



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS, UNITED STATES AIR FORCE
WASHINGTON, DC

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MEMORANDUM FOR ALMAJCOM/A1/A1Ks

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USCYBERCOM/J1
USNORTHCOM/J1
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USSPACECOM/J1
USSTRATCOM/J1
USTRANSCOM/J1
USSF/S1
DAF Career Field Managers

FROM: HQ USAF/A1C
1040 Air Force Pentagon
Washington, DC 20330

SUBJECT: Department of the Air Force's Fiscal Year 2021 Mission Critical Occupation List

Mission Critical Occupations (MCOs) are occupations/occupational groups that set direction, execute performance, or directly impact mission critical functions or services. Designated MCOs will be prioritized in mitigating deficiency gaps to ensure mission failure does not result from human capital deficiencies. The DAF MCO list may or may not coincide with the DoD MCO list or the OPM MCO list.

A rigorous process of reviewing the DAF MCOs for revalidation and identification of potential new MCOs, as proposed by the Career Fields, for FY 2021 is complete. As the DAF MCO Approval Authority, per the *USAF Guide for Determination and Revalidation of Mission Critical Occupations*, Section 6.4, AF/A1C has approved the list below of FY 2021 DAF MCOs. The MCOs are listed according to their respective risk level (High, Medium, or Low) depending on the potential risk to mission failure arising from human capital deficiencies. High risk MCOs include strategic or core occupational series that are most at risk for staffing or skills gaps based on recruitment, retention, competency, and environmental indicators. Medium risk MCOs include core and possible supporting functions that evidence some of the high-risk factors but are determined not to be at greatest risk of mission failure. Low risk MCOs include functions that are not currently at risk of mission failure but should be monitored in the event circumstances change, resulting in a higher level of risk.

Your support and partnership in communicating the civilian Mission Critical Occupations are appreciated. Questions may be directed to AF.A1CX.Workflow@us.af.mil or Ms. Sharon Gunselman at sharon.gunselman@us.af.mil.

GLEND A SCHEINER, SES, DAF
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HQ USAF/A1C

Attachment:
DAF FY 2021 Mission Critical Occupations

APPROVED DAF FY 2021 MISSION CRITICAL OCCUPATIONS

Risk Level	Series	Description	Risk Level	Series	Description
H	0080	Security Administration	M	0610	Nursing
H	0130	Foreign Affairs	M	0620	Practical Nurse
H	0131	International Relations	M	0633	Physical Therapy
H	0391	Telecommunications	M	0660	Pharmacy
H	0801	General Engineering	M	0830	Mechanical Engineering
H	0808	Architecture	M	0855	Electronics Engineering
H	0810	Civil Engineering	M	1035	Public Affairs
H	0819	Environmental Engineering	M	1152	Production Control
H	0850	Electrical Engineering	M	1550	Computer Sciences
H	1102	Contracting	M	1670	Equipment Services
H	1515	Operations Research	M	2010	Inventory Management
H	1701	General Education and Training	M	2101	Transportation Specialist
H	1702	Education and Training Technician	M	2130	Traffic Management
H	2152	Air Traffic Control	M	2805	Electrician
H	2181	Aircraft Operation	M	3705	Nondestructive Testing
H	2210	Information Technology Management	M	4255	Fuel Distribution System Mechanic
H	2606	Electronic Industrial Controls	M	5306	Air Conditioning Equipment Mechanic
H	2810	High Voltage Electrician	M	5408	Wastewater Treatment Plant Operating
M	0017	Explosives Safety	M	5409	Water Treatment Plant Operating
M	0018	Safety & Occupational Health Management	M	6641	Ordnance Equipment Mechanic
M	0083	Police	M	6652	Aircraft Ordnance Systems Mechanic
M	0180	Psychologist	M	6656	Special Weapons Systems Mechanic
M	0185	Social Work	L	0132	Intelligence
M	0201	Human Resources Management	L	0260	Equal Employment Opportunity
M	0346	Logistics Management	L	0501	Financial Administration & Program
M	0510	Accounting	L	0560	Budget Analysis
M	0511	Auditing	L	0896	Industrial Engineering
M	0602	Physician	L	1811	Criminal Investigator
M	0603	Physician Assistant			