



FREQUENTLY ASKED QUESTIONS (FAQs)

1. [What is Force Development?](#)
2. [Why is Force Development important?](#)
3. [How is Force Development constructed?](#)
4. [What is a Force Development Council?](#)
5. [What is a Development Team?](#)
6. [How do Force Development Councils and Development Teams interact?](#)
7. [What is the Force Development Construct?](#)
8. [What is My Development Plan \(My Officer Development Plan, My Enlisted Development Plan\)?](#)
9. [What is a scorecard?](#)
10. [What are Developmental Education \(DE\) Opportunities?](#)
11. [What is a State Force Development Program?](#)
12. [What is the purpose of a Joint Qualified Officer designation?](#)

Q: What is Force Development?

A: Force Development is the series of experiences and challenges, combined with education and training opportunities, which develop Airmen as leaders.

Q: Why is Force Development important?

A: People are our most valuable resource and the most important investment we can make is continued education, training, and developmental opportunities.

Q: How is Force Development constructed?

A: Well-defined requirements at all levels; Defined roles and responsibilities for policy and execution of ANG FD; Active career field management across the ANG programs; Robust communication with the member; Deliberate development of institutional and occupational competencies via connected education, training, and assignments; Supervisor, commander, command chief, and member involvement; Recognition of civilian skills and life experiences



Q: What is a Force Development Council?

A: A central body that provides an institutional perspective and makes strategic recommendations that accounts for all opportunities and resources within the community. They evaluate, mentor and develop their officer and enlisted corps based on the needs of the unit and the member's goals and aspirations.

Q: What is a Development Team?

A: Development Teams are the heart of the FDC. They are a team organized according to either function or command structure and consist of supervisors/commanders established to collectively review plans and provide developmental vectors to their Airmen. They identify the strengths, competencies, and transferrable skill-sets a member brings from their civilian employment.

Q: How do Force Development Councils and Development Teams interact?

A: FDCs, and their subordinate Development Teams, should meet a minimum of once per year, and may meet more often based on the need of each wing, state and territory. They work together to ensure proper execution of the Force Development construct.

Q: What is the Force Development Construct?

A: The Force Development Construct is an important piece of the framework for development

- Be aware of the AF and ANG overall mission requirements at the local, state, and national level
- Oversee personnel development to meet functional community and broader AF and ANG institutional requirements, while balancing the desires of the individual
- Highlight civilian competencies which are transferable to the ANG competencies
- Understand an individual's developmental preferences
- Balance individual's desires and availability with institutional requirements
- Take into account commander/senior rater recommendations and assessments of developmental potential
- Evaluate individual Airmen for special developmental opportunities to include developmental education
- Make recommended "development vectors" for individual Airmen designed to optimize their potential skills development over time
- Provide developmental feedback to Airmen and commanders/supervisors using a Development Plan

Q: What is My Development Plan (My Officer Development Plan, My Enlisted Development Plan)?

A: A web-based tool utilized through the Air Force Portal used to identify career objectives for both the organization and the member.

Q: What is a scorecard?

A: A scorecard is a guide used to identify progressive experiences, assignments and education available to members. While some items are required, others are suggested career broadening opportunities which provide members with a wide range of experience. The scorecard is not to be used as a checklist.

Q: What are Developmental Education (DE) Opportunities?

A: Educational opportunities which develop Airmen within their career field or for assignments outside a core career field.

Q: What is a State Force Development Program?

A: The State Force Development program is designed to provide Airmen staff-level experience. It allows each state to have one officer and one enlisted member assigned to a 1-3 year developmental statutory tour. States must have an individual development plan outlining how the member will be placed after returning home.

Q: What is the purpose of a Joint Qualified Officer designation?

A: To ensure the progressive, career-long development of officers in joint matters and to ensure that officers serving as general officers have the requisite experience and education to be highly proficient in joint matters.