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Personnel

**SPACE PROFESSIONAL DEVELOPMENT
PROGRAM**

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This instruction implements Air Force Policy Document (AFPD) 36-26, **Total Force Development**, and establishes the Air Force (AF) Space Professional Development Program (SPDP) for career management and professional development of AF space professionals. It outlines SPDP roles and responsibilities and describes the SPDP certification program, designed to develop a cadre of space professionals to effectively support AF space operations, planning, programming and acquisition. SPDP certification is founded on education, training and experience milestones that ensure purposeful development of space professionals. Experience tracking and documentation is accomplished through the use of Space Professional Experience Codes (SPEC), alpha-numeric identifiers that characterize space-unique experience and the requirements associated with space billets. SPDP certification is also the basis for award of the Space Badge. This Air Force Instruction (AFI) does not supersede existing AFIs. It applies to Air Force Reserve Command (AFRC) and Air National Guard (ANG) units. The guidance in this AFI complements and should be implemented in conjunction with existing personnel, career field management, and military education and training AFIs. Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF IMT 847, **Recommendation for Change of Publication**; route AF IMT 847s from the field through the appropriate functional's chain of command. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFMAN 33-363, **Management of Records**, and disposed of in accordance with the Air Force Records Disposition Schedule (RDS) located at <https://www.my.af.mil/gcss-af61a/afirms/afirms/>.

This instruction applies to Total Force space professionals but is focused on officer and enlisted members since the civilian portion of SPDP is still in development. Future versions of this instruction will outline SPDP in detail for civilian space professionals.

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Chapter 1

SPACE PROFESSIONAL DEVELOPMENT PROGRAM OVERVIEW

1.1. Purpose. The SPDP is an AF Total Force program to provide deliberate career management and professional development of space professionals, recognizing that a broad, deep pool of fully qualified, knowledgeable space professionals is the primary means of assuring National Security Space (NSS) supremacy.

1.2. Program Authority. Department of Defense Directive (DoDD) 5101.2, *DoD Executive Agent for Space*, identifies the overarching requirement to develop and maintain an inventory of space-qualified personnel for planning, programming, acquisition and operations. DoDD 3100.16, *DoD Management of Space Professional Development*, establishes policy and assigns responsibilities for managing and providing oversight of a cadre of DoD space professionals. AFPD 36-37 establishes the requirement for a comprehensive SPDP to produce highly qualified space experts. As directed by the Secretary of the Air Force (SECAF), the Commander, Air Force Space Command (AFSPC/CC) is the Space Professional Functional Authority (SPFA), in accordance with AFI 36-2640, *Executing Total Force Development*. In this role, the AFSPC/CC is responsible for the SPDP and provides space-specific inputs regarding space professional development to Air Force Specialty Code (AFSC)-specific Functional Authorities at HQ Air Force.

1.3. Program Objective. SPDP expands knowledge, experience and systems understanding to ensure AF space professionals serve effectively as integral members of the joint warfighting community. SPDP is structured to establish knowledgeable, experienced space professionals, skilled in fielding, launching and employing space power. This requires a space professional population that satisfies validated position requirements. Accurate identification and tracking of individual skills and position requirements is critical. A fundamental element of SPDP is deliberate linkage of education, training and experience credentials to personnel utilization to build and enhance institutional and occupational competencies for all space professionals.

1.4. Background. The 2001 report by *The Commission to Assess United States National Security Space Management and Organization* (The Space Commission) identified several deficiencies: space leaders had little or no space experience, space personnel lacked focused career development, personnel managers needed a comprehensive view of all space career positions, and career-long education programs were lacking. The Space Commission urged the Department of Defense (DoD) to cultivate an inventory of highly-skilled, technologically advanced space experts through a career-long education continuum to develop highly-qualified space leaders. As a result, the SECDEF issued a memorandum, *National Security Space Management and Organization*, 18 Oct 2001, directing specific actions to implement the Commission's recommendations. SPDP is the AF program to address personnel deficiencies cited by the Space Commission. It covers the career spectrum, providing a rigorous certification program, focused career management, and assignment options to ensure effective utilization of space professionals. On 16 July 2003, AFSPC/CC signed and the SECAF subsequently approved the USAF Space Professional Strategy, the roadmap for training, educating, and developing space professionals. The Space Professional Strategy is available through HQ AFSPC/A1MH. This AFI implements the Space Professional Strategy.

1.5. SPDP Structure. SPDP is a career development process focused specifically on AF space professionals. Its principles and policies cross traditional AFSC structures, addressing the development of space professionals for the Total Force. SPDP maintains data to identify and track individual qualifications and requirements for space positions. SPECs identify space experience at a level broad enough for functional application but specific enough for effective resource management. These data also enable assessment of the health of the space professional inventory through a variety of metrics and career field analysis tools. SPECs and structure will be migrated to an Air Force enterprise Information Technology (IT) solution for capability management once approved by AF/A1.

1.6. Space Professional Disciplines. The core disciplines include operations, scientists, engineers, program managers, weather, communications and intelligence; officer AFSCs: selected 13S, 14N, 15W, 33S, 61X, 62E, 63A; enlisted AFSCs: 1C6, and selected 1N0/1/2/4/5, 1W0 and 3D1. Expansion to include additional disciplines is at the discretion of the SPFA, in conjunction with the applicable Functional Authority, and is based on the degree of space-related activities performed within the discipline, as defined in billet requirements (see paragraph 4.8).

1.6.1. **Operations (Space [13S and 1C6]).** Space operations is a diverse discipline requiring knowledgeable and technically-sound operators who have the ability to employ their systems effectively. Space operations requires a thorough understanding of the impact of space effects on joint air, land, sea and cyberspace operations.

1.6.2. **System Acquisition (Scientists [61X], Engineers [62E] and Program Managers [63A]).** Acquisition personnel with the appropriate breadth and depth of space experience are vital to SPDP and are responsible for delivering the capabilities-based space systems to meet mission objectives. Additionally, acquisition personnel provide engineering and technical support to operations.

1.6.3. **Intelligence and Communications.** Selected 14N and 33S officers and enlisted 1N0/1/2/4/5 are space professionals, based on duties with direct space mission roles. Also included are enlisted personnel in AFSC 3D1 who have served or are serving in space positions. In addition to SPDP tracking, intelligence personnel will be assigned a Space Special Experience Identifier which will also be used to track personnel but will not affect career management.

1.6.4. **Weather.** Selected 15W officers and 1W0 enlisted are space professionals, based on duties relating to space environment; intelligence, surveillance and reconnaissance; and launch weather that directly impact space missions.

1.7. SPDP and Total Force Development. SPDP complements AF Total Force Development as defined in AF Doctrine Document 1-1, *Leadership and Force Development*, and AFI 36-2640. The SPDP recognizes the need to develop appropriate depth in functional areas while also meeting institutional and professional needs. The SPDP requires varying levels of space professional specialization and is deliberately managed to ensure the appropriate inventory is available to meet functional technical specifications balanced against institutional requirements. As outlined in AFI 36-2640, the SPFA interacts with the other Functional Authorities to ensure space requirements are factored into overall Air Force requirements for each AFSC. This includes long- and short-term manpower forecasts; personnel requirements; and education, training and experience criteria for space cadre development. The Space Professional Functional Authority Advisory Council (SPFAAC) supports the SPFA and includes representatives from

key organizations associated with the SPDP. The Space Professional Management Office (SPMO), HQ AFSPC/A1MH, has primary responsibility for SPDP policy development and execution in accordance with SPFA guidance and this instruction. SPFA inputs enable applicable Development Teams (DT) to effectively manage space professionals based on specific education, training, experience and certification requirements to meet AF requirements. DTs play a critical role in developing officers and civilians to support current and projected mission capabilities. They ensure senior leadership within each career field is familiar with the people in their functional area, assess potential for future opportunities; prepare senior leaders with a comprehensive understanding of both functional and institutional personnel requirements and balance those requirements for personnel utilization. DT membership includes key Force Development stakeholders selected by the career field Functional Manager to represent all aspects of the AFSC's mission responsibilities.

1.7.1. Depth and Breadth. Space professionals will have depth and breadth of experience. Depth and breadth are achieved differently among the various AFSCs with space professionals. For operators (AFSC 13S and 1C6), depth is achieved through a core of experience in specific space career paths. Breadth is achieved through experience in other mission areas, crossflow between operations-acquisition duties and across mission responsibilities in the NSS community. Depth for other space professionals generally equates to two or three space-related tours and breadth refers to experience with more than one space mission or expanded experience within the particular specialty. Depth and breadth of experience will increase mission effectiveness and reinforce space education.

1.7.2. Tailored, Deliberate Development. SPDP recognizes the continuing need for depth in functional areas while presenting opportunities to achieve the wider perspective required for future AF leaders. This means space professionals' development will be more tailored and deliberate within identified space mission areas. Specialists requiring depth of experience will need more relevant and focused education and training. After acquiring sufficient depth, future senior leaders will have more opportunities to gain greater breadth of experience. The emphasis is to provide career-long education, training and experience opportunities, combined with a deliberate assignment approach, to match individual aptitude and expectations with mission needs.

1.8. SPDP and the Assignments Process. Effective linkage between SPDP and assignments is critical to successful space professional career development. Important aspects of this relationship are outlined below.

1.8.1. Assignment Teams (AT). The Air Force Personnel Center (AFPC) ATs execute permanent change of station/assignment actions for space professionals to meet SPDP objectives, space billet requirements and Trained Personnel Requirements consistent with AF priorities. Since the primary factor in assignment selection is individual qualifications (AFI 36-2110, *Assignments*, paragraph 2.4.), the AFPC 1C6 AT and HQ AFSPC/A1MH (the 1C6 Functional Manager) will coordinate on AFPC's identification of the most qualified member for assignment to positions requiring specific experience. Those assignments requiring specialized skills may be advertised through Equal Plus.

1.8.2. The Space Assignment Advisory Board (SAAB). This board is co-chaired by AFSPC/CV and the Deputy Director of the National Reconnaissance Office (NRO) and is made up of AFSPC and NRO operations, acquisition, communications and intelligence

representatives. Its focus is management of AF personnel within the NRO. It monitors the balance of AF and NRO space professional manning and experience levels to ensure appropriate development and utilization of space professionals. An additional SAAB goal is development of a sufficient pool of senior space leaders with operations and acquisition experience in both organizations. The SAAB will provide inputs for review by the SPFAAC and is responsible to the SPFA.

1.8.3. Utilization of Space Professionals. A key element of SPDP is tracking of space professionals' experience to ensure an adequate inventory of expertise is available to meet space mission needs, while at the same time considering broader AF needs. The SPMO supports the SPFA in this effort by providing data to identify qualified space professionals with the skills to satisfy position requirements. However, career management of space-qualified individuals in AFSCs 14N, 15W, 33S, 61X, 62E, 63A, 1N0/1/2/4/5 and 3D1 often includes non-space assignments. By tracking their space expertise, the SPMO catalogs available skills that may be used for space requirements, based on cooperation between the applicable Functional Authorities, DTs and ATs.

1.9. SPDP and Acquisition Professional Development Program (APDP). SPDP and APDP, as prescribed by Department of Defense Directive (DoDD) 5000.52, *Defense Acquisition, Technology, and Logistics Workforce Education, Training, and Career Development Program*, are compatible. Developing and nurturing space acquisition expertise is a SPDP tenet, since space systems acquisition requires a unique set of acquisition skills. Space professionals with acquisition expertise need APDP to develop general acquisition skills and SPDP for space-focused acquisition capabilities. Additionally, the breadth of acquisition expertise provided through space and non-space acquisition/engineering experience is valuable from an Air Force perspective.

Chapter 2

RESPONSIBILITIES/AUTHORITIES

2.1. Under Secretary of the Air Force (SAF/US)

2.1.1. As designated by SECAF, the DoD Executive Agent for Space; facilitates the development and maintenance of a cadre of space professionals in accordance with (IAW) AF Force Development policy.

2.1.2. Ensures space education, including Developmental Education (DE), provides a direct understanding of space activities and how space capabilities, applications and effects are integrated into military operations.

2.1.3. Coordinates with the other Services and other government agencies on development of their space cadres.

2.1.4. Reviews space professional development performance measures and associated evaluation plans to assess program effectiveness.

2.1.5. Chairs the Space Professional Oversight Board (SPOB) and directs SPOB oversight of DoD space professional development. SPOB responsibilities include: approval of NSS professional development policy, integration of DoD space cadre efforts, promotion of space cadre development within each Service, and ensuring personnel receive relevant and responsive graduate education. It is co-chaired by the Under Secretary of the Air Force and the Director of the NRO and includes representatives from the Services, United States Strategic Command, the Joint Staff, the Office of the Secretary of Defense, National Aeronautics and Space Administration and the NRO.

2.1.6. Provides oversight and guidance to the Joint Space Academic Group (JSAG). The JSAG's role is to ensure DoD space professionals receive high-quality, relevant, and responsive graduate education aligned with NSS needs. (The JSAG reports to the SPOB.)

2.2. The Assistant Secretary of the Air Force, Acquisition (SAF/AQ)

2.2.1. AF Functional Authority for acquisition IAW AFI 36-2640. This includes space professionals from AFSCs 61X, 62E and 63A.

2.2.2. Manages acquisition resources to ensure adequate space expertise exists within the acquisition workforce to meet NSS needs, balanced with broader AF needs.

2.2.3. Provides DT membership guidelines to the Functional Manager to ensure appropriate stakeholders are represented.

2.2.4. Ensures space acquisition is adequately addressed in Defense Acquisition University (DAU) programs.

2.2.5. Serves on the SPFAAC.

2.3. Chief of Warfighting Integration and Chief Information Officer (SAF/XC)

2.3.1. AF Functional Authority for Communications IAW AFI 36-2640. This includes space professionals from AFSCs 33S and 3D1.

2.3.2. Manages Communications resources to ensure adequate communications-specific space expertise exists to meet NSS needs, balanced with broader AF needs.

2.3.3. Provides DT membership guidelines to the Functional Manager to ensure appropriate stakeholders are represented.

2.3.4. Serves on the SPFAAC.

2.4. The Deputy Chief of Staff, Manpower, Personnel and Services (HQ USAF/A1)

2.4.1. Addresses integration of SPDP with AF-wide personnel programs and systems.

2.4.2. Maintains a sufficient inventory of qualified space professionals to meet joint and AF organizational needs.

2.4.3. Air Force Office of Primary Responsibility for Training and Education policy.

2.4.4. Serves on the SPFAAC.

2.5. The Deputy Chief of Staff, Intelligence, Surveillance and Reconnaissance (HQ USAF/A2)

2.5.1. AF Functional Authority for Intelligence IAW AFI 36-2640. This includes space professionals from AFSCs 14N and 1NX.

2.5.2. Manages Intelligence resources to ensure adequate intelligence-specific space expertise exists to meet NSS needs, balanced with broader AF needs.

2.5.3. Provides DT membership guidelines to the Functional Manager to ensure appropriate stakeholders are represented.

2.5.4. Serves on the SPFAAC.

2.6. The Deputy Chief of Staff, Operations, Plans and Requirements (HQ USAF/A3/5)

2.6.1. Serves as the AF Functional Authority for space operations IAW AFI 36-2640. This includes space professionals from AFSCs 13S, 1C6, 15W and 1W0.

2.6.2. Ensures SPDP integration with operations training programs and Initial Skills Training (IST) requirements developed by AF/A1P.

2.6.3. HQ AF lead for Space Professional Development, 13S, 15W, 1C6 and 1W0 Career Field Manager and Space Professional Program Element Monitor (A3O-ST).

2.6.4. Serves on the SPFAAC.

2.7. Deputy Director, National Reconnaissance Office (DDNRO)

2.7.1. Manages SPDP activities for assigned AF personnel.

2.7.2. Serves on the SPFAAC.

2.7.3. Co-chairs the SAAB.

2.8. National Security Space Office (NSSO)

2.8.1. Serves as the primary action office within DoD for the development of space professionals and space-related industrial base workforce issues.

2.8.2. Facilitates Space Industrial Base Council and related working groups.

2.8.3. Facilitates SPOB and Space Professional Working Group activities.

2.8.4. Serves on the SPFAAC.

2.9. Headquarters Air Force Space Command (HQ AFSPC)

2.9.1. SPFA: ensures integration of SPDP with Force Development; interacts with other Functional Authorities to ensure effective development and utilization of space professionals; chairs and appoints HQ AFSPC members to the SPFAAC.

2.9.2. Develops policy and advocates funding for AF SPDP for Total Force personnel, including space-related education and training.

2.9.3. Maintains the SPMO for SPDP policy development and execution.

2.9.4. Interacts with AF Functional Authorities, NSSO, NRO, Army, Navy and Marines in development and sustainment of the DoD space cadre.

2.9.5. Maintains the Advanced Space Operations School (ASOpS) for advanced weapon system education and pre-deployment/familiarization training.

2.9.6. Coordinates with the Air Force Institute of Technology (AFIT), Naval Postgraduate School (NPS) and civilian educational institutions to ensure an integrated approach to space education and research.

2.9.7. Maintains data identifying space professionals' education, training and experience credentials, as well as education, training and experience requirements for AF space billets. Provides data to AFPC and SMC for their SPDP activities.

2.9.8. Develops and evaluates metrics to monitor the health of the space professional inventory and SPDP effectiveness.

2.9.9. Provides inputs on IST (IST is generally referred to as Initial Qualification Training [IQT]; therefore, this term is used throughout the rest of this AFI) requirements, operations and acquisition training programs to applicable Air Staff organizations.

2.9.10. Identifies space education and training requirements through established AF/A1 and AETC procedures.

2.9.11. Co-chairs the SAAB (CV).

2.10. Headquarters Air Education and Training Command (HQ AETC)

2.10.1. Ensures, to the extent possible, integration of appropriate space-related education and training in DE, officer accession and Basic Military Training programs.

2.10.2. Provides graduate space education through AFIT.

2.10.3. Participates in the JSAG as a member/periodic chair (AFIT).

2.10.4. Provides Undergraduate Space Training (UST), space operations IQT and familiarization training and space professional continuing education (PCE).

2.10.5. Maintains the NSSI as the DoD center of excellence for space PCE; develops NSSI curricula based on AFSPC requirements.

2.10.6. Provides members to the SPFAAC (AETC/CC and AU/CC).

2.11. Other MAJCOMS

2.11.1. Support SPDP for space professionals assigned to space positions in their commands: assist SPMO in documenting certification status for assigned individuals and coordinate on personnel availability for space professional continuing education courses.

2.11.2. Verify requirements for space positions in billet descriptions to the SPMO.

2.12. Headquarters Air Force Personnel Center (HQ AFPC)

2.12.1. Integrates SPDP into applicable assignment activities; addresses space requirements through the assignment process consistent with AF priorities.

2.12.2. Uses space database information to facilitate utilization of space professionals.

2.12.3. Provides Military Personnel Data System (MilPDS) (Defense Integrated Military Human Resource System [DIMHRS], when operational) data on a monthly basis to the SPMO.

2.12.4. Provides a member to the SPFAAC (AFPC/CC).

2.13. HQ Air Force Reserve Command (AFRC)

2.13.1. Executes the Air Reserve Component (ARC) SPDP IAW SPFA guidance.

2.13.2. Provides Reserve data from MilPDS (DIMHRS, when operational) on a monthly basis as required to the SPMO.

2.13.3. Ensures integration of AFRC and active duty SPDP management.

2.13.4. Provides a member to the SPFAAC.

2.14. National Guard Bureau (NGB)

2.14.1. Executes the ARC SPDP IAW SPFA guidance.

2.14.2. Provides Guard data from MilPDS (DIMHRS, when operational) as required to the SPMO.

2.14.3. Ensures integration of ANG and active duty SPDP management.

2.14.4. Provides a member to the SPFAAC.

Chapter 3

SPACE PROFESSIONAL DEVELOPMENT PROGRAM

3.1. Overview. The purpose of SPDP is to develop, through individual career management and rigorous certification criteria, AF space professionals fully qualified to field, launch and employ space capabilities to achieve national security objectives. Space professionals must be capable of managing complex development and acquisition programs, creating new space doctrine and concepts of operation, operating a wide range of space platforms and missions, integrating space capabilities into joint warfighting and projecting space power as needed by national decision makers and joint warfighters. This requires critical thinking and problem-solving skills to deliver combat capability using increasingly complicated and dynamic space systems. The main elements of SPDP include:

- 3.1.1. A continuum of relevant education spread throughout each space professional's career.
- 3.1.2. Appropriate training for space professional duty positions.
- 3.1.3. Experience coding based on SPECs. Note: Experience code structure for SPEC will be transitioned to an Air Force enterprise IT solution for capability management once approved by AF/A1.
- 3.1.4. A database that contains SPECs and tracks individual space-relevant experience, education, and training; space billet requirements; and provides data for metrics on the state of the space professional inventory and SPDP effectiveness.
- 3.1.5. A certification program that merges education, training and experience to establish three distinct levels of space expertise.

3.2. Space Education. Mission effectiveness demands technologically sound personnel; sustained by career-long education in applicable science, engineering, application, theory and doctrine. SPDP provides an educational framework designed to provide space-related education throughout the space professional's career. Space education consists of UST, Space 200 and 300, continuing education and academic programs. The principal agencies for space education are AETC, NPS, the NSSI and civilian institutions. AETC's AFIT, Air University and the 381st Training Group (TRG) each contribute to space education. Space professionals are expected to attain appropriate education, commensurate with their rank, responsibilities and career progression as mandated by SPDP certification standards and Chief of Staff of the Air Force guidance. Officer space professionals are strongly encouraged to complete a master's degree in a space-related area. Enlisted space professionals must complete a Community College of the Air Force (CCAF) degree to attain Level 3 certification. Table 3.1. illustrates eligibility criteria and selection procedures for UST, Space 200 and Space 300.

Table 3.1. Space Professional Course Eligibility/Selection.

Course	Officer	Enlisted
Undergraduate Space Training 381 TRG	Eligibility 13S : IAW career guidelines 61X, 62E, 63A See Note 2. Selection 13S: en route initial space assignment 6X, 33S: SPMO schedules	Eligibility 1C6: IAW career guidelines See Note 2. Selection 1C6: automatic upon entry into career field
Space 200 NSSI	Eligibility Level 1 certification 8-10 years based on TAFCS D 24 months space experience Selection 1. Units select candidates from SPMO-generated eligibles list	Eligibility Level 1 certification TSgt selects, SSgt & TSgt with 9-11 years based on TAFMSD 48 months space experience (TSgt crosstrainees must have 24 months space experience) Selection Units select candidates from SPMO-generated eligibles list
Space 300 NSSI	Eligibility Level 2 certification Field grade officers (and selects) with 13-15 years based on TAFCS D 72 months space experience Selection Units select candidates from SPMO-generated eligibles list	Eligibility Level 2 certification SMSgt/selects, MSgt with 14-18 years based on TAFMSD 72 months space experience Selection Units select candidates from SPMO-generated eligibles list
<p>Note 1: UST and Space 200/300 eligibility and selection criteria are subject to change. Contact the SPMO for the latest information.</p> <p>Note 2: Intelligence personnel attend the Space Intelligence Formal Training Unit (SIFTU) in lieu of UST. Weather and Communications personnel attend either ASOpS Space Fundamentals Course or UST. Selection is managed at unit level in coordination with the SPMO.</p>		

3.2.1. **381 TRG.** The 381 TRG teaches UST, the initial phase of space education for 13S, 1C6 and selected 15W, 33S, 61X, 62E, 63A space professionals.

3.2.1.1. **UST** is an introduction to AF space systems, space acquisition and the tactical level of warfighting. The course provides an initial background in orbital mechanics, trajectories, space environment, communications, sensor fundamentals, organizations and space history.

3.2.1.2. Company grade 13S and 1C6 space professionals will attend UST, usually en route to their initial space assignment (exceptions are determined by the SPMO in conjunction with the gaining unit). All 61X, 62E and 63A officers designated to fill space billets will also attend UST, either en route the space assignment or during the first two years of space duty. New field grade space professionals scheduled for IQT will attend UST; those en route to staff positions will attend the ASOpS Space Fundamentals Course, but may attend UST on a space available basis with SPMO approval. Exceptions requiring quotas to be moved must be coordinated with the 2AF/TTOC-P, Quota Control Point.

3.2.1.3. Upon assignment to space-related duty, 14N officers complete the Space Intelligence Formal Training Unit course in lieu of UST. Initial space education for 15W and 33S officers is accomplished by completion of the ASOpS Space Fundamentals Course or UST, depending on the requirements for their unit of assignment, with Functional Manager and SPMO concurrence.

3.2.2. **NSSI.** The NSSI, part of AU's Eaker Center of Professional Development, is the DoD center of excellence for space education for the NSS community. It researches, develops and instructs courses in space system technologies, capabilities, operational concepts, acquisitions and tactics in support of joint service strategies to develop certified DoD space professionals.

3.2.2.1. **Space Professional courses** include Space 200 and 300, which are required for space professionals at key career milestones.

3.2.2.1.1. **Space 200** is for mid-career space professionals. It focuses on the operational level of warfighting and space applications by refreshing and providing more depth on the concepts offered in UST. It also includes space-related policy and doctrine, space system design, development, and acquisition and explores space integration and tactics in joint warfare.

3.2.2.1.2. **Space 300** is the senior level space professional course, focused on the strategic level of warfighting and acquisition of space capabilities. It prepares space professionals for senior leadership roles and includes integration of space effects to the warfighter, space acquisition, and space-related strategy, policy, doctrine and law.

3.2.3. **AFIT and NPS.** These schools offer graduate space certificate and degree programs for qualified space professionals of all services. See the Space Professional Development website for an overview of these programs and links to associated websites for additional information and enrollment instructions: <http://www.afit.edu> and <http://www.nps.edu>.

3.2.4. **Civilian Institutions.** Several civilian institutions provide space-related programs that are beneficial to space professional development and mission effectiveness. For

example, the *AFSPC-University of Colorado at Colorado Springs Space Education Memorandum of Understanding* (July 2007) addresses the need for broader space education opportunities. As a result, the University of Colorado at Colorado Springs established the Space Certificate program as a starting point for space-related advanced degrees.

3.2.5. **CCAF.** CCAF is one of several federally chartered degree-granting institutions; the only 2-year institution exclusively serving enlisted personnel. CCAF awards associate in applied science degrees once enlisted personnel complete programs designed for specific AFSCs. Enlisted space professionals are required to complete a CCAF degree for their AFSC to attain Level 3 SPDP certification. Application is accomplished through the AF Virtual Education Center or local base education offices.

3.2.6. Other Education Programs.

3.2.6.1. **Continuing Education.** Space professionals should stay current and actively pursue a self-improvement program. Space-related professional reading, self study, community outreach and ongoing interest in developments in space capabilities, missions and systems will ensure a knowledgeable, informed community of professionals.

3.2.6.2. **The Spacelift Education and Crossover Program** (SLEC-P) provides on-the-job education, experience, and exposure to the civilian industrial environment as well as experience in management techniques used by major defense and commercial launch contractors. SLEC-P is a two-phased program designed for 61X, 62E, 63A and 13S officers. After completion of a Phase I Education with Industry (EWI) assignment, 61X, 62E and 63A officers are placed in spacelift 13S jobs and 13S officers are placed in spacelift acquisition jobs for a 3-year assignment. Officers retain their original core AFSC throughout. AFPC/DPAO and DPAS conduct an annual SLEC-P board and publish selection results prior to the summer assignment cycle.

3.3. Space Training consists primarily of IQT, Mission Qualification Training (MQT), and specialized training. Training policy and management are the responsibility of AF/A1 and the training course owner; occupational competencies are determined by the respective functional communities. The principal agencies for space training are the 381st TRG, the ASOpS, the USAF Weapons School and AFSPC operational units.

3.3.1. **IQT** for operations personnel is conducted by the 381 TRG. Some mission areas do not have formal IQT programs. In this case, initial training is provided by the unit.

3.3.2. **MQT** is typically employed to establish and maintain operations Combat Mission Ready (CMR) status, and is provided by the applicable operational units.

3.3.3. Initial specialty training for 14N, 15W, 33S, 61X, 62E, 63A, 1N0/1/2/4/5 and 3D1 is accomplished in accordance with the career field education and training plan or the training standard for each AFSC.

3.3.4. **Specialized training** involves focused programs designed to prepare space professionals for specific duty in a particular mission area. For example, ASOpS courses provide space training to prepare warfighters for deployed duty in joint military operations. Selected officer space operators attend focused training at the USAF Weapons School.

3.3.5. **Advanced Courses** are taught by the ASOpS and are focused programs designed to create depth of expertise in specific mission areas. These courses prepare students to be subject matter experts who return to their units to provide improved training, tactics development, and acquisition management.

3.4. Space Experience is an essential element of SPDP. Space professionals must attain specific experience milestones to qualify for SPDP certification. The primary means of measuring space professionals' experience is through SPECs, a tracking methodology focused on space-unique experience across the Air Force. SPECs are a key element of SPDP inventory management and requirement identification. Note: Experience code structure for SPECs will be transitioned to an Air Force enterprise IT solution for capability management once approved by AF/A1.

3.4.1. **SPECs identify** a specific space skill set and allow detailed documentation of space professionals' experience using three characters. See Attachment 2 for additional information and SPEC examples.

3.4.2. **SPECs quantify** space professionals' experience in specific missions, as well as the currency, depth and breadth of that experience. SPECs are also used to describe requirements for space billets. The dual application of SPECs facilitates identification of appropriate candidates for space positions, enables accurate measurement of the space professional inventory, identifies space requirements across the NSS community, and highlights experiential requirements for key leadership positions. SPEC data are also used to develop SPDP metrics.

3.5. Space Professional Database.

3.5.1. **Space Professional Database Capability.** Accurate identification, documentation and tracking of space professional skills and position requirements enable effective SPDP execution. The SPMO maintains a database capability that accomplishes this function to ensure a common approach that documents space professional education, training and experience and space billet requirements. The database uses SPECs to categorize experience and allows an assessment of the overall inventory of space professionals to meet billet requirements. It is a valuable tool for matching individual space professional qualifications with billet requirements. Note: Structure, content and functionality of the Space Professional Database will be transitioned to an Air Force enterprise IT solution for capability management once approved by AF/A1.

3.5.2. **Data Sources.** The data come from two sources: AFPC and the SPMO. The AFPC data residing in the master personnel data systems are the primary source and provide service dates, AFSCs, duty history, education and training. The SPMO provides SPDP-related data such as SPECs, Space Badge award level, SPDP certification level and space professional continuing education course completion.

3.5.3. **Database Users.** Two other organizations use the database in addition to the SPMO. AFPC uses the data to support DTs and ATs. SMC maintains a subset of the officer database that includes only personnel assigned to SMC.

3.5.4. **Career Opportunities Guide (COG).** The COG has two sections: a career guidance document and a space billet database. The COG provides information to help space professionals make informed choices as they pursue a space career and assists space professional leaders in their role as mentors. The COG includes guidance for officers, enlisted, and civilians and contains notional career paths for operators and acquirers. It also includes a listing of all AF space positions by organization, with position descriptions and organizational information. Reference the COG at <https://halfway.peterson.af.mil/COG> for additional information.

Chapter 4

SPACE PROFESSIONAL DEVELOPMENT PROGRAM CERTIFICATION.

4.1. Purpose. SPDP certification is based on specific education, training and experience criteria used to document individual qualifications, identify space billet requirements and facilitate an effective match of individuals to jobs for mission success. Certification is the basis for space professional career management through consistent and attainable standards at several career points. These standards comply with AF Force Development and facilitate guidance for assignment processes. In many cases, individuals categorized as space professionals (e.g., 14N, 15W, 33S, 61X, 62E, 63A) also move between space and non-space duties during their careers, so SPDP certification timelines are not the same for all AFSCs. SPDP certification criteria are summarized in Table 4.1.

4.2. Certification Levels. The three levels of SPDP certification are tailored for the Total Force. Space professionals progress from a foundation of technical competency (Level 1), through demonstrated depth of knowledge and experience in application (Level 2), to extensive knowledge and experience in space and warfighting operations (Level 3). Criteria for the various levels are tied to education, training and experience. Level 1 is normally attained in conjunction with Combat Mission Ready (CMR) status (or equivalent, for those not required to be CMR), Level 2 is normally attained at the officer and enlisted mid-grades, and Level 3 applies to more senior personnel.

4.3. Certification Authority. The SPFA is the overall authority for SPDP certification; at unit level this responsibility resides with the wing commander (or equivalent). Space professionals attain their certification levels by fulfilling the requirements for each phase.

4.4. Duty Requirements. Only space-related duty counts toward SPDP certification. Space-related duty consists of duties performed in AFSCs 13S, 14N, 15W, 33S, 61X, 62E, 63A, 1C6, 1W0, 3D1 and 1N0/1/2/4/5 in a space billet. Individuals in AFSCs 14N, 15W, 33S, 61X, 62E, 63A, 1W0 and 1N0/1/2/4/5 with no space experience are ineligible for SPDP certification (for example, a 63A officer serving in an aircraft acquisition position in Air Force Materiel Command will not accrue space experience credit).

4.5. Certification Requirements. SPDP certification requirements are summarized in Table 4.1. Civilian requirements are still in development.

Table 4.1. SPDP Certification Requirements.

	Officer	Enlisted
Level 1	UST (or equivalent) CMR or equivalent (12 months in a space position for 15W, 33S & 6X; 14N: 12 months and SIFTU, 24 months without SIFTU) SPDP Certification Briefing	UST (or equivalent) CMR or equivalent (12 months in a space position for 1W0; 1N0/1/2/4/5: 12 months and SIFTU, 24 months without SIFTU) SPDP Certification Briefing
Level 2	Space 200 Job-related training (CMR if applicable) 13S, 6X: 6 years of space duty (5 years for 15W, 14N and 33S)	Space 200 Job-related training (CMR if applicable) 6 years of space duty (5 years for 1W0 and 1N0/1/2/4/5)
Level 3	Space 300 Job-related training (CMR if applicable) 13S, 6X: 9 years of space duty (7 years for 15W, 14N and 33S)	Space 300 Job-related training (CMR if applicable) 9 years of space duty (7 years for 1W0 and 1N0/1/2/4/5) CCAF degree

4.6. Decertification. Decertification is an administrative action to remove an individual's space professional status for cause. It is not a disciplinary action or a substitute for action under the Uniform Code of Military Justice. A space professional will be decertified when found professionally unqualified to perform space duties. Decertification actions will be handled IAW AFI 36-2101, *Classifying Military Personnel (Officer and Enlisted)*.

4.7. Certification Documentation. The SPMO tracks certification in coordination with each unit. Since Level 1 is based on CMR (or equivalent), units must submit reports via e-mail by the 20th of each month to ensure the SPMO has a current list of space professionals who have attained Level 1 during the previous month. Reports will include space professionals' names and Social Security Account Numbers. SPMO tracks Levels 2 and 3 and releases a monthly list on the SPD Website indicating space professionals who attained those levels during the previous month. Units must contact the SPMO in the event a space professional who is otherwise qualified for Level 2 or 3 is considered ineligible for progression to the next level (e.g., decertification).

4.8. Billet Requirements. SPDP certification requirements also apply to space billets. AF space-related billets include any jobs focused specifically on a space mission: designing, integrating, operating, employing, sustaining, maintaining or supporting space systems within the DoD and selected government positions. In instances where job requirements also include non-

space responsibilities, the billet is considered a space billet if greater than 50% of the total responsibilities are space related, as determined by the SPMO in conjunction with the owning unit. For example, an Air Force Research Laboratory engineer position focused on development of thermal and acoustic protection devotes the majority (>50%) of effort on thermal applications for space systems, but also includes work on non-space systems. SPDP and APDP certification requirements may apply to the same position; certification under the two programs is different but compatible.

4.8.1. **Billet Information.** Once a billet has been identified as a space professional position, the owning organization designates a SPDP certification level, the SPEC earned while *assigned* to the position, the SPECS required for *selection* to the position, a position description (the duties of the position), job requirements (other information not captured by SPECS, e.g., security clearance), educational requirements, and CMR status.

4.8.2. **Billet Changes.** When an organizational mission changes (new space position, deletion of space position, or a change in mission that affects the assigned SPECS), units will contact the SPMO and provide the updated data for the billet(s). SPMO and AFPC teams will periodically crosscheck billet data to ensure accurate tracking of space billet requirements.

4.9. Waiver procedures. Each space billet requires a specific certification level and may include experience, education and training prerequisites. Space professionals selected for duty in these billets should meet the requirements to the greatest extent possible. Specific education, training and experience prerequisites are addressed by the hiring authority and ATs during the assignment process. SPMO and AFPC will develop and maintain a process to place space professionals who do not possess the required certification level in a position requiring a higher level. ARC waivers must comply with the process described in paragraph 5.7. Waivers for space professionals who have not attained the appropriate certification level must indicate when the individual is projected to attain the required level.

4.10. Space Badge. The Space Badge is worn by officer and enlisted space professionals. The badge level is indicative of the wearer's SPDP certification level. The Basic Badge is awarded upon completion of UST and related IQT, if applicable (or after UST for those with no IQT requirement) and is retained based on attainment of SPDP certification Level 1. Award of the Senior and Command Space Badge is directly linked to SPDP certification and is not based on AFSC, time in service or skill level requirements. The process described in paragraph 4.7 also applies to documentation of award of the corresponding Space Badge. Reference AFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*, for additional information on the correct wear of the Space Badge.

4.10.1. **Eligibility.** Only space professionals listed in paragraph 1.6 are eligible for the Space Badge. Exceptions to badge award must be approved by the SPFA. Individuals who fail to meet all certification requirements are ineligible for award of the corresponding level of the Space Badge. This includes space professionals who do not complete Space 200 or 300 within their window of eligibility (award of the next level badge is attained upon completion of the applicable course if all other criteria are met). Commanders may request a waiver for badge award at the next level (see Attachment 3). Commanders must make every effort to maintain the rigor associated with award of the badge. Presenting a Space Badge is not an appropriate method of recognizing meritorious service, achievement or international

friendship. Other Services and foreign military members may wear the Space Badge based on SPFA-approved criteria that maintain the structure and rigor of SPDP certification. Once the SPFA has approved the criteria, the Service/foreign military authority may award the badge based on the criteria without further coordination with SPMO or SPFA. Changes to award criteria will require SPFA approval.

4.10.2. Prohibiting the Wear of the Space Badge. Space professionals earn the privilege of permanently wearing the badge in accordance with SPDP certification. In most cases, space professionals may continue to wear the badge even if decertified or retrained to a different career field. Situations may arise, however, when the continued wear of the Space Badge may be inappropriate. To ensure a consistent policy, adhere to the following guidance:

4.10.2.1. Reasons for Prohibition. Commanders at any level may recommend prohibiting wear of the Space Badge if an individual is decertified as a space professional for failure to maintain professional standards. In all cases, prohibit wear of the Space Badge when: (a) an individual is decertified for discrediting the badge through misconduct or willful violation of regulations or procedures, (b) unwillingness or failure to perform assigned duties (c) when the individual fails to become a productive space professional through factors over which he or she has control—to include lack of effort or motivation.

4.10.2.2. Authority. The SPFA is the approval authority for Space Badge removal. The commander's recommendation must be forwarded to the SPMO for staffing to the SPFA (see Attachment 4). If the SPFA determines wear of the Space Badge is no longer appropriate, the individual's record will be annotated accordingly in the database, e.g., "Member is no longer authorized to wear the Space Badge per SPFA memo, DDMMYY".

Chapter 5

AIR RESERVE COMPONENT SPACE PROFESSIONAL DEVELOPMENT PROGRAM

5.1. ARC SPDP is governed by guidelines that parallel the active duty SPDP but are tailored to allow ARC airmen to participate as equal partners in space missions. The SPFA has Total Force responsibility for SPDP.

5.2. ARC members must attain the appropriate SPDP certification level. When in a CMR billet space professionals must attain and maintain unit-specific CMR requirements for their assigned weapon system.

5.3. ARC organizations will coordinate with the SPMO for ARC SPDP management. The ARC will retain appropriate responsibility to develop their respective Total Force components to meet the SPDP needs.

5.4. UST Requirement. All ARC space professionals must attend UST upon entering the 13S and 1C6 career fields; 61X, 62E and 63A officers will also attend UST when assigned to space billets, depending on available class seats. Space professionals in 14N, 15W, 33S, 1W0 and 1N01/2/4/5 will attend applicable space education for their AFSCs (see Table 3.1.).

5.5. Good Year Credit. An ARC good year consists of a minimum of 24 days of duty for an Individual Mobilization Augmentee and 36 days of duty for a Traditional Unit Reservist. The ARC must report good year status to the SPMO for accurate tracking of ARC space professional currency.

5.6. Tracking. The SPMO will track ARC space professionals using data from separate Air Force Reserve Command (AFRC) and Air National Guard (ANG) databases, working in coordination with applicable ARC organizations.

5.6.1. AFRC will maintain its MilPDS database but allow SPMO access via AFRC/A1 representatives at HQ AFPC. AFRC will work with SPMO to ensure space professional data is accurate and compatible with the active duty databases.

5.6.2. The ANG will allow SPMO access to ANG data for identification and tracking of ANG space professionals.

5.7. ARC Senior Leader Review Boards (SLRB) will provide policy recommendations and personnel utilization inputs to their respective component commanders for approval and submission to the SPFA for final review and approval.

5.7.1. The AFRC SLRB is chaired by HQ AFRC/A3T, with the 310th Space Wing commander and HQ AFSPC/CR as voting members and HQ AFRC/A1T and SPMO advisors. The SLRB will meet semi-annually to review the space professional inventory, identify space professionals and key billets across AFRC and the associated SPDP certification level for those billets, evaluate records of AFRC space professionals, and prioritize AFRC candidates for space education. The SLRB will make recommendations for waivers to allow individuals to fill a position without the required SPDP certification level and the associated process to make that decision. All SLRB decisions will be coordinated through HQ AFRC/A3 and HQ AFSPC/CC MA to HQ AFRC/CV and HQ AFRC/CC, then

to the SPFA for approval. If AFRC issues arise during coordination, the SLRB will reconvene to resolve/update recommendations.

5.7.2. The ANG SLRB will accomplish the personnel items identified in paragraph 5.7.1 for ANG space professionals. The SLRB will be chaired by the Weapon System Council representative for Space with additional voting members consisting of a senior-level space representative from the field units, ANG/A3S and HQ AFSPC/CG. The SLRB will have an advisory member from SPMO and will meet semi-annually. All SLRB decisions will be presented by HQ AFSPC/CG for approval by the SPFA.

Chapter 6

SPACE PROFESSIONAL DEVELOPMENT PROGRAM METRICS

6.1. Metrics Review. The SPMO tracks pertinent SPDP data and reviews metrics derived from the data on a quarterly basis to monitor the health of the space professional inventory and SPDP effectiveness. Each year the SPMO will conduct comprehensive data analysis of the inventory by billets and individuals to provide a complete assessment to the SPFA, SPFAAC, SAAB and DTs, as required.

6.2. Baseline data are used to define the space professional inventory, tracking space professionals by certification level, AFSC, SPEC and rank in various combinations. Space billets are also tracked in the same categories.

6.3. SPMO Assessment. Comparison of total space billet requirements (the demand) to the space professional population (the supply) provides a means to determine if the manpower structure and personnel inventory are sufficient to meet current and future mission needs. SPMO assesses accurate utilization of space professionals by contrasting specific billet requirements with the qualifications of the individual space professional assigned to each position.

6.4. Space Education Programs Timeliness is tracked by monitoring the percentage of space professionals completing Space 200 and 300 within their window of eligibility and success at meeting requirements of the other services and government agencies. NSSI and ASOpS curriculum metrics ensure courses satisfy objectives provided by functional stakeholders.

6.5. Periodic Assessment. SPMO will complete a periodic assessment of the accuracy and effectiveness of the metrics in measuring program success and the analysis methodology and make adjustments as required. Results of the assessment and the annual data analysis will be presented to the SPFAAC for approval and feedback.

6.6. NSSO Report. SPMO also provides data to the NSSO in response to reporting requirements to Congress as prescribed in the 2008 National Defense Authorization Act.

6.7. Prescribed and Adopted Forms.

6.7.1. Prescribed forms:

AF IMT 847, *Recommendation for Change of Publication*

6.7.2. Adopted Forms.

None.

RICHARD Y. NEWTON III, Lt General, USAF
DCS, Manpower and Personnel

Attachment 1

GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

References

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Abbreviations and acronyms

AETC— Air Education and Training Command
AF— Air Force
AFDD— Air Force Doctrine Document
AFI— Air Force Instruction
AFIT— Air Force Institute of Technology
AFPD— Air Force Policy Directive
AFRC— Air Force Reserve Command
AFSC— Air Force Specialty Code
AFSPC— Air Force Space Command
AFSPC/CC— Commander, Air Force Space Command
ANG— Air National Guard
APDP— Acquisition Professional Development Program
ARC— Air Reserve Component
ASOpS— Advanced Space Operations School
AT— Assignment Team
AU— Air University
CCAF— Community College of the Air Force
CDC— Career Development Course
CMR— Combat Mission Ready
COG— Career Opportunities Guide
DE— Developmental Education
DoD— Department of Defense
DoDD— Department of Defense Directive
DT— Development Team
FD— Force Development
FOUO— For Official Use Only
IQT— Initial Qualification Training
IST— Initial Skills Training
IT— Information Technology
JSAG— Joint Space Academic Group
MAJCOM— Major Command

MQT— Mission Qualification Training
NGB— National Guard Bureau
NPS— Naval Postgraduate School
NRO— National Reconnaissance Office
NSS— National Security Space
NSSI— National Security Space Institute
NSSO— National Security Space Office
OPR— Office of Primary Responsibility
PDO— Publishing Distribution Office
SAAB— Space Assignment Advisory Board
SECAF— Secretary of the Air Force
SECDEF— Secretary of Defense
SIFTU— Space Intelligence Formal Training Unit
SLEC—P - Spacelift Education and Crossover Program
SLRB— Senior Leader Review Board
SPD— Space Professional Development
SPDP— Space Professional Development Program
SPEC— Space Professional Experience Code
SPFA— Space Professional Functional Authority
SPFAAC— Space Professional Functional Authority Advisory Council
SPMO— Space Professional Management Office
SPOB— Space Professional Oversight Board
TAFCS**D**— Total Active Federal Commissioned Service Date
TAFMS**D**— Total Active Federal Military Service Date
TRG— Training Group
US— United States
UST— Undergraduate Space Training
USAF— United States Air Force

Terms

Space professionals— Personnel with space expertise & knowledge, governed by Space Professional Development Program certification, who are directly responsible for fielding, launching and employing space power. This group includes space operators, scientists, engineers, program managers, intelligence, weather and communications personnel (AFSC 13S, 14N, 15W, 33S, 61X, 62E, 63A, 1C6, 1N0/1/2/4/5, 1W0 and selected 3D1) who require specialized space education, experience coding and tracking to meet certification requirements.

Space Professional Development Program (SPDP)— SPDP is the official Air Force response to the 2001 Space Commission’s recommendation to “develop the space cadre the nation needs.” SPDP consists of three-level certification program with specific education, training and experience criteria to create and manage a knowledgeable community of space professionals.

Space Professional Experience Codes (SPEC)—A series of three-digit identifiers used to track and develop space professionals and identify space billet requirements.

Space Professional Functional Authority (SPFA)—SECAF designated the Commander, Air Force Space Command (AFSPC/CC) as the SPFA. In this role the AFSPC/CC, in concert with other Air Force Functional Authorities, is responsible for the overall health and development of Air Force space professionals. The SPFA provides strategic oversight of this group and can make recommendations to the core Functional Authorities in support of SPDP needs IAW AFI 36-2640.

Space Professional Management Office (SPMO)—(HQ AFSPC/A1MH) - The office designated by AFSPC/CC to develop and sustain the SPDP for all Air Force space professionals. Their responsibilities include: managing and coordinating policies and guidance for the SPFA; administering SPDP certification; maintaining SPDP data; recurring communications (Space Professional Website, Spread the Word briefings, etc.); and liaising with other DoD space cadre offices.

Attachment 2

SPACE PROFESSIONAL EXPERIENCE CODES

Table A2.1. Breakout of Space Professional Experience Codes.

1 st Character (alpha) Function Code	2 nd Character (alpha) Mission Area Code	3 rd Character (numeric) Experience Identifier Code
A: <u>Acquisition</u> O: <u>Operational</u> S: <u>Staff</u> Note: All wing positions are considered Ops (with one exception-XP is Staff)	A: Satellite Systems	0 - Multi Systems Knowledge 1 - Satellite C2 2 - MILSATCOM 3 - Precision Navigation & Timing (PNT) 4 - AFSCN 5 - Orbital Analysts 6 - ORS
	B: Nuclear	0 - Multi Systems Knowledge 1 - Missile Systems 2 - Missile Maintenance 3 - Missile Testing/Technology 4 - Command and Control 5 - Codes 6 - Emergency War Orders 7- Policy & Strategy 8 - Safety 9 - Plans & Programs/PPBE/PEM
	C: Spacelift	0 - Multi Systems Knowledge 1 - Range Systems 2 - Launch Systems 3 - SLEC-P 4 - Astronauts 5 - ORS
	D: Warning	0 - Multi Systems Knowledge 1 - Ground Based Systems 2 - Space Based Systems 3 - Fusion Centers
	E: Space Control	0 - Multi Systems Knowledge 1 - Ground Based Radars 2 - Space Based Systems 3 - Optical Systems 4 - Fusion Centers 5 - Space Control Operations 6 - Space Weather
	F: ISR	0 - Multi Systems Knowledge 1 - Environmental Monitoring 2 - Space Based Radar 3 - Other: AFISRA, AIA, NGA, NSA, DIA, NRO, AFELM
	G: Missile Defense	0 - Multi Systems Knowledge 1 - Missile Defense
	H: Space Warfare C2	0 - Multi Systems Knowledge 1 - Space AOC 2 - Theater AOC 3 - Space Innovation & Development Center (SIDC) 4 - SOF 5 - Near Space

	I: Space Training, Test & Evaluations	<ul style="list-style-type: none"> 0 - AETC General Space Instructors 1 - Student Time (Education) 2 - Student Time (CMR Training) 3 - Space Test 4 - HQ/MAJCOM/NAF Training Shops 5 - Inspector General, HQ/MAJCOM/NAF OGV 6 - AFOTEC 7 - AFTAC
	J: Space Staff	<ul style="list-style-type: none"> 0 - Executive Officer 1 - Assignments 2 - Joint 3 - Safety 4 - Program Element Monitor 5 - XP, Plans and Programs 6 - Research and Development 7 - Information Operations 8 - Other, anything not covered by another SPEC
<p>SPEC Examples: GPS operator: OA3 GPS acquisition: AA3 HQ AFSPC/A3 executive officer: SJ0 381 TRG UST instructor: OI0</p>		

Attachment 3**SAMPLE SPACE BADGE AWARD WAIVER MEMORANDUM**

MEMORANDUM FOR HQ AFSPC/A1MH

FROM: Unit
Address

SUBJECT: Request for Waiver to SPDP Certification Requirement for Space Badge Award

1. Request permission to award (individual name, rank, SSAN) the (Senior, Command) Space Badge, effective (date).
2. Provide justification for waiving SPDP certification requirement to allow Space Badge award at the next level. If the waiver is for failure to complete Space 200 or 300 within the individual's window of eligibility, provide explanation for failure to meet completion requirement and plan to complete the applicable course.
3. Unit POC, phone number and e-mail address

Unit commander signature

Attachment 4

SAMPLE SPACE BADGE REMOVAL MEMORANDUM

MEMORANDUM FOR HQ AFSPC/A1MH

FROM: Unit
Address

SUBJECT: Removal of Eligibility to Wear the Space Badge

1. (Individual name, rank, SSAN) is no longer authorized to wear the Space Badge, effective (date).
2. Provide justification Space Badge removal, see paragraph 4.10.2.
3. Unit POC, phone number and e-mail address

Unit commander signature