

Headquarters U.S. Air Force

Integrity - Service - Excellence

International Affairs Specialist Program Overview and Update



**Col Paul Szostak
SAF/IAPA**

U.S. AIR FORCE



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SAF/IA Organization

Deputy Under Secretary IA
Heidi Grant SES

Functional Authority



Director – Policy,
Programs & Strategy
Michael Shoults SES
(incoming)

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

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FAO Billets vs. Inventory

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Overall FAO Inventory		341	784	557*	229
Region	Top languages	Billets	Target Inventory	Inventory	Pipeline
AFRICOM (16FXG)	French	46	106	65	44
CENTCOM (16FXF)	Arabic	44	101	73	33
EUCOM (16FXH)	Various	84	193	157	48
PACOM (16FXD)	Various	69	159	130	44
SOUTHCOM (16FXC)	Spanish Portuguese	77	177	132	60
Generalist (16FXL)		21			

Note:

***IAS program model requires 2.3 officers/billet**



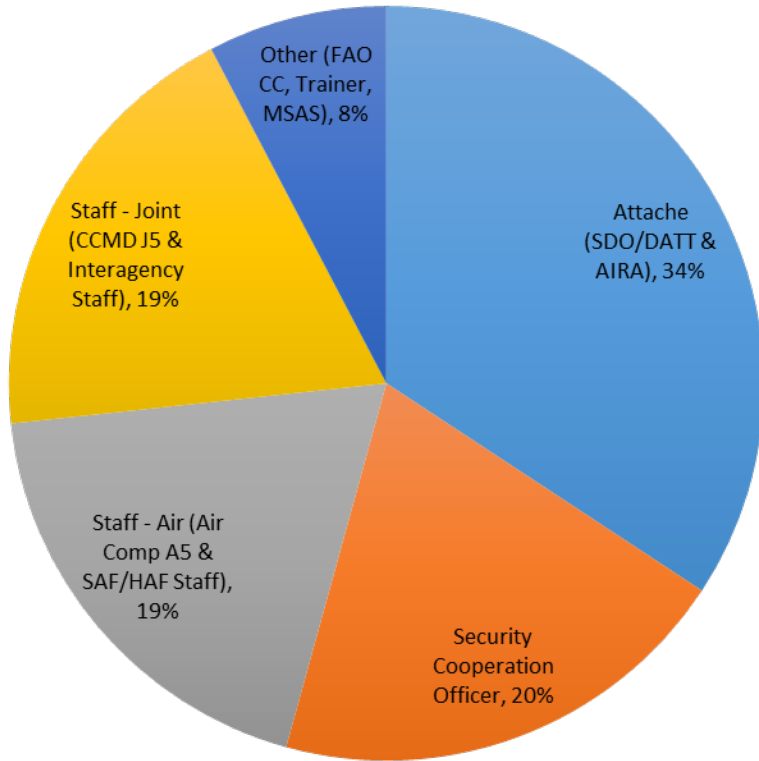
* The FAO inventory does not include the 39 certified officers who are Fenced



FAO and PAS Position Types

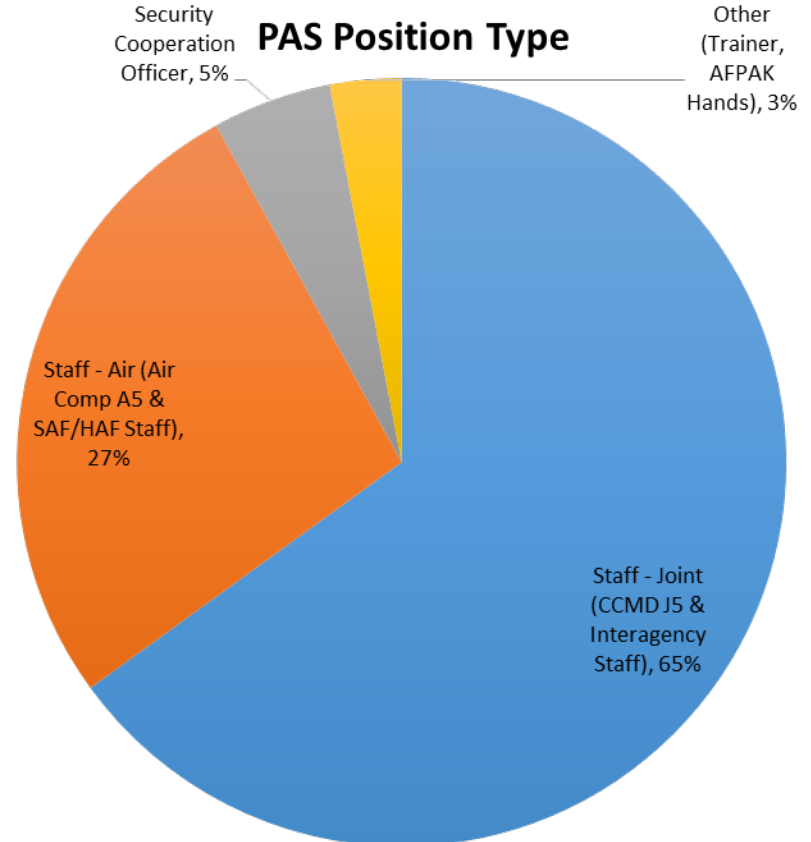
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FAO Position Type



- Attache (SDO/DATT & AIRA)
- Security Cooperation Officer
- Staff - Air (Air Comp A5 & SAF/HAF Staff)
- Staff - Joint (CCMD J5 & Interagency Staff)
- Other (FAO CC, Trainer, MSAS)

PAS Position Type



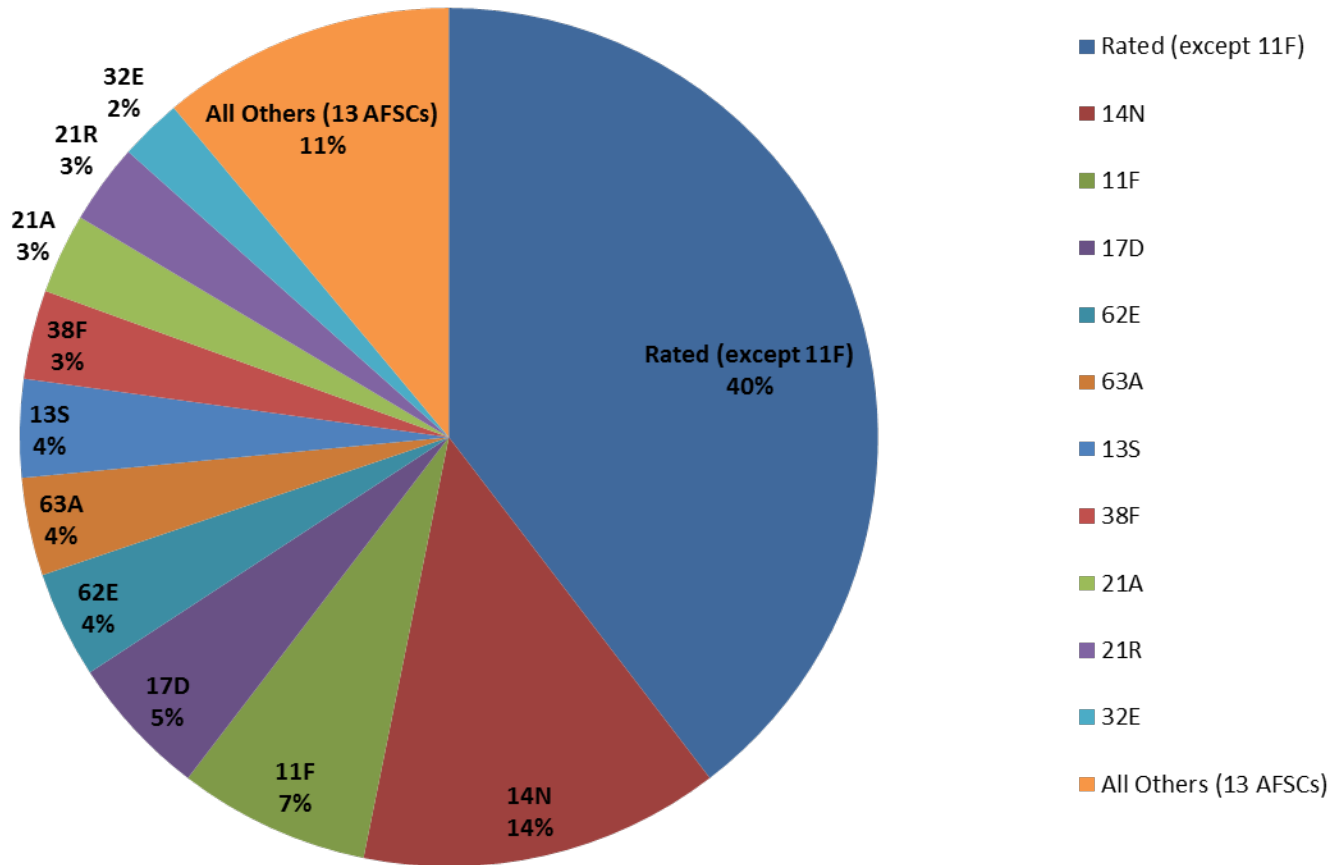
- Staff - Joint (CCMD J5 & Interagency Staff)
- Staff - Air (Air Comp A5 & SAF/HAF Staff)
- Security Cooperation Officer
- Other (Trainer, AFPAK Hands)



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Current Certified FAO Inventory by PAFSC

FAO AFSC Inventory Breakdown





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IAS Development Team

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- **Meets 2x/year: reviews program status, health of the career field, initiatives/challenges; vectors officers for assignment**
- **Spring (Fall & Spring VML) and Fall (Summer VML)**
- **April DT vectored 54 FAOs, 1 PAS for assignments Oct 18-May 19**
- **Next DT – Sep 2018**



AETC/AFCLC Transition

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- **Transition Initial Skills and Sustainment Training**
 - **IRT funding approvals transferred to AFCLC**
 - **AETC/A3Q building new FAO cohort's Training plan with SAF/IA review**
 - **AETC/A3Q Coordinating DLI allocations with 2 AF on SAF/IA's behalf**
 - **AETC/A3Q investigating alternate training venues to maximize resources, officers' pre-existing skills and program quality**
 - **AFOAS conducted Career Field Analysis survey**
 - **Working Group met 8-10 May for career field input into draft CFETP**
 - **CFETP to be published summer 2018**



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Regional Realignment Implementation

AFI 16-109 redefines FAO specialty regions

- **New regions align with Geographic COCOMs**
- **Regional shred outs reduced from 9 to 5**
- **Individuals' AFSC suffix (e.g. 16F3D) updated this spring**
- **Individual officers provided updated certification letter with “new” AFSC suffix**
- **NPS Curriculum will not change**
 - **Officers encouraged to take electives outside their specific curriculum but in their FAO region**



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FAO Functional Areas Managers (FAMs)/ Senior FAOs

- **A permanent advisory council for the career field**
- **Senior FAOs for each region**
- **Permanent (or rotating) membership on the DT**
- **Provide guidance, mentorship and admin assistance to FAOs in region**
- **Provide regional training input to management of training pipeline and sustainment training**



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FAO Fellowship

- **MOU signed last month between SAF/IA and HAF/A1D**
- **Establishes FAO Fellowship with IDE deliberate development credit**
- **For FAOs selected for by their DTs for FAO development beginning with 2017 cohort**
- **Must meet all FAO certification requirements; officers who meet some/all requirements at the time of their selection may gain Fellowship credit by attending a minimum of at least six months FAO education and training**
- **Eligible officers must still complete ACSC by distance learning**
- **Tuition funding and student man years fully allocated to meet all future FAO AAD requirements**



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FAO Accession Sponsorship Program

- **Matched CY 2018 FAO Accessions with recently certified Traditional Development FAOs**
- **Near-peers with similar language and region to assist officers through the process of training to their first assignment**
- **Advise on language training, IRT, living and working in the region**



Worldwide Billet Review

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- **2018 IAS billet review**
 - **DIA: Jan**
 - **JCS: February**
 - **SOUTHCOM/CENTCOM: May**
 - **State Dept and DTRA: June**
 - **PACOM/PACAF: July**
 - **EUCOM/AFRICOM/USAFE: Oct/Nov**



FAO Command Board

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- **SAF/IAP acts as board chair as the 16F Functional Manager**
- **Board members score records of all applicants**
- **Board-approved candidate list is provided to hiring authorities**
- **Next board meets September 2018 to screen applicants for Summer 2019 FAO O-5 command billets**
 - **332 TRS**
 - **MPEP Americas**
 - **MPEP Asia-Pacific**
 - **NPS AFELM**
 - **DPAA Det 1**



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O-5 C16F Positions

AFSC	Title	Next Fill	Location	Desired Language
C16F3C	CC, 318 TRS	Summer '18	IAAFA, Lackland AFB	Spanish
C16F3C	CC, 837 TRS	Summer '18	IAAFA, Lackland AFB	Spanish
C16F3L	CC, 637 Int'l Supt Sq	Summer '18	DLIELC, Lackland AFB	Not Specified
C16F3H	CC, MPEP Europe	Summer '18	Ramstein AB, Germany	Not Specified
C16F3H	CC, Warrior Prep Ctr Det 2	Summer '18	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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Current Sustainment Training Opportunities

- **Language & Area Studies Immersion (LASI)**
 - **30-day in-region language and culture sustainment training**
 - **Once officers complete training, update availability in the AFCLC's LEADeR system**
- **Language Tutoring**
 - **FY19 will utilize eMentor for language sustainment**
 - **Faster processing and expanded reach in the long term**
- **JFAOC II**
 - **COCOM courses open for registration. Read course requirements before requesting attendance – FAOs now in training don't qualify**
- **Others**
 - **CSULB, SOFTS, AFSOS, Regional Center Training Courses, etc.**



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SCO Selection

- **Process for selection of Security Cooperation Officers has changed for our officers serving in 75 countries**
 - **Currently 161 SCO billets, 81 designated for FAO/PAS**
- **SCO selection mirrors selection process timing for Attaché**
 - **Pending SCO billets advertised on SCO MyPers page with a SCO Hot Jobs list no less than 9 months prior to RNLTD**
 - **Search “SCO” on the MyPers page**
- **Officers fill out an application; package screened by selection panel**
 - **Selection list confirmed by COCOM**



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SAF/IAPA Contacts

SCO Program

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SAF/IAPA Contacts

IAS Program

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SMSgt Tony Przymus	Superintendent, International Affairs Specialist Program
Mr. Rich O'Neil	Security Cooperation Policy & Support
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**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 words "SECRETARY OF THE AIR FORCE" are written in a semi-circle at the top, and "INTERNATIONAL AFFAIRS" is written in a semi-circle at the bottom. The center of the seal features a bald eagle with its wings spread, perched on a globe. A banner across the globe reads "SECURITY THROUGH COOPERATION".

Questions

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