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Space Force Acquisition Occupational Competencies

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Space Force Acquisition Occupational Competencies

May 2022



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Space Systems Command

Highest Overall Classification:
UNCLASSIFIED



UNCLASSIFIED

RESEARCH QUESTION



Photo by [Kelly Sikkema](#) on [Unsplash](#)

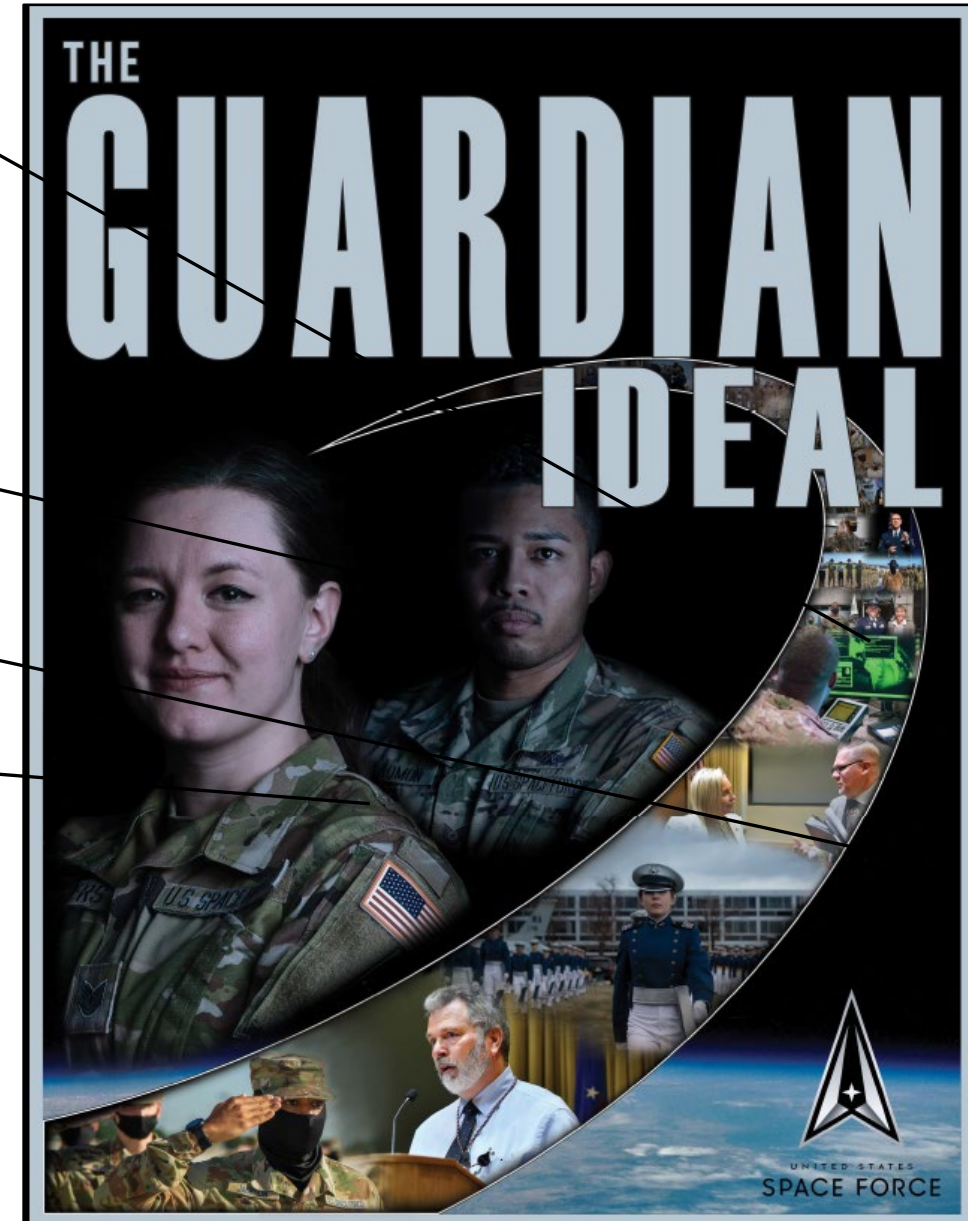
- What are the right US Space Force Acquisition Occupational Competencies?
 - How would a new Service identify/select these competencies?
 - Should the USSF start from scratch? If not, which models should be leveraged?

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D.1 Competencies-based Framework

A competency is the combination of knowledge, skills, abilities, experiences, and characteristics that manifest in the behaviors needed in designated roles. Some competencies are foundational to all Guardians, while others are specific to mission sets, occupations, or positions. A competency-based framework for talent management will enable the Space Force to categorize positions based on the foundational and occupational competencies required by those positions. If Guardians aspire to fill certain types of roles, they will be able to see the competency requirements for those positions and seek developmental opportunities, either internal or external to the Force, to ensure they are qualified. Some Guardians will seek to specialize while others will pursue a wide variety of experiences, with both paths valued in accordance with the needs of the Service.





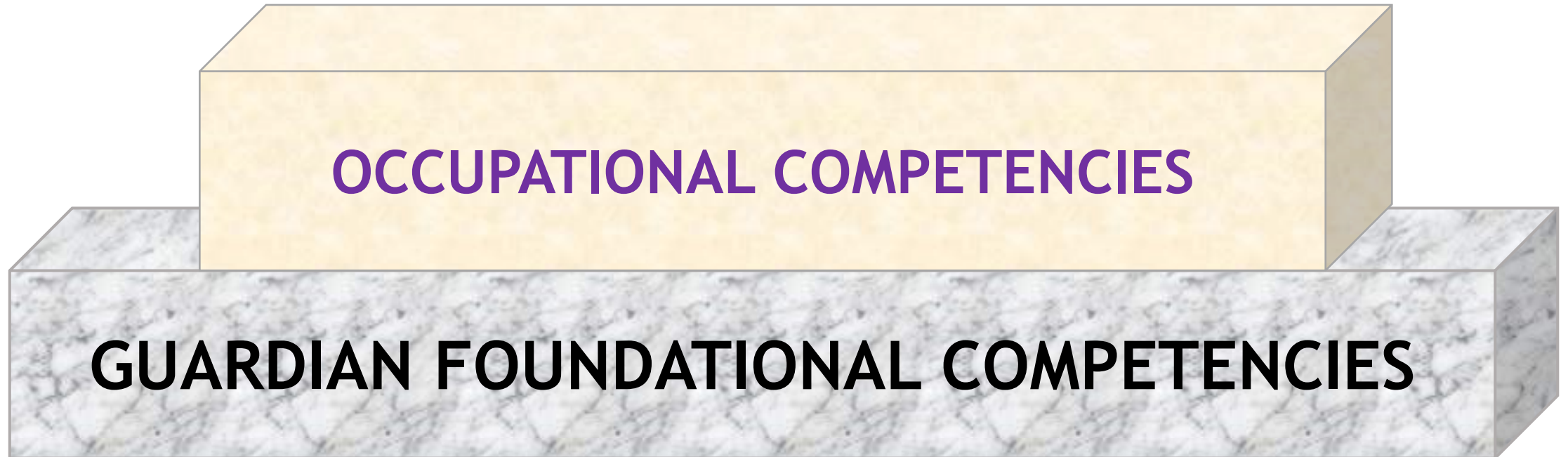
COMPETENCIES





USSF COMPETENCIES

A competency-based framework for talent management will enable the Space Force to code positions based on the foundational and occupational competencies required by those positions.





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METHODOLOGY - TWO PHASE STRATEGY

- Phase I Planning (Aug 21)
 - HQ AETC Competency, USSF Career Field Managers, and USSF/S1D Force Development initial discussions
 - Identify requirements, define: scope, objectives, and timelines for fully functional and validated competency model
- Phase II Building and Validating the Model
 - Competency Study (Jan 22)
 - Validation (ongoing)

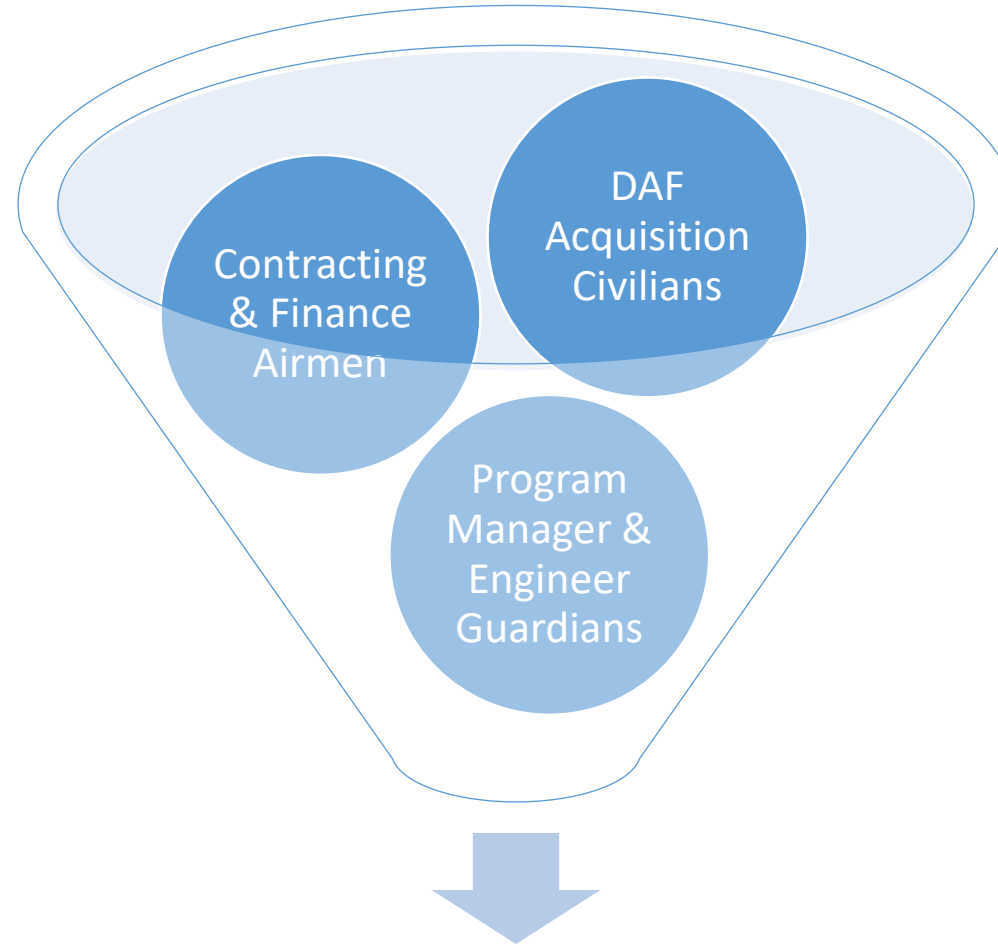


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USSF ACQUISITION OCCUPATIONAL COMPETENCIES



Scope of Effort: Active Duty PM and EN Guardians

DAF - Department of the Air Force
PM - Program Manager
EN - Engineer

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METHODOLOGY - STUDY



- Team composed of:
 - AETC Occupational Competency Branch Chief
 - Assistant SECAF for AT&L (SAF/AQ)
 - Acquisition Career Manager
 - Space Acquisition Workforce Integrator
 - Space Systems Command
 - Chief Learning Officer
 - Career Field Team Leads
 - USSF Galaxy Program Alumni

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- Future Scan Discussion
- Individuals select top competencies from various sources
 - OPM MOSAIC Competencies
 - Program Manager (PM)
 - OSD PM Competencies
 - Project Management Institute® Knowledge Areas
 - Federal Acquisition Institute Technical Competency Validation Report
 - Engineering (EN)
 - OSD Engineering Career Field Competency Model, v2.0
 - NPS Paper, *Development of a Systems Engineering Competency Career Development Model: An Analytical Approach Using Bloom's Taxonomy*



- Group clustering and categorizing
- Draft competency list for PM and EN
- PM
 - Identify behaviors for each level of proficiency
 - ~~Soft Skills mapping~~
- EN
 - ~~Identify behaviors for each level of proficiency~~
 - ~~Soft Skills mapping~~

Basic

Intermediate

Advanced

Expert



STUDY RESULTS

Competencies	Sub-Competencies	Definition
Business Management	Financial Management	Planning, estimating, budgeting, funding, and controlling costs to meet acquisition within the approved budget.
	Schedule Management	Controlling the temporal aspects of an acquisition.
	Resource Management	Identifying, obtaining, and managing the human and financial resources necessary for an acquisition.
	Contract Management	Guiding the development of pre-award, source selection, and post-award activities related to agreements with primary to secondary contractors.
Decision Support	Risk and Opportunity	Identifying, analyzing, and managing the impact of an acquisition on the organization's risk and opportunity.
	Requirements Management	Identifying, analyzing, and managing the critical aspects of an acquisition traceable to user capability needs.
	Stakeholder Management	Identifying those that could affect or be affected by an acquisition; analyzing their expectations and impacts on an acquisition; and developing strategies for engaging them in decisions and execution.
	Program Planning	Identifying, defining, combining, unifying, and coordinating various processes and activities to execute an acquisition.
Product Support Management	Product Support Management	Identifying and implementing actions that address lifecycle sustainment considerations of an acquisition.
	Program Oversight	Guiding and improving the management of an acquisition.

REDACTED



METHODOLOGY - VALIDATION

- Survey the workforce to determine how essential each competency is for on-the-job success
 - One to PM and EN community writ large
 - One to PM and EN senior leaders

Challenge with response rates





- USSF will have PM and EN occupational competencies
 - *What about the other Acquisition functional areas?*
- PM and EN occupational competencies are a subset of previously identified competency frameworks
 - *Would starting with a 'clean sheet of paper' have resulted in a different set of competencies? Would this other set be better?*



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- USSF plan to implement competency-based talent management is a radical departure from USAF
- Requires the right set of occupational competency
- Acquisition community (at least Program Managers and Engineers) will execute with this set...and iterate