaders.

Congratulations to our newest team members!

Presidential Management Fellows (PMF)

Alexander Gould, SAF/IAPX
Matthew Mullins-Hall, SAF/IARG
Erik Brine, SAF/IAGS

The PMF is an entry-level leadership development program for advanced degree candidates sponsored by OPM.

International Affairs Certification Program

In June and October 2012 the IA Certification Review Board met and approved the following applicants: Congratulations to all!

June 2012 IACP Recipients

Level I

Carmen C. Abinsay
April J. Anderson
Eunhee D. Beck
Jennifer R. Bell
Roger W. Bowers
Merrial L. Butts
Capt Roy R. Byrd
Rosemary K. Corter
Raymond L. Davidson
Anthony L. Davis
Kelly L. Delaberta
Helen R. Durham
Amy E. Frederick
Stephen C. Hooper
Allie M. Kearnes
Kendra L. Kershner
Judy L. Kolker
Gene Kourtei
Bruce E. Kusmierczyk
John D. Laughlin
Monika K. Mapley
Lt Col William L. Marshall
TSgt Agne Mileviciute
Kelly J. Miller
Lisa M. Myers

Maj Zachary D. Owen
T. Geoffrey Powviriya
Franklin D. Rand
Tiffany J. Raymond
Dona K. Reifenberg
Anneliese E. Sexton
Cheryl S. Sorrow
Timothy S. Spicer
Desiree E. Tryloff
Capt Valerie R. Vasquez
Kari K. Walters
Maj Donna L. Wolslagel

Level II

Judy L. Brown
Capt John E. Brownell
Ryan Campbell
Kathy L. Corbin
David L. Cornwell
Ruben A. Coronado
Marsha L. Crockran
Robert Dukes
MaryAnn Gambill
Roslyn Golding
Saina M. Grooters
Martha E. Hall
TSgt Daniel F. Hocking

James R. Holder, Sr.
Moida A. Howard
Abiola M. Idris
Barbara L. Lupo
Anton X. Malkowski
Dorothy A. Moyer
Alton R. Norwood, Jr.
Adeline K. Patton
Alina C. Percy
Bruce E. Ringstad
Stephanie M. Roper-Geyer
Michelle Salter
Marc A. Schwartz
Barbara N. Shephard
Sheila R. Starr
Brenda S. Thomas
SSgt Diego S. Yoshisaki

Level III

Debbie L.E. Champeau
Kathryn L. Keller
Pamela S. McGinty
Khoa Nguyen
Charles S. Powers III
Vincent M. Stokes
Jonathan B. Sumner
Woxie J. Williams

International Affairs Certification Program

October 2012 IACP Recipients

Level I

Amber A. Alday
Charles L. Bailey, Jr.
Lt Col Timothy J. Bos
Scott E. Boyd
Samuel Brown, Jr
Crystal N. Champeau
Paul S. Chartier
Jason M. Corbitt
Michelle E. Darley
David W. Folino
Troy B. Foote
Philip C. Gillaugh
Tamera R. Hite
Diane Holmes
Dianna L. Hopkins
Tanya D. Hopson
Kristina R. Hostetter
J. Russell Hutt
Debbie L. Jellison
Maria G. Knight
Michael T. Laney
Cassandra L. Locke
Lacene A. Loveland
Wesley A. Martin
James K. O'Reilly
Lisa M. Perry
John W. Poindexter
Danielle C. Queen
Pamela G. Ratajczyk
Sabrina C. Roquemore
TSgt Andrew A. Salazar

Col Kevin J. Schields
Eric W. Schneider
Donna M. Schulist
MSgt Charles G. Smith
Willia R. Smith
David H. Steare
Cameron B. Stubbs
Michael J. Sumich
Capt Kelie A. Thomas
James P. Tremblay
Aida Villa
Kenneth W. Webster
James L. Whitcraft
Don A. Williams
Travis E. Willson

Level II

Charlene B. Baker
Lt Col Donald R. Brunk
Lt Col Charles O. Burgess
Douglas S. Chambers
Nicholas A. Dorsten
Jaime S. Garza
Vitaly N. Gnatyuk
Lt Col Rick E. Jellison
Kendra L. Kershner
Tina Konjic
Benny J. Krieger
Jacqueline B. Moriarty
Darren A. Noble
Christopher R. Nordberg
Elias Oxendine, Jr
Gregory E. Perusse

Ryan M. Robichaud
Clair J. Schultz
Linda V. Smith
Paul F. Smith
Lt Col William A. Stahl, Jr
Rebecca M. Valerin
Lt Col Anthony L. Walker
Mary E. Ward
Audra S. Worsham

Level III

Bud L. Brooks
Ralph A. Coffee
Chantele M. Dow
Rodney B. Earehart
Alrick H. Fuller
Brian J. Hand
Stone W. Hansard
Valerie F. Kimball
Maj Dana M. LaClair
Donald R. Lents
Joaquin Q. Martinez
Robert E. McDowell, Jr.
Tammy L. Paul
Robert J. Pope
Bruce E. Ringstad
Robert D. Sanctis
Col Scott D. Seavers
Carolyn K. Simmons
Lewis L Williams
T.D. Williamson
Dana N. Willis