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9 MAY 2003



Personnel

AIR FORCE INTERN PROGRAM

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OPR: HQ USAF/DPL
(Lt Col Ashley S. Elder)
Supersedes AFI 36-2025, 1 June 1998

Certified by: HQ USAF/DPL
(MGen Peter U. Sutton)
Pages: 10
Distribution: F

This instruction provides guidance for the implementation of AFD 36-23, Military Education. It provides instruction on how to manage and administer the Air Force Intern Program (AFIP) as directed by the Air Force Chief of Staff and the Secretary of the Air Force. It applies to all personnel who manage, administer, operate, or support the program, all officers assigned to the program and all agencies that nominate or select officers for the program.

Section A—Vision

1. AFIP is a 24-month non-flying training program designed to develop young officers' understanding of air and space power and to broaden their perspectives through personal observation of senior DoD leaders making strategy and policy decisions. The program develops tomorrow's leaders by using a combination of hands-on experience working in the Office of the Secretary of Defense (OSD) or Joint Staff, and Secretariat or Air Staff during two distinct rotations. This practical experience is combined with academic graduate-level courses in leadership and management held at a local Washington, D.C. university, frequent professional development sessions with senior leadership, and a program on the history of airpower hosted by HQ USAF/HO.

Section B—Phases

2. The program consists of four phases.

2.1. Phase I - Orientation. This phase consists of in-processing; national, joint and Air Force doctrine and strategy briefings; a Planning, Programming, and Budgeting System (PPBS) overview course; and visits to governmental agencies. This phase begins 1 August and ends when the full-time graduate studies begin in late August.

2.2. Phase II - Graduate Study. This phase includes one semester of full-time graduate-level courses in leadership and management at an approved local Washington, DC university. The Air Force pays

for tuition, application and graduation fees, and books. This phase begins in late August and ends mid-December after final exams.

2.3. Phase III - Rotations. This is a year-long, work-and-learn phase emphasizing professional growth and active participation. Throughout this phase, Interns attend (minimum) monthly meetings, the *Air Power History Course*, and professional development seminars and tours. Eligible Interns may continue with optional part-time graduate study, funded by the Air Force, leading to a master's degree as defined by the Educational Services Agreement (ESA) with the approved university. This phase consists of two six-month rotations, defined as Phase IIIA and Phase IIIB, in the OSD or Joint Staff and Secretariat or Air Staff – one rotation per intern in each of these two program options. The first rotation (Phase IIIA) begins after completion of final exams in Phase II and ends on 30 June. The second rotation (Phase IIIB) begins on 1 July and ends on 31 December.

2.4. Phase IV - Three Options. Officers may elect one of three options: additional graduate study; a third rotation; or post-training assignment back to the field.

2.4.1. Graduate Study. Eligible Interns may complete a final semester of full-time graduate study, funded by the Air Force, leading to the award of a master's degree. This option begins on 1 January and ends in May (graduation).

2.4.2. Third Rotation. Interns may request a third six-month rotation in OSD, Joint Staff, Secretariat and/or Air Staff, based on Intern interests/desires and authorization from the Intern Program Director. This option begins on 1 January and ends 30 June.

2.4.3. Post-Training Assignment. Interns may decline graduate study or a third rotation and proceed directly to their post-training assignment.

Section C— Post-Training Assignment

3. Upon completion of the program, Interns are normally assigned back to wing-level or lower positions in their primary career field or to career broadening positions that focus on continued Officer Professional Development (OPD). OPD considerations may dictate assignments above wing level and will be considered on a case-by-case basis. Post-training assignments to the Office of the Secretary of Defense (to include adjunct agencies, like DIA, DLA, DISA, etc), Joint Staff, Secretariat, Air Staff, and Pentagon Field Operating Agencies (FOAs) and Direct Reporting Units (DRUs) are generally prohibited (specific justification for these opportunities as follow-on assignments must be vetted and approved through the AFIP Program Director).

Section D— Eligibility Criteria

4. Captains (Line and Non-Line) have several opportunities to compete for the AFIP, generally during their fourth through seventh year of commissioned service. Eligibility year groups are defined as captains who have dates of rank in the same calendar year.

4.1. Chaplains must have served at least three years as an active duty chaplain. In addition, they must possess a regular commission or be granted conditional reserve status not later than the calendar year prior to an AFIP class start date.

4.2. Medical and Dental Corps officers are not eligible for this program.