

MISSION ESSENTIAL COMPETENCIES FOR THE AOC: A BASIS FOR TRAINING NEEDS ANALYSIS AND PERFORMANCE IMPROVEMENT

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The Air and Space Operations Center (AOC) is the operational Command and Control center in which the Commander, Air Force Forces (COMAFFOR) has centralized the functions of planning, direction, and control over assigned and attached Air Force resources. If the COMAFFOR is also designated as the Joint Force Air Component Commander (JFACC), these functions will be performed for all aerospace resources from the Air Force and other Services and nations made available for planning and tasking within the guidance provided by the Joint Force Commander.

The core manning of an AOC consists of approximately 252 personnel from over 30 Air Force enlisted and officer career fields. The majority of these personnel do not receive training on their duties and systems within the AOC prior to their assignment. They are expected to meld career field knowledge and skills, professional military education, and AOC unique training to perform their part of the planning, direction and control of Air Force resources. The Air Force has recently declared the AOC a weapon system with the attendant focus on training and certifying AOC operators.

The Air Force Research Laboratory, Warfighter Training Research Division, under the sponsorship of ACC/DOY and AC2ISRC/DOT have begun an effort to define AOC training and rehearsal requirements using an approach based on Mission Essential Competencies (MEC). This effort provides the most complex attempt to date to apply the MEC process across multiple teams and individuals. This paper will discuss the application of the process to two AOC divisions, Combat Plans and Combat Operations, and provide an interim report on the results.

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