



# 2009 FIRES SYMPOSIUM



# Future of Soldier within FIRES

## Soldier Skill/MOS Requirements

Presented by

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# Agenda



- **Background**
  - ADA Personnel by MOS
  - Recent influences on the branch
- **Current MOS Laydown**
  - MOS
  - Platforms
  - Skillsets
- **Future of the Branch**
  - Systems coming on (C-RAM/SLAMRAAM/JLENS)
  - Personnel Growth (Grow the Army)
- **Transformation**
  - Training to meet the future
  - MOS Requirements (Aptitude/Physical)
- **Challenges to get to FIRES**
  - Avoiding overburdening of MOS tasks
  - Manpower management




Air Defense and Field Artillery Soldiers are leading the Army's forward vision through the Fires Center of Excellence. As we advance and bring our System of Systems online, the Fires Soldiers will acquire and master new skills essential for battlefield success. The changing force structure and evolving threats require a more competent and lethal Soldier.

The past 24 months have seen significant force structure and personnel changes such as: a decrease in Maneuver Air and Missile Defense (MAMD) battalions, deletion of an MOS, creation of Air Defense and Airspace Management (ADAM) Cells and Air Defense Artillery Fire Control Officer (ADAFCO) positions as we incorporate Fires Force Soldiers into the modular force structure. **As a Joint Warfighter, our Fires Force will be an asset adaptable to a full spectrum of combat operations ready to support joint commanders.** Our leaders and Soldiers continue to fulfill their wartime missions in non-traditional roles while maintaining proficiency in their skill set.



# Background



MOS	Pre-Modular Force	2006-2009	2010-2013	2017
14E	1133	1164	1675	
14J	1247	1752	1874	
14R	1156	64	0	
14S	2207	968	907	
14T	1918	2098	2412	
TOTAL	7661	6046 (-1615)	6868 (+842)	

- Branch restructuring based on Army Modularity initiative
- Positive growth within ADA arena during “Grow the Army”
- Future force structure growth (THAAD/JLENS) now documented through USAFMSA (FY11 – FY16)



# MOS Laydown



MOS	Current Platform	Primary Skillsets	Planned Platform	Planned Skillsets
14E	Patriot THAAD	Engagement Operations  <b>166</b> critical tasks	Patriot THAAD JLENS	Engagement Operations Sensor Readiness <b>183 +</b> critical tasks
14J	Sentinel Radar FAAD C4I Avenger Patriot THAAD	Higher Echelon C2  <b>202</b> critical tasks	FAAD C4I Patriot THAAD JLENS SLAMRAAM	Higher Echelon C2 Engagement Operations <b>219 +</b> critical tasks
14S	Avenger Stinger	Engagement Operations (line of sight)  <b>97</b> critical tasks	SLAMRAAM IFPC-I	Engagement Operations (NON - line of sight) Launcher Readiness <b>128 +</b> critical tasks
14T	Patriot THAAD	Launcher Readiness  <b>69</b> critical tasks	Patriot THAAD JLENS	Launcher readiness Sensor Readiness <b>69 +</b> critical tasks

\* New platforms in blue

Tasks still being determined for JLENS, IFPC-I, SLAMRAAM

All MOSs currently support C-RAM deployments



# Future of the Branch



## Future Systems

- JLENS: Joint Land Elevated Netted Sensor; Provides persistent aerial coverage and enables ability to perform Joint Synchronization, and Forward pass mitigates IAMD to protect Joint maneuvering forces and COCOM assets from RISTA, CM, BM, and RAM threats.

**Anticipated activation date:** 4<sup>th</sup> QTR FY12.

- C-RAM: (IFPC-I) Counter-Rocket, Artillery, and Mortars; Provides force protection from RAM threats, Mitigates IAMD to defend COCOM critical assets against the array of CM, BM, and RAM threats.

**Anticipated activation date:** TBD

- SLAMRAAM: Surfaced Launched Advanced Medium Ranged Air-to-Air Missile; Provides force with mobile extended range air and CM defense, Mitigates IAMD to defend COCOM and Joint maneuver forces against RISTA, and CM threats.

**Anticipated activation date:** 1<sup>st</sup> QTR FY11

## Personnel Growth

- Full expectations of 826 PAX total growth from 2013 to 2017 as IAMD SoS reaches FOC



# Transformation



## Requirements:

Developmental & Operational tests conducted during Force Design Experiment (FDE) by respective system PMO may dictate Review/Analysis of physical requirements, aptitude scores, etc for planned future skillsets based on potential MANPRINT issues.

## DOT-D identified training to meet future:

14E – 10 wk THAAD POI 2014	(1 <sup>st</sup> QTR FY10)
36 wk JLENS POI 2017	(3 <sup>rd</sup> QTR FY11)
14J – 10 wk SLAMRAAM POI 2011	(2 <sup>nd</sup> QTR FY09)
12 wk JLENS POI 2017	(3 <sup>rd</sup> QTR FY11)
14S – 10 wk SLAMRAAM POI 2011	(2 <sup>nd</sup> QTR FY09)
14T – 10 wk THAAD POI 2014	(1 <sup>st</sup> QTR FY10)
36 wk JLENS POI 2017	(3 <sup>rd</sup> QTR FY11)

\* *FDE conducted and task lists developed/validated*



# Challenges



- 14J Way ahead Tiger Team
- Management of Soldiers prior to establishment of Program of Record (JLENS / IFPC-I)
- Revision/Analysis of all CMF 14 line scores for accession/retention in current CMF MOSs



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