



United States Space Force Guardian Basic Training Standards

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Purpose

USSF Competencies

USSF BMT Standards & Requirements

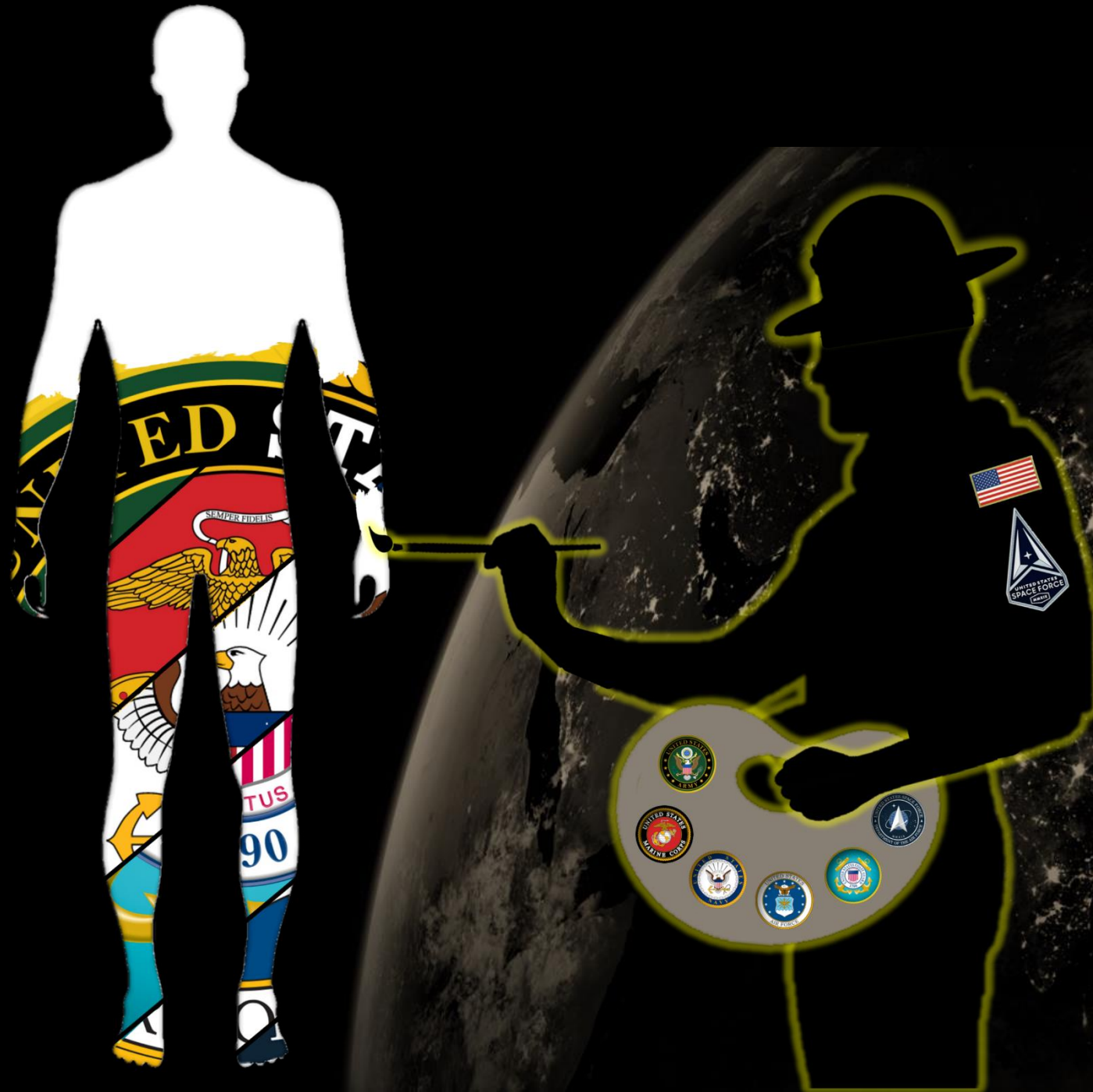
Curriculum Development

Training Applications

Summary



Purpose



USSF Competencies

Competency Framework Focus Areas



- » Service Foundational Competencies
- » Individual Skills Development
- » Team Concept of Operations



- » Foundational Warfighting Competencies
- » Spacepower Discipline
- » Occupational Basic Fundamentals



DEPARTMENT OF THE AIR FORCE
OFFICE OF THE CHIEF OF SPACE OPERATIONS

5 October 2022

MEMORANDUM FOR U.S. SPACE FORCE PERSONNEL

FROM: USSF/S1

SUBJECT: United States Space Force (USSF) Competency Framework

1. The USSF is implementing the USSF Competency Framework: a new talent development model designed to complement traditional talent management processes. As stated in the *Guardian Ideal*, this framework will enhance selection, accession, promotion, evaluation, and talent development systems. The Competency Framework provides the means to transparently identify position requirements, define required Guardian competencies, manage talent for all Guardians (military and civilian), and establish a foundation for our future talent marketplace.
2. The Competency Framework represents the concepts expressed in the space capstone publication *Spacepower* and consists of foundational warfighting competencies (FWCs, Enclosure 1) and occupational competencies (OCs, Enclosure 2).
 - a. Competencies are the knowledge, skills, abilities, and other characteristics required to perform tasks or functions to varying degrees of proficiency (*Guardian Ideal*, Appendix 3) while rubrics outline the proficiency levels of a competency and provide examples of observable behaviors for each proficiency level: basic, intermediate, advanced, and expert.
 - b. FWCs are in alignment with the Space Force strategy and capstone doctrine. Through extensive research and participation by Guardians and career field subject matter experts (SMEs), the FWCs were approved by the Chief of Space Operations in May 2022. OCs are defined by occupational analysis (e.g., cyber operations). Through detailed work by the Air and Education & Training Command OC team and in coordination with career field managers, Guardian SMEs created a baseline of OCs.
3. In a phased approach throughout FY23-24, we will align FWCs and OCs to all positions, assess Guardians' competencies, and create a vetted implementation plan which includes trials within subsets of our population. In collaboration with USSF stakeholders, SF/S1 will publish guidance that incorporates the lessons from this phased approach. This inaugural Competency Framework sets the foundation for a new talent management approach and facilitates our next phase of creating the digital talent management system.
4. My POC is Mr. J. Steve Turner, Jr., SF/S1D, (703) 693-4675, HQSF.S1D.Workflow@us.af.mil.


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Enclosures:

1. Foundational Warfighting Competencies
2. Occupational Competency Models and Rubrics

USSF BMT Standards & Requirements

- DoD Service Requirements
- Holistic Health Approach (HHA)
 - » Guardian Resiliency Team (GRT)
 - Building Skills and Tools
 - Life/Career-long Sustainment
- DAF Military Standards
- Guardian Critical Skills Requirements
 - » Hands-on
 - » Problem Solving
 - » Critical Thinking
 - » Team Development (Peer to Peer Led)
 - » Combatives (Warrior Mindset)



Curriculum Development



Phase 1
Project
Overview

Phase 2
Planning

Phase 3
Resource
Planning

Phase 4
Analysis

Phase 5
Training
Standard

Phase 6
Training
Plan

Phase 7
Equipment

Phase 8
Objectives
& Tests

Phase 9
POI &
Course
Chart

Phase 10
Instructional
Materials

Create USSF Course

- » Funding \$\$
- » Training Lessons
- » Measurement/Evaluations
 - » Learning Objectives
 - » Standards of Behavior (Prove it!)

Hands-On Training Applications



» **DEVELOP.** Foundational competencies, skills and agility with a Combined/Joint Warfighting mindset for a

Contested, Degraded, Operational Environment

» **GOAL:** Fundamentally execute the mission with Speed, Surprise, and Violence of Action.

Questions?

