



U.S. AIR FORCE



***Retraining into AFSPECCWAR***



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# Retraining Eligibility



## Two Air Force Retraining Programs:

- **First-Term Airman (FTA) Retraining Program (Airman Basic -Staff Sergeant)**
  - 4 Yr Enlistee Retraining Window: 35-43 months
  - 6 Yr Enlistee Retraining Window: 59-67 months

*\*If you are a SSgt, but have not reenlisted...you are still a FTA\**

- **NCO Retraining Program (NCORP)**
  - Phase I – Voluntary Retraining
  - Phase II – Mandatory Retraining
  - Phase III – Open Season

*\*Have re-enlisted, no longer an FTA\**

## ■ Requirements

- If you do not meet the minimum ASVAB requirements in the AF Enlisted Classification Directory (AFECD), you need to take the Armed Forces Classification Test (AFCT) – Active Duty version of the ASVAB. Contact your base education center for scheduling.

**\*For AFSPECWAR AFSCs you only need 1 year TOS and 2 years TIS in order to Retrain\***



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# ***AFSPECWAR AFSC Descriptions***



## **Enlisted**

- **[1T0 – SERE](#)**
- **[1Z1 – Pararescue \(PJ\)](#)**
  - **Video** (<https://www.youtube.com/watch?v=3vVPalcGNS8>)
- **[1Z2 – Combat Control \(CCT\)](#)**
  - **Video** (<https://www.youtube.com/watch?v=hMk8SF5JOSQ>)
- **[1Z3 – Tactical Air Control Party \(TACP\)](#)**
  - **Video** (<https://www.youtube.com/watch?v=L7QLTcu8wWQ>)
- **[1Z4 – Special Reconnaissance \(SR\)](#)**

## **Officer**

- **[19ZXA – Special Tactics Officer \(STO\)](#)**
- **[19ZXB – Tactical Air Control Party Officer \(TACPO\)](#)**
- **[19ZXC – Combat Rescue Officer \(CRO\)](#)**

- **The following slides are rough descriptions of what the training pipelines and follow-on assignments could look like**
- **All are subject to change and each member's path could vary from the path depicted due to a variety of factors**



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# ***Retraining – How To***

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- The link below (CaC needed) is a slide-by-slide breakdown how what process looks like. It is worth combing through it in detail but realizing your process may not be the exact same.
- The process is not very complex but make sure you read all directions and follow all instructions.
- <https://myfss.us.af.mil/USAFCommunity/s/view-file?id=06983000000wBbwAAE>



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# Initial Fitness Test Standards



19Z (STO/CRO/TACPO)	Minimum	Recommended
Pull-ups (1-min)	12	16+
Sit-ups (2-min)	75	90+
Push-ups (2-min)	64	80+
3-Mile Run	22:00	Sub 20:00
1500m Swim STO/CRO	32:00	Sub 28:00
500m swim TACP	12:30	Sub 11:00

1ZX (PJ/CCT/TACP/SR)	Minimum	Recommended
Pull-ups (1-min)	8	13+
Sit-ups (2-min)	50	70+
Push-ups (2-min)	40	70+
1.5-Mile Run	10:20	Sub 9:50
500m Swim	12:30	Sub 11:00

1TO (SERE)	Minimum	Recommended
Pull-ups (1-min)	8	13+
Sit-ups (2-min)	48	70+
Push-ups (2-min)	40	70+
1.5-Mile Run	11:00	Sub 10:00

\*Recommend #s are based on data from the SWTW Research flight and are the averages of graduates first recorded IFT\*



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# ***Physical Fitness Assistance***

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## **Pre Accession AFSPECIALWAR Training Manual**

- Need to be proficient in all aspects
  - Running
  - Calisthenics
  - Swimming/Water Confidence
  - Rucking
  - Strength Training
- T3i
  - They (T3i) primarily work with non-prior service candidates to get them physically prepared to enter SW post-BMT. However, after you actually apply on myFSS your name will be forwarded to T3i and they will work with you (when able) from there

BL: Work on your weaknesses and be well-rounded. There are tons of resources on the internet but nothing beats actually preparing.



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# ***Financial Incentives***

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## ▪ **PJ/CCT/SR Incentive pays**

- SRB up to \$100K
- SDAP \$150-250/month
- Special Warfare Skills Incentive Pay (SWSIP)
  - 3 level \$490/month
  - 5 level \$540/month
  - 7 level \$615/month

## ▪ **SERE Incentive pays**

- SRB (Zone A/B – 5/3)
- SDAP \$225
- Jump \$150-225
- Dive \$150

## ▪ **TACP Incentive pays**

- SRB up to \$100K
- SDAP \$450/month
- Special Warfare Skills Incentive Pay (SWSIP)
  - Jump \$150-225/mo
  - Demo \$150/mo



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# 1T0 - SERE



- **Pipeline**

- 8-12 months long
- 3 week selection (JBSA)
- 6 month tech school
- x2 courses per year

- **Post-Graduation**

- 1-4 years at FAFB \*Some PCS immediately\*
  - Honing skills in all things Personnel Recovery
  - Instructing in the USAF SERE School

- **Post 1<sup>st</sup> PCS**

- OSS/RQS/STS/Green Door

- **Deployments**

- 1<sup>st</sup> GCC CAOC
- 2<sup>nd</sup>+ TF/CJTF/CJSOAC/unit specific

- **Career Opportunities**

- DoD's only dedicated AFSC to Personnel Recovery
- Work in autonomous environment
- Instruct & Perform Jump Operations
  - Static-line/Military Free Fall/Emergency

- **Benefits**

- Leadership starting day 1
- High Job satisfaction
- Public Speaking
- Problem Solving Skills







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# ***1Z1 - Pararescue (PJ)***



- **Pipeline**

- SWCC (8 Weeks), A&S (3 Weeks), and Pre-Dive (5 Weeks)
- Combat Dive (5 Weeks)
- SERE (3 Weeks)
- Airborne (3 Weeks) and MFF (4 Weeks)
- EMT and Paramedic (6 Months + 2 Month clinicals)
- PJ Apprentice Course (22 Weeks)

- **Post-Graduation**

- 5 lvi UGT at GA FTU
- PCS to STS or RQS team

- **Deployments**

- Personnel Recovery
- ODA/Ranger/SEAL rotations
- Global Access

- **Core Skills:**

- **Rescue Experts**

- Open Oceans, Mountains, Jungle, Desert, Arctic, Confined Space, Extrication, Combat

- **Nationally Registered EMT Paramedics**

- Advanced Combat Trauma Capabilities

- **Advanced Insertion and Extraction**

**Bottom Line: Full spectrum personnel recovery, operating with, or independent of aircraft, utilizing a wide array of skill sets in order to rescue/recover anyone, anywhere, in any type of situation.**



# 1Z2 - *Combat Controller (CCT)*



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- **Pipeline**

- SWCC (8 Weeks), A&S (3 Weeks), and Pre-Dive (5 Weeks)
- SERE (3 Weeks)
- Airborne (3 Weeks) and MFF (4 Weeks)
- ATC/CCT Apprentice Course (19 Weeks)

- **Post-Graduation**

- 1 year at STTS for 5 lvl upgrade / AST
- PCS to first team

- **Deployments**

- Global Access
- JTAC rotations (less common post-GWOT)
- Personnel Recovery

- **Core Skills**

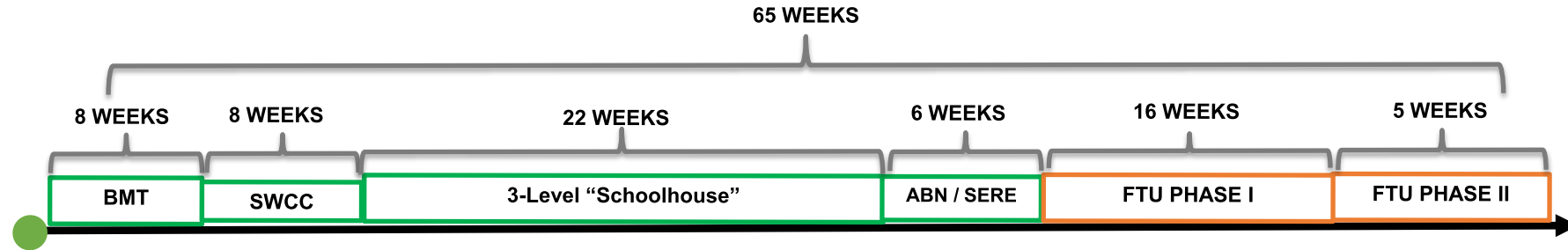
- Establish assault zones and airfields
- Conduct Air traffic Control
- Fire Support
- Command and Control (C2)
- Advanced Insertion and Extraction

**Bottom Line: Operate all over the world as highly trained special operations forces who integrate air power into the special operations battlespace to achieve success in the joint arena**



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# 1Z3 – Tactical Air Control Party (TACP)



## • TACP Pipeline

- SWCC (~2 months)
- Apprentice Course (~6 months)
- Airborne, SERE (~2 months)
- AST (~6 months)
- Graduate as a 5 level w/ JTAC Cert

## • Assignments

- Mostly US Army Posts
- Any Army Schools: , Air Assault, Sniper...

## • Deployments

- Deploy with US Army ground units, ODA, or other opportunities as required/requested; high ops tempo

## • Core Skills

- Precision Strike experts
- Certified JTACs
- 1 of 2 Enlisted WICs - JTAC Weapons School

## • AFSOC TACP Selection

- 2X Series STS's, 17 STS, 24 STS





# ***1Z4 - Special Reconnaissance (SR)***



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- **Pipeline**

- SWCC (7 Weeks)
- A&S (3 Weeks)
- Pre-Dive (5 Weeks)
- SR Apprentice Course (19 Weeks)
- Advanced Skills Training (12 Weeks)
- Small Unmanned Aerial System Course

- **Post-Graduation**

- 2-4 years at STS
- UGT

- **Deployments**

- After initial upgrade training

- **Core Skills**

- Intelligence & Surveillance in non-permissive environment
- Long range recon
- Long-range rifle target interdiction
- Global access facilitation

**Bottom Line: Operate all over the world as highly trained special operations forces who integrate air power into the special operations battlespace to achieve success in the joint arena**



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# 19Z - STO / TACPO / CRO



## AFSPECWAR Officer Pipeline

### • STO

- Phase I & II (avg 60 applicants per year), 75% attrition
- A&S, Pre-Dive, Airborne, SERE, MFF (~6 months)
- Airfield Ops Course, STO Apprentice (~5 months)
- AST (~11 months)

### • TACPO

- Phase I & II (avg 120 applicants per year), 75% attrition
- Apprentice Course (~6 months)
- Airborne, SERE (~2 months)
- AST (~6 months)

### • CRO

- Phase I & II (avg 60 applicants per year), 75% attrition
- A&S, Pre-Dive, Dive, Airborne, SERE, MFF (~6 months)
- CRO Apprentice Course (~5 months)
- AST (~6 months)

### • Deployments

- After initial training pipeline

### • Benefits

- Leadership in Dynamic Environments
- High Ops Tempo...Go Do the Job
- Communication Skills
- Problem Solving Skills
- Financial
  - BASIP: up to \$615/month
  - ORB: \$100K (Following 6-yr ADSC)



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# 19Z – OTS Eligibility



**\*Commissioning at OTS as a 19Z has a different process that does not involve submitting an application to the traditional OTS board\***

## **Becoming an AFSPECCWAR Officer through OTS**

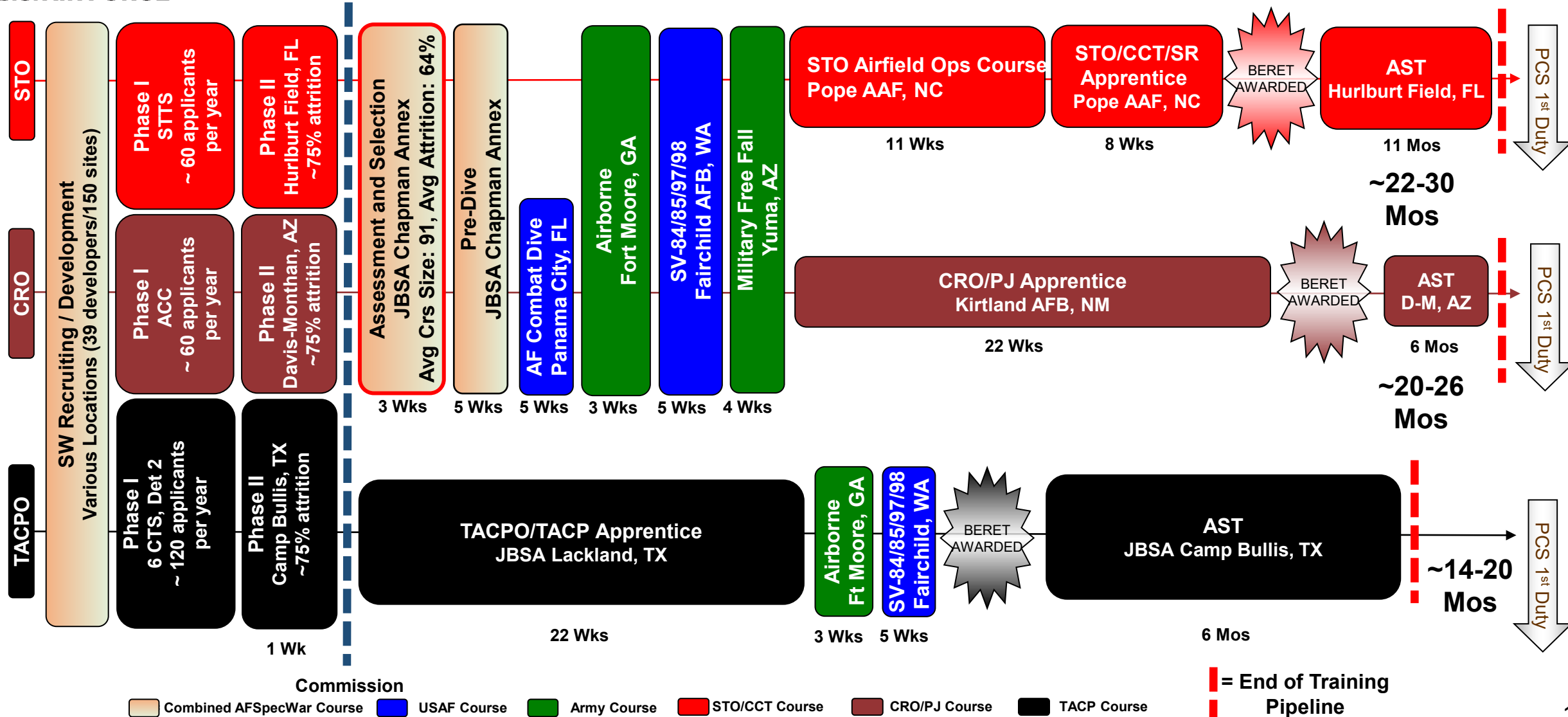
- Check eligibility
  - OTS requirements (DAFMAN 36-2032)
  - Special Warfare Airman (SWA) Medical Standards (MSD link on slide 16)
  - Top Secret Clearance required, per AFOCD
- If eligible, submit Phase I application for respective career (STO/TACPO/CRO)
  - All Phase I applications & Phase II dates are on [www.AFSPECCWAR.com](http://www.AFSPECCWAR.com)
- If invited to attend Phase II, go crush the assessment and get hired!
- If hired at Phase II, email [AFRS.LO.Accessions@us.af.mil](mailto:AFRS.LO.Accessions@us.af.mil) for next steps
- Obtain SWA medical clearance, if not already cleared
- Initiate Top Secret clearance investigation, if clearance not already possessed
- Attend OTS and commission, then you will PCS to start the 19Z training pipeline



# SW Officer Training Pipelines



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# ***Guiding Principles***

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- Retraining into AFSPECCWAR is not to be taken lightly. You will be pushed to your physical and mental limits throughout the training pipeline to ensure you have what it takes to execute the mission when lives are on the line.
- If you have a family, they will remain at your current duty station until you successfully accomplish the primary attrition pipeline courses. After that point, you will PCS to the respective training hub for the remainder of your pipeline.
- Bottom line, there will be frustrating times and what makes a successful retrainee is persistence and determination. You are choosing the right path, but ensure you are physically and mentally prepared for the challenges that lie ahead.





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# Best Practices



- Ensure you excel in your current AFSC all the way until you leave. AFSPEWAR is not interested in underperformers or those that let a poor fit into their current AFSC affect their motivation to serve. Ideally, you are the top performer in your squadron and use that same motivation to be a top performer within the AFSPEWAR community.
- When you show up to JBSA-Lackland for your initial course, you will be one of the highest-ranking students, and the Airmen that just graduated BMT will give you the respect that is associated with your rank. You will have a lot of influence with them initially. If you fail to live up to what they and the Cadre expect, you will be failing yourself and those Airmen. You are held to the same standards in terms of passing the course but as an experienced Airman or NCO, AFSPEWAR expects you to set the standard and lead.
- You will need a Special Warfare Airman (SWA) medical physical to complete your final retraining package (sometimes called a Class III). This is conducted by your local Flight Medicine clinic. The primary purpose of Flight Med is to maintain the readiness of their local flyers and controllers, and some are busier than others. When asking them to administer your physical, be professional and courteous and let them know you are applying for AFSPEWAR and need the SWA Physical. Tell them you will take any availability and will work with them. Some clinics complete the entire physical in 2 months and some are up to 6+ months. Start this process sooner than later.
  - If you already passed the physical while you were at BMT, you will still need to complete the entire physical again. Regardless of the dates listed on your 2808. The pipelines don't always work in a sequential manner; therefore, your SWA physical must last throughout the pipeline.
- If you know you have a condition of any sort, navigate to the link below, access the current Medical Standards Directory (MSD) on the left side of the page, and see if you meet the required standards for SWA
  - <https://kx.health.mil/kj/kx4/FlightMedicine/Pages/AFMRA%20Flight%20and%20Operational%20Medicine%20Branch.aspx>



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# ***Best Practices cont...***



- Many people have some form of Assignment Availability Code (AAC) on their record that initially prevents reassignment. In many cases, these can be removed. For example, someone may be assigned to a unit whose assignments are coded for a 3yr min tour. This may be overridden by the unit leadership and AFPC. Codes that are in place for a significant situation the member knows of are the ones that will not be removed. Examples of these include pending MEB, UIF, UCMJ actions, Investigations, etc.
  - BL: Discuss with your local CSS if you have any codes to determine if they hinder your ability to apply for retraining.
- Great IFT scores are paramount, but the IFT itself is merely a ticket to enter the training pipeline. To succeed throughout the pipeline, you will need to be well rounded in terms of calisthenics, running, swimming (with fins & without fins), rucking and strength training.
- Start training yourself physically and mentally. It is too late to start as your retraining window gets closer
- Learn about how the retraining process works. Your DA should be the first stop. Read the retraining guidance in AFMAN 36-2100, Chapter 6. Follow all instructions on myFSS exactly...attention to detail is a must in AFSPEWAR!
- Lastly, do not allow others to inform you about AFSPEWAR training unless they are a fully qualified member of an AFSPEWAR career field. Regardless of how far someone may have made it through the training pipeline before washing out/quitting, you want your source of information to come from within the AFSPEWAR community to ensure accuracy.



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# Questions?

