



AF Civil Engineers



Introduction

The Career Progression Model (CPM) is a roadmap for career development. The CPM provides a hierarchical structure by identifying career milestones key to progression through increased levels of training, leadership, management and/or technical responsibilities.

CSAF's Sight Picture

Total Force Development:

“Our goal in implementing our new Force Development construct is to make that investment in all career fields and all ranks more deliberately than we do today in order to better prepare us for the future and better meet your expectations...”

The Civil Engineer's Sight Picture

Build Great Leaders:

“ We must take an active role in developing our future Total Force leaders by encouraging on-the-job training, professional development, continuing education, and increased involvement in professional organizations...We must provide our leaders with the tools needed to enable the talents of our people.”

Civilian Force Development

The Total Force Development (TFD) construct provides a new vision for the way the Air Force trains, educates, and assigns personnel. TFD emphasizes a more deliberate investment in leadership, management, and technical training for its personnel. Civilian Force Development's ultimate goal is to create a workforce that is responsive and can be managed as an integral part of the total force. Career Field Management (CFM) is at the heart of Force Development. It is the ability to manage and shape the civilian work force based on the needs of the Air Force.

CE Career Field Team (CECFT)

Under wage grade career field management, the CECFT serves as your advocate to CE's Functional Advisory Council (FAC) and administrators wage grade career field management. The FAC develops CE career field policies to support force development and force structure management processes. The FAC is made up of senior representatives from the MAJCOMs, FOAs and headquarters. It also includes a senior Federal Wage System representative.

The CE Career Field Team executes force development and force renewal programs, serves as the career field advocate within the Air Force Personnel Center, and provides career counseling services to career field members.



Contact a Representative Today:

CE Career Field Team (CECFT)
HQ Air Force Personnel Center
HQ AFPC/DPIBD
550 C. Street, Suite 57
Randolph AFB TX 78150

Commercial: 210-565-2666

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Wage Grade Career Progression Model

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Your Career
Your Success



Our Future



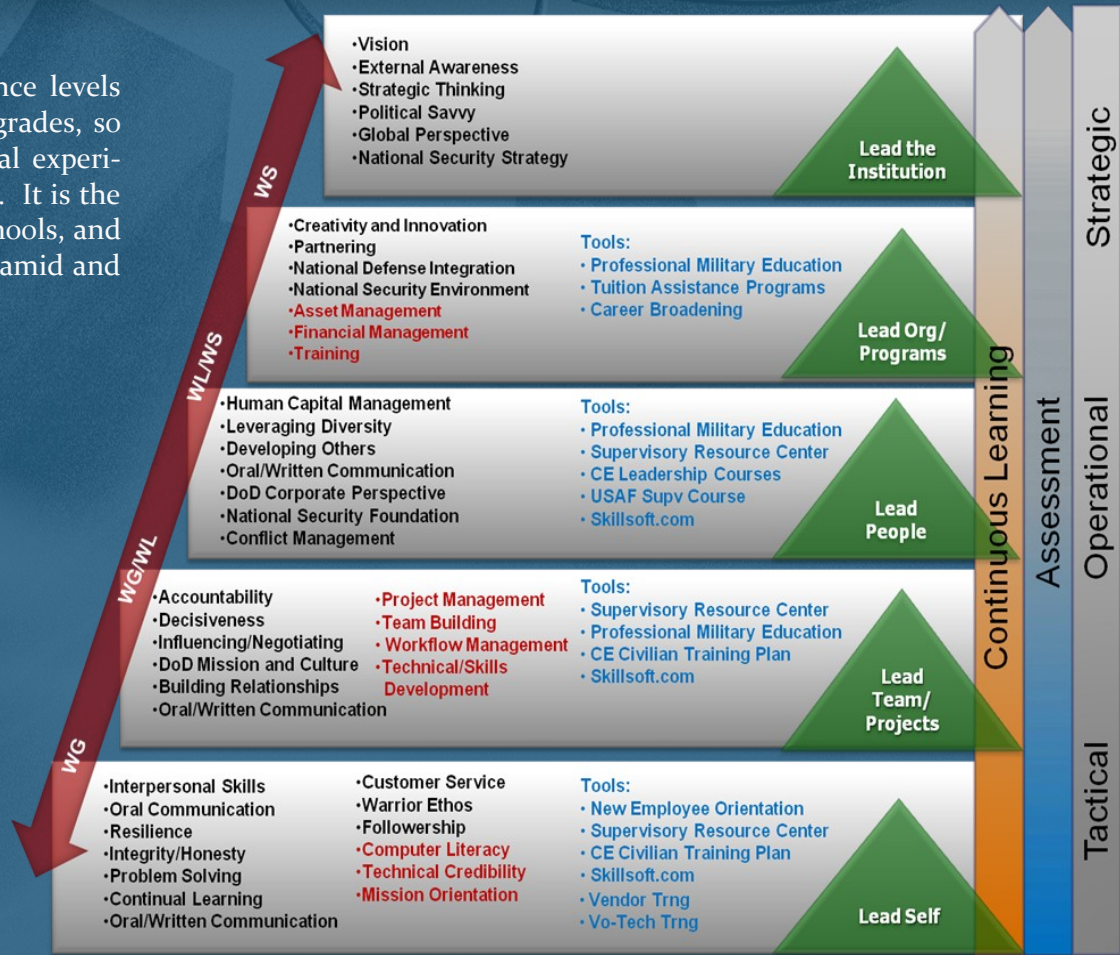
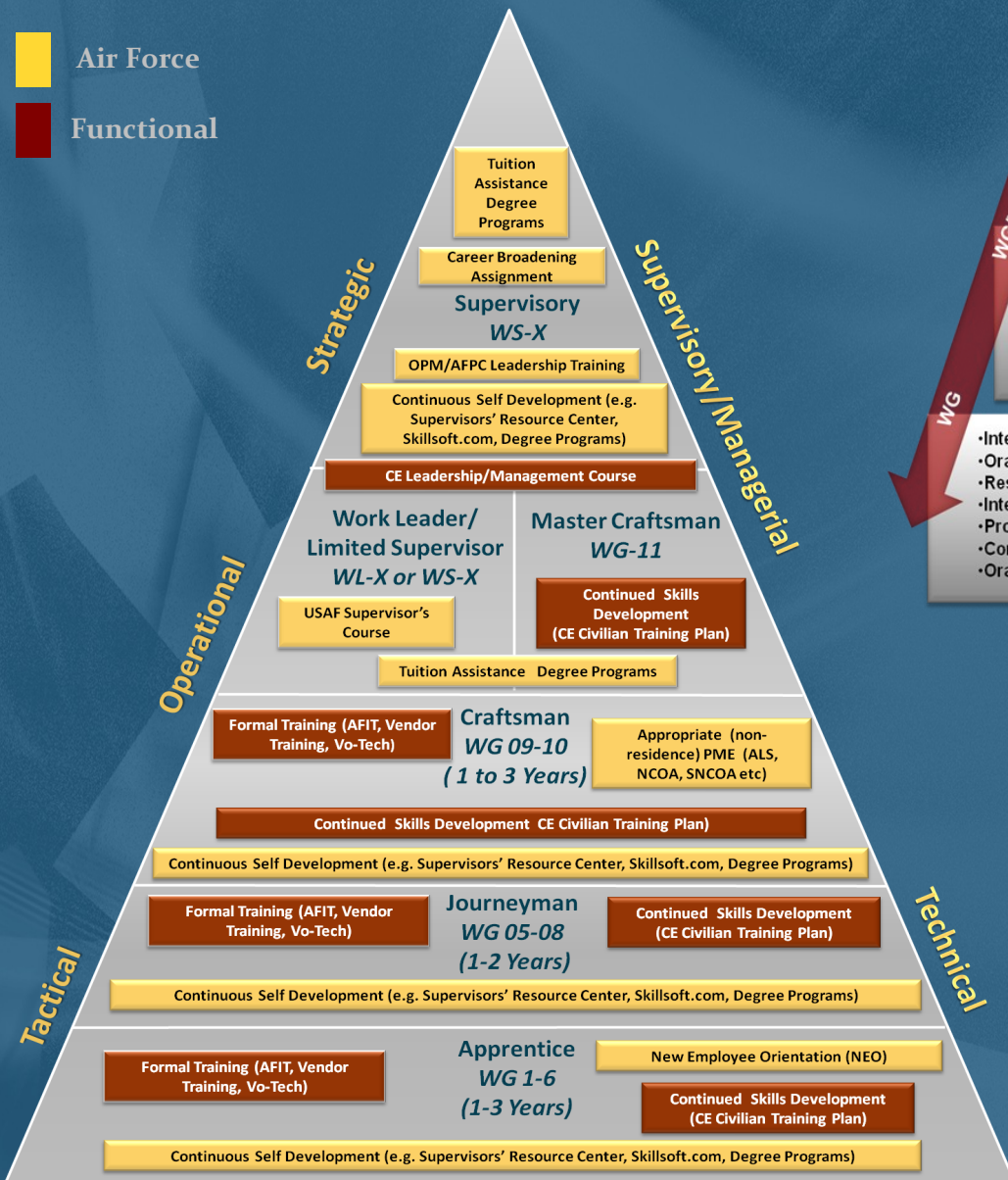
United States Air Force Civil Engineer Career Field

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Civil Engineer Career Progression Model

The model illustrates the dispersion of grades and relative experience levels (apprentice, journeyman, craftsman). As you progress through the grades, so should your breadth of experience. This not only includes technical experience, but leadership, supervisory and management experience as well. It is the use of various on-the-job training, military and civilian vocational schools, and Professional Military Education that forms the foundation of this pyramid and the "Build Great Leaders" strategic vision.

- Air Force
- Functional



- Functional
- Air Force

Civil Engineer Wage Grade Development Framework

Once you have established your career goals, identify a mentor to help you align your steps in this learning and development continuum. A mentor can help you identify different kinds of experience and training you will need as well as the tools to attain them. Mentors also serve as a sounding board and can help you reassess or adjust your career goals when events in your life or career necessitate changes. As you complete these steps and move toward your career goals, it is important to reassess your goals. Once this is accomplished, you and your mentor will be able to further your progression and advancement through the continuous development framework model.



"ENGINEERS LEAD THE WAY"

