

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

**DEPARTMENT OF THE AIR FORCE
MANUAL 36-2111**



26 SEPTEMBER 2025

Personnel

**THE LOGISTICS CAREER
BROADENING PROGRAM**

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

ACCESSIBILITY: This publication is available for downloading or ordering on the e-Publishing website at www.e-Publishing.af.mil.

RELEASABILITY: There are no restrictions on the release of this publication.

OPR: AF/A4LR

Certified by: AF/A4L
(Maj Gen Jeffrey R. King, USAF)

Supersedes: AFMAN36-2111, 11 September 2020

Pages: 23

This Department of the Air Force Manual (DAFMAN) implements Department of the Air Force Policy Directive (DAFPD) 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. This publication applies to the Regular Air Force, the Air Force Reserve, and the

Air National Guard. This publication does not apply to the United States Space Force. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction (AFI) 33-322, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to the office of primary responsibility (OPR) using the DAF Form 847, *Recommendation for Change of Publication*; route DAF Forms 847 from the field through the appropriate functional chain of command. This DAFMAN may be supplemented at any level, but all supplements must be routed to the OPR of this publication for coordination prior to certification and approval. The authorities to waive wing, unit, or delta level requirements in this publication are identified with a tier ("T-0, T-1, T-2, T-3") number following the compliance statement. See DAFMAN 90-161, *Publishing Processes and Procedures*, 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 publication OPR 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) formal incorporation of the F-35 Program rotation and allocations into the LCBP; (2) establishment of standard LCBP training competencies; (3) transition to Acquisition Professional Development Program (APDP) Foundational certification; (4) identification of the Defense Logistics Agency (DLA) Senior Service Advisor as DLA's program manager; (5) various program updates to include eligibility windows and outplacement; and (6) guidance has changed from an AFMAN to a DAFMAN.

Chapter 1—PROGRAM OVERVIEW	4
1.1. Overview.....	4
1.2. Eligible Career Fields.	4
1.3. LCBP Rotations.	5
1.4. Program Phases.....	5
1.5. APDP Certification Program.	6
Chapter 2—ROLES AND RESPONSIBILITIES	7
2.1. Director of Logistics (AF/A4L).	7
2.2. LCBP Career Field Managers.	7
2.3. AFMC, Director of Logistics, Civil Engineering, Force Protection, and Nuclear Integration (AFMC/A4/10).	7
2.4. Air Force Personnel Center Director of Personnel Operations - Logistics (AFPC/DP2L).	7
2.5. MAJCOM A1/A4/Financial Management/Contracting and Senior DLA Air Force Logistics Advisor.....	8
2.6. ALC Deputy Commander, AFNWC Deputy Commander, or DLA Senior Service Advisor.....	8
2.7. Lead LCBP Officers.	9
2.8. LCBP Officers.	10
Chapter 3—GOVERNANCE	11
3.1. Headquarters Air Force Program Guidance Committee (PGC).....	11
3.2. LCBP Council.....	12
Chapter 4—ROTATIONAL TRAINING PLANS	13
4.1. Objectives.	13
4.2. Intent.	13
4.3. Focus.....	13

4.4.	Documentation.....	13
4.5.	Opportunities.	13
Chapter 5—SELECTION PROCEDURES		14
5.1.	Logistics Career Fields (21X).....	14
5.2.	Financial Management, Comptroller, and Contracting Career Field (6XX) Selection.....	14
5.3.	Air Force Reserve Selection. Note:	15
5.4.	Commander’s Involvement.....	15
5.5.	Allocations.	15
Table 5.1.	Career Field Allocations.	15
Chapter 6—ELIGIBILITY CRITERIA		17
6.1.	Qualifications.....	17
6.2.	Requirements.	17
Chapter 7—EVALUATIONS		18
7.1.	Rating Officials.....	18
7.2.	Performance Briefs.	18
Chapter 8—ADDITIONAL DUTIES AND DEPLOYMENTS		20
8.1.	Expectations.....	20
8.2.	Air and Space Expeditionary Force Posturing Guidance.....	20
Chapter 9—PROGRAM COMPLETION AND FOLLOW-ON ASSIGNMENTS		21
9.1.	Early LCBP Withdrawals.	21
9.2.	LCBP Completion.....	21
9.3.	Regular Duty Service Commitment.....	21
Attachment 1—GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION		22

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 officers with enterprise-level experience in preparation for future leadership roles.

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 life cycle management 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), the Defense Logistics Agency (DLA), or the F-35 Program (F-35).

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

1.1.4.1. Be assigned to an acquisition coded billet. **(T- 1)**

1.1.4.2. Complete a subsequent assignment to an associated logistics or acquisition position. **(T- 1)**

1.1.4.3. Be given the option for a follow-on assignment at the same installation.

1.2. Eligible Career Fields. Officers in the following Air Force specialty codes (AFSC) 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. 61C (Chemist/Nuclear Chemist).

1.2.5. 61D (Physicist/Nuclear Engineer).

1.2.6. 62E (Engineer).

1.2.7. 63A (Acquisition Manager).

1.2.8. 64P (Contracting).

1.2.9. 65X (Financial Management).

1.2.10. Exception:

1.2.10.1. Only Munitions and Missile Maintenance Officers are eligible for AFNWC positions.

1.2.10.2. These exceptions apply to the core assigned positions listed in [Table 5.1](#) and will not limit the rotational opportunities on an installation. **(T-2) Exception:** 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, in-person or virtually, local mission briefings, introductions to key personnel, and organizational tours. **(T-2)**

1.4.1.3. Phase 1 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 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)**

1.4.2.7. LCBP officers assigned to the F-35 Program will rotate through the F-35 Joint Program Office, F-35 HAF Integration Office, and headquarters DLA J3 while focusing

on materiel planning, acquisition, weapon system support, materiel management (supply chain management), and international participation. **(T-2)**

1.4.3. Phase III (Additional Options to meet the 24-month program requirement). Upon completion of Phases I & II and with approval from the ALC Deputy Commander, AFNWC Deputy Commander, or DLA Commander for major subordinate command, the LCBP officer may complete 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 in coordination with the LCBP lead officer. 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 complete the training requirements associated with APDP's Life Cycle Logistics (LCL) Foundational certification. **(T-1)**

1.5.2. LCBP officers will enroll in the introductory classes during LCBP Phase I. **(T-1)**

1.5.3. For certification, LCBP officers must:

1.5.3.1. Be assigned to an acquisition coded position. Acquisition position coding must be in accordance with detailed APDP guidance. Guidance on the APDP can be found in Chapter 10 of AFI 63-101_20-101, *Integrated Life Cycle Management*.

1.5.3.2. Complete two years in an approved acquisition organization.

1.5.3.3. Complete required DAU courses.

1.5.4. Air Force Reserve LCBP officers will:

1.5.4.1. Be assigned to appropriate positions for program completion. Specific positions will be coordinated through AFRC/A4 21X CFMs and AFPC/DP2L.

1.5.4.2. Coordinate with HQ AFMC/A4PT (MAJCOM LCL Functional Manager) for package preparation and validation of appropriate APDP certificate requirements, upon completion of the LCBP and all DAU educational requirements. **Note:** Formal certification package is routed to SAF/AQD (AF LCL Functional Manager) for adjudication and conferment.

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), 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 (CFMs) inform their respective development teams of LCBP changes or updates.
- 2.1.7. Approve early departures from the LCBP.
- 2.1.8. Chair the Program Guidance Committee (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 to manage program administrative 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 Operations - Logistics (AFPC/DP2L). For Regular Air Force only, AFPC/DP2L will:

- 2.4.1. Assign an LCBP point of contact to work program issues.
- 2.4.2. Work with AF/A4L Force Development and 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. Assign LCBP officers to identified positions for a minimum of 24 months.

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

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

2.5. MAJCOM A1/A4/Financial Management/Contracting and Senior DLA Air Force Logistics Advisor. MAJCOM A1s/A4s/Financial Management/Contracting and Senior DLA Air Force Logistics Advisor will:

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

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

2.6. ALC Deputy Commander, AFNWC Deputy Commander, or DLA Senior Service Advisor. These officers 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 gained by the host Force Support Squadron as their servicing Military Personnel Flight (MPF) function 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: 10.

2.6.5.1.2. Robins AFB GA: 7.

2.6.5.1.3. Tinker AFB OK: 10.

2.6.5.2. AFNWC: 2.

2.6.5.3. DLA Authorizations: 4.

2.6.5.3.1. Headquarters: 2.

2.6.5.3.2. Aviation: 2.

2.6.5.4. F-35 Program (assigned to DLA J3): 4.

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 complete life cycle logistics and acquisition courses and experiences 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 AF/A4L 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 DAF Form 77, *Letter of Evaluation*, and Airman Leadership Qualities (ALQ) evaluation are submitted on time. **Note:** An DAF Form 77 is required for each rotational period and ALQs are submitted in MyEval.

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 (SEI) 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. The lead LCBP officer will:

2.7.1. Be appointed by the LCBP advisor. **(T-3)**

2.7.2. Manage day-to-day administrative functions.

2.7.3. Serve as the focal point for LCBP officers and program administrators.

2.7.4. Ensure the development and coordination of officer rotation plans with all participating organizations. **Note:** The ALC Deputy Commander, AFNWC Deputy Commander, or DLA Commanders of major subordinate commands approve officer rotation plans.

2.7.5. Coordinate with host wing Force Support Squadron to identify sponsors for inbound LCBP officers.

2.7.5.1. Ensure new LCBP officers complete all administrative actions in a timely manner.

2.7.5.2. Provide program guidance, welcome packets, local area information, and approved rotation schedules to new LCBP selects prior to their arrival.

2.7.5.3. Coordinate orientation briefings with each new LCBP officer. This briefing should contain, as a minimum, an overview of the depot or major subordinate command, assigned rotations, and APDP certification requirements.

- 2.7.6. Facilitate the location's LCBP council meetings.
- 2.7.7. Participate in LCBP action officer working groups.
- 2.7.8. Monitor training progress during each rotation.
- 2.7.9. Ensure LCBP officers pursue all APDP training requirements.
- 2.7.10. Ensure LCBP commanders approve Deployment Availability Code 64 LCBP officers in accordance with DAFI 36-2110, *Total Force Assignments*.
- 2.7.11. Incorporate additional LCBP leadership positions to include:
 - 2.7.11.1. Rotation Monitor.
 - 2.7.11.2. Training Manager.
 - 2.7.11.3. Professional Development Officer.
 - 2.7.11.4. Location unique positions.

2.8. LCBP Officers. LCBP officers will:

- 2.8.1. Rotate through mission areas to achieve LCBP-specific Competencies. **(T-1)** Standard competencies include:
 - 2.8.1.1. Leadership.
 - 2.8.1.2. Mission Execution.
 - 2.8.1.3. Life Cycle Logistics.
 - 2.8.1.4. Supply Chain Management.
 - 2.8.1.5. Maintenance Support.
 - 2.8.1.6. Training matrices for all mission areas and locations as well as the Talent Management Strategy 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.

3.1.2.2. Analyze select issues.

3.1.2.3. Recommend program changes to AF/A4L.

3.1.2.4. Inform appropriate functional managers of changes.

3.1.2.5. Solicit, discuss and coordinate AFSC, AFNWC, and DLA program change recommendations.

3.1.2.6. Meet at least annually to discuss LCBP changes or updates.

3.1.3. PGC representatives:

3.1.3.1. AF/A4L.

3.1.3.2. AFMC/A4/10.

3.1.3.3. ALC Deputy Commanders.

3.1.3.4. AFNWC Deputy Commanders.

3.1.3.5. DLA Senior Service Advisor.

3.1.3.6. AFLCMC/LG.

3.1.3.7. AFPC/DP2L.

3.1.3.8. Other functional areas as required.

3.1.4. Establish an LCBP Action Officer Working Group to review, analyze, and resolve PGC issues.

3.1.4.1. Working group members:

3.1.4.1.1. LCBP functional managers.

3.1.4.1.2. LCBP Lead Officer.

3.1.4.1.3. AF/A4L representative (if required).

3.1.4.1.4. DLA representative (if required).

3.1.4.1.5. 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 Deputy Commander, AFNWC Deputy Commander, AFSC directors or mentors from each location, and the DLA Senior Service Advisor.

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, DLA, and F-35 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 LCBP 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 and acquisitions 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 Deputy Commander, AFNWC Deputy Commander, the DLA Senior Service Advisor, and program mentors play a significant role in mentoring, counseling, and assessing officer development with respect to the training objectives.

4.3.4. Professional development includes but is not limited to fireside chats, commander's calls, and professional development sessions.

4.3.5. At the end of an LCBP officers' assignments, they should be able to discuss each of the objectives outlined in the training matrices located on the LCBP SharePoint site at <https://usaf.dps.mil/teams/20619/SitePages/Home.aspx>.

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

4.5. Opportunities. Cross Program Training. The LCBP lead officer will present or assign other LCBP officers to present LCBP-wide lessons from across functional areas on Teams, Zoom, and/or Avolve (<https://avolve.apps.dso.mil>) at least every other month. All LCBP officers should make every effort to attend and participate in these sessions and share best practices and core competencies among the LCBP locations.

Chapter 5

SELECTION PROCEDURES

5.1. Logistics Career Fields (21X). The following guidance outlines the United States Air Force (USAF) and the United States Space Force (USSF) logistics officer (21X) LCBP selection.

5.1.1. Officers will refer to the Special Selection Experience Exchange Duties Guide located on MyFSS at <https://myfss.us.af.mil/USAFCommunity/s/> 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.

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. Publish 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 MyFSS site at <https://myfss.us.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, Technology and Logistics (SAF/AQ) or Office of the Assistant Secretary of the Air Force for Financial Management and Comptroller (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. Note: Program participation depends on Air Force Reserve officer availability.

5.3.1. The Air Force Reserve Command (AFRC) may fund two LCBP logistics career field (21X) positions per year. **Note:** Contact AFRC/A4 21X CFMs for seat allocation verification. These positions are in addition to the Regular Air Force (RegAF) positions annotated in [Table 5.1](#).

5.3.2. AFRC/A4 21X CFMs will:

5.3.2.1. Manage the AFRC/A4 LCBP program and select candidates. (T-2)

5.3.2.2. Review, score, and rank eligible candidate's records as required.

5.3.2.3. Publish selection results no-later-than 30 days after selection and Career Field Manager verification.

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

5.3.2.5. 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.

5.3.3. 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 approximately 37 officers over alternating years (18 for year 1 and 19 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	F-35 Program	Air Force Nuclear Weapons Center	Total
21R	2/2	1/1	1/1	2/2	2/2	0/0	8/8 (16)
21A	2/2	2/2	2/2	0/0	0/0	0/0	6/6 (12)
21M	0/0	1/2	0/0	0/0	0/0	1/1	2/3 (5)
6X	1/1	1/0	0/1	0/0	0/0	0/0	2/2 (4)
*Total	10	10	7	4	4	2	18/19 (*37)

***Note:** AFRC members are not included in this total

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 4-8 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 Practitioners 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. Active duty LCBP officers assigned to AFMC units will be assigned under and rated by their ALC Deputy Commander or the AFNWC Deputy Commander. **(T-1)**

7.1.1.1. Active duty 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 Higher Level Reviewer (HLR) on the LCBP Officer Performance Briefs (OPB) and complete promotion recommendation forms. **(T-1)**

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

7.1.1.3. Active duty LCBP officers assigned to DLA HQ F-35 program, the first O-6 in the LCBP chain of command will be the rater and the Director, Logistics Operations (J3) will serve as the HLR. **(T-1)**

7.1.1.4. A DAF Form 77 for each LCBP officer will be prepared upon completion of each rotation within 30-days of completing the rotation. If the end of rotation is within 30 days of the annual officer performance brief (OPB) static close out, then no DAF Form 77 is required. **Note:** The use of the DAF Form 77 is to help complete the evaluation at the SCOD. It is not used in the place of the SCOD evaluation.

7.1.2. Reserve LCBP officers assigned to AFMC units will be assigned under and rated by the ALC Deputy Commander and receive OPBs with the ALC Commander serving as the HLR. **(T-1)**

7.1.2.1. For 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 HLR. **(T-1)**

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

7.2. Performance Briefs.

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

7.2.2. The officer ALQ evaluation (AF Form 715), duty title, for LCBP officers will reflect "USAF Logistics Career Broadening Officer."

7.2.3. The AF Form 715, duty description, will include the following applicable statements:

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

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

7.2.3.3. For Defense Logistics Agency participants, “Completed duty rotations in Defense Logistics Agency, leading life cycle logistics and supply chain activities.”

7.2.3.4. 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.”

7.2.3.5. For F-35 Program participants, “Completed duty rotation across joint and Air Force F-35 program offices, leading joint maintenance, logistics and supply chain activities. Focused on weapon system modernization, life cycle management, logistics, and product support.”

7.2.4. The final line of the participant’s job description (Block II of AF Form 715) will be used to capture the officer’s responsibilities for the rotation(s) completed during the reporting period.

Chapter 8

ADDITIONAL DUTIES AND DEPLOYMENTS

8.1. Expectations. Additional duties for LCBP officers:

8.1.1. Should be minimal.

8.1.2. Must 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. Guidance on codes can be found in DAFI 36-2110.

Chapter 9

PROGRAM COMPLETION AND FOLLOW-ON ASSIGNMENTS

9.1. Early LCBP Withdrawals.

9.1.1. Early LCBP withdrawal requests must 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 must remain vacant until the next regular selection cycle. **(T-1)**

9.2. LCBP Completion.

9.2.1. LCBP graduates must 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 career field development team will manage their follow-on assignment (timing and location) in concert with Air Force needs and the officer professional development.

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 DAFI 36-2110, Military Utilization and Classification.

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. Guidance on the active-duty service commitment incurred can be found in DAFI 36-2110.

ELIZABETH E. ARLEDGE, Maj Gen, USAF
Director of Logistics
DCS, Logistics, Engineering and Force Protection

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

DAFPD 36-21, *Utilization and Classification of Military Personnel*, 25 August 2023

DAFI 36-2110, *Total Force Assignments*, 15 November 2021

DAFI 36-2406, *Officer and Enlisted Evaluations Systems*, 4 August 2023

DAFMAN 90-161, *Publishing Processes and Procedures*, 18 October 2023

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

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

Adopted Forms

DAF Form 77, *Letter of Evaluation*

DAF Form 847, *Recommendation for Change of Publication*

AF Form 715, *Officer Performance Brief (O-1 thru O-6)*

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

ALQ—Airman Leadership Qualities

APDP—Acquisition Professional Development Program

DAFI—Department of the Air Force Instruction

DAFPD—Department of the Air Force Policy Directive

DAU—Defense Acquisition University

DLA—Defense Logistics Agency

HLR—Higher Level Reviewer

LLA—AF Logistics Officer Career Broadening Program SEI

MAJCOM—Major Command

OPB—Officer Performance Brief

OPR—Office of Primary Responsibility

PGC—Program Guidance Committee

Office Symbols

AF/A1—Deputy Chief of Staff for Manpower, Personnel and Services

AF/A4L—Directorate of Logistics

AF/RE—Chief, Air Force Reserve

AFLCMC/LG—Director of Logistics and Logistics Services

AFMC/A4/10—Logistics, Civil Engineering, Force Protection and Nuclear Integration Directorate

AFPC/DP2L—Air Force Personnel Center Director of Personnel Operations Logistics

NGB/CF—Director, Air National Guard

SAF/AQ—Office of the Assistant Secretary of the Air Force for Acquisition, Technology and Logistics

SAF/FM—Office of the Assistant Secretary of the Air Force for Financial Management and Comptroller