

Amendment to H.R. 3838

Offered by: MR. TURNER

In the appropriate place in the report to accompany H.R. 3838, insert the following new Directive Report Language:

Assessment of Space Force Talent Management Impacts from Acquisition Career Path Requirements

The committee recognizes the importance of fostering both operational and acquisition expertise within the United States Space Force officer corps, particularly given the unique technical demands of the space domain. Integrating operational knowledge with acquisition experience can strengthen mission delivery, technological innovation, and leadership development. However, the committee believes that major structural career path changes—such as mandating that 40 percent of each initial Space Force officer training course class receive both operational and acquisition assignments—should be carefully evaluated for potential unintended consequences before implementation.

The committee is concerned that without deliberate assessment, such a prescriptive career requirement could unintentionally constrain leadership flexibility, reduce talent diversity, and deter the retention of officers with specialized technical expertise in critical mission areas, including cyber operations, space domain awareness, intelligence, and advanced engineering. The development of a technically sophisticated, agile, and innovative Space Force requires a balanced approach to officer career development that accounts for operational demands, acquisition priorities, and specialized expertise.

Therefore, the committee directs the Secretary of the Air Force, in coordination with the Chief of Space Operations, U.S. Space Force, to provide a briefing to the House Committee on Armed Services not later than March 1, 2026, on the potential impacts of the career path requirements in section 1601. The briefing should include:

- (1) an assessment of how the requirements affect officer career progression, retention, and talent diversity within the Space Force;
- (2) an analysis of potential impacts on the development of deep technical expertise in critical mission areas, including cyber operations, space domain awareness, intelligence, and engineering;
- (3) an evaluation of alternative career development models that could achieve the desired integration of acquisition and operational experience without imposing rigid mandates; and
- (4) any recommendations to mitigate adverse impacts while still promoting acquisition-operational alignment in the Space Force officer corps.