

Achievement	Level	Pre-Regs	Command or Staff Assignment	Education & Training	Specialty Track	Leadership	Activities	Awards	Eligibility for Promotion
Onboarding	I			Modules				Membership Ribbon 	
The Learning Phase	II Part 1	Level I		Part 1 Modules				N/A	
	II Part 2	Level I		Part 2 Modules	Select Specialty Track, Choose Duty Position, earn Technician Rating in Specialty Track 		Earn the Yeager Award 	General Benjamin O Davis Award (no ribbon)	
The Leadership Phase	III	Level II	1 Year	Modules	Senior Rating in a Specialty Track	Attend two national, region or wing conferences	Mentor a member through Level I	Grover Loening Award 	
The Senior Leadership Phase	IV	Level III	2 Years	Modules	Master Rating in a Specialty Track	Serve on staff in ET or national, region, or wing conference (see Paragraph 9 for details)	Presentation (see Paragraph 9 for details)	Paul E Garber Award 	
The Executive Leadership Phase	V	Level IV	3 Years; 1 Year at the Group or Higher	Modules		Serve on staff in ET or on staff at an activity in 40-1 (see Paragraph 10 for details)	Mentor a member through a Technician Rating in a Specialty Track	Gill Robb Wilson Award 	

Promotion To	Level	Time-In-Grade
2d Lt	Level I and Level II Part 1	6 months as a member
1st Lt	Level II	18 months as 2d Lt or TFO (or combination)
Captain	Level III	30 months as 1st Lt or SFO ( or combination)
Major	Level IV	4 years as Captain
Lt Col	Level V	5 years as Major

Review CAPR 40-1 CAPR 35-5 for details and current information

Promotion To	Level	Time-In-Grade
SSgt	Level I and Level II Part 1	
TSgt	Level II	1 year
MSgt	Level III	2 years
SMSgt	Level IV	3 years
CMSgt	Level V	4 years