



# Strategic Priorities Information Paper

Line of Effort 3, Goal 4:

## Increase I&MS Career Opportunities

**Goal leader:** Rob Jackson, AFIMSC Director of Personnel

**Goal Description:** This goal seeks to achieve deliberate growth for developing, implementing and maximizing force development opportunities, processes and programs to best attract, acquire, improve and retain talent to support our customers and the people who execute them. It provides initial direction to develop and sustain competent installation and mission support Airmen; setting the foundation for the development of specific experiential opportunities and programs to educate, train and purposefully develop a highly trained and multi-faceted I&MS workforce. Each opportunity provides I&MS team members with the knowledge, skills and abilities needed to be successful in their careers.

### What are your objectives?

We have five main objectives:

- Publish an AFIMSC supplement for Center Senior Functional roles and responsibilities
- Designate 5% of AFIMSC positions as “experiential” by the end of the year
- Increase Individual Development Plan utilization by 20% by the end of the year
- Decrease the competency/certification gap by 10%
- Increase training and education participation by 10% per year

### Why is increasing I&MS career opportunities important to AFIMSC?

Providing opportunities for personal and professional growth enables us to develop and sustain a highly capable, high-performing, diverse team with the ability to perform in complex environments. During strategy sessions in early 2020, the leadership team realized we needed continued emphasis on developing I&MS professionals and a formal line of effort that focuses on career development, training and support in order to promote growth within our organization. This goal and its overarching “Pursue Organizational Excellence” line of effort empowers us to continue achieving excellence internally so we can continue to improve our support for the mission by leveraging human capital and talent within AFIMSC.

### How does your goal support AFMC, Air Force and National Defense Priorities?

Our goal focuses on developing our most valuable asset: people. A trained and developed team is foundational to increasing lethality and readiness. Each higher echelon maintains a line of effort, policy, and/or strategy that incorporates the development of our human capital workforce. Our goal aligns with and supports higher-level priorities as we continue to create/increase opportunities in order to develop our people and increase their knowledge, skills and abilities in order to be competitive and maintain the world’s greatest workforce.

## **L3, G4: Increase I&MS Career Opportunities**

### **How are you measuring success?**

Most of our objectives have a numerical goal to ascertain success. However, success is not just measured by numbers. Success is also defined by how we develop our people and provide the processes, support and tools needed that enable us to be exceptional. As our goal continues to mature, we'll periodically need to reassess whether the training, development and force management efforts are meeting current capabilities and they're flexible enough to respond to future requirements.

### **Is there anything you would like to add?**

We are exploring the possibility of expanding "Increasing I&MS Career Opportunities" to ensure we are capturing key data and measuring success of our Diversity & Inclusion efforts.



**Your Success is Our Mission**