



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, DC**

MEMORANDUM FOR HQ USAF/A1P

FROM: HQ USAF/A1

SUBJECT: Establishing Tier-2 Air Force Physical Fitness Assessment Components

1. This memorandum establishes a process for creating physical fitness assessments for career fields with occupation-specific and operationally relevant fitness requirements not adequately assessed using the Air Force's standard physical fitness assessment (Tier-1)—aerobic, push-ups, and sit-ups.

2. Functional authorities who desire the establishment of an occupationally-specific physical fitness assessment (Tier 2) will request approval to conduct a Tier-2 physical fitness assessment study from the Deputy Chief of Staff for Manpower, Personnel, and Services (AF/A1). If approved, functional authorities will fund the study and must work with the Air Force Exercise Science Unit (AFPC/DSYX). Collaboration with the Exercise Science Unit to ensure all physical fitness assessment components are essential to combat readiness, align with the needs and mission of the Department of Defense and the Air Force. They will also adhere to established scientific principles of physical conditioning that enhance fitness and general health.

3. All Tier-2 physical fitness assessment studies will consist of the following five steps:

a. *Step 1 - Identify Physical Job Demands.* Career field managers and exercise experts will work with AFPC/DSYX to analyze job demands and requirements. In this step, duty tasks that are both physically demanding and critical to mission success will be identified.

b. *Step 2 - Develop Physical Fitness Assessment and Physical Task Simulations.* AFPC/DSYX will use the results of the analysis and existing/emerging training methodologies to develop physical task simulations and physical fitness assessments to evaluate Airmen's ability to perform the simulations. Results will be validated based on operational requirements and physical movement patterns, ensuring compliance with Department of Defense standards--aerobic capacity, muscular strength, muscular endurance, and gender neutrality. These simulations will include risk assessment for prevention of injuries and will reflect levels of physical abilities necessary to meet the duty demands of the occupation.

c. *Step 3 - Validate and Set Physical Assessment Standards.* AFPC/DSYX will test the results using scientific data analysis and a scheduled prototype test. The results will be judged using test data, metabolic equivalents (exercise intensity), and mission or environmental effector data

d. *Step 4 - Implement, Train, Verify, and Refine Prototype Physical Fitness Assessment and Standards.* AFPC/DSYX will work with the career field manager and exercise experts to conduct verification tests (refining if needed). Once complete, AFPC/DSYX will teach the exercise principles and methods to the career field exercise experts, conduct a practice physical fitness assessment using the results from Step 2, and administer surveys to physical training leaders and test subjects.

e. *Document and Deliver Results During Adaptation Period.* AFPC/DSYX will document results and submit a detailed report to AFPC/CC for endorsement to AF/A1P. AF/A1P will staff the report

through AF/SE and AF/SG to AF/A1 for approval. At a minimum, AF/A1 will inform AF/CC and AF/CCC of the new Tier-2 physical fitness assessment.

4. During the period of the physical fitness assessment development, Airmen will continue to take the Tier-1 physical fitness assessment. If the Tier-2 physical fitness assessment is approved, the following rules will apply.

a. Airmen in the applicable AFSCs will no longer take the Tier-1 physical fitness assessment.

b. Airmen in the applicable AFSCs will be provided an adjustment period of no more than one year from approval. On completion of the adjustment period, Airmen will be required to complete the abdominal circumference component in addition to their newly approved Tier-2 physical fitness assessment.

c. Functional authority will submit to AF/A1 for approval a draft Air Force Guidance Memorandum to update the operational Air Force Instruction. The Air Force Guidance Memorandum will provide detailed guidance on the occupational physical fitness standards.

d. AFPC/DP3 will update the fitness data repository system.

5. Exceptions or deviations to the occupational requirements evaluation process (paragraph 3, above) will be submitted in writing to AF/A1P for decision.

6. Questions pertaining to this memorandum can be addressed to AF/A1PPP at usaf.pentagon.af-a1.mbx.af-a1ppp-workflow@mail.mil.

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