

Personnel Force Innovation Service Member FAQs

GENERAL PFI PROGRAM TOPICS

Q1: From which Branches of Service are you accepting Guard & Reserve applicants?

A1: Currently only Guard & Reserve Service Members from the Air Force and Army are eligible to perform tours processed through the PFI program.

Q2: What type of order is a Title 10, 12301(d) authority, which is commonly referred to as Active Duty for Operational Support (ADOS)?

A2: The order is a Title 10, 12301(d) authority, which is commonly referred to as Active Duty for Operational Support (ADOS). Service members remain assigned to their guard or reserve unit, need their chain-of-commands' approval to serve, and can be recalled from the tour if the unit commander needs the service member for mobilization.

Q3: Generally orders processed through PFI come with Permanent Change of Station (PCS) entitlements, which means you would not be entitled to Per Diem. If your tour is less than 180 days and out of your local commuting area, you might be eligible for Per Diem.

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Q4: Am I entitled to Dislocation Allowance (DLA), when I PCS?

A4: If a member with no dependents PCS's and it is his/her first PCS move then he/she is not entitled to DLA. However, if a member with dependents PCS's and moves the family then they are entitled to DLA, even if it is the first PCS move.

Q5: What location is my Basic Allowance for Housing (BAH) based on?

A5: If selected for a tour of 180 days or longer, your BAH is based on the duty location on the orders. Unless your duty station is overseas, where it would then be based on the primary residence, also known as Home of Record (HOR), which would be on the orders.

PFI APPLICANT (RESERVIST) INTERNET PORTAL AND ONLINE APPLICATIONS

Q1: What's it like being a PFI Reservist?

A1: PFI's Mission Statement is to "fill critical manpower needs in DoD working capital activities by providing highly skilled reservists on a reimbursable and fee-for-service basis." PFI operates as a small and exclusive program that matches guard and reserve Service Members with defense agencies, providing the defense agencies a means to fill critical workforce needs.

Defense working capital activities operate like a commercial business whereas the director of the activity "sells" services to other defense agencies. Just like a commercial business, the director must accurately select the raw materials and human capital in order to produce a competitive product. Service members selected for tours are the human capital components to producing valuable and competitive outputs for the defense agency working capital fund.

Service Members are placed on United States Code, Title 10, 12301(d) orders. This type of order is not the same as a mobilization order and does not count as mobilization time. However, these tours include active duty full pay and allowances. During the course of the tour, all Service Members are accountable to the Uniformed Code of Military Justice (UCMJ) at the duty location where assigned.

Service Members do the best job possible to ensure the agency sees the value-added benefit of paying for a reservist versus the many other manpower options available to them.

Specifically, it is critical that the agency realize the value-added benefit of having PFI as a partner in its current and future manpower needs fulfillment. The Service Member is the conduit for this relationship today and into the future as Service Members represent themselves, fellow the reserve Service Members, and future Service Members. If a Reservist does a poor job or an outstanding job, that reflects in that same manner back on PFI and other Reservists.

Tours in defense agencies are predominantly in civil service arenas working side-by-side with defense civilian employees. Therefore, this is an opportunity, should a civilian position become available, for the Service Member to demonstrate why he or she should earn a civil service position at that agency.

Q2: Why have I not received a response regarding my application?

A2: Once PFI receives your application, it is sent to the DoD agency hiring point of contact (POC). It is up to the hiring agency to review the resumes, conduct any interviews, and select their top candidate(s). Once the hiring agency selects a candidate, PFI is notified and then works with the selected service member to bring them on active duty.

Unfortunately, timelines vary greatly with the agencies. Some act quickly, some do not. The agency may collect applications for a few months trying to find the best candidate with the required skills.

If you are not contacted by the agency, you can only assume you did not meet their criteria. PFI receives thousands of resumes each month and competition is high for these positions and agencies want to 'hire' someone who has the skills that will result in productivity toward their missions. Most of these are not entry level positions. For example, if you are applying for Project Manager and do not have project management experience; you will not be selected.

Be sure your resume and bio are a good representation of who you are and what you can do. Be specific and include details from past jobs or duty positions. Include such things as scope of work and responsibilities, number supervised, money saved, or other quantifiable actions.

The system does work and PFI places Soldiers, Airmen and Sailors everyday with agencies. Continue to check the website and apply for any and all positions you feel you are qualified for.