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SECRETARY OF THE AIR FORCE**

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**NUCLEAR, SPACE, MISSILE, OR
COMMAND AND CONTROL
OPERATIONS**

**MANAGEMENT AND DEVELOPMENT
OF ENLISTED PERSONNEL IN SPACE
SYSTEMS OPERATIONS**

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This publication implements Air Force Policy Directive (AFPD) 13-6, Space Policy, and is consistent with AFPD 36-26, *Total Force Development*, AFPD 36-37, *Space Professional Development*, and Annex 3-14, *Space Operation*. It directs the structure and programs for professional development, and describes the processes for managing, personnel in the Enlisted Space Systems Operations (1C6X1) Air Force Specialty (AFS). This Air Force Instruction (AFI) does not supersede existing AFIs. This instruction applies to active duty Regular Air Force (RegAF), Air Force Reserve (AFR) and Air National Guard (ANG), except where noted otherwise. The guidance in this AFI complements and should be implemented in conjunction with existing personnel, career field management, and military education and training AFIs. This publication may be supplemented at any level, but all supplements must be routed to the Office of Primary Responsibility (OPR) listed above for coordination prior to certification and approval. Refer recommended changes and questions about this publication to the OPR listed above using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate chain of command. Requests for waivers must be submitted to the OPR listed above for consideration and approval. The authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. See AFI 33-360, *Publications and Forms Management*, 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. Ensure that all

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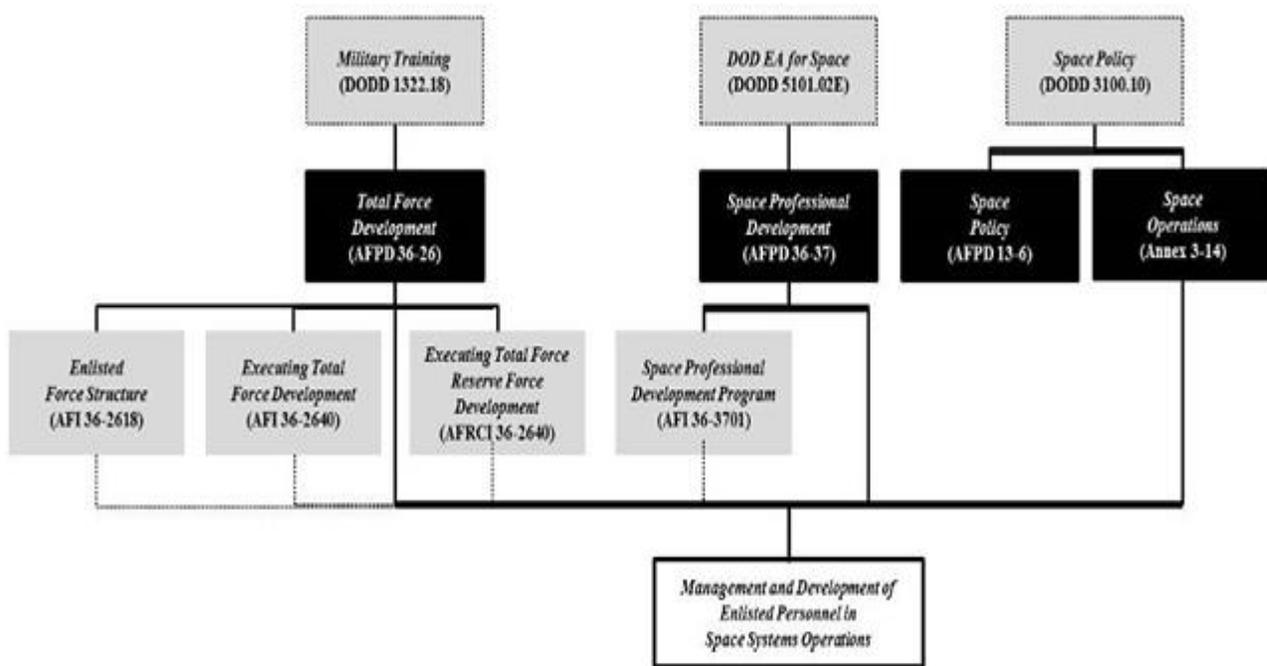
Chapter 1

SPACE SYSTEMS OPERATIONS

1.1. Overview. As stated in the National Security Space Strategy, space is becoming increasingly “congested, contested, and competitive.” A leaner, more agile Air Force operating in and through a highly dynamic, dependently integrated and increasingly contentious space environment demands a well-trained, technically proficient, deliberately developed and purposefully utilized cadre of enlisted professionals in space systems operations.

1.2. Policy Linkages. Figure 1.1. *Governance for Enlisted Personnel in Space Systems Operations*, illustrates the linkages from which this Air Force Instruction is derived and supported.

Figure 1.1. Governance for Enlisted Personnel in Space Systems Operations.



1.3. Enlisted Personnel in Space Systems Operations.

1.3.1. Enlisted personnel perform space systems operations in the space domain; a core operating domain of the Air Force. The space domain is a direct contributor to air, land, maritime and cyberspace operations. Space operations are conducted in all domains with terrestrial and sea-based platforms, aboard space lift vehicles, via persistent on-orbit constellations, and across the electromagnetic spectrum.

1.3.2. Enlisted personnel in space systems operations deliver space-related effects and capabilities to recipients ranging from National Command, Control, Communications and Intelligence (NC3I) enablers to in-theater warfighters exploiting protected communications to commercial consumers of global navigation and timing products.

1.3.3. Due to the technical nature of space operations, the broadening diversity of threats and the complexity of the future battlespace, the development of space systems operations personnel must instill a culture of anticipation, adaptation and agility. This is essential to maintaining superiority in the space domain and supports fighting through conflict rather than conceding any capability.

1.3.4. Enlisted personnel in space systems operations support an unprecedented global reliance on available, dependable and transparent space capabilities, and warfighter requirements to provide and sustain an integrated space situational awareness picture.

1.3.5. The space domain is flattening. The vertical environment is increasingly saturated with “near space peers.” Challenges to our ability to operate freely through space, recognize when fighting extends to space, exploit space-based effects at a time and tempo of our choosing and dictate the parameters of space access require a high degree of technical expertise and application.

1.3.6. The space domain is evolving. With aging command and control and space systems being refreshed or replaced at a high rate, and technical advancements and innovations in automation, the ability to keep pace with the quantum evolution of space operations has fundamentally changed how we assess, educate, develop and employ space professionals.

1.3.7. Today’s 1C6X1 specialty must present forward a professional, experienced, innovative and ready operational cadre that is:

1.3.7.1. A total force, deliberately developed and efficiently utilized to deliver distinct, specific and expected capabilities;

1.3.7.2. Purposefully cultivated to articulate, integrate, decisively direct and execute space tactics, techniques, and procedures;

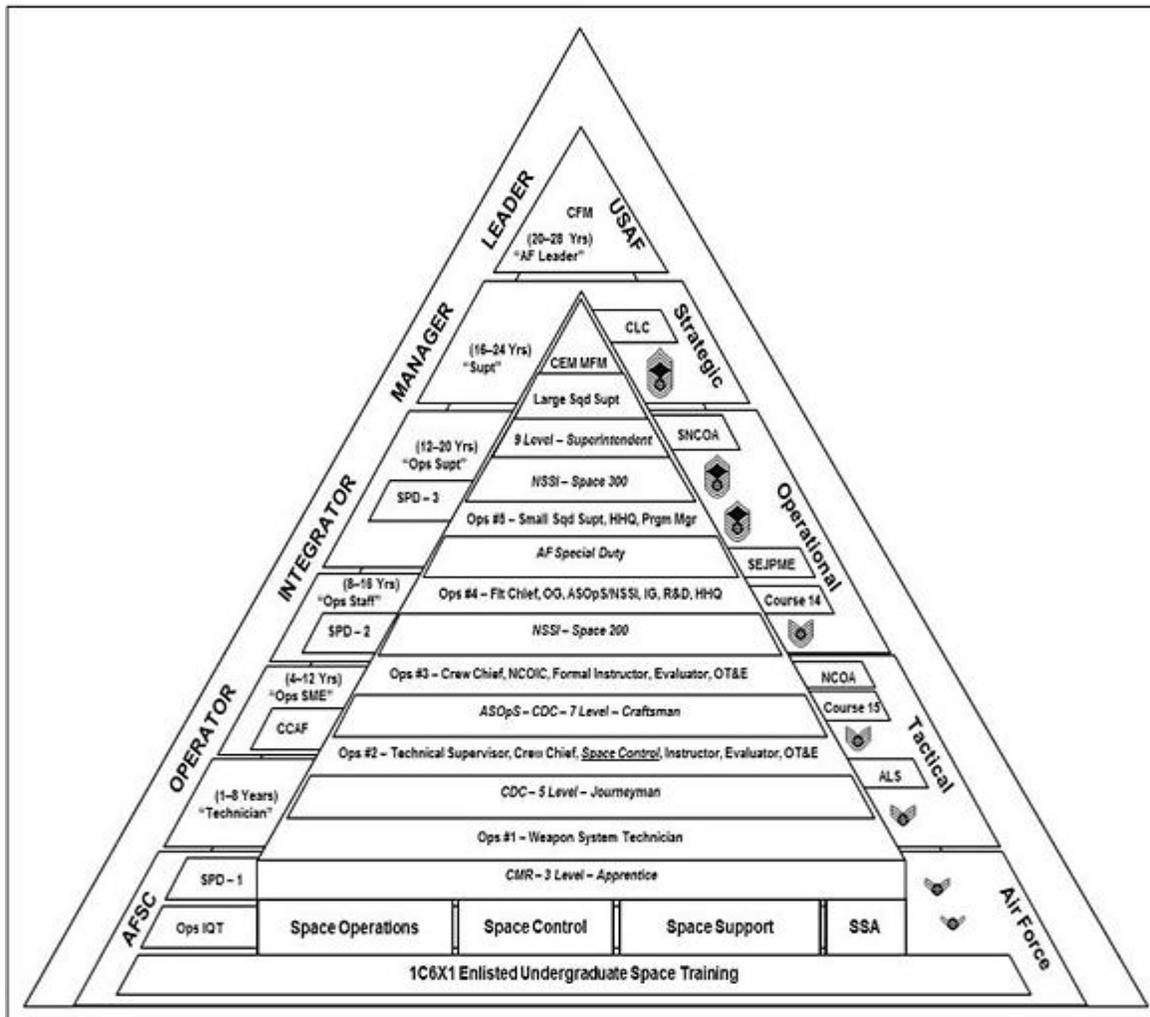
1.3.7.3. Positioned to most effectively employ and exploit the full range and spectrum of space systems operations;

1.3.7.4. Postured and prepared to extend commander options with space-based solutions during peacetime, contingency and war and;

1.3.7.5. Organized and equipped to sustain our nation’s ability to rapidly engage and respond to existing, emerging, maturing and dynamically evolving opportunities and threat environments in the space domain.

1.3.8. Our ability to provide dominant space operations is underwritten by our ability to develop 1C6X1 personnel along an anticipatable career path concentrated on producing strong analytical skills, a high state of readiness, relevant experience, and a combination of space enterprise and Air Force institutional perspective. Figure 1.2. *Career Pyramid for Enlisted Personnel in Space Systems Operations* depicts the components of the specialty’s development path.

Figure 1.2. Career Pyramid for Enlisted Personnel in Space Systems Operations.



Chapter 2

1C6X1 CORE CAPABILITIES

2.1. Primary 1C6X1 Mission Areas. Our national security space capabilities are dependent on our ability to access and operate freely in or through space at the time of our choosing while denying the adversary the same. Space systems operations are diverse and dynamic. Annex 3-14, *Space Operations*, prescribes four overarching space mission areas: Space Operations, Space Control, Space Support, and Space Situational Awareness (SSA). In comparison, national policy, Department of Defense (DoD) policy, and joint doctrine identify four mission areas: space force enhancement; space support; space control; and space force application. In both cases, all mission areas are underpinned by SSA. NOTE: Annex 3-14, *Space Operations*, divides SSA operations into the following three components: Intelligence, Surveillance, Reconnaissance (ISR); Space Environmental Monitoring; and C2.

2.2. Related 1C6X1 Mission Areas. Space systems operations include joint, integrated and interdependent capabilities that produce synergistic effects for the warfighter.

2.2.1. Integrated Air and Missile Defense. Missile defense operations are conducted to attain and maintain a desired degree of superiority by the destruction or neutralization of enemy air and missile forces. Space systems operations provides the sensor data to the shooter capability.

2.2.2. ISR. ISR operations conduct strategic intelligence collection and provide multi- and all-source intelligence in highly contested, communications-degraded environments across all domains. Intelligence integration provides awareness of the operational environment for tactical, operational, and strategic commanders and decision makers.

2.2.3. Integrated Operations. Integrated operations provide focal points, reach-back capabilities and centers of excellence for the employment of worldwide joint space forces. They enable space power integration into the range of military operations and provide direct support to air, space and cyberspace war-gaming. Operations include but are not limited to C2 centers, space ranges, space aggressors, Air Operations Centers (AOC), cyberspace operations, and national programs.

2.2.4. Space Test and Evaluation. Space Test and Evaluation efforts validate and enhance warfighter capabilities through testing and evaluation of space systems. Airmen performing these duties are responsible for planning, executing and reporting all Force Development Evaluation, tactics and concepts testing, and command-directed testing of space assets.

2.2.5. Special Staff Positions. Special staff positions exist at the group, wing, Numbered Air Force (NAF), Major Command (MAJCOM), and Air Staff levels. These unique positions perform various functions that support space operations, establish policy, and provide guidance to space forces.

2.2.6. Operations Support Functions. 1C6X1 personnel also serve in a variety of auxiliary duties that are critical to operational effectiveness, mission sustainment, and force management. Support functions include but are not limited to: Space Education and Training; Intelligence; Plans and Programs; Orbital Analysis; Quality Assurance; Standardization and Evaluation; Systems Acquisition; Systems Engineering; Systems

Integration; Systems Test and Evaluation; and Weapons and Tactics. Expertise in the associated primary mission area is prerequisite to many operations support functions.

Chapter 3

FUNCTIONAL ROLES AND RESPONSIBILITIES FOR THE 1C6X1 AIR FORCE SPECIALTY

3.1. Deputy Chief of Staff for Operations (AF/A3). Formulates policy supporting air, space, irregular warfare, counter-proliferation, homeland security, weather, and cyber operations. As the Air Force operations deputy to the Joint Chiefs of Staff, the deputy determines operational requirements, capabilities and training necessary to support national security objectives and military strategy.

3.2. Director, Future Operations (AF/A35). Provides senior Air Force leaders and Air Force major commands vision, expertise, and staff support to fully integrate and synchronize space capabilities across the spectrum of conflict. The director is responsible for establishing and advocating policy, guidance, resources for space operations, and managing all Air Force space career fields.

3.3. Functional Authority (FA). The FA for the 1C6X1 specialty is the Deputy Chief of Staff, AF/A3. The deputy oversees personnel development and training in support of space operations.

3.4. Space Professional Functional Authority (SPFA). The SPFA is the Commander, Air Force Space Command (AFSPC/CC). The SPFA articulates space professional requirements to FAs in the form of long- and short-term manpower forecasts; personnel requirements; and education, training, and experience criteria necessary to develop a sufficient Space Professional cadre. The SPFA manages the Space Professional Development Program (SPDP) and provides strategic-level guidance to the functional communities that contribute to USAF space capabilities.

3.5. Functional Manager (FM). FMs provide day-to-day management responsibility over specific functional communities. AF/A35 is the FM for the 1C6X1 specialty. The FM is responsible for ensuring their specialties are equipped, developed, and sustained to provide AF capabilities.

3.6. Air Force Career Field Manager (AFCFM). AF/A3ST is the AFCFM for the 1C6X1 specialty. IAW AFI 36-2640, *Executing Total Force Development*, the AFCFM (or CFM) is appointed by the FM and represents a single functional family. A CFM may be responsible for more than one specialty or multiple CFMs may be appointed within a single career field. CFMs must be an O-6/PB-03 or equivalent for officers and DAF civilians and must be a chief master sergeant for enlisted personnel (waivers must be approved by the owning FA). The 1C6X1 CFM is located at Headquarters Air Force and is responsible for organizing and managing the career field. Responsibilities include establishing career field entry requirements, managing trained personnel requirements, and developing and managing career-long training plans' requirements and programs. The CFM also constructs viable career paths, evaluates training effectiveness, monitors health and manning of the career field, and provides input on manning, personnel policies and programs.

3.7. Functional Manager, Space Systems Operations Assignments. AFPC/DPAA3 is the Assignments FM for the 1C6X1 specialty. The assignments functional manager monitors and executes career field assignments IAW instructions, policies, and procedures. The assignments

functional manager works closely with MFMs and the CFM to satisfy operational and rotational requirements.

NOTE: The Air Force Reserve (AFR) and the National Guard Bureau (NGB) maintain an independent MFM role at their respective MAJCOMs. At AFR, the MAJCOM Functional Manager (MFM) is HQ AFRC/A3TS. At the NGB, the MFM is ANG Readiness FO/A3CS.

Chapter 4

1C6X1 ORGANIZATION TYPES AND TYPES OF WORK

4.1. Types of Work for Enlisted Personnel in Space Systems Operations. Enlisted personnel in space operations perform highly specialized duties covering all aspects of space operations and levels of war (tactical, operational, and strategic). They progress through the following functional roles based on their cumulative training, education, experience and professional development:

4.1.1. Tactical Operator. Primarily focused on operating or supporting operation of a space weapon system in direct support to a tactical mission. The tactical operator is the broadest function category and comprises opportunities for personnel in the specialty to obtain mission breadth and technical depth.

4.1.2. Operational Integrator. Subject matter expert in one or multiple mission areas that is focused on: developing and exercising tactics, techniques and procedures; integrating air, space and cyberspace capabilities; and delivering capabilities and effects across the space enterprise.

4.1.3. Strategic Manager. Enterprise expert in all facets of space acquisitions, operations, service and joint operations integration, and mission management.

4.1.4. Senior Leader. Senior enlisted leader/manager who provides enterprise guidance, policy and direction to ensure efficient and effective employment of space capabilities and human capital.

Chapter 5

ROLES, RESPONSIBILITIES AND DUTY TITLES FOR ENLISTED PERSONNEL IN SPACE SYSTEMS OPERATIONS

5.1. Space Systems Operations Tacticians and Technicians. The terms “Tactician” and “Technician” delineate the roles and responsibilities of commissioned officers in the Space Operations (13SX) and 1C6X1 specialties. Both tacticians and technicians attend paralleling Air Force specialty awarding courses, are trained to a similar initial mission ready status, and often serve in comparable operational roles in order to gain a working knowledge of space operations and an initial exposure to crew operations. This is necessary to give all space operators a solid operational foundation. In order to most effectively and efficiently utilize the space operations cadre, distinguishable roles, responsibilities, professional development, and desired end states of tacticians and technicians are delineated to place each onto appropriate and relevant career paths. Although officer and enlisted space professionals often work in tandem, tacticians exploit and technicians employ space capabilities through separation of mission roles and scopes of leadership responsibilities. Figure 5.1. (*Space Tacticians and Technicians*) shows the competencies and relationships between 13SX (tacticians) and 1C6X1 (technicians).

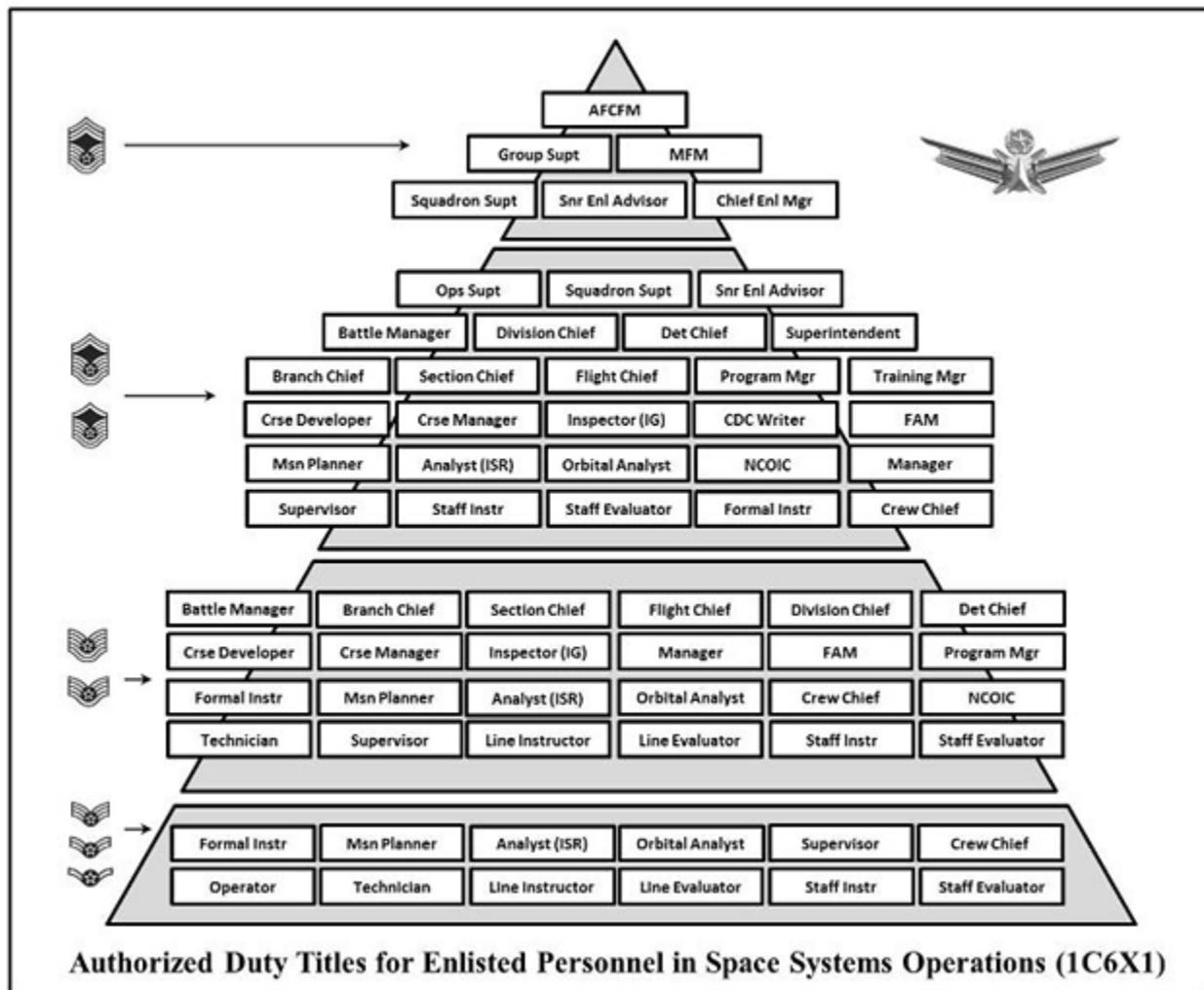
Figure 5.1. Space Tacticians and Technicians

13S Space Tacticians	1C6 Space Technicians
• Strategy and Planning	• Mission Execution
• Oversight and Direction	• Frontline Supervision
• Release Authority	• Two-person Verification
• Shape Policy	• Subject Matter Expertise
• Weapons and Tactics	• Console Operations
• Engineering and Analysis	• Mission Employment
• TTP Development	• TTP Implementation
• Requirements Determination	• Systems Optimization
• Acquisition Management	• Delivery Validation
• Architecture Design	• Process Improvement
• Enterprise Integration	• Integration to Enterprise
• Exploit Weapon System Payload	• Operate C2 & space systems

5.2. Duty Titles for Enlisted Personnel in Space Systems Operations. To comply with AFI 36-2618, *Enlisted Force Structure*, [Chapter 7](#), the following are the **only authorized duty titles** for the 1C6X1 career field. When properly applied, duty titles facilitate a quick understanding of

a person’s role and level of responsibility. Standardized duty titles support purposeful and deliberate development of space systems operations Airmen, and are required to meet the CSAF’s vision of mentoring via Enlisted Developmental Teams. Enlisted duty titles will be assigned based upon scope of responsibility and the preponderance of duties being performed. A consistent, standard approach is important to ensure the terms are meaningful. Higher fidelity delineation within duties, specific missions, systems, roles and responsibilities will be distinguished through tailorable unit-derived duty descriptions, with unique experiences codified via Special Experience Identifiers (SEI). Deviations from or alterations made to authorized duty titles will prevent experiences from being accurately represented in Air Force professional development tools and databases. The authority to waive adherence to authorized duty titles for the 1C6X1 specialty is AF/A3ST. Figure 5.2. (*Authorized Duty Titles for Enlisted Personnel in Space Systems Operations*) depicts appropriate duty titles for each grade.

Figure 5.2. Authorized Duty Titles for Enlisted Personnel in Space Systems Operations.



5.2.1. Operator. Use for a space systems operations apprentice, student, trainee or helper. It applies to non-prior service personnel in 3-level upgrade training prior to becoming mission ready. For manning documents and performance reports, use the term “Operator.”

5.2.2. Technician. The enlisted space technician is the backbone of the space enterprise. Use for a mission ready journeyman or specialist in the grades of airman basic to technical sergeant and personnel in 5-level upgrade that have been certified mission ready on a space weapon system. Career Airmen in the ranks of senior airman to technical sergeant who retrain into and are awarded the space systems operations specialty, may be given the title of “technician” while in 5-level upgrade once they complete all required on-the-job training (OJT) or are certified mission ready in order to assume and reflect duties and responsibilities in line with their peers. For manning documents and performance reports, use the term “Technician.”

5.2.3. Supervisor. Use for a mission ready craftsman or lead in the ranks of staff sergeant to technical sergeant. It is also used for some junior enlisted Airmen and Noncommissioned Officers (NCO) who are first line supervisors. Junior enlisted Airmen will not have the duty title "Supervisor" unless they are at least a senior airman, an Airman Leadership School (ALS) graduate, and supervise the work of others. Career Airmen in the ranks of staff sergeant to technical sergeant who retrain into and are awarded the space systems operations specialty, may be given the title of “supervisor” while in 5-level upgrade once they complete all required OJT or are certified mission ready in order to assume and reflect duties and responsibilities IAW AFI 36-2201, section 6.7.1. *Air Force Training Program*, and in line with their peers. For manning documents and performance reports, use the term “Supervisor.”

5.2.4. Line Instructor. Use for capable individuals experienced, proficient, and current in the assigned space weapon system. A Line Instructor is a mission ready technician or supervisor assigned to an operations crew and appointed by a commander to instruct selected tasks in support of and under the supervision of a staff instructor IAW AFI 36-2201, section 6.7.2. *Air Force Training Program*. For manning documents and performance reports, use the term “Line Instructor.”

5.2.5. Line Evaluator. Use for capable individuals experienced, proficient, and current in the assigned space weapon system. A Line Evaluator is a mission ready technician or supervisor assigned to an operations crew and appointed by a commander to evaluate selected tasks in support of and under the supervision of a staff evaluator IAW AFI 36-2201, section 6.7.3. *Air Force Training Program*. For manning documents and performance reports, use the term “Line Evaluator.”

5.2.6. Staff Instructor. Use for capable individuals experienced, proficient, and current in the assigned space weapon system. A Staff Instructor in the 1C6X1 field is appointed by a commander and instructs selected tasks in assigned operational duty positions IAW AFI 36-2201, section 6.7.2. *Air Force Training Program*. For manning documents and performance reports, use the term “Staff Instr.” Staff Instructors with a primary responsibility of supervising other instructors in the performance of their duties may use terms such as “Supervisor,” “Flight Chief,” etc. as appropriate.

5.2.7. Staff Evaluator. Use for capable individuals experienced, proficient, and current in the assigned space weapon system. A Staff Evaluator in the 1C6X1 field is appointed by a commander and evaluates selected tasks in assigned operational duty positions IAW AFI 36-2201, section 6.7.3. *Air Force Training Program*. For manning documents and performance reports, use the term “Staff Evaluator.” Staff Evaluators with a primary responsibility of

supervising other evaluators in the performance of their duties may use terms such as “Supervisor,” “Flight Chief,” etc. as appropriate.

5.2.8. Formal Instructor. Use only for personnel assigned to Air University, Air Education and Training Command (AETC), the National Security Space Institute (NSSI), Reserve National Security Space Institute (RNSSI), or the Advanced Space Operations School (ASOpS) who received formal instructor training and/or personnel assigned to formal training instructor (T-Prefix) positions. Personnel must be teaching initial skills, supplemental training, or advanced courses IAW AFI 36-2201, *Air Force Training Program* as their primary duty in a formal school to be given the “formal instructor” duty title. For manning documents and performance reports, use the term “Formal Instr.” Qualified Formal Instructors with a primary responsibility of supervising other instructors in the performance of their duties may use terms such as “Supervisor,” “Flight Chief,” etc. as appropriate.

5.2.9. Crew Chief. Use for a mission ready craftsman or lead in the ranks of senior airman to master sergeant. It is also used for Airmen and NCOs who are charge of a mission crew or mission crew function (e.g., Alpha Crew Chief, Mission Crew Chief, Systems Crew Chief, etc.). For manning documents and performance reports, use the term “Crew Chief.”

5.2.10. Mission Planner. Use only for personnel with a primary responsibility for developing tactical, operational and strategic tasking of space systems assets, capabilities, and/or operational missions. For manning documents and performance reports, use the term “Msn Planner.”

5.2.11. Analyst (ISR). Use only for personnel assigned to units that perform technical intelligence, threat characterization, or other intelligence related applications in support of space systems operations (e.g., National Air and Space Intelligence Center (NASIC). For manning documents and performance reports, use the term “Analyst (ISR).”

5.2.12. Orbital Analyst. Use for personnel with a primary responsibility to produce orbit determinations, calculate satellite maneuvers (e.g., station keeping, relocation, collision avoidance), and/or provide profiles/trend analysis of orbital operations. For manning documents and performance reports, use the term “Orbital Analyst.”

5.2.13. Inspector. Use for NCOs and SNCOs assigned to a wing or MAJCOM Inspector General (IG). They perform inspections and provide insight into unit efficiency, effectiveness & combat readiness. Inspectors develop and implement policies and criteria to meet mandated standards and assess ability of units to execute missions safely and securely. For manning documents and performance reports, use the term “Inspector (IG).”

5.2.14. Noncommissioned Officer In Charge (NCOIC). Use IAW AFI 36-2618, *Enlisted Force Structure*, for NCOs and SNCOs in charge of a work center or element. For manning documents and performance reports, use the term “NCOIC.”

5.2.15. Branch Chief. Use only for NCOs and SNCOs in charge of a branch. For manning documents and performance reports, use the term “Branch Chief.”

5.2.16. Section Chief. Use IAW AFI 36-2618, *Enlisted Force Structure*, for NCOs and SNCOs in charge of a section with at least two subordinate work centers or elements. For manning documents and performance reports, use the term “Section Chief.”

5.2.17. Flight Chief. Use IAW AFI 36-2618, *Enlisted Force Structure*, for NCOs and SNCOs who are the enlisted leaders of a flight. For manning documents and performance reports, use the term “Flight Chief.”

5.2.18. Division Chief. Use only for NCOs and SNCOs in charge of a MAJCOM or joint staff division. For manning documents and performance reports, use the term “Div Chief.”

5.2.19. Manager. Use IAW AFI 36-2618, *Enlisted Force Structure*, for NCOs and SNCOs who are program managers at NAF, MAJCOM, DRU, FOA, Joint Staff, or Air Staff levels. Additionally, IAW AFI 36-2618, *Enlisted Force Structure*, which provides allowances to use duty titles that most accurately reflect day-to-day duties, the duty title “Manager” may also be used for 1C6X1 NCOs and SNCOs who are the lead of a project or function at a detachment, squadron, group, or wing (e.g., Effectiveness Test Manager, Unit Deployment Manager, etc.). For manning documents and performance reports, use the term “Manager.”

5.2.20. Functional Area Manager (FAM). Use for a NCO or SNCO at a wing, NAF or MAJCOM that is accountable for the management and oversight of all personnel and equipment within a specific functional area to support the operational planning and execution (e.g., MILSATCOM FAM). The FAM should be the most highly knowledgeable and experienced person within the functional area and have the widest range of visibility over the functional area readiness and capability issues. For manning documents and performance reports, use the term “Func Area Mgr.”

5.2.21. Course Developer. Use for a NCO or SNCO formally assigned to a position requiring Instructional Systems Development (ISD) certification to develop space operations courses and curriculum. This duty is most commonly associated with personnel formally assigned to Community College of the Air Force (CCAF) affiliated schools, the NSSI, the ASOpS, and operations group level training elements. For manning documents and performance reports, use the term “Crse Developer.”

5.2.22. Course Manager. Use for a NCO or SNCO formally assigned to a position requiring ISD certification to manage space systems operations courses and curriculum. This duty is most commonly associated to personnel formally assigned to CCAF-affiliated schools, the National Security Space Institute, the Advance Space Operations School, and operations group level training elements. For manning documents and performance reports, use the term “Crse Manager.”

5.2.23. Career Development Course (CDC) Writer. Use for a SNCO assigned to AETC or a MAJCOM to plan and develop CDC program materials that correspond with the 1C6X1 Career Field Education and Training Plan (CFETP) and Specialty Training Standard (STS). For manning documents and performance reports, use the term “CDC Writer.”

5.2.24. Program Manager. Use for NCOs and SNCOs who are program, project, and policy managers at NAF, MAJCOM, DRU, FOA, Joint Staff, or Air Staff levels. For manning documents and performance reports, use the term “Program Mgr.”

5.2.25. Training Manager. Use for a SNCO at the MAJCOM that oversees the cohesive implementation of technical training courses, development of professional continuing education, and technical training matters, including CDC development and Space Professional Development programs. For manning documents and performance reports, use the term “Training Mgr.”

5.2.26. Space Battle Manager (SBM). Use only for NCOs or SNCOs who have been awarded a SBM SEI AND are assigned to specific unit duty positions designated by the 1C6 AFCFM. For manning documents and performance reports, use the term "Battle Manager."

5.2.27. Detachment Chief. Use for a SMSgt or MSgt, and on occasion a TSgt, who is the senior enlisted leader of a detachment. For manning documents and performance reports, use the term "Det Chief."

5.2.28. Senior Enlisted Advisor. Use for CMSgts, and occasionally a SMSgt or MSgt, who are program, project, or policy managers at a NAF, MAJCOM, DRU, FOA, Joint Staff, or on the Air Staff. For manning documents and performance reports, use the term "Snr Enl Advisor."

5.2.29. Superintendents. To delineate and distinguish between the roles and responsibilities of enlisted personnel in space systems operations performing superintendent duties IAW AFI 36-2618, *Enlisted Force Structure*, within the 1C6X1 specialty, the title "Superintendent" will only be used for positions with a 1C6X1 Duty AFSC (DAFSC) based on the following criteria:

5.2.29.1. Superintendent. For the purposes of duty title assignment in this AFI only, use for a CMSgt, SMSgt and MSgt that is the senior enlisted leader of a squadron-level equivalent organization, group-level equivalent organization, joint staff or joint operations unit. Squadron-level equivalent organizations are "centers," "institutions," and "agencies." When appropriate, organizations with subordinate squadron-level organizations or direct responsibility for managing squadron-level organizations may be considered as group-level equivalent organizations. In order to maintain the integrity of this distinguished duty title, use of the term "Superintendent" will be reserved for only those positions with the highest span of control and scope of responsibility in a squadron-level equivalent or group-level equivalent organization. Only SNCOs will hold the duty title of Superintendent. For manning documents and performance reports, use the term "Superintendent."

Note(s): the Joint Functional Component Command for Space is considered a group-level equivalent organization, and the 614 AOC Combat Operations Division is considered a squadron-level equivalent organization. Therefore "Superintendent" is authorized for these senior enlisted leader positions.

5.2.29.2. Operations Superintendent. Use for a SMSgt or MSgt who is the senior enlisted leader of the operations functions of a squadron. Only SNCOs will hold the duty title of Operations Superintendent. For manning documents and performance reports, use the term "Operations Supt."

5.2.29.3. Squadron Superintendent. Use for a CMSgt, and occasionally a SMSgt or MSgt, who is the senior enlisted leader of a squadron and typically has oversight of all squadron functions (i.e. administrative, operations, maintenance, etc.) and personnel across all assigned AFSCs on behalf of the squadron commander. Only SNCOs will hold the duty title of Squadron Superintendent. For manning documents and performance reports, use the term "Squadron Supt."

5.2.29.4. Group Superintendent. Use for a CMSgt who is in a 9G100 or 1C600 CEM coded position and is in charge of group level functions with oversight of other

squadrons. Only CMSgts will hold the duty title of Group Superintendent. For manning documents and performance reports, use the term “Group Supt.”

5.2.30. Chief Enlisted Manager (CEM). Use for CMSgts who are program, project, or policy managers at a NAF, MAJCOM, DRU, FOA, Joint Staff, or on the Air Staff. For manning documents and performance reports, use the term “Chief Enl Mgr.”

5.2.31. MFM. Use for a CMSgt who manages the Space Operations Career Field for their MAJCOM and serves as liaison to the CFM. For manning documents and performance reports, use the term “MAJCOM Func Mgr.”

5.2.32. AFCFM (or CFM). Use for a CMSgt on the Air Staff appointed by the HQ USAF Deputy Chief of Staff for Operations, Plans and Requirements or the Director, Space Operations, Deputy Chief of Staff for Operations, Plans and Requirements to ensure development, implementation, and maintenance of the Air Force specialty. For manning documents and performance reports, use the term “Career Fld Mgr.”

NOTE: Senior Enlisted Leader (SEL). Per AFI 36-2109, *Chief Master Sergeant of the Air Force and Command Chief Master Sergeant Programs*, unless working in Reporting Identifier 9E000 in one of the US Unified Commands, Air Force enlisted members are prohibited from using the duty title “Senior Enlisted Leader.” It is a title commonly used to identify CCMs and their sister service equivalents within the joint environment.

5.3. Duty Title (DTY) Codes. For the 1C6X1 specialty, authorized duty titles may be reflected on Unit Manpower Documents (UMD) in lieu of the “AFSC Title” (e.g., Journeyman, Craftsman, etc.) to allow the user to identify positions by unique titles. UMD duty titles are associated to Manpower Programming and Execution System (MPES) DTY codes. MPES allows the Air Force to determine what skills are required for a position. Management of MPES is outlined in AFI 38-201, *Management of Manpower Requirements and Authorizations*.

5.3.1. DTY codes provide the CFM and MFMs with the ability to identify manpower authorizations by duties which provides a higher fidelity organizational structure. A robust organizational structure gives managers greater ability to analyze, evaluate, and compare grade allocations to the specialty’s ability to meet and sustain tactical, operational, and strategic needs.

5.3.2. Duty titles on Enlisted Performance Reports (EPR), duty history, etc. are established administratively via Military Personnel Data System (MilPDS) action. The UMD DTY code has no direct connection or correlation to how EPR duty titles are determined. However, they have the potential to erroneously influence the duty titles that are applied on EPRs which may have misleading or negative impacts to aligning Airmen appropriately for professional development.

5.3.3. DTY codes assigned to duty titles are unique to each MAJCOM so UMDs reflecting similar duty titles may have differing DTY codes.

5.3.4. When MPES DTY codes are established on UMDs, to the greatest extent possible, ensure existing personnel are assigned to positions on the UMD that correctly reflect their primary duties.

5.3.5. When moved between authorizations, to the greatest extent possible, ensure gained personnel are assigned to positions on the UMD that correctly reflect their primary duties.

5.3.6. When changes are made to manpower requirements, ensure the distribution of MPES DTY codes continues to reflect the organization's needs.

Chapter 6

1C6X1 AIR FORCE SPECIALTY CODE (AFSC) AWARD.

6.1. AFSC Entry Requirements and Qualifications. Minimum entry requirements for the specialty are established to meet operational and force development needs and provide a more likely path of success for accessions. Entry requirements are defined in the *Air Force Enlisted Classification Directory (AFECD)* and AFI 36-2101, *Classifying Military Personnel (Officer and Enlisted)*.

6.1.1. Aptitude Requirements. 1C6X1 initial skills, supplemental and follow-on education and training courses are taught to a high proficiency level of electronics and mathematics as compared to other AFSCs. In order for a new accessions or retrainees to receive a job reservation into the 1C6X1 AFSC, they must meet minimum Armed Services Vocational Aptitude Battery (ASVAB) Electronic standard of 70 and have successfully completed a high school or college Algebra class. Additional retraining and testing procedures for prior-service members are outlined in AFI 36-2626, *Airman Retraining Program*. The authority to waive accession requirements into the 1C6X1 specialty is AF/A35.

6.1.2. Security Clearance Requirement. All personnel in the 1C6X1 specialty require access to Top Secret/Sensitive Compartmented Information (TS/SCI) or similar environment. For award and retention of AFSC 1C6X1, submission of a Single Scope Background Investigation (SSBI) and TS/SCI eligibility granted based upon the favorable adjudication and in accordance with AFI 31-501, Personnel Security Management and the AFECD is mandatory.

NOTE: For non-prior service Airmen, submission of a SSBI and favorable TS/SCI eligible pre-screening is mandatory prior to entry into the AFSC 1C631 awarding course. For award of AFSC 1C631, interim or final TS/SCI eligibility must be granted.

NOTE: Interim or final TS/SCI eligibility must be granted prior to retraining into AFSC 1C6X1.

NOTE: For award of and retention in AFSCs 1C651/1C671/91/00, TS/SCI eligibility granted based upon the favorable adjudication of a SSBI is mandatory.

NOTE: Personnel not meeting this requirement by UST graduation will be ineligible for award of the 3-skill level AFSC. As such, UST training commanders should follow normal procedures regarding reclassification consideration through 2 AF/TTOC Detachment 1 or alternative processing if not selected for reclassification. Individuals unable to maintain a Top Secret security clearance must submit a waiver request through the MFM to the CFM.

6.1.2.1. Enlisted personnel in space systems operations at all grades employ advanced weapon systems with sensitive characteristics and capabilities.

6.1.2.2. Enlisted personnel in space systems operations at all grades require access to secure facilities, support areas, and/or systems in order to perform routine operational duties and accomplish daily mission support tasks.

6.1.2.3. Enlisted personnel in space systems operations at all grades require daily intelligence briefings at the Top Secret Sensitive Compartmented Information (SCI) or Special Access Program (SAP) level to maintain an effective level of space domain and situational awareness.

6.2. Air Force Job Opportunity and Interest Navigator (AF-JOIN). AF-JOIN is a job interest tool that provides information used to match Airmen to potential careers and to promote job satisfaction, productivity, and retention. The following AF-JOIN functional communities correlate best to the job tasks and work classifications of the 1C6X1 specialty. For entry into the 1C6X1 specialty, AFPC will screen for and select candidates based on requirements outlined in the AFECD.

6.2.1. Weapons and Aerospace. Monitors, operates, or maintains small and large-scale (e.g., conventional and nuclear) weapons facilities as well as manned and unmanned weapons systems. Operates remotely-piloted aircraft sensor and weapons systems. Coordinates and provides support for research and development, space, missile, and future technology operations. Detects and tracks friendly and hostile ballistic missiles and satellites.

6.2.2. Electronics. Installs, maintains, repairs, or constructs fixed cable and wireless client systems, local area networks, wide area networks, and client systems. Provides technical support, troubleshooting, and system performance analyses. Maintains and analyzes performance of electronic equipment and facilities. Troubleshoots hardware and software issues for both military and client systems. Maintains and analyzes underground, buried, aerial and antenna communications networks.

6.2.3. Cyber Systems. Manages ground and space-based cyberspace defense operations locally or in deployed locations. Develops, maintains and enhances Air Force defensive and offensive cyber assets and capabilities. Programs, installs, and operates software and hardware to detect and repel unauthorized activity on critical infrastructure (e.g., client and military networks, data/voice systems, databases). Identifies and manages potential threats to communication, emissions, and computer security.

6.2.4. Intelligence. Collects, produces, or distributes data/information having strategic, tactical, or technical value. Provides short and long-range tactical surveillance and reconnaissance functions. Maintains information security, language translation, and interpretation. Collects, processes, and analyzes radar signals, intelligence, data, and communication signals. Operates a global communications system remotely or on-location, and serves as interpreters.

6.3. AFSC Award and Initial Upgrading. After successful completion of Initial Skills Training (IST), students are awarded the 1C631 skill level, assigned to a unit, enrolled in the 5-level CDC, and entered into upgrade training. For 1C6X1, IST is satisfied only upon successful completion of UST. Members possessing a 3-skill level are not assigned to Air Staff, MAJCOM Staff, other special duty positions, or to locations with only one 1C6X1 authorization without CFM approval. The authority to waive AFSC award requirements for the 1C6X1 specialty is AF/A35.

6.3.1. Space Systems Operations Upgrade Training. Upgrade training identifies the mandatory courses, qualification requirements, and correspondence course requirements for award of the 3-, 5-, 7-, 9-skill level. Upgrade training requirements are outlined in the AFECD. The authority to waive upgrade requirements for the 1C6X1 specialty is AF/A35.

6.3.2. IAW AFI 36-2101, Classifying Military Personnel, for mandatory requirements for awarding the AFSC, waiver authority equivalent to that of the AFCFM is delegated to the

headquarters level Air National Guard and Air Force Reserve Command CFMs for their Reserve Component.

6.4. The Space Operations Functional Badge.

6.4.1. Description. The Space Operations Badge (see Figure 6.1) is the functional representation of personnel performing duties within the 1C6X1 specialty. The central globe represents the earth as viewed from space, the earth being the origin and control point for man's space endeavors. The global lines of latitude and longitude hearken to the original 20th Air Force patch and emphasize the global nature of the Air Force space mission. The thrusts and vectors behind the globe represent the dynamic and infinite space environment. The deltoid symbolizes the Air Force's upward thrust into space, the reentry vehicles of our Intercontinental Ballistic Missile force and the launch vehicles that place satellites in orbit. The ellipses represent orbital paths traced by satellites in earth orbit; the satellites symbolically depicted as four-pointed stars. The symmetric placement of the satellites signifies the Air Force's worldwide coverage in accomplishing its mission. The basic, senior and master badges signify the 1C6X1 skill levels.

Figure 6.1. The Space Operations Functional Badge.



6.4.2. Space Operations Badge Awarding for Enlisted Personnel. For active duty RegAF, ANG, and AFR military personnel, award of the Space Operations Badge is limited to personnel within the 1C6X1 AFSC. The badge WILL NOT be authorized independent of award of the 1C6X1 specialty code. IAW AFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*, wear of the highest Space Operations Badge authorized is mandatory on all uniforms.

6.4.2.1. Space professionals are authorized to wear the Basic Enlisted Space Operations Badge upon completion of Enlisted Undergraduate Space Training (EUST) and award of the 1C631 specialty code.

6.4.2.2. Staff sergeants and above who have been awarded the 7 skill level in the specialty IAW the 1C6X1 CFETP are authorized to be awarded the Senior Enlisted Space Operations Badge.

6.4.2.3. Master sergeants and above with an additional 5 years of cumulative time from award of the 7 skill level in the specialty IAW the 1C6X1 CFETP are authorized to be awarded the Master Enlisted Space Operations Badge.

Chapter 7

EXPERIENCE MANAGEMENT FOR ENLISTED PERSONNEL IN SPACE SYSTEMS OPERATIONS

7.1. SEIs for Space Related Duties. SEIs support force management. They are established when identifying space systems operations training, skills or experience as critical to matching the right skills to the right place at the right time. SEIs related to each space operations mission area are used to rapidly identify an already experienced resource to meet unique circumstances, contingency requirements or management needs. They also provide a means to track individuals and identify positions requiring or providing unique experience or training that would otherwise be difficult to locate or identify. SEIs will be managed IAW AFI 36-2101, (*Classifying Military Personnel*). SEIs have been established in the AFECD for the space systems operations specialty. Most SEIs for space related duty are coded as Auto-Award within MilPDS allowing individuals serving in SEI-coded positions to be automatically awarded the SEI upon meeting the requisite education, training, positional certification, skill level, and number of months of experience.

7.2. Air Force Specialty Code Prefix. The space systems operations specialty uses prefixes to identify specific requirements and individuals qualified to perform duty in the specific positions. Prefix award is managed using the guidance contained in Section I of the AFECD. The following are the most commonly applied prefixes for 1C6X1 positions:

7.2.1. Enlisted Force Development (D-Prefix). Identifies positions on manpower documents and enlisted personnel serving in or qualified to serve in positions provided by the functional community during the Enlisted Developmental Team (EDT) panels.

7.2.2. Contingency/War Planner (R-Prefix). Identifies positions on manpower documents and enlisted Airmen serving in or qualified to serve in positions requiring functional area expertise and training in contingency or war planning functions.

7.2.3. Formal Training Instructor (T-Prefix). Identifies positions on manpower documents and enlisted Airmen serving in, qualified to serve in, or receiving formal instructor training to qualify to serve in formal training instructor positions.

7.3. SPDP. SPDP is an AF-level personnel development program designed to build space experts who thoroughly understand the medium of space, from concept to sustainment, including design, acquisition, fielding, operations, and maintenance. The SPDP is a multi-faceted plan to ensure deliberate, purposeful individual development highlighted by expanded space education, training, and experience-building opportunities. The elements are formalized through a three-level certification program to create and manage a knowledgeable cadre to meet the nation's space needs and national security objectives.

7.3.1. Policy. Per AFPD 36-37, *Space Professional Development*, credentialed space professionals are expected to attain appropriate education, training and experience commensurate with their rank, responsibilities and career progression, as mandated by approved space professional certification standards. At a minimum, SPDP is designed to improve joint warfighting knowledge and skills, and prepare individuals in space-related duties to assume progressively higher levels of responsibility. SPDP identifies, and certifies space professionals' skills. Certification provides a structure to systematically characterize

the depth and breadth of skills across all specialties in the space professional community. For 1C6X1 personnel, SPDP is managed IAW AFI 36-3701, *Space Professional Development Program*.

7.3.2. SPDP Tiers. The three tiers of SPDP certification are tailored for the Total Force. Space professionals progress from a foundation of technical competency (Tier 1), through demonstrated depth of knowledge and experience in application (Tier 2), to extensive knowledge and experience in space and warfighting operations (Tier 3). Criteria for the various levels are tied to education, training and experience. For 1C6X1 personnel, SPDP tiers directly relate to the “types of work” the member should be targeted to perform.

7.3.2.1. Tier 1 – Operator. In this entry-level phase of development, space systems operations technicians should focus on developing depth in their assigned space system. Tier 1 is normally attained in conjunction with Combat Mission Ready (CMR) status (or equivalent, for those not required to be CMR).

7.3.2.2. Tier 2 – Integrator. In this mid-stage of development, space systems operations technicians transition to first line supervisor and mid-level leadership/management positions.

7.3.2.3. Tier 3 – Manager. In this advanced-stage of development, space systems operations professionals apply the depth and breadth of experience gained, combined with leadership and management skills.

7.3.3. Space Professional Experience Codes (SPECs). SPECs provide: common identifiers that enable the matching of space skills to job requirements; identification of cumulative space experience based on duty effective dates; common space experience for the Total Force and any specialty or functional group; applicability to positions and people used to establish space billet requirements and identify the experience gained while in the position; and the ability to track a broad range of mission/functional categories. See AFI 36-3701, *Space Professional Development Program*, for a breakout of all SPECs.

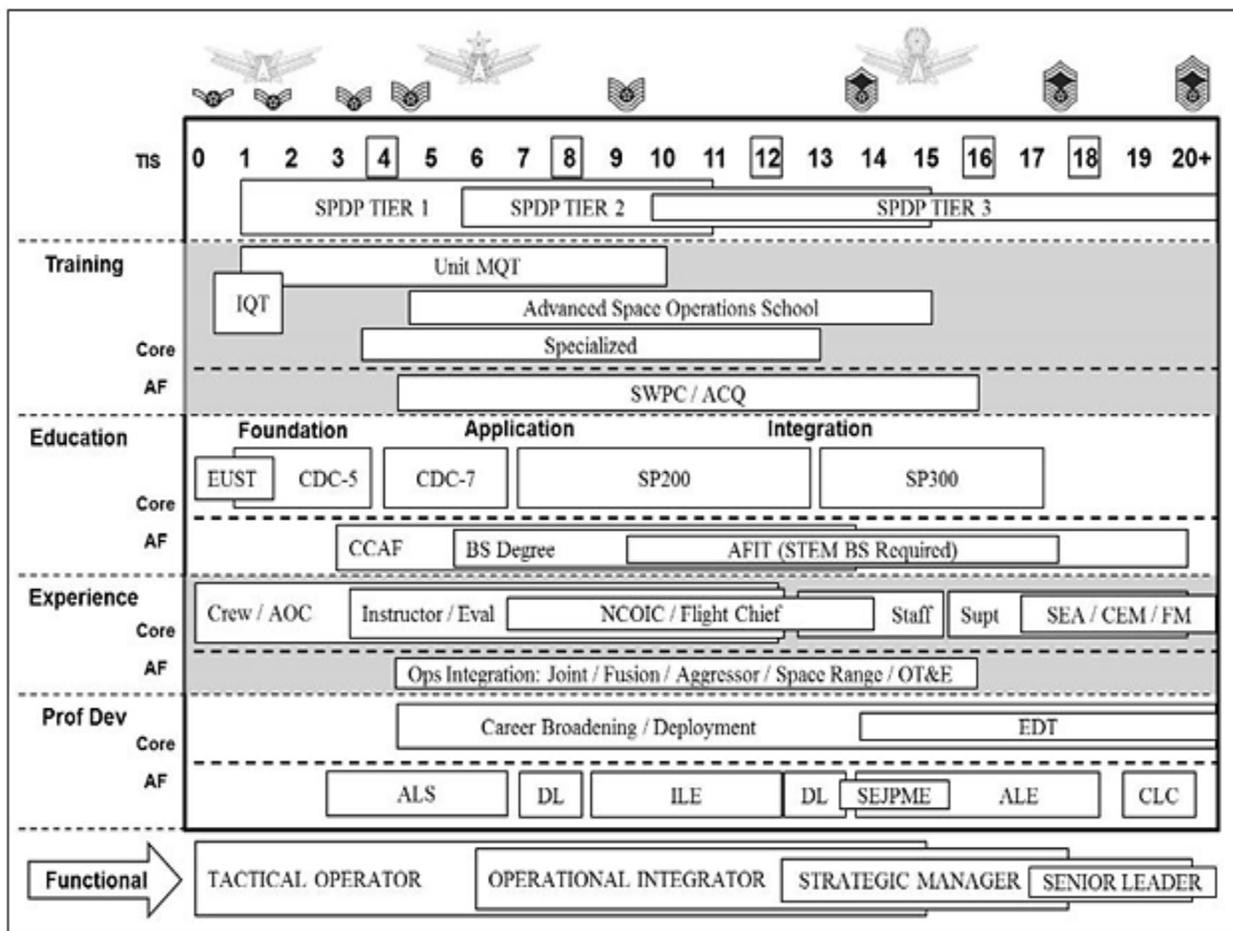
7.3.4. Space Professional - Single Unit Retrieval Format (SURF). The most common SPDP product is the space professional SURF; a snapshot of each individual’s Air Force duty history tailored to provide relevant data such as SPECs and accumulated time, space education completed and certification level. Management of Space professional SURFs is outlined in AFI 36-3701, *Space Professional Development Program*.

Chapter 8

STRATEGY FOR TRAINING, EDUCATION, EXPERTISE AND PROFESSIONAL DEVELOPMENT (STEEP)

8.1. Overview. The strategy’s goals are to: deliberately develop technical depth and breadth through space training, education and experience; instill an operational understanding of how space capabilities are best woven into joint warfare; cultivate a space warfighter culture; and equip the specialty to strategically integrate capabilities into joint warfighting and intelligence operations. STEEP executes force development (FD) by connecting training, education, and experience opportunities to build and enhance institutional, occupational, and cross-functional competencies in individual Airmen. It establishes a professional development model based on a combination of exposures, experiences, and expertise over the career of 1C6X1 professionals, and directly supports enterprise and institutional force development programs that ensure we have the right person, with the right education and training, in the right job, at the right time in their career. See Figure 8.1. (*Strategy for Training, Education, Expertise and Professional Development*).

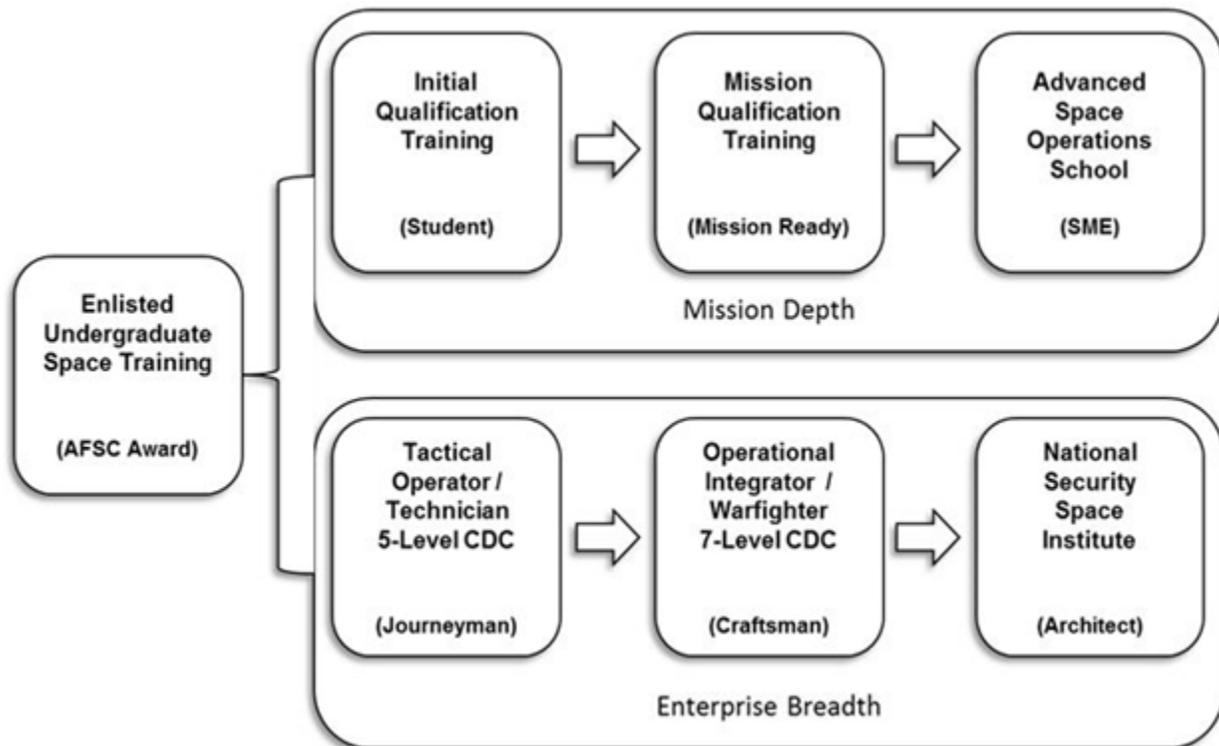
Figure 8.1. Strategy for Training, Education, Experience and Professional Development (STEEP).



8.2. Formal Training. Space systems operations technicians attend formal training courses as identified below. Course descriptions, content and prerequisites are found in the Education and Training Course Announcements (<https://etca.randolph.af.mil>). Refer to the AFECD and CFETP for detailed requirements for skill level upgrade. Formal training covers a variety of tasks listed under specific categories. (See the 1C6X1 CFETP, Part II, Specialty Training Standard, for detailed tasks and references.) Figure 8.2. (*1C6 Formal Education and Training Delivery Plan*) illustrates the progression of in-resident and correspondence formal instruction. Following completion of EUST, 1C6X1 personnel are developed for both mission depth and space enterprise depth. Space systems operations personnel require an intricate understanding of the weapon system(s) they employ and the mission(s) they directly support, as well as a broad perspective of the collective relationships and effects of the space enterprise. The authority to waive formal training requirements for the 1C6X1 specialty is AF/A35 or designated representative.

NOTE: IAW AFI 36-2101, *Classifying Military Personnel*, for mandatory training requirements for the AFSC, waiver authority equivalent to that of the AFCFM is delegated to the headquarters level Air National Guard and Air Force Reserve Command CFMs for their Reserve Component.

Figure 8.2. 1C6 Formal Education and Training Delivery Plan.



8.2.1. EUST. All space systems operations candidates are required to attend EUST in-residence as initial skills training for award of the 3-skill level. The enlisted space operations badge is awarded upon completion of EUST. The course teaches knowledge fundamentals for the 1C6X1 career field. EUST is also referred to as the Enlisted Space Operator course. The authority to waive EUST requirements for the 1C6X1 specialty is AF/A35.

8.2.2. Space Systems Operations Journeyman Course (CDC). All 3-level operators must successfully complete this correspondence course for award of the 5-skill level. Students have up to 12 months to complete the course, and may request extensions through their training managers. The authority to waive 5-skill level CDC requirements for the 1C6X1 specialty is AF/A35.

8.2.3. Space Systems Operations Craftsman Course (CDC). All 5-skill level technicians must successfully complete this correspondence course for award of the 7-skill level. Students have up to 12 months to complete the course, and may request extensions through their training managers. The authority to waive 7-skill level CDC requirements for the 1C6X1 specialty is AF/A35.

8.2.4. Education and Training Documentation. All space systems operations training, qualifications, certifications, and evaluations will be documented IAW all applicable instructions.

8.2.4.1. CFETP. The CFETP is a comprehensive core education and training document that identifies life-cycle education and training requirements, training support resources and minimum core task requirements for the specialty. This plan identifies the mandatory skill level training that Airmen must receive during their military careers and provides a clear career path to success in all aspects of career field training. Completion of EUST (Initial Skills Training) and CDCs (skill level upgrading) training objectives are outlined on the Specialty Training Standard and will be documented IAW AFI 36-2201, *Air Force Training Program*.

8.2.4.2. Core Tasks. Core tasks identify the minimum qualification requirement for all personnel within an AFS, regardless of duty position. Due to the wide range of space systems operations mission areas, weapon systems, and duty positions, there are no designated core tasks associated to the AFSC in addition to the education and training received through EUST and CDCs.

8.2.4.3. Home Station Training. Specific tasks and qualifications related to individual weapon systems and duty positions are trained during Initial Qualifying Training, Supplemental Training, Mission Qualification Training and other non-AFSC awarding training required to meet mission ready standards. Home station training will be accomplished and documented IAW AFI 36-2201, *Air Force Training Program* and other applicable supporting direction put into effect at the unit, group, wing, NAF, and/or MAJCOM levels. Supporting documentation may add fidelity and be more but not less stringent than AFI 36-2201, *Air Force Training Program*.

8.2.4.4. Technical sergeants and below. An AF Form 623, *On-the-job Training Record*, will be maintained for all personnel serving in the rank of technical sergeant and below, IAW AFI 36-2201, 6.7.1.7.

8.2.4.5. Exception to Policy. To meet unique requirements, 1C6X1 training may be documented in six-part folders (hardcopy or approved electronic equivalent) in lieu of an AF Form 623, *On-the-job Training Record*, so long as documentation remains IAW AFI 36-2201, *Air Force Training Program*, and that MAJCOM's supporting instruction(s). Multiple methods of documentations (hardcopy and approved electronic equivalent) will

not be utilized simultaneously by the 1C6X1 specialty. Waiver authority is the AFCFM with approval from AF/AIDLTL.

8.3. Space Professional Development Continuum. Space education does not end at EUST. Space professional development is a continual lifecycle of education and progressive experience management spread throughout a space systems operations career. Development hinges on three areas: depth of experience, breadth of experience, and education and training, as depicted in Figure 8.3. (*Development Matrix for Enlisted Personnel in Space Systems Operations*).

8.3.1. Supplemental Space Education and Training. 1C6X1 personnel are offered a variety of in-resident, correspondence, and distance learning professional education and training opportunities (on and off duty) to gain breadth and depth, maintain a high degree of subject matter expertise, and supplement perishable knowledge and skills. Education and training opportunities include self-study of technical orders, professional papers, computer-based training offerings, etc.

8.3.2. Education and Training for Types of Work. 1C6X1 professionals are offered education and training opportunities that are targeted for application in specific “types of work.”

Figure 8.3. Development Matrix for Enlisted Personnel in Space Systems Operations.

			
<u>AFSC</u> <u>Badge</u>	Basic Undergraduate Space Training + 3 Skill Level	Senior E5 & Above + 7 Skill Level	Master E7 & Above + 5 Years as 1C6 from 7 Level
<u>AFSC</u> <u>Skill Level</u>	5 Skill Level – Journeyman 1C631 Skill Level + 1C651 CDC + 1 Year OJT (AFSC Exp) *9 mos Retrainee + Positional Certification	7 Skill Level – Craftsman SSgt & 1C651 Skill Level + *1C671 CDC + 1 Year OJT (AFSC Exp) *6 mos Retrainee	9 Skill Level – Superintendent SMSgt & 1C671 Skill Level
<u>Space</u> <u>E&I</u>	Adv Space Ops Crs – Tactical E5 or above & 5 Level + Type of Work + Career Airman w/ 6+ Years TAFMS + 2+ Years Retainability	Space 200 – Operational E5 or above & 5 Level + Space CCAF & Type of Work + Career Airman w/ 6+ Years TAFMS + 2+ Years Retainability	Space 300 – Strategic SNCO & 7 Level + Space CCAF & Type of Work + 10+ Years TAFMS + 2+ Years Retainability
<u>SPDP</u> <u>Tier</u>	Tier 1 – Operator Undergraduate Space Training + 1 Year of Space Experience	Tier 2 – Integrator Tier 1 & 5 Level + 6 Cumulative Years of Space Experience + Space 200 <u>or</u> Advanced Space Ops Crs <u>or</u> Space CCAF	Tier 3 – Manager Tier 2 & 7 Level + 10 Cumulative Years of Space Experience + Space 300 <u>or</u> STEM BS Degree

8.4. NSSI. NSSI is the DoD's single focal point for space education and training, complementing existing space education programs at the Air University and the Air Force Institute of Technology. The cornerstone of SPDP is a space education continuum of learning (CoL) that reinforces space cultural awareness throughout a space professional's career. These courses are intended to advance the space knowledge of all officers, enlisted and civilian credentialed space professionals.

8.4.1. Space 200. This is a mid-career course for space professional continuing education. It develops space professionals to think critically about the application of space power. Enlisted space operations professionals are targeted for this course when assigned to an "operations integrator" type of work (e.g., Formal Instructing, AOC, Space Aggressors, NAF staff, etc.).

8.4.2. Space 300. This is a capstone course for space professional continuing education. Space 300 develops Airmen in the specialty to understand national policy considerations and strategic thought within an international geopolitical environment. Enlisted space operations professionals are targeted for this course when assigned to a "strategic manager" type of work (e.g., Systems Test and Evaluation, Acquisitions, Higher Headquarters, etc.).

8.5. ASOpS. ASOpS expands space system understanding by providing world-class, in-depth instruction of space systems, capabilities, requirements, acquisition, strategies and policies to support Joint military operations and U.S. National Security. Enlisted space operations professionals are targeted for this course when assigned to a "tactical operator" type of work (e.g., Space Operations Squadron, Space Warning Squadron, Space Control Squadron, theater AOCs, etc.) or as Subject Matter Experts and Functional Area Managers in the course related mission.

8.5.1. Advance Orbital Mechanics. This course develops space professionals who can create innovative TTPs by applying the principles of advanced orbital mechanics to effectively plan and execute orbital rendezvous and proximity operations.

8.5.2. Overhead Persistent Infrared (OPIR) Advanced Course. This course provides an in-depth understanding of how OPIR capabilities are integrated into user communities' missile warning, missile defense, battle space awareness and technical intelligence mission areas.

8.5.3. Navigation Operations Advanced Course. This course provides in-depth knowledge of the Global Positioning System (GPS).

8.5.4. Satellite Communications (SATCOM) Advanced Course. This course provides space and communications professionals with in-depth system knowledge so they may constructively influence SATCOM development, acquisition, employment and sustainment, as well as craft innovative operational tactics, techniques, and procedures.

8.5.5. Space Control Tactics Course. This course takes operators already proficient in space electronic warfare missions and provides the knowledge and skills necessary to develop and implement advanced tactics, techniques and procedures in both offensive and defensive space control operations.

8.5.6. Space Warfighter Preparatory Course (SWPC). This course prepares space professionals to effectively augment theater Air Operations Centers during both exercises and real-world operations.

NOTE: The RNSSI supports both the NSSI and ASOpS in the continuum of learning effort.

8.6. CCAF. All Airmen are automatically entered into the CCAF degree program upon completion of Basic Training and designation as a 1C6X1. The Journeyman 5-skill level must be held at the time of degree completion. For standards, refer to the *CCAF Catalog*.

8.6.1. Air & Space Operations Technology (4VAS). CCAF provides personnel in the specialty with the opportunity to obtain an Associate in Applied Sciences Degree in Air & Space Operations Technology.

8.6.2. CCAF Professional Management Certification. Space systems operations professionals should pursue the CCAF Professional Manager Certification (PMC). The PMC is a professional credential awarded by CCAF that formally recognizes an individual's advanced level of education and experience in leadership and management, as well as professional accomplishments. The program provides a structured professional development track that supplements Enlisted Professional Military Education (EPME) and CFETP. While primarily designed for Air Force SNCOs, any enlisted Airmen who meet program requirements may be nominated and awarded the PMC.

8.6.3. Waiver Process. A student desiring a waiver of academic policy and/or degree program requirements contacts the education services office or the ANG/AFRC CCAF advisor for guidance on how to submit a waiver request to the Dean of Academic Affairs. Waivers are considered only if approval of the waiver will make the student a degree candidate. The dean of academic affairs is the final authority for exceptions and waivers of academic policy. CCAF does not have a waiver policy for CCAF-awarded credentialing programs. All published program requirements must be successfully completed. Waiver requests or exception to policies will not be accepted and/or approved.

8.7. Occupational Instructor Certification. Upon completion of AETC instructor qualification training, consisting of the instructor methods course and supervised practice teaching, CCAF instructors who possess an associate degree or higher may be nominated by their school commander and commandant for certification as an occupational instructor.

8.8. Air Force Credentialing Opportunity On-Line (AFCOOL). Public Law 113-66, Section 542, *2014 National Defense Authorization Act for Fiscal Year 2014* (NDAA14), Section 542 directs the Services to use their respective Credentialing Opportunities On-Line (COOL) programs in order to make credentialing information available to service members, credentialing agencies, etc. AFCOOL implements NDAA14, enabling Airman to obtain civilian credentials in their military occupations. The following agencies have credentials mapped to the 1C6X1 specialty that may be earned IAW their respective requirements (see the AFCOOL link at <https://afvec.jangle.af.mil/afvec/Public/COOL/Default.aspx>):

8.8.1. Computing Technology Industry Association (CompTIA) offers:

8.8.1.1. CompTIA Network+ ce

8.8.2. Electronic Technicians Association, International (ETA-I) offers:

8.8.2.1. Certified Network Computer Technician (CNCT)

8.8.2.2. Certified Network Systems Technician (CNST)

8.8.2.3. Certified Computer Service Technician (CST)

8.8.3. International Society of Certified Electronics Technicians (ISCET) offers:

8.8.3.1. Certified Electronics Technician – Associate Level

8.9. Advanced College/University Degrees. Advanced courses, academic certificates and advanced academic degrees are encouraged for enhancing professional qualifications and competency. These programs are intended to advance the space knowledge of Total Force space professionals, increase leadership skills, and help prepare space professionals for senior leadership positions.

8.10. Air Force Institute of Technology (AFIT). The Enlisted-to-AFIT program is a unique element of enlisted space professional development. In conjunction with other training and education programs, resident AFIT-sponsored science, engineering, and management graduate degree opportunities further develop NCO and senior noncommissioned officers' (SNCO) technical education and skills. Applicants for advanced academic degrees are limited to specific AFSCs. The 1C6X1 specialty is an approved AFSC for the AFIT Systems Engineering degree program.

8.11. Enlisted Professional Military Education (EPME): Required EPME courses; ALS, NCO Academy, and SNCO Academy (in residence or via correspondence) should be completed and every effort should be made to attend or register as soon as eligible. Additionally, the Joint Senior Enlisted Professional Military Education (SJEPME) web-based course is highly encouraged and prepares NCO's for future leadership roles in an ever expanding joint environment. SEJPME is open to technical sergeants through chief master sergeants; interested personnel should complete rank-required EPME before enrolling in this course.

Chapter 9

SPACE BATTLE MANAGER (SBM)/ALPHA CADRE.

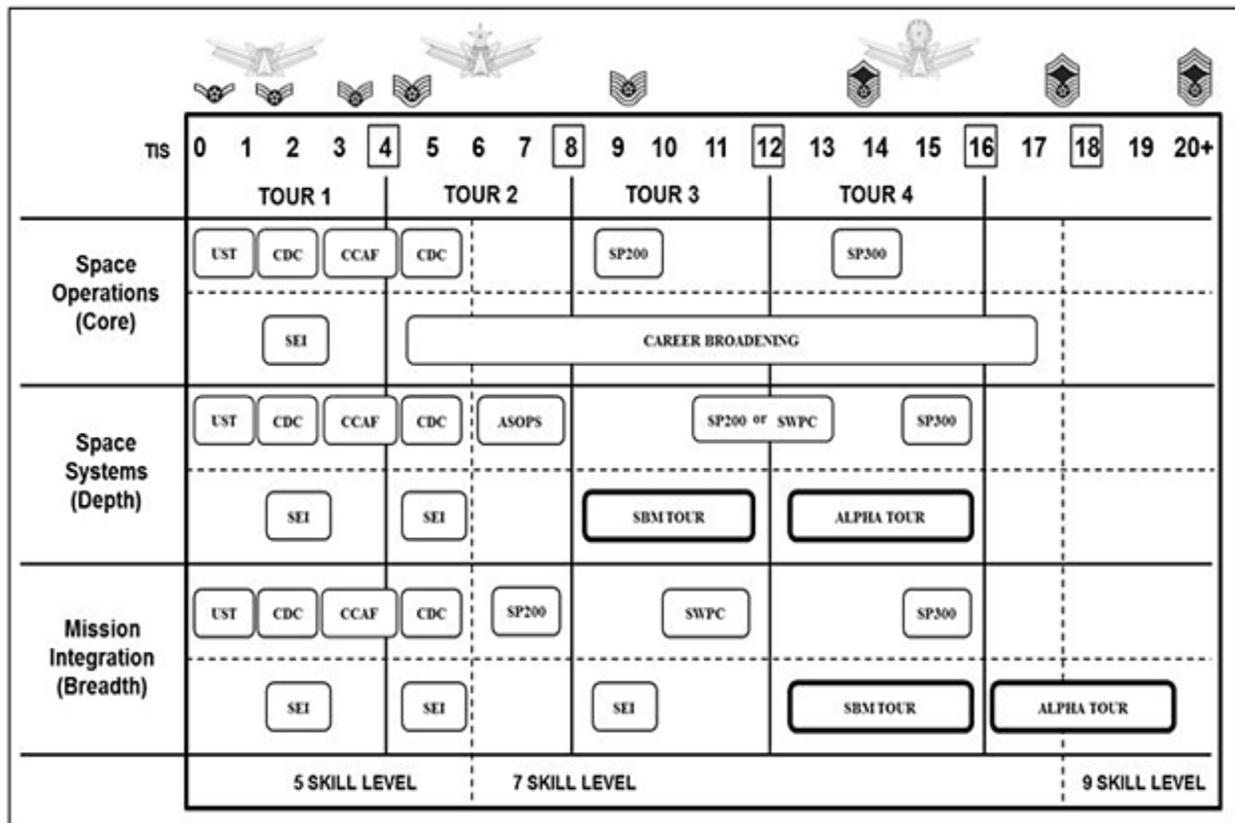
9.1. The SBM/Alpha Cadre program identifies unique 1C6X1 mission positions at the 7- and 9-skill levels requiring a minimum amount of technical depth within a space operations mission area or operational breadth across the space enterprise. Figure 9.1. (1C6X1 Space Battle Manager/Alpha Cadre Development Matrix) illustrates notional SBM and Alpha Cadre tracks.

9.2. Enlisted space systems operators may be manually awarded the SBM and/or Alpha Cadre SEIs upon meeting the requirements established in the AFECDC for the space systems operations specialty IAW AFI 36-2101, *Classifying Military Personnel*.

9.2.1. SBM SEIs are built upon other mission related SEIs and advanced education/training. 1C6X1 personnel awarded the SBM SEI may be assigned to positions requiring a minimum number of prior experiences/exposures in the mission area.

9.2.2. Alpha Cadre SEIs are built upon associated SBM experience and advanced education/training. 1C6X1 personnel awarded the Alpha Cadre SEI may be assigned to positions requiring prior experience as a SBM in the mission area.

Figure 9.1. 1C6X1 Space Battle Manager/Alpha Cadre Development Matrix.



Chapter 10

CAREER DEVELOPMENT FOR ENLISTED PERSONNEL IN SPACE SYSTEMS OPERATIONS

10.1. Purpose. Deliberate force development advances all Airmen through a career-long process carefully synchronizing the key components of education, training and experiences. It is dynamic and purposeful by design, enabling personnel development to meet occupational, operational, institutional, and strategic leadership requirements. Placing the right people in the right place at the right time is an imperative. Reference AFI 36-2640, *Executing Total Force Development*, and AFRCI 36-2640, *Executing Air Force Reserve Force Development*, for additional information.

10.2. Methodology. Enlisted deliberate development is realized through the guidance, direction and execution of Functional Advisory Councils (FAC) and EDTs. Through FACs and EDTs, enlisted career field leadership executes progression planning and succession planning to ensure Air Force specialties are effectively equipped, developed and sustained to provide the required capabilities to accomplish the mission.

10.3. 1C6X1 FAC Roles and Responsibilities:

10.3.1. Overview. FACs prepare senior leaders with a comprehensive understanding of functional, cross-functional and institutional personnel requirements pertaining to a particular career field and advises on management strategies to sustain and improve capabilities.

10.3.2. FA. IAW AFI 36-2640, *Executing Total Force Development*, FAs establish, chair and convene the FAC when necessary. FACs are convened to provide strategic-level oversight to the functional community under their guidance and support the force development and force structure management processes. FA may delegate responsibility to the FM.

10.3.3. AF/A3:

10.3.3.1. Chairs the 13SX/1C6X1 FAC (may delegate this responsibility to the CFM) and determines FAC membership. The 1C6X1 CFM should be a participating member in the FAC.

10.3.3.2. Provides guidance to 13SX/1C6X1 FAC membership to ensure force development processes are in support of career field management and planning.

10.3.3.3. Reviews the 13SX/1C6X1 FAC findings and approves/disapproves recommendations as appropriate.

10.3.4. CFM:

10.3.4.1. Facilitates the FAC. Summarizes the FAC's recommendations, submits to the FM for consideration and, if applicable, forwards EDT approval to AFPC/DPAP.

10.3.4.2. Ensures the FAC validates key developmental positions (KDPs) and key leadership positions (KLPs) and coordinates with the owning manpower office to code the positions with a D-prefix on the respective UMDs.

10.3.5. FAC Members.

10.3.5.1. The FM determines FAC membership.

10.3.5.2. The FAC should include the CFM and MAJCOM-level functional leadership as well as other key force development stakeholders.

10.3.5.3. Certain cross-functional communities, such as Communications, Intelligence Operations or Cyberspace Operations, have valid force development requirements involving Airmen assigned to the space systems operations functional AFSC. Representatives from these communities may attend applicable FACs with prior approval from the FM.

10.3.6. FAC Responsibilities.

10.3.6.1. Validate the career progression roadmap by comparing career field needs (requirements) against career field capabilities (inventory), providing a summary of projected requirements (to include grade, AFSC, experience level, and number of valid personnel authorizations that must be filled).

10.3.6.2. Identify developmental goals of the career field. Discussions should include topics such as cross-functional requirements review, releasing Airmen for outside-the-AFSC opportunities, preparing Airmen for institutional Air Force leadership positions, the role of diversity within the career field, and sustaining perishable skill sets.

10.3.6.3. Determine career field capability to satisfy identified requirements, meet developmental goals and perform the mission. Any capability gaps must be resolved through changes in progression plan, force management initiatives or EDTs.

10.3.6.4. If FAC chair responsibility is delegated, the FAC provides the FM a recommendation for executing an EDT. A recommendation to conduct an EDT should only be provided if the FAC identifies either of the following conditions exist: KDPs are necessary to provide Airmen specific education, training or experience which cannot be obtained through normal training/education, progression planning, or assignment processes; and/or KLPs (as defined in 1.2.2.) require Airmen to have specific education, training, experience, or performance qualifications.

10.3.6.5. If an EDT is executed, the FAC should utilize EDT feedback to identify existing and potential career field capability gaps.

10.3.6.6. Review CFETP for progression currency.

10.3.6.7. Communicate developmental goals to the career field through an updated career progression roadmap and direction to career field leadership. Career feedback can be accomplished through posting information, sending emails to MFM's for dissemination, Webinars, or other similar process.

10.3.7. FAC Establishment. FACs should convene at least annually and should make every effort to be held in conjunction with other career field meetings where a majority of the FAC and EDT members will be in attendance. Or, the FACs may be held virtually (Defense Connect Online, Video Teleconference, etc.).

10.4. 1C6X1 EDT Roles and Responsibilities:

10.4.1. Overview. Development Teams (DTs) are the responsibility of the FA, FM and AF/A1. The Air Force relies on the DTs to be the conduit between the force development

systems, frameworks and policy and translate these into career vectors for individuals. Specific DT guidance is addressed in AFI 36-2640, *Executing Total Force Development*, and AFRCI36-2640, *Executing Air Force Reserve Force Development*. EDTs provide vectors based on projected (or anticipated) aggregated requirements by grade, level, and position type. A vector is an EDT's collective recommendation for an experience level, training or education opportunity, or position type for an Airman's next or subsequent assignment. EDTs ensure a career field's senior leadership becomes familiar with Airmen assigned to their functional area and assesses Airmen's qualifications and potential for future opportunities. EDTs must be executed in the most cost-efficient manner possible. This includes taking full advantage of remote capabilities, conducting EDTs in conjunction with other scheduled meetings, and minimizing the need for AFPC support and resources to execute EDTs.

NOTE: The Air Force Reserve executes their Enlisted Development Teams independently of Active Duty RegAF. Reference AFRCI 36-2640, *Executing Air Force Reserve Force Development*.

10.4.2. AF/A3:

10.4.2.1. Reviews the 13SX/1C6X1 FAC recommendations of whether an EDT is warranted and new Enlisted Quarterly Assignments Listing - Plus (EQUAL-Plus) advertisements are needed to facilitate vector requirements. Recommendations to hold EDTs and/or create additional EQUAL-Plus advertisements will be forwarded to AFPC/DPAP if approved.

10.4.2.2. Develops charters for the 13SX/1C6X1 EDTs and reviews annually, revising as appropriate.

10.4.2.3. Chairs the 13SX/1C6X1 EDTs (unless delegated to a designated representative) and determines EDT membership. The enlisted CFM may execute the 1C6X1 EDT on behalf of the AF/A3.

10.4.2.4. Approves the removal or cancellation of assignment actions for Airmen ineligible for KDPs and KLPs upon recommendation by the CFM and AFPC.

10.4.3. CFM:

10.4.3.1. Consults AF/A1P and AF/A1M on force management and force sustainment data analyses and execution.

10.4.3.2. Identifies the career field's KDPs and KLPs.

10.4.3.3. Assigns developmental SEI to specific types of positions to vector enlisted Airmen. For example: MFM – SEI 716; AETC Training Manager – SEI 717; Superintendent (Large Squadron) – SEI 718; Superintendent (Small Squadron) – SEI 719. These SEIs will be utilized to identify Airmen vectored to key positions only, and are not associated with any special experience or training. NOTE: SEIs 716 through 730 have been reserved specifically as developmental SEIs, and will be updated and removed by AFPC/DPAA.

10.4.3.4. Schedules EDTs, as necessary, to perform succession planning for KDPs and KLPs.

10.4.3.5. Solicits information pertaining to enlisted Airmen being considered for EDT vectoring.

10.4.3.6. Prior to execution of the EDT, the CFM will determine the eligibility criteria (for all personnel within a given rank) and coordinate with AFPC/DPAPF to identify eligible personnel that will be considered for vectoring. This allows the EDT to review current force capabilities in comparison to the career field requirements.

10.4.4. Air Force Personnel Center (AFPC):

10.4.4.1. **(AFPC/DPAP)** Coordinates with CFMs (and CFM designated representatives) to provide access to personnel information necessary to conduct EDTs.

10.4.4.2. **(AFPC/DPAP)** Provides guidance, as needed, to career field personnel responsible for loading personnel data into the AFPC-established developmental team (DT) tool for use by EDTs.

10.4.4.3. **(AFPC/DPAA3)** Utilizes approved EDT vectors in conjunction with assignment criteria to identify eligible candidates to fill positions upon vacancy consistent with approved policy and needs of the Air Force.

10.4.4.4. **(AFPC/DPAA3)** Utilizes approved EDT vector lists to vet eligible volunteers for vectored assignments, and performs assignment action considering the most eligible volunteer from the EDT vector list. If there are no eligible vectored volunteers, the most eligible vectored non-volunteer will be selected for the position. If the EDT vector list is exhausted and a vacancy occurs in a KDP or KLP, AFPC will notify and work closely with the CFM to determine the most effective means to fill the position. Position vectors will remain valid until updated by CFMs through the EDT process.

10.4.4.5. **(AFPC/DPAA3)** Coordinates with enlisted CFM in situations where Airmen assigned or projected to KLPs are ineligible based on the position requirements. Any discrepancies will be reconciled between AFPC and the CFM (and CFM designated representatives).

10.4.4.6. **(AFPC/DPAA3)** Adds/deletes EDT SEIs to Airmen's records after each EDT.

10.4.5. Chiefs' Group (AF/DPE):

10.4.5.1. Utilizes EDT vectors to fill identified CMSgt positions upon vacancy consistent with needs of the Air Force.

10.4.5.2. Publishes EQUAL Plus advertisements for CMSgt positions identified by CFMs through the EDT process and approved by FMs.

10.4.5.3. Vets volunteers against the EDT vector list and selects the most eligible volunteer. If there are no volunteers, the most eligible Airman on the EDT vector list will be selected for the position. All discrepancies will be reconciled between the Chiefs' Group and CFM. Position vectors remain valid until updated by CFMs through the EDT process.

10.4.6. Enlisted career field leadership at lower levels (i.e., supervisors, flight chiefs, squadron superintendents, etc.):

10.4.6.1. Review and understand career field health and development goals.

10.4.6.2. Review capabilities of local personnel inventory in comparison with career field goals.

10.4.6.3. Utilize existing resources and the career field progression plan to develop Airmen.

10.4.7. EDT Members. Ideally, the EDT will be co-chaired by the 13S CFM and the 1C6 CFM, and include MAJCOM-level functional leadership, and other career field strategic-level senior leaders within or closely related to the 1C6X1 specialty (i.e., 9G100 - Group Superintendent, core 1C6X1 personnel serving in Special Duty, etc.).

10.4.7.1. The CFM may execute the EDT on behalf of the FM.

10.4.7.2. MSgt EDTs panels typically consist of chief master sergeants, chief master sergeant selects, senior master sergeants, and senior master sergeant selects.

10.4.7.3. SMSgt EDTs panels typically consist of chief master sergeants and chief master sergeant selects.

10.4.7.4. CMSgt (1C600) EDT is co-chaired by AF/A35 and AFSPC/A2/3/6, with a panel typically consisting of three to five General Officers serving in positions related to or in direct support to space systems operations.

NOTE: EDTs for ranks lower than master sergeant must be coordinated with AFPC/DPA and approved by the FM.

10.4.8. EDT Responsibilities. EDTs will understand career field policies, plans, programs, training, and actions affecting career field management and development, and will take these matters into consideration when vectoring. There are four distinct phases of EDT operations: planning, preparation, execution, and post execution. The planning phase is where the EDT pre-work begins. The CFM initiates the process by delivering an official message to the eligible personnel in the respective career fields.

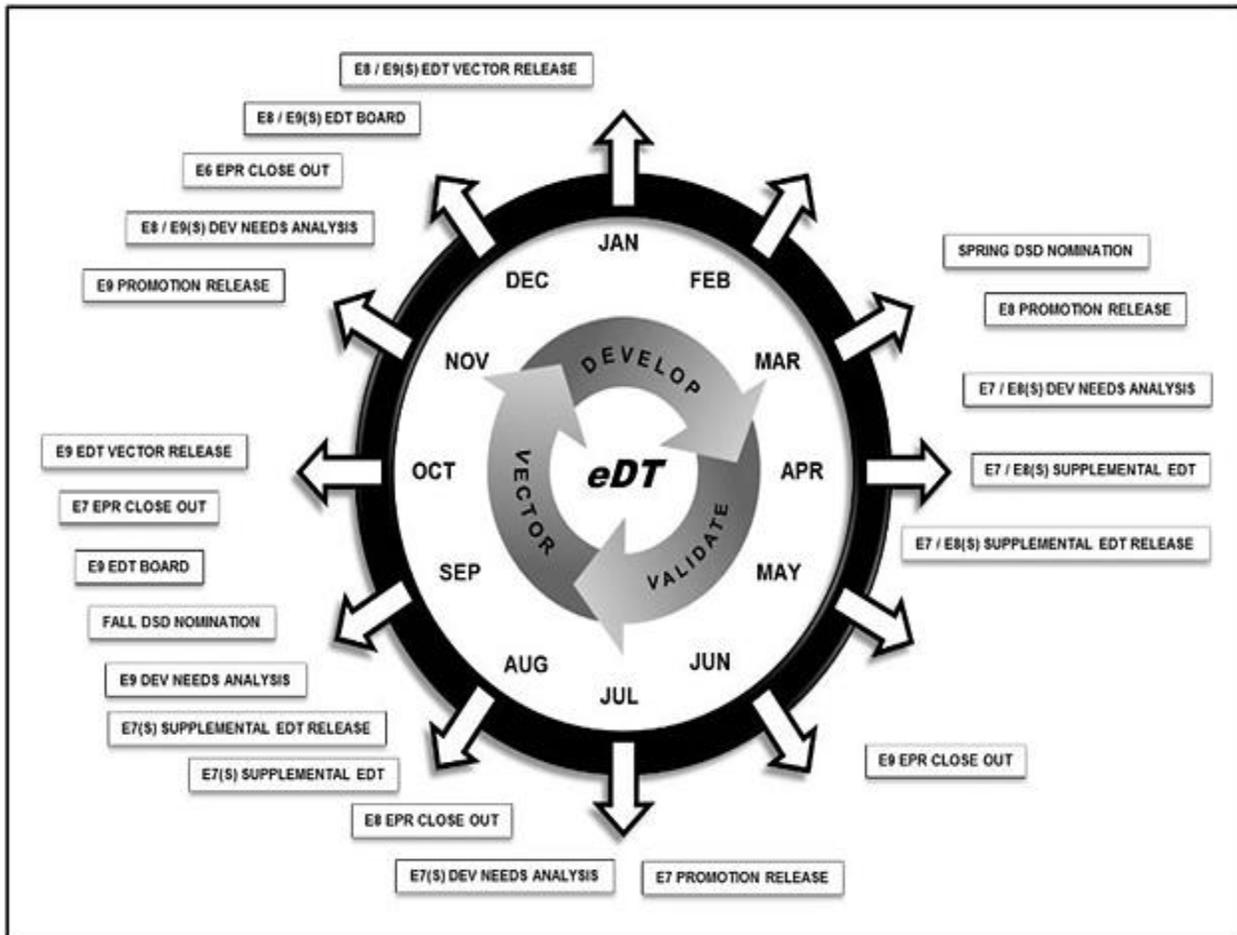
10.4.8.1. In the preparation phase of the EDT, the CFM will: coordinate with AFPC on the date and location of the EDT; coordinate with AFPC to identify Airmen eligible for vectoring; designate a career field representative to coordinate with AFPC on all transactional matters (i.e., load personnel data into the DT tool); and solicit input and volunteer status from Airmen and their supervisors through vector worksheets.

10.4.8.2. During the execution phase, the CFM will: review career field health and developmental goals; review identified KDP/KLP requirements and qualifications; review personnel records of the identified eligible Airmen; vector qualified Airmen for KDP/KLPs based on requirements; if required, vector non-qualified Airmen to KDPs in order to obtain experience necessary to qualify them for KLPs; and determine if there are enough qualified Airmen in the inventory to meet projected vacancies in KLPs.

10.4.8.3. During the post-execution phase, the CFM will: provide resulting vectors to AFPC/DPAA and AF/DPE; provide feedback to eligible Airmen and their supervisors; establish a method to provide aggregate feedback to the entire career field regarding the EDT process, career field goals and other appropriate information; develop/maintain EDT minutes (required) to capture the overarching guidance, processes utilized, number of personnel vectored, and lessons learned from the EDT; and provide the FAC feedback to drive any needed changes to the career field progression plan or sustainment strategy.

10.4.9. EDT Establishment. An EDT will only be established and executed upon recommendation by the FAC and approval by the FM. EDTs are scheduled with consideration given to the timing of promotion releases for the designated ranks. Figure 10.1. (*Development Team Battle Rhythm for Enlisted Personnel in Space Systems Operations*) depicts the notional annual cycle.

Figure 10.1. Development Team Battle Rhythm for Enlisted Personnel in Space Systems Operations.



10.5. Deliberate Development. When compatible to Air Force needs, career-minded Airmen should serve in a variety of duty positions that support the professional development of not only themselves, but those they serve.

10.5.1. Mentoring. Mentoring is an inherent responsibility of supervision and leadership and is an essential ingredient in developing well-rounded, professional and competent future leaders. Mentors are advisors and guides who share knowledge, experiences, and advice in helping mentees achieve their career goals. Space professionals are encouraged to be and to actively seek mentors both internal and external to their chain of command. Follow instructions for mentoring provided in AFMAN 36-2643, *Air Force Mentoring Program*.

10.5.2. Progression Planning. Progression planning is the responsibility of the CFM and applies to all personnel in the career field. For most AFSCs, the progression plan developed

through the Specialty Training Requirements Team and the Utilization and Training Workshop is sufficient to technically develop Airmen in the ranks of airman basic through master sergeant. The CFM utilizes input from the FAC and EDT to develop and adjust the career field progression plan as needed.

10.5.3. Succession Planning. Succession planning is the responsibility of EDTs and entails identifying KDPs and KLPs, and ensuring a bench of qualified candidates is available to fill those positions. Succession planning typically happens at the senior master sergeant and chief master sergeant ranks.

10.5.4. Developmental Needs Analysis (DNA). While individual records of performance may be compared to understand and trend the norms within the specialty (e.g., leadership positions, mission exposure, education, PME, diversity and inclusion, quality force indicators, etc.), the focus must be to derive the career opportunities that are in the best developmental interest of the individual and that support the career field's ability to fill existing/projected Air Force requirements. The EDT is NOT a promotion board. Therefore, records should not be scored in a fashion that may be perceived as a collective stratification, endorsement, or a promotion recommendation by the EDT.

10.5.5. Vectoring. The vectoring process aims at purposefully guiding the career growth of Airmen. As Airmen develop in breadth and depth of technical experience, they will also progress through appropriate leadership positions and/or opportunities. Assignment vectors are the EDT's collective recommendation for an experience level or position type a member should be considered for during the upcoming EDT cycle (12 months following board execution). The vectors themselves DO NOT constitute an actual assignment, but are added fidelity to requirements provided to HQ AFPC/DPAA3 (Space Assignment Team). Assignments are matched IAW AFI 36-2110 (*Assignments*). Vector types for MSgt, SMSgt and CMSgt are listed in Figure 10.2. (*Space Systems Operations Enlisted Development Team Vector Types*).

Figure 10.2. Space Systems Operations Enlisted Development Team Vector Types.

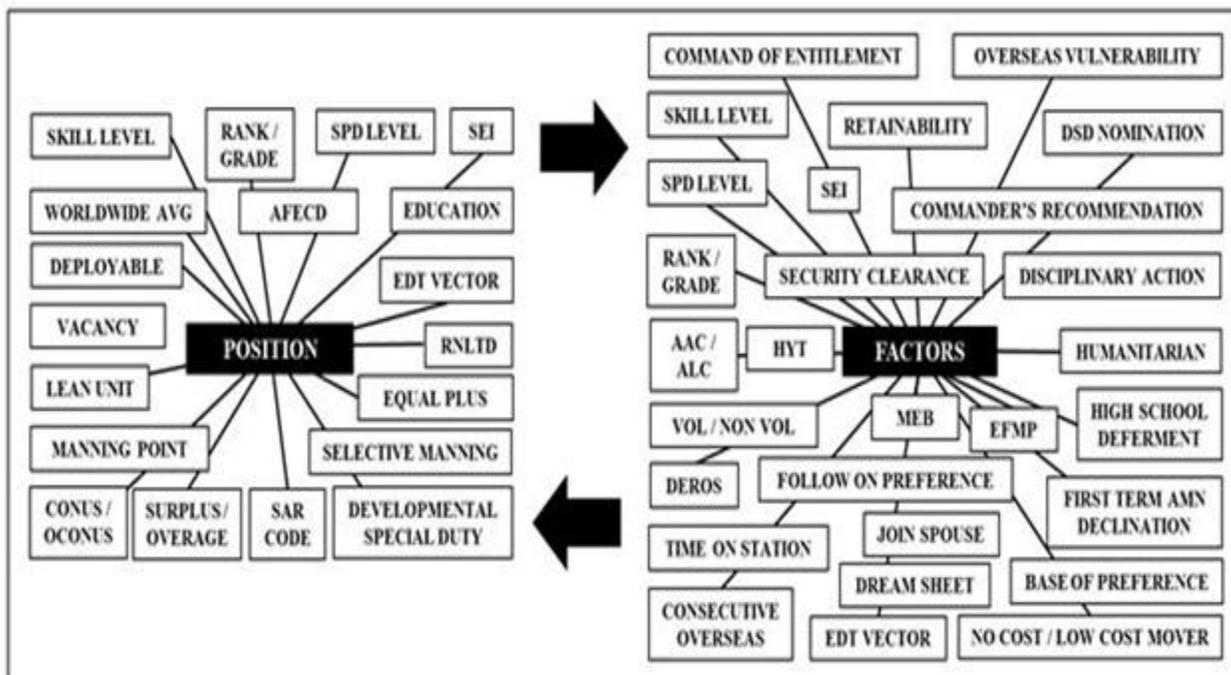
SPACE SYSTEMS OPERATIONS ENLISTED DEVELOPMENT TEAM VECTOR TYPES	
MSGT EDT VECTORS	CMSGT EDT VECTORS
C1 – Small Squadron Superintendent	E1 – Career Field Manager (CFM)
C2 – Large Squadron Superintendent	E2 – MFM (AFSPC)
C3 – MAJCOM/Wing/NAF Staff	E3 – MFM/TPM (AETC)
C5 – Joint Staff/Joint Operations/Air Operations Center	E4 – JFCC SPACE
C6 – Standardization/Test & Evaluation/Operations Integration	E5 – MAJCOM (A3E)
C7 – Formal Education and Training Faculty	E6 – OG SUPT (1C6)
C9 – Large Flight Chief/Det Chief	E7 – OG SUPT (9G)
	E8 – Squadron SUPT (4 SOPS)
	E9 – Squadron SUPT (76 SPCS)
	E10 – Squadron SUPT (2 SWS)
	E11 – Non-core Other (PME, CCM, Special Duty)
SMSGT EDT VECTORS	
D1 – Small Squadron Superintendent	
D2 – Large Squadron Superintendent	
D3 – MAJCOM or NAF Staff	
D4 – Joint Operations/Staff	
D7 – Career Broadening/Special Duty	

Chapter 11

ASSIGNMENTS AND CAREER BROADENING

11.1. AB thru SMSgt 1C6X1 Assignment Management. IAW AFI 36-2110, *Assignments*, AFPC/DPAA3 manages enlisted assignments for space systems operations. Several factors influence the assignment matching process. Figure 11.1 (*Sample 1C6X1 Assignment Process Considerations*) illustrates a sampling of the factors (not all inclusive) that help determine requirements and priorities of positions to fill, and the quantity, eligibility and availability of potential candidates.

Figure 11.1. Sample 1C6X1 Assignment Process Considerations.



11.2. Broadening. Space systems operations professionals should pursue opportunities when available and appropriate for development, both within the specialty, as well as other institutional areas. Professionals experienced in multiple space mission areas are better suited to serve as “operational integrators” and “strategic managers.” Developmental opportunities enhance leadership perspectives and prepare Airmen for “senior leader” roles.

11.3. AF Developmental Special Duty (DSD). The Air Force has placed special emphasis on certain special duties based on their broad impact on Airmen, families and the future of the Air Force. DSD is a deliberate eligibility and selection process that allows commanders to nominate their best performers for special duties that create, develop and care for Airmen. The nominative process is based on a minimum quota for each major command that is levied every six months.

11.4. IST Formal Instructor. For 3-level awarding technical school instructor duty, individuals in the ranks staff sergeant to master sergeant must be an approved candidate on the Air Force DSD Nomination list. Vacancies will NOT be advertised on the Assignments

Management System (AMS). Senior airmen and senior master sergeants are selected for 3-level awarding technical school instructor duty via AMS. Candidates/applicants for IST formal instructor duty must meet all qualifications. HQ AETC and the hiring authority reserve the right to review and validate a member's eligibility.

11.5. Special Duty Release. Release from the 1C6X1 career field to accept DSDs and other special duty assignments is supported to the greatest extent possible. AFPC/DPAA3 is responsible for managing special duty assignments for 1C6X1 personnel. Approval will be granted on a first come, first served basis to eligible applicants. The normal application process must be followed as specified for each special duty. See the Special Duty Catalog (SPECAT) for special duty minimum requirements

11.5.1. The CFM will determine the total number of SrA - SMSgts permitted to serve outside the AFSC each fiscal year. AFPC/DPAA3 will not approve requests that result in dropping any 1C6 skill-level world-wide manning percentage below 95% without CFM approval. Careful consideration must be given to timing and backfill actions when individual applicants are filling mission critical or one-deep duty positions.

11.5.2. Eligible applicants must meet assignment and special duty requirements as prescribed by AFI and AFPC policy.

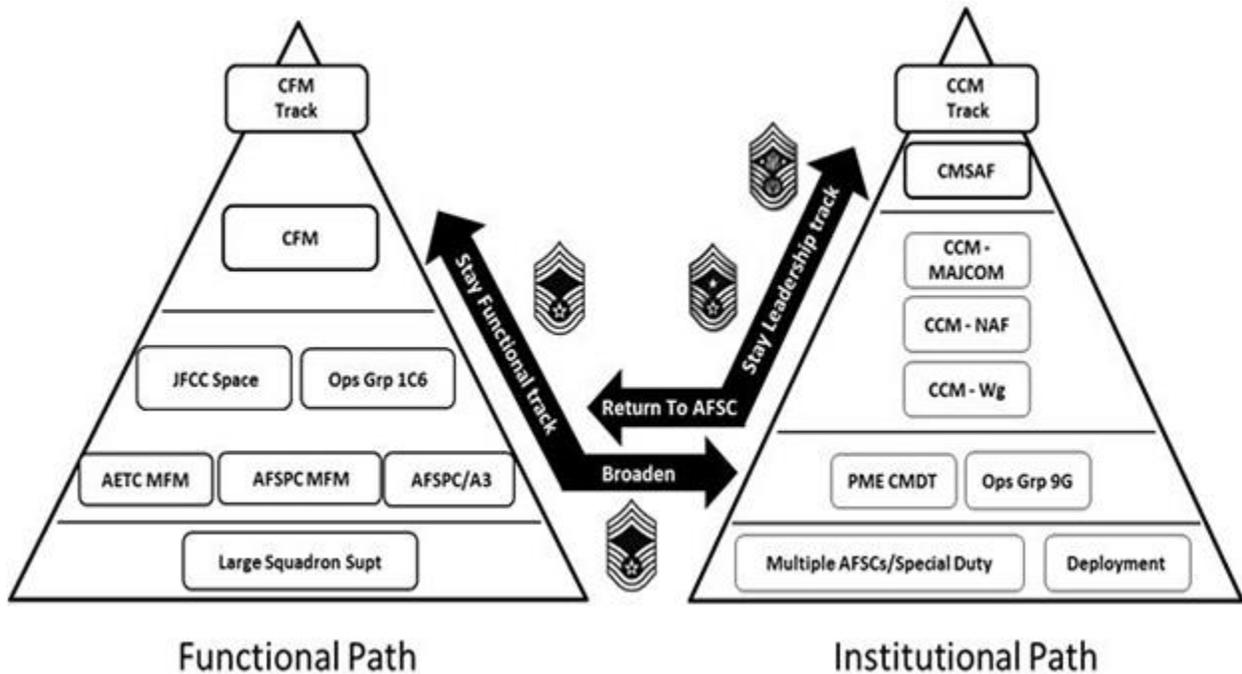
11.5.3. During transition periods when personnel are entering and returning from special duty, quotas may be exceeded with CFM approval.

11.5.4. Professional development within the AFSC, career field manning and skill-level health are primary factors when the CFM considers applications for extended absence from the space operations career field.

11.5.5. With the exception of First Sergeant (8F000), following initial special duty tour obligation (normally 2-4 years), all follow-on special duty commitments and extensions outside of the space systems operations career field must be approved by the 1C6X1 CFM. Personnel serving as 8F000 may be extended and/or retained for a follow-on tour if they are selected for promotion to SMSgt while serving as a First Sergeant upon approval of the 8F000 CFM.

11.6. CMSgt Development. Space systems operations CMSgts are developed and utilized in functional (Career Field Management track) and institutional (Command CMSgt track) duties that prepare them for key developmental and key leadership positions within the specialty and Air Force at-large. Figure 11.2. (*CMSgt Development Paths for Space Systems Operations*) depicts the functional and institutional paths for the 1C600 CEM code.

Figure 11.2. CMSgt Development Paths for Space Systems Operations.



11.7. CMSgt Assignment Management. Per AFI 36-2110, *Assignments*, Air Force Chief Master Sergeant Management Office (AF/DPE) is responsible for all chief master sergeant assignments. Chief master sergeants (including chief master sergeant selects) may be assigned in any AFSC or Chief Enlisted Manager (CEM) code they possess or are qualified to be awarded.

JOHN W. RAYMOND
 Lieutenant Gen, USAF
 Deputy Chief of Staff, Operations

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

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AFPD 36-26, *Total Force Development*, 27 September 2011

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AFI 36-2201, *Air Force Training Program*, 15 September 2010

AFI 36-2618, *Enlisted Force Structure*, 27 February 2009

AFI 36-2626, *Airman Retraining Program*, 3 June 2013

AFI 36-2640, *Executing Total Force Development*, 16 December 2008

AFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*, 18 July 2011

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Annex 3-14, *Space Operations*, 19 June 2012

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CCAF Catalog, 2014-2016

Public Law 113-66, *2014 National Defense Authorization Act for Fiscal Year 2014*, 26 December 2013

Prescribed Forms

None

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AFDPO—Air Force Departmental Publishing Office

AFH—Air Force Handbook

AETC —Air Education and Training Command

AFCFM —Air Force Career Field Manager

AFCOOL – **Air Force Credentialing Opportunity On—Line**

AFECD —Air Force Enlisted Classification Directory

AFI —Air Force Instruction

AFIT —Air Force Institute of Technology

AF – JOIN —Air Force Job Opportunity and Interest Navigator

AFMAN —Air Force Manual

AFPC —Air Force Personnel Center

AFPD —Air Force Policy Directive

AFR – Air Force Reserve—AFRIMS – Air Force Records Information Management System

AFSC —Air Force Specialty Code

AFSPC —Air Force Space Command

ALS —Airman Leadership School

AMS —Assignments Management System

ANG —Air National Guard

AOC —Air Operations Center

ASOpS —Advanced Space Operations School

ASVAB —Armed Services Vocational Aptitude Battery

C2 —Command and Control

CCAF —Community College of the Air Force

CDC —Career Development Course

CFETP —Career Field Education and Training Plan

CFLI — Core Functional Lead Integrator

CMR —Combat Mission Ready

DAFSC —Duty Air Force Specialty Code

DNA —Developmental Needs Analysis

DRU —Direct Reporting Unit

DSD —Developmental Special Duty

DT —Development Team
DTY – Duty—EDT – Enlisted Development Team
EPME —Enlisted Professional Military Education
EPR —Enlisted Performance Report
EQUAL —Enlisted Quarterly Assignments Listing
EUST —Enlisted Undergraduate Space Training
FA —Functional Authority
FAC —Functional Advisory Council
FAM —Functional Area Manager
FD —Force Development
FM —Functional Manager
FOA —Field Operating Agency
GPS —Global Positioning System
IG —Inspector General
IPOI —Initial Plan of Instruction
ISD —Instructional Systems Development
ISR — Intelligence, Surveillance and Reconnaissance
IST —Initial Skills Training
MAJCOM —Major Command
MFM —MAJCOM Functional Manager
MilPDS —Military Personnel Data System
MPES —Manpower Programming and Execution System
NAF —Numbered Air Force
NASIC —National Air and Space Intelligence Center
NC3I — National Command, Control, Communications and Intelligence
NCO — Noncommissioned Officer
NCOIC —Noncommissioned Officer in Charge
NDA14 – 2014 National Defense Authorization Act—NGB – National Guard Bureau
NSSI —National Security Space Institute
OJT – On-the—job
OPIR —Overhead Persistent Infrared
OPR —Office of Primary Responsibility

PME —Professional Military Education
PMC —Professional Manager Certification
RDS —Records Disposition Schedule
RegAF —Regular Air Force
RNSSI — Reserve National Security Space Institute
SAP —Special Access Program
SATCOM —Satellite Communications
SBM —Space Battle Manager
SCI —Sensitive Compartmented Information
SEI —Special Experience Identifier
SNCO —Senior Noncommissioned Officer
SPDP —Space Professional Development Program
SPFA —Space Professional Functional Authority
SPEC —Space Professional Experience Codes
SPECAT —Special Duty Catalog
SSA —Space Situational Awareness
SSBI — Single Scope Background Investigation
STS —Specialty Training Standard
SURF —Single Unit Retrieval Format
SWPC —Space Warfighter Preparatory Course
UMD —Unit Manpower Document
USAF —United States Air Force

Terms

Approval Authority—Senior leader responsible for contributing to and implementing policies and guidance/procedures pertaining to his/her functional area(s) (e.g., heads of functional two-letter offices).

Air Force Specialty (AFS)—A group of manpower positions requiring common qualifications. Each AFS has a title and a code.

Air Force Specialty Code (AFSC)—A combination of numbers and alpha characters used to identify an AFS. Officer AFSCs consist of four characters; enlisted AFSCs consist of five characters. Alpha prefixes or suffixes are used with the numerical codes when specific identification of position requirements and individual qualifications is necessary. Refer to AFI 36-2101, Tables 1.1. and 1.2. for explanation of codes.

Airman—Any US AF member (officer or enlisted; active, reserve, or guard; and civilians) who supports and defends the US Constitution and serves our country.

Career Field Education and Training Plan (CFETP)—Identifies education and training requirements for every career field to prepare Airmen to meet mission challenges. Serves as a road map for career progression.

Career Field Manager (CFM)—AF focal point for a designated career field within a functional community. Serves as the primary advocate for the career field, addressing issues and coordinating functional concerns across various staffs. Responsible for career field policy and guidance. Must be appointed by the FM and hold the rank of chief master sergeant for enlisted Airmen.

Competencies—Observable, measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics needed to perform institutional or occupational functions successfully.

Continuum of Learning (CoL)—Career-long process of individual development where challenging experiences are combined with education and training through a common taxonomy to produce Airmen who possess the tactical expertise, operational competence, and strategic vision to lead and execute the full spectrum of AF missions.

Critical Leadership Position—defined as a unique “no-fail” position with distinguishing responsibilities and identified education, training, experience, or performance requirements which cannot be realized through normal progression planning and may not be prevalent in the majority of the career field.

Developmental Vector—A recommendation from a DT/EDT to an individual and his or her assignment team of an experience to be gained for the development of the individual (e.g., joint, Air Staff, Command, etc.).

Education—Process of imparting general bodies of knowledge and habits of mind applicable to a broad spectrum of endeavors to intellectually prepare individuals to deal with dynamic environments and solve ill-defined problems by using critical thought and reasoned judgment. Education programs prepare Airmen to anticipate and successfully meet challenges across the range of military operations and build a professional corps. Further, they positively impact both recruitment and retention efforts.

Enlisted Development Team (EDT)—EDTs provide key input on functional progression and succession planning. They execute enlisted vectoring and identify key leadership and developmental positions in their functional communities. The CFM and EDT chair collaborates with AF/A1 and AFPC on enlisted force development and management programs.

EQUAL—Provides Airmen a listing of assignment requirements available for upcoming assignment cycles and allows Airmen the opportunity to align personal preferences to AF needs. The listing identifies available assignments by AFSC, grade and location. The list can be viewed on the AFPC Worldwide Web page at <http://www.afpc.randolph.af.mil>.

EQUAL-Plus—Supplements the EQUAL assignment listing and is used to advertise requirements for special duty assignments, joint/departamental assignments, short-notice overseas assignments, and all CMSgt assignments. EQUAL-Plus shows upcoming requirements, any special qualifications an Airman needs to be eligible for selection, the available locations, reporting instructions, and points of contact for additional information. The list can be viewed on the AFPC Worldwide Web page at <http://www.afpc.randolph.af.mil>.

Experience—Active participation/involvement in positions, events, or activities leading to the accumulation of knowledge or skill which can be utilized to meet mission requirements.

Force Development (FD)—A deliberate process of preparing Airmen through the CoL with the required competencies to meet the challenges of current and future operating environments. Institutional development generally results in leadership, management, enterprise, and warrior skill proficiency. Occupational development generally results in flying and technical skill proficiency.

Functional Advisory Council (FAC)—A forum of functional representatives that meets to discuss how to best prepare senior leaders with a comprehensive understanding of functional, cross-functional, and institutional personnel requirements as they pertain to a particular career field.

Functional Authority (FA)—Senior leaders, to include Assistant Secretaries (SES), Deputy Chiefs of Staff (three-star), and other selected HAF two-letter GO/SES-level leaders that provide corporate perspective of institutional requirements and force management and development. The FA serves as a final authority to ensure all policies, established in accordance with this document, are implemented within their functional community. FAs are supported by FMs who are supported by CFMs.

Key Developmental Position (KDP)—A KDP or “unique developmental position” is used to complement leadership qualifications. These positions are utilized to provide experience necessary for KLPs that may not be gained through the normal assignment system. The CFM reviews and validates KDPs for relevance prior to each EDT.

Key Leadership Position (KLP)—A KLP or “critical leadership position” is defined as a unique, “no-fail” position with distinguishing responsibilities and education, training, experience, or performance requirements that cannot be realized through normal progression planning, and may not be prevalent in the majority of the career field. The CFM reviews and validates KLPs for relevance prior to each EDT.

No-Fail Position—A position with responsibilities vital to the success of the mission. Failure to have a qualified individual in this position could have severe consequences.

Professional Military Education (PME)—Critical subset of developmental education that: 1) provides the nation with personnel skilled in the employment of air, space, and cyberspace power in the conduct of war, small scale contingencies, deterrence, peacetime operations, and national security; 2) provides AF personnel with the skills and knowledge to make sound decisions in progressively more demanding leadership positions within the national security environment; and 3) develops strategic thinkers, planners, and war fighters. In addition, PME programs strengthen the ability and skills of AF personnel to lead, manage, and supervise.

Progression Planning—career field planning designed to provide the proper education, training and experience necessary to develop the majority of the career field.

Skill Level—An enlisted AFSC denoting an individual’s highest level of qualification. Enlisted personnel must complete all mandatory training requirements as outlined in AFI 36-2201, the specialty description in the AFECD on the AFPC web site, and the applicable CFETP for award of the 3-, 5-, 7-, and 9-skill levels.

Space Professional Functional Authority (SPFA)—The SECAF-appointed FA for the Space Professional community.

Specialty Training Requirements Team (STRT)—AF CFMs use this forum and quality control tool to determine and manage career field education and training requirements.

Succession Planning—Identifying long-range needs and cultivating a supply of talent to meet those needs. It involves a process for identifying and developing organizational personnel with the potential to fill key leadership positions. Succession planning increases the availability of experienced and capable personnel that are prepared to assume these roles as they become available.

Total Force (TF)—Organizations, units, and individuals that comprise the AF's resources for meeting its mission. This includes active duty RegAF, ANG, and AFR military personnel, and civilian personnel.

Training—a set of events or activities presented in a structured or planned manner through one or more media for the attainment and retention of skills, knowledge, and attitudes required to meet job performance requirements. This involves the coaching and mentoring of Airmen, resulting in proficiency development.

Unit Manpower Document—The UMD is the primary document that reflects the manpower required to accomplish the unit's mission. It is a computer product that lists unit manpower requirements, both funded and unfunded, and is used to help manage manpower resources. The UMD contains many data elements identifying the unique attributes of a position including position number, AFSC, functional account code, work center, grade, number of authorizations, and personnel accounting symbol data.

Utilization and Training Workshop (U&TW)—CFMs use the U&TW process to develop and review training programs within an AFS or civilian occupational series. The goal of the U&TW process is to develop the architecture for effective life-cycle training to be provided at appropriate points throughout a career path and to ensure that personnel within the specialty or series are properly employed.

Vector—The EDT collective recommendation for an assignment level (e.g., Joint Staff, MAJCOM, installation-level, etc.), training, or education opportunity, or position type (e.g., superintendent, special duty, etc.) a member should be considered for in his or her next or subsequent assignments.