

CSO NOTICE TO GUARDIANS (C-NOTE #27)

DATED: 10 MAY 24

SUBJECT: FORCE GENERATION CLARIFICATIONS

FROM: CSO

TO: ALL PERSONNEL

UNCLASS

Recent C-notes focused on advanced training and force generation. These topics arise every time I meet with Guardians, and I'd like to offer some clarification on key elements of SPAFORGEN.

First, although I have heard many other rationales, simply put, we are implementing SPAFORGEN so Guardians ***have dedicated time to prepare*** for a high-intensity fight. Day-to-day space operations, while critical, do not routinely offer Guardians the opportunity to practice for the challenges they will face in a combat environment. Rotating force elements through Prepare, Ready, and Commit phases creates the opportunity to deliberately build the high-end readiness we need.

Second, I know that our current simulators and ranges are not sufficient for the training that we need, but ***we need to keep moving forward with what we have while our training infrastructure evolves to meet SPAFORGEN requirements***. Advanced training is the training beyond weapon system procedural currencies that enables Guardians to understand the threat, the mission, TTPs, and combat performance of our weapon systems so well that they can rapidly respond to novel situations presented under combat conditions. Optimally, crews would use high fidelity simulators and virtual environments to practice against a thinking adversary...and we are getting there. The FY25 budget includes \$438M to enhance our test and training capabilities. This is an ***increase of \$154M (+54%)*** since the FY23 budget. But until this infrastructure is in place, we still must enhance our knowledge and skills with what we have available today. We must use academics to become experts on threats and weapon system components. We must leverage whiteboard tabletop scenarios to war-game tactics. We must travel to exercises, training venues, and planning conferences to strengthen integration with joint, coalition, and interagency mission partners. We must find ways to get these opportunities to the entire space mission force, and not just a few select Guardians.

Third, SPAFORGEN requires a ***critical shift in our thinking about training***. In the past, it was easy to think of training as something that crews were "provided" by others. Crews would be scheduled for training conducted by instructors in a training flight, an ops support squadron, or a combat training squadron. Under SPAFORGEN, crews are now responsible for their own training. Instructors and evaluators will not be full time positions held by day staff personnel; instead, these titles will be additional qualifications held by crewmembers. The instructor upgrade will be an important milestone based on proficiency and experience. In this system, a crew commander, qualified as an instructor, will be responsible for training his or her crew during the Ready and Prepare phases. The crew commander may guide the crew through a tabletop exercise on employment of a tactic or assign a member of the crew to research, prepare, and present a lesson on a factor threat or satellite subsystem as part of monthly advanced training. In short, the crew commander will have the ultimate responsibility for ensuring the proficiency of his or her crew from procedural currency through advanced readiness requirements.

SPAFORGEN is a major shift, and it will take time to fully implement. Senior leaders are working hard to get you the people and equipment needed to optimize our readiness. However, we have no time to wait for the ideal...***we must seize the initiative, be creative, take ownership, be resourceful, and make the most of what we have*** until our test and training infrastructure is delivered. Start brainstorming...what can you do to improve the readiness of your crew, your team, your unit?

Semper Supra!