

Headquarters U.S. Air Force

Integrity - Service - Excellence

International Affairs Specialist Program

***Enabling Air Force Expeditionary
Air & Space Operations***



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Overview

- **Background**
 - **Importance of international Pol-Mil professionals**

- **Developing International Airmen**
 - **The International Affairs Specialist Program**

- **Discussion/Questions & Answers**



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Requires Expeditionary Skills



“I fully support the International Affairs Specialist Program. IAS officers will be essential to front-line expeditionary air and space operations of the 21st century.”

- *Gen Moseley, Aim Points (Oct 05)*

“We are an expeditionary Air Force. To continue our success far from home, we must deliberately develop a cadre of Air Force professionals with international insight, foreign language proficiency, and cultural understanding – Airmen who have the right skill sets to understand the specific regional context in which air and space power may be applied.”

- *Gen Jumper, CSAF Sight Picture: “Officer Force Development: IAS” (Apr 05)*





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Directed by OSD



DEFENSE LANGUAGE
TRANSFORMATION ROADMAP

“Robust foreign language and foreign area expertise are critical to sustaining coalitions, pursuing regional stability, and conducting multi-national missions....”



QUADRENNIAL
DEFENSE REVIEW
REPORT

“Recent operations have reinforced the need for U.S. forces to have greater language skills and cultural awareness. ...The Department must...develop a new team of leaders and operators who are comfortable working in remote regions of the world, dealing with local and tribal communities, adapting to foreign languages and cultures and working with local networks to further U.S. and partner interests....”



DoDD 1315.17,
Service FAO Prgms

To achieve national security objectives, ...the Combatant Commands shall have the requisite war fighting capabilities to achieve success on the non-linear battlefields of the future. These critical war fighting capabilities include foreign language proficiency and detailed knowledge of the regions of the world....



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International Affairs Specialist Program



“The Air Force is transforming how it engages with friends and partners in the expeditionary environment. Operations in this dynamic setting necessitates extensive international insight to work effectively with existing and emerging coalition partners in a wide variety of activities.”

- Through the Int’l Affairs Specialist Program, we are deliberately developing Pol-Mil experienced leaders and regional experts with professional level foreign language proficiency
- Our focus is on building a cadre of officers with the skills needed to foster effective relationships with global partners in support of the Combatant Commanders and U.S. global interests





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PAS/RAS Deliberate Development

- **Pol-Mil Affairs Strategist (PAS):** 279 PAS billets, annual development—100 officers
 - Officers complete ACSC w/ Pol-Mil track, NPS Masters Program, POLAD Internship, or English-speaking Foreign PME
 - Minimum of one post-IDE developmental assignment
- **Regional Affairs Strategist:** 252 billets, annual development—59 officers
 - Officers apply through the T-ODP
 - Annual selection occurs primarily in conjunction with DT assignment vectors; some in conjunction with Olmsted Board and IDE vectors
 - SAF/IA designates RAS selects for a specific region/language
 - Regionally-focused adv degree + language training (~2 yrs)
 - NPS and DLI, Olmsted Scholar Program, or Foreign-speaking Foreign PME
 - **If in IDE window during tng, officers can be nominated for IDE in-res credit**
 - Alternating developmental assignments (dual career path)



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Selection Criteria

■ RAS

- 7 – 10 years commissioned service
- Must be world-wide deployable
- Must be eligible for TS clearance
- Have current DLAB score of 95 or higher
- *Should be competitive in his/her primary career field*
- *IDE eligible preferred*

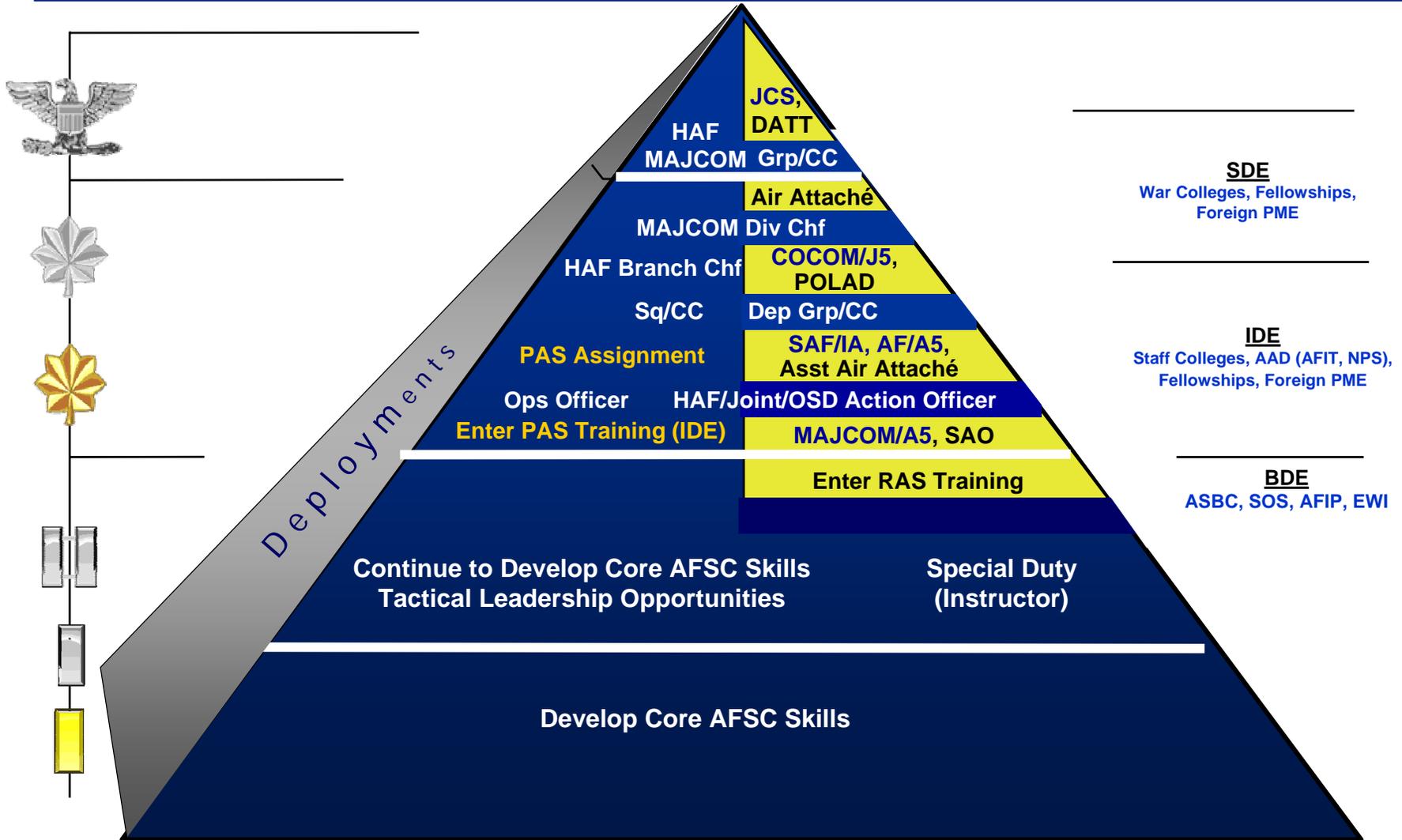
■ PAS

- 10 – 12 yrs commissioned service
- *IDE Select*
- DTs select PAS candidates in conjunction with IDE vectors
- DEDB designates PAS selects for a specific IDE program



Developmental Assignments

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IAS Complements Primary AFSC

- **Provides a Pol-Mil developmental education opportunity**
 - A skill pairing associated with most career fields
 - Deliberate development through IDE targets future senior leaders with needed pol-mil education/experience

- **Opportunity to utilize education in high-profile staff tours**
 - Staff tours are routine part of career progression
 - Approximately 75% of positions are Joint Duty; all are high-profile
 - Key staff positions at COCOMs, MAJCOMs, HAF, Joint Staff, etc.
 - Military-diplomatic positions in embassies (Attaché, SAO)



RAS Officers: Competitive to Flag Ranks

- **DoD Policy:** “Procedures to ensure competitive career advancement for such officers shall be incorporated in personnel management programs, to include **opportunities for service at General/Flag officer ranks.**”—DoD Directive 1315.17
- **RAS Deliberate Development** generates **IDE in-residence credit screening**
- **High-vis Joint billets**
- **In-demand core competencies—language, regional and cultural expertise—Tremendously valuable skill pairing in an expeditionary setting—in Every**



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13Sx Levies

Officer Career Field	2006-2007 Levies (~75%)			Annual Sel/Tng Levies		
	PAS (IDE)	RAS		PAS (IDE)	RAS	
		7~12	SDE		7~12	SDE
11xx (Pilot)						
CAF						
MAF						
SOF						
12xx (Nav)						
CAF						
MAF						
SOF						
13Bx (ABM)						
13D/Mx (Warfighting Integration - C2)						
13Sx (Space/Missile)	8	3	1	11	4	1
14Nx (Intel)						
15Wx (Weather)						
21A/Mx (MXG & Munitions)						
21Rx (Logistics Readiness)						
31Px (Security Forces)						
32Ex (Civil Engineers)						
33Sx (Comms & Info)						
34Mx (Services)						
35Px (Public Affairs)						
37Fx (Manpower/Personnel)						
61S/62E (Scientist/Engineer)						
63Ax (Acquisition Mgt)						
64Px (Contracting)						
65A/F/Wx (Finance)						
71X (OSI)						
	75	38	1	100	50	1

	PAS	RAS
RATED:	32%	26%
NON-RATED:	26%	27%
MSN SPT:	42%	47%
Recommended CAF/MAF/SOF allocation.		

AF 21 CONSIDERATIONS:

- Start with previously-approved allocations
- Consider skills required for position
- Use historical fill rates as a baseline for comparison
- Consider constraints inherent to specific AFSCs
- How AF 21 cuts will impact results



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Backup Slides



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Functional Quotas

Officer Career Field	2006-2007 Levies (~75%)			Annual Sel/Tng Levies		
	PAS (IDE)	RAS		PAS (IDE)	RAS	
		7~12	SDE		7~12	SDE
11xx (Pilot)	12	5	3	16	8	4
CAF	6	2	1	7	4	2
MAF	5	2	1	7	3	2
SOF	1	1	1	2	1	0
12xx (Nav)	9	3	2	13	4	3
CAF	3	1	1	5	1	1
MAF	4	1	1	6	2	1
SOF	2	1	0	2	1	0
13Bx (ABM)	3	2	0	4	2	0
13D/Mx (Warfighting Integration - C2)	2	1	0	2	1	0
13Sx (Space/Missile)	8	3	1	11	4	1
14Nx (Intel)	8	6	1	10	9	1
15Wx (Weather)	1	0	0	2	0	0
21A/Mx (MXG & Munitions)	2	2	0	2	2	0
21Rx (Logistics Readiness)	2	1	0	2	2	0
31Px (Security Forces)	2	1	0	3	1	0
32Ex (Civil Engineers)	1	1	0	2	1	0
33Sx (Comms & Info)	4	2	0	6	3	0
34Mx (Services)	1	1	0	2	1	0
35Px (Public Affairs)	1	1	0	2	1	0
37Fx (Manpower/Personnel)	6	3	0	8	4	0
61S/62E (Scientist/Engineer)	4	1	0	5	2	0
63Ax (Acquisition Mgt)	4	2	0	5	2	0
64Px (Contracting)	2	1	0	2	1	0
65A/F/Wx (Finance)	2	1	0	2	1	0
71X (OSI)	1	1	0	1	1	0
	75	38	12	100	50	15

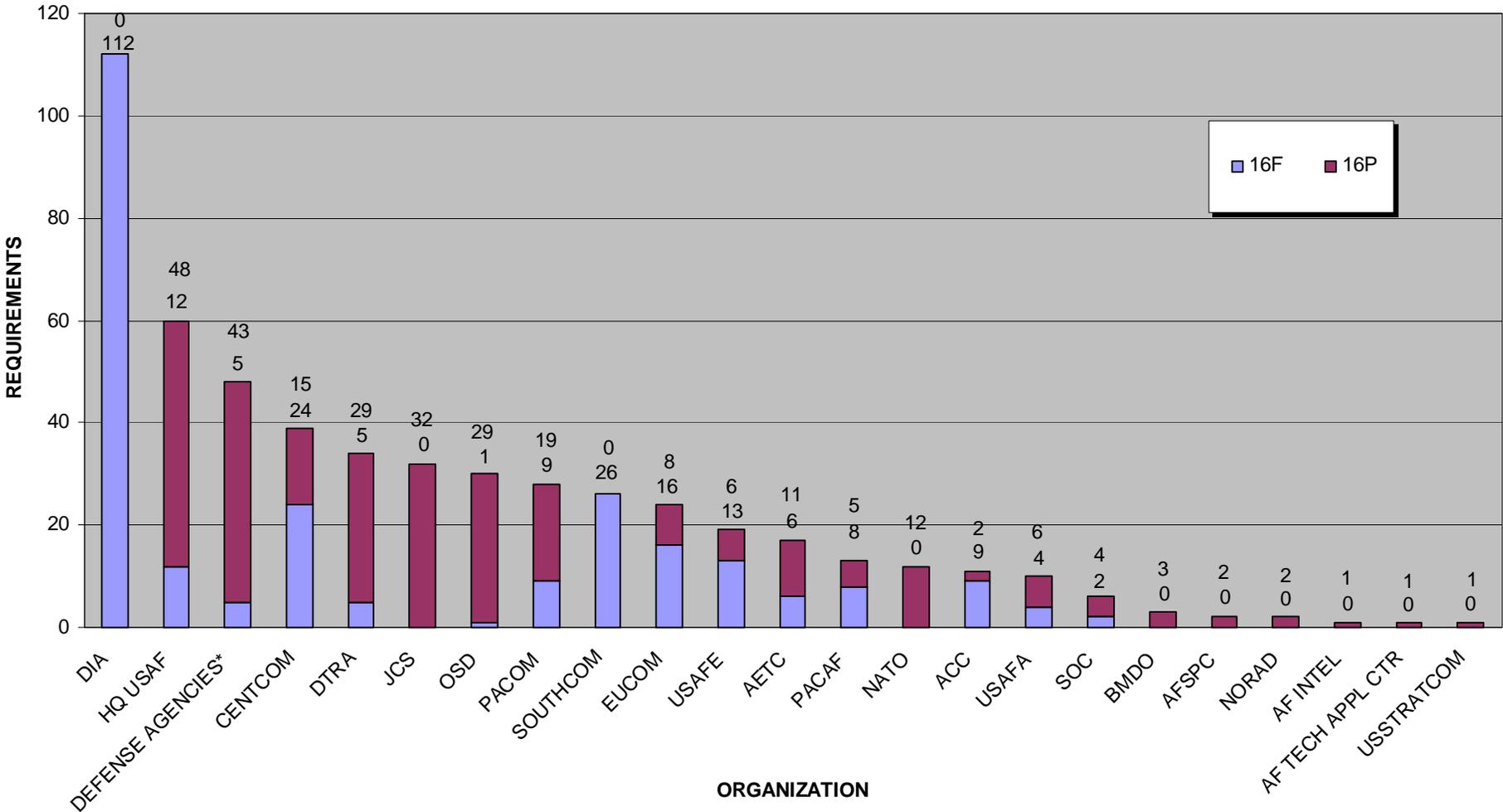
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Locations



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