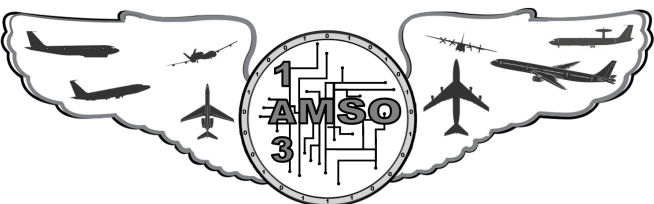


1A3

NEWSLETTER

“UNITING OUR COMMUNITY BY STRENGTHENING RELATIONSHIPS & ALIGNING OUR FUTURES”



ASSOCIATION OF 1A3'S LOGO

Editorial

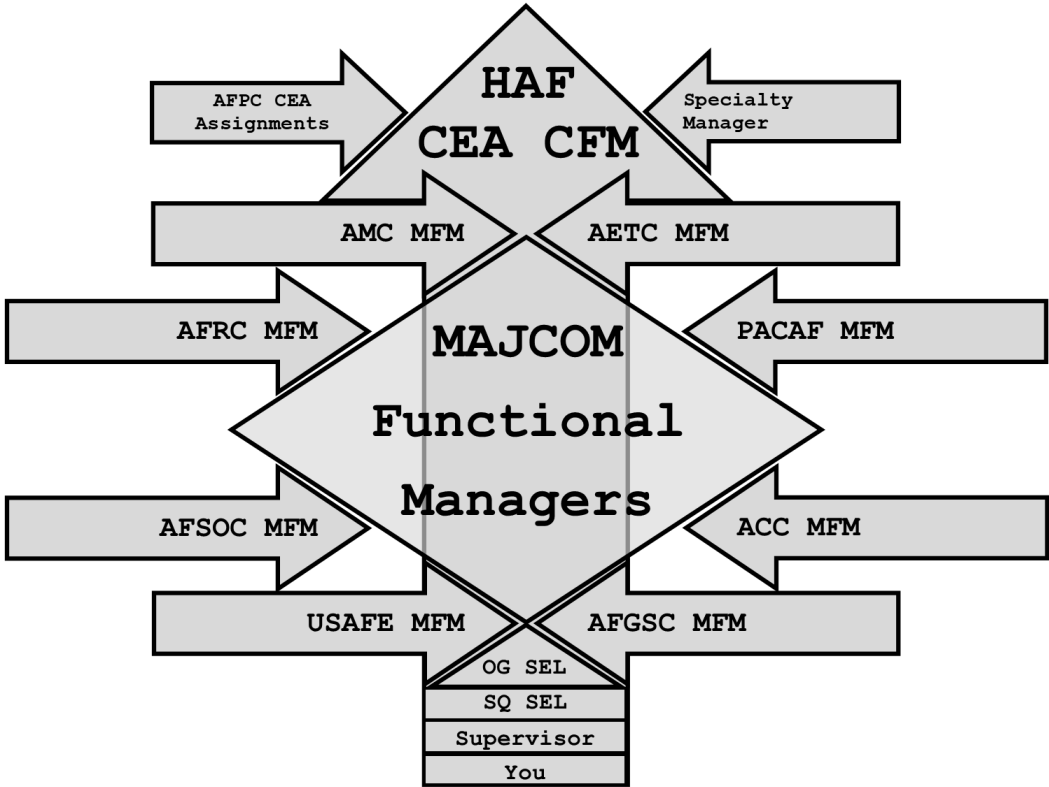
ASSOCIATION OF 1A3'S

DANIEL “GRINDER” GRINDSTAFF
10 JANUARY 2022

First I want to thank you for reading our first newsletter. Our hope, when we started this association, was that it would help build a stronger sense of community, and maybe offer some useful information along the way. Our career has a long and proud history, with a unique culture. However, we are at the end of an era, with many changes on the horizon. I believe that our community can and will thrive, as the Air Force transitions to new battle fronts. Our tenacity, flexibility, and camaraderie will carry us into the future, while honoring those that fought before us. Henry “Red” Erwin was the epitome of our career, not just because of his heroic actions, but also because he was too damn stubborn to die. In memoriam: Red



Photo of Henry “Red” Erwin and crew



1A3 STRATEGIC STRUCTURE SIMPLIFIED FLOWCHART

EDITORIAL

1A3 STRATEGIC STRUCTURE

DANIEL “GRINDER” GRINDSTAFF
10 JANUARY 2022

Talking about the strategic structure of our career may seem quite boring to some, but you will never be taught this stuff in ALS or NCOA. Without getting terribly in depth, the chart above will give you a basic understanding of how communications flow up the chain. Additionally here is a brief description of what each position is responsible for:

Supervisor: The backbone of the Air Force. Supervisors are primarily responsible for mentoring airmen.

SQ SEL: Manages the talent within a squadron. Senior Enlisted Leaders give supervisors the mentoring and opportunities needed to mentor their airmen.

Group SEL: Works with the Group Commander for planning and utilization of resources within the Group. Based on those requirements, the Group Senior Enlisted Leader, works with the MFM to ensure they have sufficient resources.

MFM: Works with the MAJCOM Commander for planning and utilization of resources within the MAJCOM. Based on those requirements, the MAJCOM Functional Manager, works with the CFM to ensure they have sufficient resources.

CFM: Works with the Deputy Chief of Staff for Operations (A3) for planning and utilization of resources within the Air Force. Additionally the Career Field Functional

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Association of 1A3's

BIO

CMSGT
MICHAEL
ARROYO

DANIEL "GRINDER" GRINDSTAFF
10 JANUARY 2022

I had the opportunity to ask our CFM a few questions. Having worked with him in the past, I believed that he would give very candid answers, and I was not disappointed. You will see a consistent theme to all of his answers, in that he believes all CEA have more common than we have differences.

Just to put a face to the name, here is a brief background about his career in the Air Force.

CMSgt Arroyo was born in the Bronx, NY. After enlisting in February 2000, he completed technical and flight training as an AST on the E-3. Prior to selection as the CEA CFM, Chief Arroyo served as the CEA COE Commandant, and as a CEA MAJCOM Functional Manager at Air Combat Command before that. He is a Chief Enlisted Aircrew member with 804 combat and combat support hours, and has deployed in support of Operations Southern Watch, Northern Watch, Iraqi Freedom, Enduring Freedom and Freedom's Sentinel.



Photo of Michael A. Arroyo

Q&A

Q&A with CEA CFM

CMSgt Michael A. Arroyo
10 January 20221



PHOTO OF E-3 AWACS & E-7 WEDGETAIL

Q: How do you think the E-7's acquisition, and the E-8's divestment might affect our career field?

A: Should mission transitions occur, the CEA career field sub-IDs 1A1 and 1A3 will be impacted by a decrement in UMD authorizations. There will be opportunity, however, for our Airmen to continue serving in other capacities on MDS crewed by 1A1s and 1A3s, or by way of crossflow to other CEA sub-IDs. Alternatively, our CEAs may have the opportunity to request release from the CEA career field to cross train into non-CEA AFSCs. Airmen may also request to be released from the AFSC on a temporary basis to serve in a DSD and other special duty as well. To my knowledge (we will follow up with A3TY), the E-7 crew compliment has not been decided. I have heard a CEA # range from none to some (though I have heard more of 'none'). Standby for further.

Q: Is there potential for more 1A3's to be W or E coded?

A: Absolutely. This topic will be a great talking point at the upcoming 1A3 Senior Enlisted Leader Summit scheduled for Jan 22. We have seen success with these prefixes across the CEA community, however, the efforts start at the MDS / community level and with the support of the MDS WPS.

Q: Is there potential for more 1A3's to work in CRC's?

A: Yes, but in a limited capacity. With a mission transition at Robins AFB on the horizon, there is a potential for 1A3s to augment the 1C5 career field **temporarily** while 1C5s increase their manning to support the BMC2 mission at Robins.

Q: What is an opportunity available to 1A3's that you wish more people knew about?

A: I would like our 1A3s (and CEAs at large) to realize what an incredible opportunity it is to serve in our FTUs. I think most CEAs are aware that FTU/T-Code positions exist, however, I do not believe our aviators realize the importance - to the future Amn, the institution, and to their own development. Flying the line and being a technical expert is absolutely important. But our students, regardless of phase of training, and aviation community thrives when motivated, relevant instructors grow the next wave of aircrew. K/T code, regardless of location organization, exposes the instructor to the inner working of training. While not always fun, understanding the connection between content, training mechanism, evaluation, and feedback is instrumental to everything we do, not just in aviation. The reverberations of having your T-code will be felt throughout an Airmen's career.

Q&A

Q&A with CEA CFM

CONTINUED

Q: Are you worried that the coming force-shaping will hollow out our career field even further?

A: I am not worried at all, to my knowledge - the AF has not announced an upcoming force-shaping decision, nor do I feel we have a hollowed out career field. The reality is every day is a force shaping exercise. From progress checks at CEA COE to flight evaluations on the line - everyday we're looking to retain the right talent in the right places. Managing a career field means we need to be deliberate with how we prepare our Airmen to serve where we need them and who retain for continued service. Yes, the 1A3 sub-ID has experienced multiple merges with other sub-IDs...and yes, some of them have asked much of the force to adapt and overcome. We can armchair quarterback 1A5 into 1A3, or what we should have done in 2009 with 1A4 into RPA, or in 2014 with 1A4 into 1A3. The truth is, many of those "hollowed out" challenges were driven by our AFS code identities influencing expectations and limiting capabilities in training, operations, development, and management.



EC-47 CREW: PILOT, CO-PILOT, FLIGHT ENGINEER & MISSION SPECIALISTS.



Please give us feedback! Scan the QR code and fill out the survey.

Q: In general, what are some big changes you think our career field may see in the next 5 years?

A: The Air Force is transitioning from fighting the War on Terror to preparing for the war of tomorrow. Tactically, we must pivot from asymmetrical warfare to strategic competition and ensure US dominance over peer adversaries. The Nation requires Air Force capabilities that are modernized and capable. Going forward, I believe we will continue to see an emphasis on innovation, agility, and flexibility meaning weapons systems WILL change. In the next 5 years, the AFSCs will have to restructure to prepare Airmen to deliver a capabilities, not legacy systems. This isn't unique to CEA but I feel CEAs are on the first wave of the change. In other words, we cannot allow the career field to answer a Commander's call to action with "...well Sir/Ma'am, I'm a 1A3 and what you are asking our 1A3 Airmen to do is more of a 1A2 and 1A8X2 type job so we should just add more aircrew to the new system's crew compliment." The reality is our Airmen are already capable - but our lagging AFS structure and training mechanism is a roadblock. I look forward to what our Airmen define as multi-capable - within the CEA sub-IDs and expanding

Editorial

ASSOCIATION OF 1A3'S

CONTINUED

Thank you for reading the first issue of the 1A3 Newsletter. We are in the process of solidifying plans for a 1A3 award, as well as a scholarship, so the next edition of this newsletter will have details concerning both. Additionally the next issue will have an article with a summary of the 1A3 SEL Summit. Lastly if anyone is interested in contributing to the 1A3 Newsletter, or if you have any questions concerning the Association of 1A3's, please contact one of the members listed below:

MSgt SARAH HOWARD USAF
sarah.howard.7@us.af.mil

SMSgt ZACHARY BAUMGARDNER
zachary.baumgardner@us.af.mil

TSgt DANIEL GRINDSTAFF
daniel.grindstaff@us.af.mil

