

**BY ORDER OF THE  
SECRETARY OF THE AIR FORCE**

**AIR FORCE MANUAL 36-2111**

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**Personnel**

**THE LOGISTICS CAREER  
BROADENING PROGRAM**

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This Air Force Manual (AFMAN) implements Air Force Policy Directive (AFPD) 36-21, *Utilization and Classification of Military Personnel*. It provides instruction on how to manage and administer the Logistics Career Broadening Program (LCBP) as directed by the Air Force Deputy Chief of Staff for Logistics, Engineering and Force Protection. It applies to Regular Air Force, Air Force Reserve, and Air National Guard military personnel. Ensure all records prescribed in this publication are maintained in accordance with Air Force Instruction (AFI) 33-322, *Records Management and Information Governance Program*, and disposed of in accordance with the Air Force Records Disposition Schedule located in the Air Force Records Information Management System. Refer recommended changes and questions regarding this publication to the office of primary responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command. This AFMAN may be supplemented at any level, but all supplements must be coordinated and approved by the Air Force Director of Logistics (AF/A4L) and the Human Resource Management Strategic Board prior to certification and approval. The authorities to waive wing and unit level requirements in this publication are identified with a Tier ("T-0, T-1, T-2, T-3") number following the compliance statement. See AFI 33-360, *Publications and Forms Management*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the requestor's commander for non-tiered compliance items. The use of the name or mark of any specific manufacturer, commercial product, commodity, or service in this publication does not imply endorsement by the Air Force.

***SUMMARY OF CHANGES***

This document has been substantially revised and needs to be completely reviewed. Major changes include: (1) clarifying Program Guidance Committee (PGC) roles, responsibilities, and membership; (2) establishing and defining the LCBP; (3) removing the requirement to establish a senior steering group; (4) removing the LCBP training matrices attachment and relocating the matrices to the LCBP SharePoint site; (5) adding new processes and procedures; and (6) updating tiering to comply with new guidance.

## Chapter 1

### PROGRAM OVERVIEW

#### 1.1. Overview.

1.1.1. The LCBP is a professional developmental program where officers will be competitively selected and voluntarily assigned to related logistics disciplines (e.g., acquisition, materiel management, aircraft maintenance) to create highly experienced officers and develop future leaders.

1.1.2. LCBP guidance developed in collaboration with the Chief of Air Force Reserve (AF/RE) and the Director of the Air National Guard (NGB/CF), the Deputy Chief of Staff for Manpower, Personnel and Services (AF/A1).

1.1.3. Officers accepted for the LCBP gain valuable knowledge and experience in managing the acquisition and sustainment of Air Force logistics systems through rotational assignments in various logistics functional areas within the Air Force Sustainment Center (AFSC), the Air Force Life Cycle Management Center (AFLCMC), the Air Force Nuclear Weapons Center (AFNWC), or the Defense Logistics Agency (DLA).

1.1.4. Officers selected for this three-year developmental program will:

1.1.4.1. Complete an initial two-year assignment to an associated logistics position. **(T-1).**

1.1.4.2. Be given the option for a one-year follow on assignment at the same installation. **(T-1). Note:** LCBP officers in a life cycle logistics coded position may complete Acquisition Professional Development Program (APDP) Level II certification during the optional year.

**1.2. Eligible Career Fields.** Officers in the following Air Force specialty codes are eligible to participate in the LCBP:

1.2.1. 21R (Logistics Readiness).

1.2.2. 21A (Aircraft Maintenance).

1.2.3. 21M (Munitions and Missile Maintenance).

1.2.4. 61X (Scientist).

1.2.5. 62E (Engineer).

1.2.6. 63A (Acquisition Manager).

1.2.7. 64PX (Contracting).

1.2.8. 65FX (Financial Management).

1.2.9. Exceptions.

1.2.9.1. Only Logistics Readiness Officers (21R) will be eligible for DLA career broadening positions. **(T-2).**

1.2.9.2. Only Munitions and Missile Maintenance Officers are eligible for AFNWC positions. **(T-2). Note:** Core nuclear officers receive priority placement.

1.2.9.3. These restrictions apply to the core assigned positions listed in **Table 5.1** and will not limit the rotational opportunities on an installation. **(T-2).** (Ex: An aircraft maintenance officer assigned to the Ogden-Air Logistics Complex (ALC) would rotate through DLA-Aviation Ogden or the AFNWC Intercontinental Ballistic Missile Systems Directorate located at Hill AFB UT.)

**1.3. LCBP Rotations.** Officer rotations in multiple logistics disciplines or organizational elements provide insight into relationships between key logistics organizations and functional areas.

**1.4. Program Phases.** There are three LCBP phases. All LCBP officers will complete all three phases. **(T-1).**

1.4.1. Phase I (Orientation).

1.4.1.1. The orientation phase consists of in-processing, initial acquisition training, and an introductory conference hosted by Air Force Materiel Command (AFMC) at Wright-Patterson AFB OH.

1.4.1.2. All LCBP officers will attend local mission briefings, introductions to key personnel, and organizational tours. **(T-2).**

1.4.1.3. Phase I lasts approximately one month.

1.4.2. Phase II (Rotations).

1.4.2.1. LCBP officers will rotate through three positions during phase II. **(T-1). Note:** The number and length of rotations may vary depending upon the location or constraints.

1.4.2.2. Throughout this phase, LCBP officers will continue to complete logistics and acquisition courses from the Air Force Institute of Technology and Defense Acquisition University (DAU), professional development seminars, and tours. **(T-2).**

1.4.2.3. Phase II lasts approximately 20-months.

1.4.2.4. LCBP officers assigned to the AFSC will complete one rotation in each of the following three mission areas, in any sequence:

1.4.2.4.1. Depot maintenance. **(T-2).**

1.4.2.4.2. Materiel management (supply chain management) commodities. **(T-2).**

1.4.2.4.3. Materiel management (supply chain management) weapon system support. **(T-2).**

1.4.2.5. LCBP officers assigned to a DLA major subordinate command will rotate through materiel planning, acquisition, weapon system support, and materiel management (supply chain management) organizations. **(T-2).**

1.4.2.6. LCBP officers assigned to the AFNWC will rotate through the Department of Energy or Department of Defense warhead and bomb management, weapon systems management, maintenance and equipment, nuclear surety and certifications, acquisitions

and modifications, nuclear materiel management, and supply chain management organizations or offices. **(T-2).**

1.4.3. Phase III (Additional Options). With approval from the ALC/Vice Commander, AFNWC /Vice Commander, or DLA/Commander for major subordinate command, the LCBP officer may elect one of three options:

1.4.3.1. Extension of Phase II rotations to compensate for training, leave, or other out of rotation time.

1.4.3.2. The addition of an abbreviated rotation via temporary duty in another approved location.

1.4.3.3. Select and complete additional training. A suggested list of applicable training opportunities is located on the LCBP SharePoint site at <https://usaf.dps.mil/teams/20619/SitePages/Home.aspx>.

## **1.5. APDP Certification Program.**

1.5.1. All LCBP officers will obtain APDP Level I certification. **(T-1).**

1.5.2. In order to receive APDP Level I certification, LCBP officers will:

1.5.2.1. Be assigned to an acquisition coded position. **(T-1).**

1.5.2.2. Complete one year in an approved acquisition or sustainment organization. **(T-1).**

1.5.2.3. Complete required DAU courses. **(T-1).**

1.5.3. LCBP officers in life cycle logistics' acquisition-coded positions, will complete the DAU course requirements and perform work in a designated acquisition organization in accordance with AFI 63-101\_20-101, *Integrated Life Cycle Management*. (See DAU courses at <http://icatalog.dau.mil>) **(T-1).**

1.5.4. LCBP officers will enroll in the introductory classes during LCBP Phase I. **(T-1).**  
**Note:** Failure to complete all required courses may affect the LCBP officer's follow-on assignment or completion of the program.

1.5.5. The Unit Manning Document will reflect the correct acquisition codes in order to ensure LCBP officers receive first priority for DAU courses. **(T-1).**

1.5.6. Officers assigned to the AFSC, AFNWC, or DLA after they complete the LCBP should complete APDP Level II certification if they are in an acquisition-coded position.

1.5.7. Air Force Reserve LCBP officers will:

1.5.7.1. Be assigned to their home unit throughout the program. **(T-2).**

1.5.7.2. Not be assigned to acquisition coded positions. **(T-2).**

1.5.7.3. Coordinate with appropriate AFSC functional management office for adjudication and conferment of the appropriate APDP certificate, upon completion of the LCBP and all DAU educational requirements.

1.5.8. LCBP officers obtain APDP Level II certification by occupying a life cycle logistics-coded position, completing two years of life cycle logistics experience in an acquisition and sustainment organization and completing courses as outlined in accordance with the current DAU catalog.

## Chapter 2

### ROLES AND RESPONSIBILITIES

#### **2.1. Director of Logistics (AF/A4L).** AF/A4L will:

- 2.1.1. Appoint an LCBP action officer.
- 2.1.2. Provide overall LCBP guidance.
- 2.1.3. Work with Major Commands (MAJCOMs), Air Force Personnel Center (AFPC/DP2L), and DLA to identify LCBP special experience identifier positions throughout the Air Force. The LCBP special experience identifier is “LLA.”
- 2.1.4. Participate in the LCBP officer selection process.
- 2.1.5. Notify all personnel eligible for LCBP, including those in scientist (61X), engineer (62E), acquisition management (63A), contracting (64P), and financial management (65F) Air Force Specialty Codes of any program actions.
- 2.1.6. Ensure 21A, 21M, 21R, 61X, 62E, 63A, 64P, and 65F Career Field Managers inform their respective development teams of LCBP changes or updates.
- 2.1.7. Approve pre-completion departures from the LCBP.
- 2.1.8. Chair the PGC.

#### **2.2. LCBP Career Field Managers.** Career field managers will:

- 2.2.1. Advertise and publish program opportunities and supplementary guidance for their respective career fields. **(T-1).**
- 2.2.2. Publish career field specific eligibility criteria as necessary. **(T-1).**
- 2.2.3. Make selections for the LCBP during the fall development team meeting(s) to fill program allocations listed in [Table 5.1](#) **(T-1).**

#### **2.3. AFMC, Director of Logistics, Civil Engineering, Force Protection, and Nuclear Integration (AFMC/A4/10).** AFMC/A4/A10 will:

- 2.3.1. Act as the LCBP director.
- 2.3.2. Develop and recommend guidance to AF/A4L.
- 2.3.3. Appoint an LCBP functional manager. The LCBP functional manager will:
  - 2.3.3.1. Manage program administration functions.
- 2.3.4. Maintain the program timeline and communication plan.
- 2.3.5. Acts as the PGC Secretary.

#### **2.4. Air Force Personnel Center/Director of Personnel (AFPC/DP2L).** For Regular Air Force only, AFPC/DP2L will:

- 2.4.1. Assign an LCBP personnel point of contact to work program issues.
- 2.4.2. Work with AFMC/A4/10 to determine and publish career field allocations for development team use.

2.4.3. Manage the LCBP development team selection process.

2.4.4. Release LCBP selection message.

2.4.5. Ensure all Phase I actions are accomplished when new LCBP officers arrive at their initial duty location.

2.4.6. Review and coordinate with AF/A4L, through the development team process, to identify future assignments for LCBP graduates.

2.4.7. Initiate Permanent Change of Station or Permanent Change of Assignment actions for LCBP graduates.

**2.5. MAJCOM A4/Financial Management/Contracting/A1 and Senior DLA Air Force Logistics Advisor.**

2.5.1. In conjunction with AF/A4L and AFPC/DP2L, identifies key manpower positions for the LCBP Special experience identifier that places officers in key manpower positions to best use their skills.

2.5.2. Informs wing commanders (or equivalent) of the LCBP and distributes information to eligible personnel, as required.

**2.6. ALC/Vice Commander, AFNWC/Vice Commander, or DLA/Commanders at Major Subordinate Commands.** These commanders will:

2.6.1. Act as LCBP advisor and ensure the program is executed.

2.6.2. Assign an LCBP lead officer to manage the day-to-day functions of the program.

2.6.3. Ensure all LCBP officers are assigned to the host Force Support Squadron after AFPC/DP2L assigns officers for program participation by Personnel Accounting Symbol administration.

2.6.4. Ensure only LCBP personnel are assigned to LCBP authorizations.

2.6.5. Manage manpower authorizations.

2.6.5.1. AFSC Authorizations:

2.6.5.1.1. Hill AFB UT: 12.

2.6.5.1.2. Robins AFB GA: 9.

2.6.5.1.3. Tinker AFB OK: 10.

2.6.5.2. AFNWC: 2.

2.6.5.3. DLA Authorizations: 10.

2.6.5.3.1. Aviation: 2.

2.6.5.3.2. Troop Support: 2.

2.6.5.3.3. Energy: 6.

2.6.6. Oversee and approve LCBP rotational schedules.

2.6.7. Ensure LCBP supervisors receive in-brief forms. In-brief forms are located on the LCBP SharePoint site at <https://usaf.dps.mil/teams/20619/SitePages/Home.aspx>.



- 2.6.8. Ensure LCBP officers receive life cycle logistics and acquisition experience required by the APDP.
- 2.6.9. Meet with each LCBP officer individually; or in a group, at least bi-monthly to discuss program issues, provide career mentoring, and feedback on duty performance. **Note:** For DLA, major subordinate command functional managers perform this task.
- 2.6.10. Participate in AFMC/A4/10 PGC meetings.
- 2.6.11. Convene and chair their location's LCBP council at least semi-annually.
- 2.6.12. Review program status and suggest changes to AFMC/A4/10.
- 2.6.13. Identify a central organization to plan, program, and budget for LCBP requirements.
- 2.6.14. Provide LCBP training and travel funds.
- 2.6.15. Provide automated data processing equipment (e.g., laptop computer with accessories system and software) funds.
- 2.6.16. Review and approve waivers requests prior to AFMC/A4/10 coordination and approval.
- 2.6.17. Ensure LCBP AF Forms 77, *Letter(s) of Evaluation*, and AF Forms 707, *Officer Performance Report(s) (LT Thru COL)*, are submitted on time. **Note:** An AF Form 77 is required for each rotational period.
- 2.6.18. Ensure LCBP officers maintain a current list of marketplace assignment preferences for development team vectors and follow-on assignments.
- 2.6.19. Ensure LCBP records reflect the LCBP special experience identifier code "LLA" upon completion of the program.
- 2.6.20. Ensure completion of applicable training tasks and documents training forms.

## 2.7. Lead LCBP Officers.

- 2.7.1. The lead LCBP officer will:
  - 2.7.1.1. Be appointed by the LCBP advisor. **(T-3).**
  - 2.7.1.2. Manage day-to-day administrative functions. **(T-3).**
  - 2.7.1.3. Serve as the focal point for LCBP officers and program administrators. **(T-3).**
  - 2.7.1.4. Ensure the development and coordination of officer rotation plans with all participating organizations. **(T-3).** **Note:** The ALC/Vice Commander, AFNWC/Vice Commander, or DLA/Commanders of major subordinate commands approve officer rotation plans.
  - 2.7.1.5. Coordinate with host wing Force Support Squadron to identify sponsors for inbound LCBP officers. **(T-3).**
    - 2.7.1.5.1. Ensure new LCBP officers complete all administrative actions in a timely manner. **(T-3).**
    - 2.7.1.5.2. Provide program guidance, welcome packets, local area information, and approved rotation schedules to new LCBP selects prior to their arrival. **(T-3).**

- 2.7.1.5.3. Coordinate orientation briefings with each new LCBP officer. **(T-3)**. This briefing should contain, as a minimum, an overview of the depot or major subordinate command, assigned rotations, and APDP certification requirements. **(T-3)**.
- 2.7.1.6. Facilitate the location's LCBP council meetings. **(T-3)**.
- 2.7.1.7. Participate in LCBP action officer working groups. **(T-3)**.
- 2.7.1.8. Monitor training progress during each rotation. **(T-3)**.
- 2.7.1.9. Ensure LCBP officers complete all APDP training requirements. **(T-3)**.
- 2.7.1.10. Ensure LCBP commanders approve Deployment Availability Code 64 LCBP officers in accordance with AFI 36-2110, *Total Force Assignments*.
- 2.7.2. LCBP leadership positions may include:
  - 2.7.2.1. Lead LCBP Officer.
  - 2.7.2.2. Rotation Monitor.
  - 2.7.2.3. Training Manager.
  - 2.7.2.4. Professional Development Officer.
  - 2.7.2.5. Location unique positions.
- 2.8. LCBP Officers.** LCBP officers will:
  - 2.8.1. Rotate through mission areas. **(T-1)**. Standard participant mission areas include:
    - 2.8.1.1. Depot maintenance.
    - 2.8.1.2. AFNWC program offices.
    - 2.8.1.3. Materiel management (supply chain management).
    - 2.8.1.4. DLA:
      - 2.8.1.4.1. Materiel planning.
      - 2.8.1.4.2. Weapon system support.
      - 2.8.1.4.3. Materiel management (supply chain management).
    - 2.8.1.5. AFNWC:
      - 2.8.1.5.1. Nuclear integration.
      - 2.8.1.5.2. System program offices.
      - 2.8.1.5.3. Support directorates.
    - 2.8.1.6. AFSC.
    - 2.8.1.7. AFLCMC.
    - 2.8.1.8. Training matrices for all mission areas and locations are available on the LCBP SharePoint site at <https://usaf.dps.mil/teams/20619/SitePages/Home.aspx>.

2.8.2. Prior to starting each rotation, meet with rotational area leadership to discuss rotational supervisor expectations, training objectives, rotational duties and responsibilities, and functional manager's expectations. **(T-3).**

## Chapter 3

### GOVERNANCE

#### **3.1. Headquarters Air Force Program Guidance Committee (PGC).**

3.1.1. Chaired by the Headquarters Air Force Director of Logistics (AF/A4L).

3.1.2. The PGC will:

3.1.2.1. Monitor and evaluate the command-wide program. **(T-1).**

3.1.2.2. Analyze select issues. **(T-1).**

3.1.2.3. Recommend program changes to AF/A4L. **(T-1).**

3.1.2.4. Inform appropriate functional managers of changes. **(T-1).**

3.1.2.5. Solicit, discuss and coordinate AFSC, AFNWC, and DLA program change recommendations. **(T-1).**

3.1.2.6. Meet at least annually to discuss LCBP changes or updates. **(T-1).**

3.1.3. PGC representatives:

3.1.3.1. AF/A4L.

3.1.3.2. AFMC/A4/10.

3.1.3.3. ALC/Vice Commanders.

3.1.3.4. AFNWC/Vice Commanders.

3.1.3.5. DLA.

3.1.3.6. AFPC/DP2L.

3.1.3.7. Other functional areas as required.

3.1.4. Establish an LCBP Action Officer Working Group to review, analyze, and resolve PGC issues. **(T-2).** Working group members:

3.1.4.1. LCBP functional managers. **(T-2).**

3.1.4.1.1. LCBP Lead Officer. **(T-2).**

3.1.4.1.2. AF/A4L representative (if required).

3.1.4.1.3. DLA representative (if required).

3.1.4.1.4. AFPC/DP2L representative (if required).

3.1.5. Distribute annual PGC meeting minutes to PGC members and other functional areas as applicable.

#### **3.2. LCBP Council.**

3.2.1. An LCBP Council is established at the local level and members include the ALC/Vice Commanders, AFNWC/Vice Commander, and the AFSC directors or mentors from each AFSC location.

3.2.2. Council members may choose to include representatives from other AFSC directorates or mission areas (e.g., materiel management or depot maintenance.)

3.2.3. The LCBP Council reviews training objectives annually to ensure currency and forwards its concerns to AFMC/A4/10 for review.

3.2.4. The council is responsible for ensuring the successful completion of LCBP objectives.

## Chapter 4

### ROTATIONAL TRAINING PLANS

#### 4.1. Objectives.

4.1.1. LCBP training objectives are outlined in the training matrices for the ALCs, AFNWC, and DLA major subordinate commands and are located on the LCBP SharePoint site at <https://usaf.dps.mil/teams/20619/SitePages/Home.aspx>.

4.1.2. These objectives are reviewed annually by LBCP Councils from each location.

4.1.3. Standardized rotation plans are provided to LCBP officers at each location.

#### 4.2. Intent.

4.2.1. Training objectives expose LCBP officers to key logistics concepts and issues within their mission assigned areas.

4.2.2. Training objectives apply to all rotations throughout LCBP assignments.

#### 4.3. Focus.

4.3.1. It is unrealistic to expect an LCBP officer to master these objectives over the course of several months for each rotation. Instead, each rotation should be used to focus efforts and attention on key learning objectives.

4.3.2. The intent is for LCBP officers to first satisfy the training objectives through a combination of methods to include hands-on, training courses, workshops, self-study, and readings.

4.3.3. The ALC/Vice Commanders, AFNWC/Vice Commander, DLA/Commanders at major subordinate commands, and program mentors play a significant role in mentoring, counseling, and assessing officer development with respect to the training objectives.

4.3.4. At the end of an LCBP officer's assignment, he or she should be able to discuss each of the objectives outlined in the training matrices.

**4.4. Documentation.** LCBP officers and trainers will use, complete and document training in the training matrices. **(T-1).**

## Chapter 5

### SELECTION PROCEDURES

**5.1. Logistics Career Fields (21X).** The following guidance outlines the Regular Air Force logistics officer (21X) LCBP selection.

5.1.1. Officers will refer to the Special Selection Experience Exchange Duties Guide for the most current information regarding the program and current application procedures.

5.1.2. Officers will update their marketplace assignment preferences to communicate their desire to participate in the LCBP to development teams. **(T-1).**

5.1.3. Development teams from the logistics career fields (21X) will select officers for the LCBP during their fall development team meetings.

5.1.4. AFPC will provide program timelines and processes to the development teams with sufficient lead time to meet assignment timelines.

5.1.5. The development teams receive supplemental guidance in a separate message from their respective career field managers outlining individual board processes and program vacancies for the following fiscal year.

5.1.6. AFPC will review candidate eligibility to ensure officers meet primary career path goals and ensure the timing of LCBP entry is appropriate and applicable for each officer.

5.1.7. During fall development team meetings, the teams will:

5.1.7.1. Make selections to fill program vacancies as outlined in **Table 5.1**

5.1.7.2. Identify alternates that are designated to fill potential vacancies.

5.1.7.3. Published a consolidated selection message no-later-than 30 days after the last selection board. The message will identify:

5.1.7.3.1. Selected officers.

5.1.7.3.2. Gaining unit.

**5.2. Financial Management, Comptroller, and Contracting Career Field (6XX) Selection.**

5.2.1. Eligible officers submit applications in accordance with the current year's Advanced Academic Degree and Special Experience Exchange Duties Selection Process Guide available through MyPers site at <https://mypers.af.mil>.

5.2.2. LCBP "6XX" candidates are competitively boarded and approved by the "6XX" Career Field Manager within the Office of the Assistant Secretary of the Air Force for Acquisition (SAF/AQ) or Financial Management (SAF/FM).

5.2.3. Selection results are published in the Personnel Services Delivery Memorandum.

5.2.4. Officer assignment teams will:

5.2.4.1. Publish the officer's Projected Report No Later than Dates.

5.2.4.2. Identify gaining units.

5.2.4.3. Identify alternates to fill potential vacancies.

**5.3. Air Force Reserve Selection.** The following LCBP Air Force Reserve selection guidance outlines the selection process. **Note:** Program participation depends on Air Force Reserve officer availability.

5.3.1. The Air Force Reserve Command (AFRC) funds two LCBP logistics career field (21X) positions per year. **Note:** These positions are in addition to the Regular Air Force (RegAF) positions annotated in [Table 5.1](#)

5.3.2. Air Force Reserve officers (21X) will ensure their willingness to participate in the LCBP is included in their AFRC officer development plan. **(T-2).**

5.3.3. Development teams will review, score, and rank eligible candidate's records annually.

5.3.4. Selections results will:

5.3.4.1. Be published no-later-than 30 days after selection and Career Field Manager verification.

5.3.4.2. Identify selected officers and their projected Report No Later than Dates and gaining units.

5.3.5. AFRC development teams will vector LCBP graduates into an appropriate Reserve assignment (e.g., Traditional Reservist, Air Reserve Technician, or Individual Mobilization Augmentee). **Note:** AFRC does not normally fund follow-on RegAF assignments, temporary duty assignments, or permanent change of stations for LCBP graduates.

5.3.6. Upon LCBP completion, Reserve officers receive the special experience identifier "LLA."

**5.4. Commander's Involvement.** Commanders should document an officer's desire to attend LCBP in the marketplace assignment preferences and officer evaluations.

**5.5. Allocations.** The development teams select 41 officers over alternating years (20 for year 1 and 21 for year 2) and assign them based on the matrix in [Table 5.1](#) below.

**Table 5.1. Career Field Allocations.**

Air Force Specialty Code	Air Force Sustainment Center (Tinker AFB)	Air Force Sustainment Center (Hill AFB)	Air Force Sustainment Center (Robins AFB)	Defense Logistics Agency	Air Force Nuclear Weapons Center	Total
21R	2/2	2/2	2/2	4/4	0/0	10/10 (20)
21A	2/2	2/2	2/2	0/0	0/0	6/6 (12)
21M	0/0	1/2	0/0	0/0	1/1	2/3 (5)
6X	1/1	1/0	0/1	0/0	0/0	2/2 (4)
Total	10	12	9	8	2	20/21 (41)



**Note:** Selection to specific centers and at DLA occur over alternating years, and the table breakout provides number of officers for each career field to those organizations (e.g. 21R Total – 10 (officers provided year 1)/10 (officers provided year 2) with a grand total of 20 officers provided to the program over a 2-year span).

## Chapter 6

### ELIGIBILITY CRITERIA

**6.1. Qualifications.** Development teams consider company grade officers with the following qualifications:

6.1.1. Officers will be considered during the 4-6 years window of commissioned service and must be certified in one of the following core Air Force Specialty Codes: 21A3, 21M3, 21R3, 61X3, 62E3, 63A3, 64P3 or 65F3. **(T-1).**

6.1.2. Officers in the 61X, 62E, 63A, and 64P Air Force Specialty Codes will have APDP Level II certification prior to entering the program. **(T-1).**

**6.2. Requirements.**

6.2.1. Officers will meet the applicable time on station requirements for a permanent change of station by assignment start date. **(T-1).**

6.2.2. Officers currently assigned to an overseas location will meet the applicable Date Eligible for Return from Overseas (DEROS) requirements for a permanent change of station by assignment start date. **(T-1).**

6.2.3. Development teams will competitively select eligible officers to fill program vacancies.

## Chapter 7

### EVALUATIONS

#### 7.1. Rating Officials.

7.1.1. RegAF LCBP officers assigned to AFMC units will be assigned under and rated by their ALC/Vice Commander or the AFNWC/Vice Commander. **(T-1).**

7.1.1.1. RegAF LCBP officers assigned to AFMC, the senior rater position designated by the management level for the ratee's organizational Personnel Accounting Symbol will be the additional rater and reviewer on the LCBP officers' OPRs; and complete promotion recommendation forms. **(T-1).**

7.1.1.2. RegAF LCBP officers assigned to DLA, the first O-6 in the LCBP chain of command will be the rater and the DLA/Commander of the major subordinate command will serve as the additional rater. **(T-1).**

7.1.1.3. An AF Form 77 for each LCBP officer will be prepared upon completion of each rotation within 30-days of completing the rotation.

7.1.2. Reserve LCBP officers assigned to AFMC units will be assigned under and rated by their ALC/Vice Commander and receive OPRs with ALC/Vice Commander also serving as the additional rater. **(T-1).**

7.1.2.1. Reserve LCBP officers assigned to DLA, the first O-6 in the LCBP chain of command will be the rater and the DLA/Commander of the major subordinate command will serve as the additional rater. **(T-1).**

7.1.2.2. Reserve LCBP officer OPRs will be reviewed by the ratee's unit of assignment. **(T-1).**

#### 7.2. Performance Reports.

7.2.1. Commanders will ensure LCBP officers are rated in accordance with AFI 36-2406, *Officer and Enlisted Evaluations Systems*.

7.2.2. The AF Form 707, block II, *Duty Title*, for LCBP officers will reflect "USAF Logistics Career Broadening Officer."

7.2.3. The AF Form 707, block II, *Job Description*, will include the following applicable statement:

7.2.3.1. "Competitively selected for HQ AF Logistics Development Program focused on fielding Materiel Management Leaders."

7.2.3.2. "Completed duty rotations in the Air Force Sustainment Center, leading depot-level maintenance and supply chain activities."

7.2.3.3. "Focused on weapon system modernization, life cycle management, logistics, and product support."

7.2.3.4. For Defense Logistics Agency participants, "Completed duty rotations in Defense Logistics Agency, leading depot-level maintenance and supply chain activities."

7.2.3.5. For Air Force Nuclear Weapons Center participants, “Completed duty rotation at the Air Force Nuclear Weapons Center, leading depot-level maintenance and supply chain activities.”

7.2.4. The final line of the participant’s job description (Block II of AF Form 707) will be used to capture the officer’s responsibilities for the rotation(s) completed during the reporting period.

7.2.5. For RegAF LCBP officers, the following statement is placed in Section VI, the reviewer’s comments block: “ADDITIONAL RATER IS ALSO THE REVIEWER.”

## Chapter 8

### ADDITIONAL DUTIES AND DEPLOYMENTS

#### **8.1. Expectations.** Additional duties for LCBP officers:

8.1.1. Should be minimal.

8.1.2. Will be approved by the officer's LCBP advisor. **(T-2)**.

8.1.3. Should not create an undue burden and detract from the completion of program objectives.

#### **8.2. Air and Space Expeditionary Force Posturing Guidance.**

8.2.1. LCBP officers are considered to be in a training status and are unavailable for deployment during the first two years of the program.

8.2.2. Commanders will assign the Deployment Availability Code 64 to LCBP officers in accordance with AFI 36-2110.

## Chapter 9

### PROGRAM COMPLETION AND FOLLOW-ON ASSIGNMENTS

#### 9.1. Early LCBP Withdrawals.

9.1.1. Early LCBP withdrawal requests will be staffed by the officer's LCBP advisor and approved by AF/A4L. (T-1).

9.1.2. Early withdrawal justifications include but are not limited to:

9.1.2.1. Attending Intermediate Developmental Education.

9.1.2.2. Selection for command.

9.1.2.3. Competition for special selection boards.

9.1.3. Program participants are allowed to compete for special selection boards, specifically intermediate developmental education and command boards, provided they meet eligibility requirements.

9.1.4. An approved departure from the program must be obtained before requesting a Time on Station waiver. (T-2)

9.1.5. All positions vacated due to early program departure will remain vacant until the next regular selection cycle. (T-1).

#### 9.2. LCBP Completion.

9.2.1. LCBP graduates will complete a follow-on assignment. (T-1).

9.2.2. If an LCBP officer remains at the same installation after their initial two-year assignment, the officer should be assigned to duties that capitalize on their LCBP skills.

9.2.3. The officer's development team will manage follow-on assignments (timing and location) in concert with the officer's developmental plan.

#### 9.3. Regular Duty Service Commitment.

9.3.1. LCBP officers incur a 3-year active duty service commitment upon completion of the program as described in AFI 36-2107, *Active Duty Service Commitments (ADSC)*.

9.3.2. LCBP officers complete the program one of three ways:

9.3.2.1. Successful completion of all training requirements.

9.3.2.2. Self-elimination from the program.

9.3.2.3. Removal from the program for the good of the Air Force.

9.3.3. LCBP officers who self-eliminate from the program or are removed from the program for the good of the Air Force return to their core Air Force Specialty Code career field; their regular duty service commitments will be determined in accordance with AFI 36-2107.

LINDA S. HURRY, Brig Gen, USAF  
Director of Logistics  
DCS, Logistics, Engineering and Force Protection

**Attachment 1****GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020

AFI 33-363, *Publications and Forms Management*, 1 December 2015

AFI 36-2107, *Active Duty Service Commitments (ADSC)*, 22 October 2018

AFI 36-2110, *Total Force Assignments*, 5 October 2018

AFI 36-2406, *Officer and Enlisted Evaluations Systems*, 14 November 2019

AFI 63-101\_20-101, *Integrated Life Cycle Management*, 30 June 2020

AFPD 36-21, *Utilization and Classification of Military Personnel*, 22 August 2019

***Prescribed Forms***

None

***Adopted Forms***

AF Form 77, *Letter of Evaluation*

AF Form 707, *Officer Performance Report (LT thru COL)*

AF Form 847, *Recommendation for Change of Publication*

***Abbreviations and Acronyms***

**AFI**—Air Force Instruction

**AFLCMC**—Air Force Life Cycle Management Center

**AFMAN**—Air Force Manual

**AFMC**—Air Force Materiel Command

**AFNWC**—Air Force Nuclear Weapons Center

**AFPD**—Air Force Policy Directive

**AFPC**—Air Force Personnel Center

**AFRC**—Air Force Reserve Command

**AFSC**—Air Force Sustainment Center

**ALC**—Air Logistics Complex

**APDP**—Acquisition Professional Development Program

**DAU**—Defense Acquisition University

**DLA**—Defense Logistics Agency

**MAJCOM**—Major Command



**OPR**—Officer Performance Report / Office of Primary Responsibility

**PGC**—Program Guidance Committee