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Personnel

AIR FORCE MILITARY TRAINING

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This directive establishes policy for ensuring Air Force military training is available, responsive, and accessible to meet Air Force needs; incorporates the appropriate training systems and services; ensures capabilities driven requirements; and uses standardized processes to form training requirements. This policy directive implements Department of Defense (DoD) Directive 1322.18, *Military Training*, 9 January 1987, with change 1, DoD Instruction 1322.20, *Development and Management of Interactive Courseware (ICW) for Military Training*, 14 March 1991, with change 1, and DoD Directive 1430.13, *Training Simulators and Devices*, 22 August 1986. It supports the *DoD Strategic Plan for Advanced Distributed Learning (ADL)*, 30 April 1999, the *DoD Implementation Plan for ADL*, 19 May 2000, and the *DoD Strategic Plan for Training Transformation*, 1 March 2002. This policy directive interfaces with Air Force Policy Directive (AFPD) 10-2, *Readiness*, AFPD 16-5, *Planning, Programming, and Budgeting System*, AFPD 90-1, *Policy Formulation*, Air Force Instruction (AFI) 36-2201, Volumes 1 - 6, *Air Force Training Program*, Air Force Manual (AFMAN) 36-2234, *Instructional Systems Development*, Air Force Handbook (AFH) 36-2235, Volumes 1 - 13, *Information for Designers of Instructional Systems*, and AFI 36-2251, *Management of Air Force Training Systems*.

SUMMARY OF REVISIONS

This revision updates the Policy Directive to incorporate strategies needed to meet the needs of the Air Force through 2010 and beyond. Revisions include: adding paragraph 1.2., 1.6., 2.4.2., 2.5.2.; moved paragraph 1. to the foreword and paragraph 4. terms to **Attachment 1**; deleted reporting requirements in paragraph 3.3. and the metrics. Expanded policy area to add clarification and included DoD policy on training technology training development programs.

1. The full spectrum of air and space capabilities stems from the collective abilities and expeditionary mindset of our total force. At the core of the Air Force expeditionary forces, is a superior military training regimen that prepares our men and women to have the right skills and capabilities to be flexible and responsive to changing missions requirements and world event scenarios. The Air Force military training program is a critical component to the success of Air Force expeditionary forces and the security of our nation. The Air Force military training system ensures accurate, timely, relevant, and efficient training is

available to every airman--active duty, guard and reserve, officer and enlisted -anytime, anywhere around the world.

2. Policy. The Air Force will:

- 2.1. Establish military training programs that cultivate a career-long learning environment that is robust and supple enough to satisfy mission-generated training and mission rehearsal requirements across service, joint, interagency, intergovernmental, and multinational operations using the most efficient method possible.
- 2.2. Provide the resources necessary to conduct the required military training program.
- 2.3. Develop training programs using the Instructional System Development process (AFMAN 36-2234, *Instructional System Development*, and AFH 36-2235, Volumes 1 through 13, *Information for Designers of Instructional Systems*).
- 2.4. Develop, fund, acquire, and maintain training system devices based on a training requirements analysis and documented system training plan (AFI 36-2251, *Management of Air Force Training Systems*).

3. Responsibilities and authorities:

- 3.1. The Assistant Secretary of the Air Force for Manpower & Reserve Affairs (SAF/MR) is responsible for military training policy matters.
- 3.2. The Deputy Chief of Staff, Personnel (AF/DP) develops, coordinates, and executes personnel policy and essential procedural guidance for the management of military training programs.
- 3.3. Headquarters Air Force (HAF) (Secretariat and Air Staff) organizations, as appropriate, will:
 - 3.3.1. Oversee the management of and policies for functional training, training devices and system training plans (as appropriate).
 - 3.3.2. Appoint career field managers to ensure development, implementation, and maintenance of career field education and training plans for Air Force specialties. Focus must be on force development, which is defined as a series of experiences and challenges provided to the total force through education, training, and experience.
- 3.4. Major commands (MAJCOM), field operating agencies (FOA) and direct reporting units (DRU) will:
 - 3.4.1. Identify military training and resource requirements, establish supplementary training programs, and execute their programs to comply with these policies
 - 3.4.2. Report unit cost and student production data for all training programs.
 - 3.4.3. Assure all Air Force plans for training technology delivery systems, and other learning technology development and implementation comply with the AF leadership directed Force Development execution plans, which created a single developmental continuum of activities that, although separate and distinct, are fully integrated endeavors working in concert with one another.
- 3.5. Air Education and Training Command (AETC) will:
 - 3.5.1. Act as the Air Force's executive agent for training technology, training development, and formal training programs.

3.5.2. Leverage appropriate technologies to provide the highest quality training, anywhere, anytime, in an efficient and cost-effective manner. The system must support force development by enhancing the delivery of quality training, education, and experience across the Total Force.

3.6. Commanders at all levels identify training requirements. They determine the priorities for training requirements to include learning technology infrastructure and/or development, and systematically address shortfalls in resources to support those requirements.

4. This Air Force Policy Directive applies to all Air Force activities, including Air Force Reserve Command (AFRC) and Air National Guard (ANG) units.

JAMES G. ROCHE
Secretary of the Air Force

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

DoD Directive 7045.14, *Planning, Programming, and Budgeting System (PPBS)*

AFPD 10-2, *Readiness*

AFPD 16-5, *Planning, Programming, and Budgeting System*

AFPD 90-1, *Policy Formulation*

AFI 36-2201, Volumes 1 - 6, *Air Force Training Program*

AFMAN 36-2234, *Instructional Systems Development*

AFH 36-2235, Volumes 1 - 13, *Information for Designers of Instructional Systems*

AFI 36-2251, *Management of Air Force Training Systems*

Supporting Documents

DoD Strategic Plan for Advanced Distributed Learning (ADL), 30 April 1999

DoD Implementation Plan for ADL, 19 May 2000

DoD Strategic Plan for Training Transformation, 1 March 2002

Air Force Strategic Plan for Education and Training, 26 July 2002

Air Force Strategic Plan for Force Development (Phase 1), 27 January 2003

Air Force Strategic Plan for ADL, 24 January 2003

Abbreviations and Acronyms

AETC—Air Education and Training Command

AFH—Air Force Handbook

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFPD—Air Force Policy Directive

AFRC—Air Force Reserve Command

ANG—Air National Guard

CFETP—Career Field Education and Training Plan

DoD—Department of Defense

DP—Director of Personnel

DRU—Direct Reporting Unit

FOA—Field Operating Agency

HQ USAF—Headquarters United States Air Force

ICW—Interactive Courseware

ISD—Instructional System Development

MAJCOM—Major Command

MR—Manpower & Reserve Affairs

SAF—Secretary of the Air Force

Terms

Career Field Education and Training Plan (CFETP)—The CFETP provides a life-cycle (cradle-to-grave) training management tool that identifies career path education and training requirements and core tasks for each skill level or duty position for Air Force specialties.

Instructional System Development (ISD)—ISD is a systematic process that guides the development, implementation, management, and evaluation of training programs.

Military Training Programs—Those formal and informal courses or other methods of instruction that provide military personnel with the knowledge and skills required to perform duty position and additional duty tasks.

Qualified Individuals—Those individuals who have been certified in all tasks required in their assigned duty position as defined in the CFETP and supplemented, as appropriate.