Air Force Physical Fitness Standards and Gender Neutral Occupational Standards
Components of Physical Fitness

- **Health** components of physical fitness (PF)
  1. Cardiorespiratory Endurance (Aerobic)
  2. Body Composition (BC)
  3. Muscular Strength
  4. Muscular Endurance
  5. Flexibility / Mobility - Stability

- **Skill** components
  1. Agility
  2. Balance
  3. Coordination
  4. Power
  5. Reaction time
  6. Speed

**Total Force**

**Occupationally-Specific**

**Physical Fitness Tests and Standards**

**Comprehensive Physical Fitness = Health + Skill**
AF Physical Fitness Standards and Gender Neutral Occupational Standards

- AF PF Tests and Standards: for total force (current Fitness Assessment)
  - Evidence-based, criterion standards
  - Health and general fitness standard across Aerobic, BC, MF components
    - BC in Fitness Test, abdominal circumference measurement
  - Operationally (AFSC) independent
  - Gender dependent

*AF Fitness Assessment does not necessarily reflect military task achievement*

- AF PF Tests and Standards: Operationally-Specific/Operationally-Relevant
  - Evidence-based, criterion standards
  - Performance standard across all fitness components
  - Operationally dependent (AFSC-specific)
  - Gender independent
AF PF Tests and Standards
Health Criterion Linkage

PF Components (Aerobic, BC, MF) and corresponding PF Test Battery Candidates

Criterion Outcome Health Risk

Predictive PF Tests and Standards

1.5 Mile Run (time)  VO₂ max
Aerobic Fitness

Low Health Risk*
Moderate Health Risk*
High Health Risk*

Example
PFC: Aerobic Fitness
Test: 1.5 mile run
Criterion Outcome: Health Risk

*All cause mortality, cardiovascular diseases, diabetes, some cancers
Methodology: development of occupational standards

- Validated AFSC Physical Requirements and Occupational Standards
  - Example: “Extract a 185 pound casualty and 65 pounds of equipment from a combat disabled vehicle to an operational vehicle while wearing combat load”
  - Based on AFSC’s critical physical tasks (CPTs)

- Methodology: Conduct physical demand analysis per “Bona Fide Occupational Requirements” process; develop AFSC-specific CPTs
  - Specifically, define and delineate duty tasks that are both physically demanding and critical to mission success

- Steps:
  1. Pre - develop preliminary physical task lists (PPTs) from AFSC-specific source documentation
  1A. Focus Groups refine PPT lists to draft CPTs; objectively score task list
  1B. Assessment/Survey objectively score PT list, and provide data on non-physical performance dimensions
  1C. Full Mission Profiles observations; needs analyses
  1D. Leadership Interviews review final CPTs
AF PF Tests and Standards

Occupational Criterion Linkage

Occupationally-Specific, Operationally-Relevant Critical Physical Tasks

AFSC-Specific Physical Requirements and Occupational Standards

PF Components (all) and corresponding PF Test Battery Candidates

Criterion Outcome Physical Task Simulations

Predictive PF Tests and Standards

**Example**

PFC: Muscle Strength, Anaerobic Metabolism

Test: Farmer’s Carry

Criterion Outcome: OSOR Performance*

*Occupationally-Specific, Operationally-Relevant (OSOR)
Develop PTSs, Fit Tests; Test, Link

- Step 2A - identify valid and reliable PF tests per objective criteria
- Step 2B - develop and review PTSs per AFSC-specific CPTs
- Step 2C - conduct pilot work and main testing
- Step 2D - establish: Test-Performance Link and Minimal Effective Times

**PTS**

*Cross Load Personnel and Equipment*

- Cross load injured personnel, sensitive equipment (two rucks) and two weapons from damaged vehicle to operational vehicle
- Vest 30 lb
- Casualties 215 lb each (185 lb + 30 lb vest)

**Predictive PF Test**

*Farmer’s Carry*

- PFCs: anaerobic metabolism, muscular strength
- Physical Descriptors: Velocity, Lift, Power, Isometric Contraction
- Run 100 yards while carrying two 50 lb sandbags
Five major steps in developing, validating and establishing OSOR, science-based, criterion physical performance tests and standards

- **Step 1** - conduct job analysis, an AFSC-specific physical demand analysis to identify, describe and quantify physically demanding tasks/job requirements; Critical Physical Tasks [Occupational Standards]

- **Step 2** - develop tests to evaluate ability to perform physically demanding work; Test Battery (TB), Physical Task Simulations (PTSs)

- **Step 3** - define physical capacity to perform work; establish minimum test scores associated with successful job performance; validate and set physical tests and standards

- **Step 4** - implement test prototype, standardize test administration, verify tests and standards against ops performance, provide science-based exercise training principles and methods

- **Step 5** - public law adaptation period and study publications

Questions