



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE

MEMORANDUM FOR AFPC/DP3 and AF Career Field Managers (CFMs)

FROM: AF/A1PT

SUBJECT: Clarification of Crossflow/Retraining Policy for Air Force Special Warfare (AFSPECWAR)

Crossflow/Retraining is a force management program used to balance officer and enlisted career field inventories across all Department of the Air Force AFSCs, ensuring sustainability of career fields in support of Department of the Air Force mission priorities. Members can volunteer to crossflow/retrain into vacancies identified by AF/A1P provided they meet career-field entry criteria. The process includes standards review and recommendation by the losing career field manager before AF/A1PT renders the final decision (IAW AFMAN 36-2100, paras 2.1.3.1.16 and 6.3.1).

With concurrence of their losing CFM any Airman who meets initial qualifications may be released from their current career field to pursue crossflow/retraining into the below listed AFSCs regardless of current manning levels or retraining OUT quotas within their current career field. First Term Airmen may apply for retraining under this policy no earlier than the first duty day of the month during which they complete 24 months of their current enlistment. If an Airman does not pass initial qualifications such as the Phase 2 one-week pre-assessment course or Assessment and Selection, or the Airman does not pass their approved Special Warfare training pipeline, the Airman will be reinstated into their prior career field without prejudice. Members serving in overseas assignments will be considered on a case-by-case basis, depending upon their DEROS. All Airmen who are eliminated due to performance, self-initiate elimination (SIE) or are a non-select from an AETC SPECWAR pipeline course are required to wait 24 months after the date of their elimination, SIE, or their non-selection to reapply. Final approval of all exceptions to policy will be retained at AF/A1PT. Any members currently in a training pipeline are ineligible to apply for either crossflow or retraining.

The AFSPECWAR and Combat Support AFSCs covered under this policy are Special Tactics Officer (19ZXA), Tactical Air Control Party Officer (19ZXB), Combat Rescue Officer (19ZXC), Pararescue (1Z1X1), Combat Control (1Z2X1), Tactical Air Control Party (1Z3X1), Special Reconnaissance (1Z4X1), Survival, Evasion, Resistance and Escape (1T0X1).

There are many competing priorities and understand the risk and impact this may have on other critically manned career fields. History has shown challenges in finding individuals who qualify for, and demonstrate the desire to serve in AFSPECWAR AFSCs, leading to extremely high training pipeline attrition. Therefore, the need to maximize Airmen's opportunities to serve in these critically manned career fields continues. This policy remains in effect until 30 Sep 25, unless rescinded earlier.

My POC on this matter is Mr. John Batdorf, AF/A1PT, and can be reached via email at john.batdorf.1@us.af.mil.

Lloyd (Jeff) Bell, GS-15, DAF
Chief, Accessions and Training Division
(AF/A1PT)
Directorate of Military Force Management Policy