BY ORDER OF THE
SECRETARY OF THE AIR FORCE

AIR FORCE INSTRUCTION 16-1301

6 SEPTEMBER 2006

Operations Support

SURVIVAL, EVASION, RESISTANCE, AND ESCAPE (SERE) PROGRAM

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

ACCESSIBILITY: Publications and forms are available on the e-Publishing website at **www.e-publishing.af.mil** for downloading or ordering.

RELEASABILITY: There are no releasability restrictions on this publication.

OPR: AF/A3OS
Supersedes AFI36-2209, 28 February 1994

Certified by: AF/A3O (Brig Gen Kane)
Pages: 51

This instruction implements Air Force Policy Directive (AFPD) 16-13, *Survival, Evasion, Resistance, and Escape (SERE)*; DoD Directive (DoDD) 2310.2, *Personnel Recovery*, DoDD 1300.7, *Training and Education Measures Necessary to Support the Code of Conduct*; DoD Instruction (DoDI) 1300.21, *Code of Conduct (CoC) Training and Education*. It applies to all major commands (MAJCOM) and Air National Guard (ANG) and Air Force Reserve Command (AFRC) Units. This instruction establishes the Air Force SERE Program which includes Code of Conduct Training (CoCT), Code of Conduct Continuation Training (CoCCT), and Personnel Recovery (PR) operational support. It defines the SERE function, program responsibilities, and standardization/evaluation and inspection activities. Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF IMT 847, *Recommendation for Change of Publication;* route AF IMT 847s from the field through MAJCOM. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFMAN 37-123 (will convert to AFMAN 33-363), *Management of Records*, and disposed of in accordance with the Air Force Records Disposition Schedule (RDS) located at **https://afrims.amc.af.mil/**. The use of the name or mark of any specific manufacturer, commercial product, commodity, or service in this publication does not imply endorsement by the Air Force.

SUMMARY OF CHANGES

This document is substantially revised and must be completely reviewed. The original instruction only addressed Survival and Code of Conduct (CoC) Training. In this revision, continuation training was added to the CoC section and four chapters were added addressing general program information, Personnel Recovery (PR) operational support, career field management, and SERE program evaluation and inspection.

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Chapter 1

THE AIR FORCE SERE PROGRAM

1.1. General Issues. This instruction:

1.1.1. Applies to all MAJCOMs and ANG.

1.1.2. Defines minimum Code of Conduct Training (CoCT) and Code of Conduct Continuation Training (CoCCT) requirements for United States Air Force (USAF) personnel.

1.1.3. Lists overall Personnel Recovery (PR) operational support responsibilities and defines roles and duties of Air Force SERE Specialists (1T000/1T0X1) in support of PR.

1.1.4. Defines roles and responsibilities for SERE Specialist career field management.

1.1.5. Defines procedures for evaluating and inspecting key aspects of the Air Force SERE Program.

1.2. Program Explanation:

1.2.1. This instruction describes the Air Force SERE Program as a function within DoD PR. The Air Force SERE program encompasses CoCT, CoCCT, and PR operational support required to enable military, civilian, contractor, and other designated personnel to return to friendly control after isolation due to enemy actions, aircraft emergency, or other unforeseen events. The sole purpose of the AF SERE Program is to support PR operations through education, training, and operational support activities. Specifically, the Universal Joint Task List (UJTL), Joint Mission Essential Task List (JMTEL), and applicable Air Force tasks for conducting personnel recovery operations drive SERE Program requirements. Doctrinally, the PR continuum is comprised of education and training, mission planning, execution, tracking, debriefing, repatriating, and applying applicable lessons learned. The SERE Program begins and closes the PR continuum beginning with initial SERE training and culminating with repatriation.

1.2.2. **CoCT Goals and Objectives.**

1.2.2.1. The goal of CoCT is to prepare personnel to return with honor, regardless of the circumstances of isolation.

1.2.2.2. The objective of CoCT is to provide a clear and direct SERE/PR linkage from initial through refresher and continuation training, exercises, and combat operations to ensure efficient training and effective support occur throughout the member's career.

1.2.2.3. The Code of Conduct (CoC) is the foundation underpinning the warfighter's PR/SERE preparation and training. AF CoCT programs must prepare USAF personnel for all forms of modern contingencies, from wartime to Operations Other Than War (OOTW).

1.2.2.4. Any event that places any US forces member in a situation where he or she is isolated and no longer in friendly control triggers the need for PR. These triggering events can occur through hostile enemy actions during OOTW, terrorist actions, or as a result of natural or manmade conditions. The Air Force SERE Program is an integral part of an organized PR effort among several related functions.

1.2.2.5. AF SERE program must provide the necessary PR information prior to and during contingency operations to USAF personnel at risk of capture. Isolated personnel increase their chance of

an expedient recovery and reduce risk to the recovery force when they are trained to perform PR Joint tactics, techniques, and procedures (JTTPs).

1.3. Supplements and Waivers.

1.3.1. MAJCOM, ANG, and Direct Reporting Unit (DRU) functional managers will supplement this instruction within 12 months of the publication date of this instruction. Forward a copy of their supplement to this publication to HQ USAF/A3OS, 1480 Air Force Pentagon, Washington DC 20330-1480.

1.3.2. Waiver authority for this instruction is HQ USAF/A3OS unless otherwise stated. MAJCOMs, ANG, and DRUs may request waivers and/or deviations to requirements of this instruction when unique or unusual circumstances affect the unit's ability to implement stated policy or procedure. MAJCOMs, ANG, and DRUs will forward the request by letter or message to HQ USAF/A3OS explaining why a waiver is needed and describing the specific requirement that is creating the problem. Wings will process waivers through their respective MAJCOM authority for submission to HQ USAF/A3OS. Wings (operations group commander or higher) may request waivers to MAJCOM supplements by submitting their waiver request to the specific MAJCOM.

1.3.2.1. Formal Initial CoCT. HQ USAF/A3OS is waiver authority for courses S-V80-A, S-V81-A, S-V84-A, S-V86-A, S-V87-A, S-V90-A, and SERE Indoctrination Course (SEREIC). HQ JPRA is waiver authority for courses S-V91-A and S-V93-A. HQ USAF/A2ZC is waiver authority for S-V83-A.

1.3.2.2. CoCCT. MAJCOM/DO is waiver authority for the CoCCT program.

1.3.2.3. If approved, waivers remain in effect for the amount of time needed to correct the problem causing the waiver requirement, not to exceed 1 year. The approving agency may cancel the waiver in writing if issues change the basic intent/requirement for the waiver.

1.4. Responsibilities for Program Management. The following provides a general overview of key responsibilities for management of the SERE Program.

1.4.1. **Defense Prisoner of War/Missing Personnel Office (DPMO):** IAW DoDD 2310.2, *Personnel Recovery*; DoDD 1300.7, *Training and Education Measures Necessary to Support the Code of Conduct*; and DoDI 1300.21, *Code of Conduct (CoC) Training and Education*; the Assistant Secretary of Defense for International Security Affairs (ASD [ISA]) has designated the Deputy Assistant Secretary of Defense (DASD) (Prisoner of War/Missing Personnel Affairs [POW/MPA]) as the OPR for personnel recovery (PR) policy including CoCT.

1.4.2. **Commanders of Combatant Commands:** Develops theater entry requirements for USAF personnel. Designates theater specific pre-deployment training requirements for wartime, peacetime governmental, and hostage survival. Provides HQ USAF/A3OS complete listing of all theater requirements.

1.4.3. **Commander, United States Joint Forces Command (Commander, USJFCOM),** is the DoD Executive Agent for PR as prescribed in DoDD 2310.2.

1.4.4. **Joint Personnel Recovery Agency (JPRA):** Commander, USJFCOM has designated JPRA as the DoD OPR for CoCT and education measures. JPRA monitors and evaluates CoCT and provides CoCT related support to the DoD Components. JPRA must coordinate matters pertaining to AF CoCT

and CoCCT with the Air Staff SERE program OPR. HQ JPRA will accomplish Executive Agent Instruction (EAI) inspections of level-B and -C CoCT courses in conjunction with Air Force inspection programs.

1.4.5. **HQ USAF/A3OS:** HQ USAF/A3O designates the Personnel Recovery Division, HQ USAF/A3OS, as the OPR for the Air Force SERE Program to include CoCT, CoCCT, and Operational Support activities. HQ USAF/A3OS will:

1.4.5.1. Appoint a SERE specialist (J1T000) on the HQ USAF/A3OS staff to serve as the SERE Program Manager and as the SERE Specialist (1T0X1) Air Force Career Field Manager (AFCFM).

1.4.5.2. Provide appropriate guidance to MAJCOMs to ensure CoCT, CoCCT, PR operational support, and associated SERE Programs, to include theater specific entry and training requirements, are adequately programmed/budgeted, standardized, and effective.

1.4.5.3. Employ qualified instructors and approved material for CoCT to ensure that all personnel receive applicable knowledge prescribed in enclosures 2 and 3 of DoDI 1300.21.

1.4.5.4. Use existing Air Force inspection programs to ensure all USAF CoCT conforms to the requirements listed in DoDD 1300.7 and training guidance in DoDI 1300.21.

1.4.5.5. Ensure all personnel are trained in the applicable level of CoCT as identified by the combatant commanders.

1.4.5.6. Convene and chair an annual SERE Executive Committee Conference. The conference will include all SERE MAJCOM functional managers (MFM), as a minimum, and representation from all MAJCOM 3-letter offices with MAJCOM SERE program management responsibilities. The goals of this conference are to provide overall SERE program direction, prioritize and coordinate efforts, and assign and track action items.

1.4.5.7. Convene and chair the biennial Multi-Command SERE Specialists Conference. This conference will focus on identifying unit level SERE CoCCT and PR operational support program deficiencies and improvement opportunities.

1.4.5.8. Manage the AF SERE Specialist Annual Awards program IAW AFI 36-2807, *Headquarters United States Air Force Deputy Chief of Staff Air and Space Operations Annual Awards Program.*

1.4.5.9. Additional specific HQ USAF/A3OS responsibilities are found in context in subsequent chapters.

1.4.5.10. Provide annual USAF nominations for Joint Personnel Recovery Battle Lab experimentation.

1.4.6. **MAJCOMs will:**

1.4.6.1. Appoint a SERE specialist, AFSC 1T0X1, MSgt or above, as the SERE Program MFM IAW AFPD 16-13, *USAF SERE Program. EXCEPTION:* ANG and AFSPC do not have SERE specialists (1T0X1) assigned. SERE requirements will be accomplished through the life support community until such time that SERE specialists can are assigned. AFI coordination and SERE policy will be coordinated through ANG/A3OS and AFSPC/XONH. SERE program MFMs will:

1.4.6.1.1. Develop and manage MAJCOM SERE Program IAW this instruction.

1.4.6.1.2. SERE Program MFMs, in coordination with MAJCOM XPMs and Air Staff, will determine appropriate 1T0X1 manpower requirements to satisfy CoCT, CoCCT, and PR operational support missions for subordinate levels.

1.4.6.1.3. Act as the command subject matter expert (SME) for aircrew emergency parachuting and SERE personnel parachute deployment operations.

1.4.6.1.4. Provide SERE and PR functional SME for coordination of research, development, operational testing, and procurement processes for SERE and survival related equipment through Human Systems Wing (HSW) and Air Force Material Command (AFMC).

1.4.6.1.5. Provide SERE SME guidance to Aircrew Life Support for equipment components required for aircrew survival vests, seat kits, and other survival equipment containers.

1.4.6.1.6. Ensure SERE Programs are evaluated and inspected IAW AFPD 16-13 and this instruction.

1.4.6.1.7. Develop and manage SERE Specialist Command Job Qualification Standards (CJQS) as required.

1.4.6.1.8. Serve as primary liaison with other DoD agencies on matters regarding SERE related training, PR operational and exercise support issues through their MAJCOM, HQ USAF, and with other DoD agencies.

1.4.6.1.9. Ensure cross-flow of appropriate SERE and PR related information within the command and across commands to enhance standardization, stabilization, integration, safety, and efficient mission execution.

1.4.6.1.10. Coordinate with appropriate Program Element Managers to program for funding and manpower requirements to support command SERE Program, OPLANS, steady-state missions, Air Expeditionary Forces (AEF) deployments, and other Unit Type Codes (UTC).

1.4.6.1.11. Develop and manage SERE Specialist Mission Essential Task List (METL) to support command OPLANs.

1.4.6.1.12. Manage the MAJCOM SERE Specialist of the Year Awards Program IAW AFI 36-2807.

1.4.6.1.13. Provide annual nominations for Joint Personnel Recovery Battle Lab experiments to HQ USAF/A3OS.

1.4.6.1.14. Additional specific SERE MFM responsibilities are found in text of subsequent chapters.

Chapter 2

CODE OF CONDUCT TRAINING (COCT) AND CODE OF CONDUCT CONTINUATION TRAINING (COCCT)

2.1. Responsibilities. This section expands responsibilities delineated in paragraph **1.4.5.** and **1.4.6.** It includes specific responsibilities in reference to CoCT and CoCCT.

2.1.1. **HQ USAF/A3OS** manages and provides oversight to all Air Force CoCT and CoCCT programs. Specifically, HQ USAF/A3OS will:

2.1.1.1. Coordinate with combatant commands to determine the proper level of CoCT and CoCCT.

2.1.1.2. Ensure all Air Force personnel requiring CoCT and CoCCT are trained in accordance with this AFI and DoD directives.

2.1.1.3. Ensure formal SERE CoCT courses conducted by Air Education and Training Command (AETC), Air Force Special Operations Command (AFSOC), and US Air Force School of Aerospace Medicine (USAFSAM) operate IAW DoD directives.

2.1.1.4. Validate and coordinate training quota requirements for all AETC initial formal SERE CoCT schools IAW AFI 11-412. HQ USAF/A3OS as the sole owner of the SERE Program is the OPR for the attendance of AETC CoCT Schools.

2.1.1.5. Provide SERE Program oversight to MAJCOMs and ANG. Ensure MAJCOM and ANG SERE CoCCT Programs provide appropriate standardized training developed by qualified SERE specialists.

2.1.1.6. Provide DoD CoCT policies, plans, and instructions to all officer and enlisted accession sources; Professional Military Education (PME) schools; and AETC, AFSOC, and USAFSAM CoCT level-B and -C courses.

2.1.1.7. Approve formal SERE training courses listed in the Air Force Education and Training Course announcements (ETCA). The ETCA can be found at **https://etca.randolph.af.mil/**.

2.1.1.8. Provide oversight for level-A CoCT conducted during AF PME courses.

2.1.1.9. Coordinate with HQ JPRA to obtain selected training materials and equipment in support of the AF SERE Program.

2.1.1.10. Coordinate CoCT and CoCCT issues with Air Staff and HQ JFCOM/JPRA.

2.1.1.11. Forward results of MAJCOM inspections of SERE CoCT and CoCCT programs to HQ JPRA annually.

2.1.1.12. Coordinate significant content changes in formal SERE CoCT courses and SERE CoCCT programs with HQ JPRA to ensure EAI compliance is maintained.

2.1.2. **HQ Air Force Personnel Center, Directorate of Personnel Resources** , (HQ AFPC/DPR), schedules formal survival training courses for personnel on assignment notification.

2.1.3. **HQ Air Education and Training Command (AETC):**

2.1.3.1. **HQ AETC/DOR, Requirements and Resources Directorate of Resources:**

2.1.3.1.1. Allocates formal survival training quotas to AFPC, AF MAJCOMs, ANG, and sister services supporting AF missions as requested and approved by HQ USAF/A3OS.

2.1.3.1.2. Gathers and tabulates annual forecasting data and provides data and priority recommendations to HQ USAF/A3OS.

2.1.3.1.3. Chairs and hosts an annual SERE Programmed Flying Training (PFT) conference.

2.1.3.2. **HQ AETC/DOFA, Directorate of Aircrew Flying Training:**

2.1.3.2.1. Develops, coordinates, approves, publishes, and distributes course control documents and training materials for formal AETC SERE courses.

2.1.3.2.1.1. Coordinates and monitors level-A CoCT for Air Force personnel undergoing Basic Military Training, Officer Training School, Reserve Officer Training Corps (ROTC), and initial training for direct appointees.

2.1.3.2.1.2. Coordinates substantive changes to formal SERE training course syllabi with HQ USAF/A3OS prior to implementation.

2.1.3.2.2. Manages, conducts, monitors, and inspects formal SERE CoCT courses to include: S-V80-A, S-V81-A, S-V84-AF, S-V86-A, S-V87-A, S-V90-A, and the SERE Indoctrination Course (L3AQR1T031-000).

2.1.3.2.3. As the primary force provider to the MAJCOMs, ensures SERE specialists are trained IAW this AFI and 1TOX1 Career Field Education and Training Plan (CFETP).

2.1.3.2.4. Coordinates augmentation of HQ AETC inspection teams through HQ USAF/A3OS to fulfill inspection requirements. To reduce inspection footprint, separate HQ AETC and JPRA inspections will not be routinely conducted.

2.1.4. **HQ AFMC** provides support and oversight for the USAFSAM SERE CoCT Program. The USAFSAM SERE CoCT program:

2.1.4.1. Manages, conducts, and monitors level-B combat and peacetime CoCT for identified medical aircrew.

2.1.4.2. Coordinates substantive revisions to the USAFSAM SERE CoCT Program with HQ USAF/A3OS.

2.1.4.3. HQ AFMC SERE Functional Manager approves attendance at the USAFSAM SERE CoCT Program.

2.1.5. **HQ AFSOC:**

2.1.5.1. Manages, conducts, and monitors HQ AFSOC level-B combat and peacetime CoCT for personnel identified by US Special Operations Command (USSOCOM).

2.1.5.2. Coordinates substantive revisions to the HQ AFSOC SERE CoCT program with USSOCOM and HQ USAF/A3OS.

2.1.6. **SERE MAJCOM Functional Managers (MFMs):**

2.1.6.1. Ensure annual formal SERE course Programmed Flying Training (PFT) allocations are properly forecasted and provided to HQ USAF/A3OS by 15 February.

2.1.6.2. Coordinate formal SERE CoCT course scheduling for command personnel.

2.1.6.3. Ensure identified personnel/AFSCs receive appropriate levels (B or C) and types (wartime, peacetime governmental, or hostage) of CoCT and CoCCT.

2.1.6.4. Ensure CoCT and CoCCT programs conducted within their respective MAJCOMs are tracked and that all of the data reflecting graduates of SERE CoCT and CoCCT is readily available. Information tracked must include names, service numbers, date of all training completed, and type/level of CoCT/CoCCT. Record of initial training will be maintained for the durations of a service member's career. Additionally, refresher and continuation training dates will be maintained for a minimum of 4 years.

2.1.6.5. Manage, monitor, and evaluate SERE CoCCT programs to ensure personnel, mission, and operational responsibilities are met.

2.1.6.6. Provide augmentees to MAJCOM IG team to evaluate SERE programs.

2.1.6.7. Forward all CoCT and CoCCT program inspection results to HQ USAF/A3OS annually by 1 February.

2.1.6.8. Forward PR exercise lessons learned to HQ USAF/A3OS as required.

2.2. Formal Code of Conduct Training (CoCT). The ETCA at **https://etca.randolph.af.mil** lists formal SERE training courses.

2.2.1. **CoCT Content:**

2.2.1.1. The terminal learning objectives within the EAIs developed and managed by JPRA are minimum training objectives. The guidance contained in the JPRA wartime level-C EAI pertains to S-V80-A. The B-level EAI pertains to the USAFSAM SERE CoCT program, and the AFSOC level-B SERE CoCT course.

2.2.1.2. Additional SERE CoCT content requirements will be dictated by the MAJCOMs during normal coordination of course syllabi by HQ AETC/DOF, Course Training Standard (CTS) conferences, and through direct MAJCOM input.

2.2.2. **Course Attendance.**

2.2.2.1. All USAF officer and enlisted students attending accession programs and PME courses must receive level-A CoCT, which includes information on wartime, peacetime governmental, and hostage detention situations.

2.2.2.2. Any AF personnel identified by the combatant commanders and HQ USAF/A3/5 will attend CoCT.

2.2.2.3. **Table 2.1.** identifies who must attend which US Air Force formal SERE training courses. Unless specifically directed, Air Force personnel attend formal survival courses only once.

2.2.2.4. Attendance Priority. If any USAF SERE CoCT school cannot meet Air Force training needs as determined by HQ USAF/A3OS, then MAJCOMs and ANG must employ the following priority system for determining who receives student-training quotas:

2.2.2.4.1. First Priority: Rated Officers, Career Enlisted Aviators, SERE specialists, and select Special Operations and Ground Combat Forces, e.g., TACP, Combat Weather, Pararescue, Combat Control, Combat Aviation Advisor, and other high risk of capture (HRC) personnel as approved by HQ USAF/A3OS.

2.2.2.4.2. Second Priority: Aircrew personnel including all AFSCs whose duties require flying and are not considered Career Enlisted Aviators or rated officers.

2.2.2.4.3. Third Priority: Operational support personnel whose duties require SERE CoCT experience to augment SERE CoCCT and PR operational support programs.

2.2.2.4.4. HQ USAF/A3OS may reprioritize personnel in response to real-world contingencies and/or constraints.

2.2.2.4.5. Attendance requests outside these priorities require approval from HQ USAF/A3OS.

2.2.2.4.6. HQ AETC/DOR has the authority to replace any lower priority student with a higher priority student for AETC's formal SERE CoCT courses. All changes will be coordinated with the affected SERE MFM prior to implementation.

2.2.2.5. Any unfilled training quotas not sub-allocated 30 days prior to class start date may be utilized by any authorized attendee. Authorized attendees will request unused allocations through their respective SERE MFMs to HQ AETC/DOR.

Table 2.1. Course Attendance Criteria.

	WHO MUST ATTEND	S-V80-A	S-V81-A	S-V83/93-A (Note 2)	S-V84-AF	S-V86-A (Note 1)	S-V87-A	S-V90-A (Note 1)	S-V91/93-A (Note 2)
1	Pilots, Navigators, & ABMs {before first operational assignment (Note 11)}	X	N	A Note 3	A Note 4	X	A Note 5	X	A
2	Enlisted and Non-Rated (X-coded) aircrew {before first operational assignment (Note 11)}	X	N	A Note 3	A Note 4	X	A Note 5	X	A
3	Flight Surgeons (Note 6 and 13)	A	N	A Note 3	A Note 4	X	A Note 5	X	A
4	Medical Aircrew (other than Flight Surgeons) (Note 6)	A	N	N	A Note 4	A	A Note 5	A	A
5	Aircrew Life Support, 1T1X1 (Note 8)	A	N	N	A	A	A	A	N
6	Intelligence, 14N & 1N0X1 (Note 7)	A	N	A	N	A	N	N	A
7	Pararescue, 1T2X1	X	N	N	X	A	A	X	A
8	Combat Controllers 1C2X1	X	N	N	X	A	A	X	A
9	Combat Rescue Officer 13DXA (Note 10)	X	N	A	X	A	A	X	A
10	Special Tactics Officer, 13DXB	X	N	N	X	A	A	X	A
11	Tactical Air Control Party, 1C4X1	X	N	N	A	A	A	A	A
12	SERE Specialist, 1T0X1	X	X	A	X	X	X	X	A
13	Aerospace Physiology, 43A3/4M0X (Note 12)	A	N	N	N	A	A	A	N
14	Combat Weather, J15W3 & 1W0X1	X	N	N	A	A	A	A	A
15	All others (Note 9)								
LEGEND: X - Required; A - Authorized; N - Not Authorized									

NOTES:

1. NOTE: Personnel assigned to aircraft with no parachute egress capability will attend S-V90-A. Personnel assigned to aircraft with parachute egress capability will attend S-V86-A. Course S-V90-A and S-V86-A are **not interchangeable**. If personnel attended S-V90-A and their aircraft is reconfigured to carry parachutes for emergency egress or bailout or the individual is reassigned to an aircraft with parachute egress capability, the individuals must attend S-V86-A. Exceptions:
   1.1. Either S-V86-A or S-V90-A are sufficient for AETC instructor pilots assigned to T-6, T-37, or T-38 aircraft.
   1.2. Personnel who attended S-V90-A instead of S-V86-A prior to 1 Jan 03 are exempt from this requirement if they received local water survival refresher training which included hands-on water parachuting drags as well as canopy disentanglement. MAJCOMs are highly encouraged to obtain S-V86-A allocations for grandfathered personnel based on level of risk, point in career, and course availability.
2. HQ JPRA authorizes attendance.
3. HQ AETC provides quotas to AFPC and MAJCOMs upon request.
4. Attendance is required for primary helicopter aircrew members in the following AFSCs: Pilot, 11H3Y; Flight Engineer, 1A1X1; and Helicopter Aerial Gunners, 1A7X1. Attendance is required for frequent flyers of over-water missions.
5. Attendance is according to the ETCA (formerly Air Force Catalog [AFCAT] 36-2223, US Air Force Formal Schools).
6. Rated and non-rated medical aircrew are required to attend the USAFSAM SERE CoCT (or equivalent) course prior to assignment to a flying position. Aerospace Medicine Specialists (48AX entering training after publication of this instruction must complete level C CoCT prior to first assignment in that AFSC). Additionally, medical aircrew must attend S-V86-A or S-V90-A (as described in note 1 and 13).
7. Intelligence personnel whose duties include PR operational support must attend course S-V80-A.
8. Aircrew Life Support Specialists whose duties include instructing CoCCT to include: Local Area Survival Training and Combat Survival Training are required to attend S-V80-A. Those instructing Water Survival Training and Emergency Parachuting Training are required to attend S-V86-A. Those instructing helicopter units are required to attend S-V84-A.
9. Request quotas through SERE MFM to HQ USAF/A3OS.
10. Combat Rescue Officers will attend advanced S-V94-C, Combat Rescue Officer SERE Training Program.
11. HQ ANG/XO and HQ AFRC/DO is waiver authority for SERE Course completion before first operational assignment.
12. S-V80-A and S-V86-A are required for 43AX and 4M0X prior to assignment to operational HAAMS team.
13. Medical Aircrew assigned/attached to aircraft with parachute egress capability will attend S-V86-A within 24 months of publication of this instruction and maintain currency in a manner identical to other rated aircrew in that unit.

2.2.2.6. **Table 2.2.**, Current Aviation Resource Management System (ARMS) Training Event Identifiers (TEI) for Formal SERE Training Courses, identifies the new ARMS codes for these courses.

Table 2.2. Current ARMS Identifiers for Formal SERE Training Courses.

Current TEI	Course Training Title	Short Text Title for ARMS	FormerTEI
SS20	Wartime Level-C, (Combat Survival Training, S-V80-A) (Note 1)	War Lvl C SV80	SS01
SS21	Wartime Level-B	Wartime Level B	None
SS22	Wartime Level-C, (Combat Survival Training Top Off) (Note 2)	War Lvl C Topoff	None
SS23	Wartime Level-B, (USAFA Combat Survival Training)	War Lvl B USAFA	None
SS24	Governmental Detention Level-C, (Survival Training, S-V83-A) (Note 3)	Gov Lvl C SV83	None
SS25	Governmental Detention Level-C, (High Risk Survival Training, S-V91-A) (Note 3)	Gov Lvl C SV91	None
SS26	Governmental Detention, Level-B	Gov Level B	None
SS27	Hostage Survival Level-C, (Special Survival Training, S-V93-A) (Note 4)	Host Lvl C SV93	None
SS28	Hostage Survival, Level-B	Host Surv Lvl B	None
SS30	Underwater Egress Training, S-V84-A	Und Water Egress	None
SS31	Water Survival Training, Parachuting, S-V86-A	Wat Surv Para	WW01
SS32	Water Survival Training, Non-Parachuting, S-V90-A	Wat Surv Nonpar	WW01
SS33	Arctic Survival Training, S-V87-A	Arctic Surv Trn	None
SS34	Medical SERE Training (B3AZYBLMD-000)	Med SERE Trn	None

NOTES:

1. Dual Credit against SS21.
2. This training is for USAF Academy graduates. Completion of the course meets wartime level-C requirements. Prerequisite is SS23.
3. Dual credit against SS26.
4. Dual credit against SS28.

2.2.3. **Credit for Previous Training.**

2.2.3.1. Combat Survival Training, Course S-V80-A. An individual need not attend S-V80-A if the following course was completed:

2.2.3.1.1. USAFA Course MT-220 (Combat Survival Training), effective with class of 1970 to the graduating class of 1996 (received MT-220 in 1994 or earlier), receive full S-V80-A credit. Application level resistance training was taught as part of MT-220 and all level-C Code of Conduct EAI requirements were met when these graduating classes attended MT-220. Application level RT was removed from MT-220 in April 1995. Personnel who attended MT-220 after 1994 and complete S-V80-A Top-off are not required to attend S-V80-A.

2.2.3.2. Water Survival Training, Non-parachuting, Course S-V90-A. An individual need not attend if he or she completed one of the following:

2.2.3.2.1. AETC Course S-V80-A (Basic Survival Training) prior to 1972.

2.2.3.2.2. USAFA Course MT-220 (Basic Combat Survival Training) effective with class of 1981.

2.2.3.2.3. USAFSAM SERE CoCT level-B course since Oct 1998. At that time, a syllabus equivalent to S-V90-A was added to the course.

2.2.3.3. USAFSAM. Medical Aircrew Members. Graduates of AETC Courses S-V80-A and S-V86-A/S-V90-A or USAFA Course MT-220, effective with class of 1981 need not attend USAFSAM survival training. Graduates of one of the following USAFSAM courses after 1 January 1974 are authorized to attend AETC formal survival training courses:

2.2.3.3.1. B3OZY4871001 (Aerospace Medicine, Primary).

2.2.3.3.2. B3AZY4NOX1-003 (Flight Nurse/Aeromedical Evacuation Technician).

2.2.3.3.3. B3AZY902X0 001 (Medical Survival Training).

2.2.3.3.4. B3AZYBLMD-000 (Medical SERE Training).

2.2.3.4. To receive credit for previous training or related experience other than listed above send request through MAJCOM channels (SERE MFM) to HQ USAF/A3OS.

2.2.4. **Formal Level-B CoCT Courses:**

2.2.4.1. Combatant commanders will identify personnel requiring level-B CoCT prior to deploying to their respective theaters. HQ USAF/A3OS will pass these requirements to MAJCOMs as information becomes available.

2.2.4.2. Level-B SERE CoCT can be accomplished through formal courses (AFSOC SERE CoCT Course, or through the USAFSAM SERE CoCT Course) or by viewing JPRA level-B training tapes.

2.2.4.3. Track aircrew level-B CoCT utilizing ARMS. Track level-B CoCT for non-aircrew IAW MAJCOM, base, and/or unit guidance.

2.2.4.4. Coordinate efforts to obtain training tapes and credit for training through respective SERE MFMs.

2.2.4.5. SERE MFMs and designated units can obtain level-B, Wartime Code of Conduct Series, Peacetime Governmental and Peacetime Hostage Detention CoCT tapes by contacting AF/A3OS with their requirements.

2.3. Code of Conduct Continuation Training (CoCCT) Program Management:

2.3.1. **CoCCT Intent:**

2.3.1.1. CoCCT is a combination of refresher CoCT and additional theater specific Contingency SERE Indoctrination (CSI) training. Frequency and depth of training are based on missions conducted (and associated perceived threats) of personnel requiring training. MAJCOMs and the ANG will tailor curriculum and training to meet minimum requirements levied by this publication and IAW combatant command guidance.

2.3.1.2. CoCCT is designed to ensure personnel maintain critical SERE skills gained at formal SERE training courses and to tailor SERE skills for specific aircraft, missions, and deployed locations.

2.3.2. **CoCCT Instructors:**

2.3.2.1. IAW DoDI 1300.21, the Air Force is "responsible for identifying and qualifying CoC and SERE training specialists."

2.3.2.2. 1T0X1, SERE Specialists are the only Air Force specialty specifically recruited, trained, and employed to conduct SERE operations support, CoCT, and CoCCT for the duration of their career.

2.3.2.3. Where SERE specialists aren't assigned, available, or additional manpower is required, SERE MFMs in coordination with affected MFMs may authorize other designated personnel to support this requirement. All CoCCT instructors will be qualified and certified IAW SERE training plans. The SERE MFM will coordinate MAJCOM specific training requirements for unit level CoCCT instructors with the respective MFM(s) for inclusion into their Master JQS/CFETP.

2.3.3. **Exceptions to Continuation/Refresher Training Events.**

2.3.3.1. If deploying to a location where a CoCCT training capability does not exist, training must be accomplished prior to departure.

2.3.3.2. If deployed to a location where a training capability doesn't exist and the individual becomes due CoCCT, training must be accomplished within 60 days of return to home station.

2.3.3.3. Personnel arriving from permanent change of station (PCS) or temporary duty (TDY) during a period when combat survival or water survival training is not available (i.e., winter months, pool unavailable) are automatically granted a waiver to this requirement until 60 days following the first available training date. However, individuals will attend the academic portions of training at the earliest opportunity.

2.3.4. **CoCCT Instructional Blocks:**

2.3.4.1. **Local Area Survival (LAS):**

2.3.4.1.1. LAS is a one-time requirement prior to first flight at every assignment. Personnel who PCS and then return for subsequent assignments must accomplish this training during each reassignment.

2.3.4.1.2. LAS provides local standard operating procedures preparing aircrew for possible aircraft emergencies near the base of assignment. As a minimum, the following objectives must be satisfied:

2.3.4.1.2.1. Identify environmental aspects affecting a survivor during local-area flying operations.

2.3.4.1.2.2. Determine personnel recovery tactics, techniques, and procedures applicable to local area flying operations.

2.3.4.2. **Combat Survival Training (CST):**

2.3.4.2.1. Frequency. Mission Ready (MR)/Combat Mission Ready (CMR) and personnel assigned to combat-coded units will receive CST on a triennial basis. CST must be completed prior to awarding MR status.

2.3.4.2.2. MAJCOMs will tailor training based on mission, type of aircraft, and level of risk (combat aircraft vs. transport aircraft requirements vs. special operations). Aircrew will demonstrate proficiency in TTP for survival and recovery under field conditions, while in a simulated combat environment using weapons system specific survival equipment. This training is designed to enforce learning objectives through hands-on experiential training. As a minimum, the following objectives must be satisfied:

2.3.4.2.2.1. Identify survivor's legal and moral obligations.

2.3.4.2.2.2. Determine the purpose and function of the DD Form 1833, Isolated Personnel Report (ISOPREP).

2.3.4.2.2.3. Determine the purpose and use of SAFE Area Intel Description (SAID), Special Instructions (SPINS), area/country studies, and SERE Contingency Guides.

2.3.4.2.2.4. Determine the purpose and use of an Evasion Plan of Action (EPA).

2.3.4.2.2.5. Identify purpose and use of various evasion aids.

2.3.4.2.2.6. Use initial evasion actions, to include hole up site procedures.

2.3.4.2.2.7. Use evasion movement techniques.

2.3.4.2.2.8. Use navigation techniques.

2.3.4.2.2.9. Use personal protection techniques.

2.3.4.2.2.10. Identify sustenance considerations.

2.3.4.2.2.11. Determine combat medical procedures.

2.3.4.2.2.12. Use personnel recovery procedures.

2.3.4.3. **Conduct After Capture (CAC):**

2.3.4.3.1. Frequency. Mission Ready (MR)/Combat Mission Ready (CMR) and personnel assigned to combat-coded units will receive CAC on a triennial basis. CAC must be completed prior to being awarded MR status.

2.3.4.3.2. CAC, commonly referred to as Resistance Training (RT), provides refresher training for wartime, governmental, and hostage detention situations. Only qualified personnel will

conduct CAC. **Resistance role-play instruction is specifically prohibited without HQ USAF (OPR: A3OS) approval and validation.** As a minimum, the following objectives must be satisfied:

2.3.4.3.2.1. Wartime/Prisoner of War (POW):

2.3.4.3.2.1.1. Determine how the Code of Conduct and Uniform Code of Military Justice (UCMJ) applies to the prisoner.

2.3.4.3.2.1.2. Determine how the Geneva Convention guides prisoner conduct.

2.3.4.3.2.1.3. Identify the various stages of capture and captivity.

2.3.4.3.2.1.4. Determine various methods of exploitation and their effects on the prisoner.

2.3.4.3.2.1.5. Determine basic interrogation approaches.

2.3.4.3.2.1.6. Determine resistance tools and techniques used by the POW.

2.3.4.3.2.1.7. Determine communication tactics, techniques, and procedures (TTP) in captivity.

2.3.4.3.2.1.8. Identify escape considerations.

2.3.4.3.2.2. Governmental Detention:

2.3.4.3.2.2.1. Determine DoD policy.

2.3.4.3.2.2.2. Identify the primary methods of exploitation.

2.3.4.3.2.2.3. Determine resistance tools and techniques.

2.3.4.3.2.3. Hostage Survival:

2.3.4.3.2.3.1. Determine DoD policy.

2.3.4.3.2.3.2. Identify the primary methods of exploitation.

2.3.4.3.2.3.3. Determine resistance tools and techniques.

2.3.4.4. **Non-Combat Survival Training (NCST)**

2.3.4.4.1. Frequency. Non-Mission Ready (MR)/Combat Mission Ready (CMR) and personnel not assigned to combat-coded units will receive NCST on a triennial basis. The intent of this training is for Flight Training Units (FTUs) or test personnel who do not have a war-fighting mission. NCST must be completed prior to being awarded MR status.

2.3.4.4.2. Non-Mission Ready (MR)/Combat Mission Ready (CMR) and personnel not assigned to combat-coded units will conduct survival training tailored to their unit's specific needs. As a minimum, the following objectives must be satisfied:

2.3.4.4.2.1. Determine personal protection procedures.

2.3.4.4.2.2. Determine signaling and personnel recovery procedures.

2.3.4.4.2.3. Determine survival medicine procedures.

2.3.4.4.2.4. Determine navigation principles.

2.3.4.4.2.5. Identify sustenance considerations.

2.3.4.5. **Water Survival Training (WST):**

2.3.4.5.1. Frequency. Mission Ready (MR)/Combat Mission Ready (CMR) and personnel assigned to combat-coded units will receive WST on a triennial basis. WST must be completed prior to being awarded MR status.

2.3.4.5.2. Aircrew will demonstrate proficiency in TTP for survival and recovery from a water environment using weapons system specific survival equipment. This training should be conducted in natural waters (pond, lake, or ocean) or an environmental pool if logistically possible. Training in swimming pools is authorized if overall training objectives are not compromised. WST will utilize the demonstration and performance method of instruction. As a minimum, the following objectives must be satisfied:

2.3.4.5.2.1. Identify pre-ditching procedures.

2.3.4.5.2.2. Use post-ditching/bailout and water landing procedures.

2.3.4.5.2.3. Determine survival living in an open sea environment.

2.3.4.5.2.4. Determine evasion considerations during open sea survival.

2.3.4.5.3. Rotary wing aircrew will receive additional training in emergency egress from a helicopter including the use of a Helicopter Emergency Egress Device (HEED). MAJCOMs are encouraged to employ hands-on training using the Shallow Water Egress Trainer (SWET). HEED and/or SWET training will be conducted in a swimming pool in water not deeper than four feet. As a minimum, the following additional objectives must be satisfied.

2.3.4.5.3.1. Determine proper use of the HEED.

2.3.4.5.3.2. Use underwater egress procedures using the HEED.

2.3.4.6. **Emergency Parachuting Training (EPT):**

2.3.4.6.1. Frequency. All personnel assigned to aircraft with parachutes as a means of egress or bailout will complete this training. For ejection seat aircraft, personnel will receive EPT every 12 months. For non-ejection seat aircraft, personnel will receive EPT on a triennial basis.

2.3.4.6.2. Each aircrew member will perform procedures using hanging harness training methods and weapons system specific aircrew equipment. Training will include weapons specific aircrew flying equipment, i.e., flight gloves, flight helmet, COMBAT EDGE, and the Aircrew Chemical Defense Ensemble (ACDE). EPT with ACDE is a one time training event. This training will utilize a demonstration and performance method of instruction.

2.3.4.6.3. Aircrew will receive refresher training in post ejection/bailout emergency parachuting procedures. As a minimum, the following objectives must be satisfied:

2.3.4.6.3.1. Identify post-egress procedures.

2.3.4.6.3.2. Use post-parachute opening procedures.

2.3.4.6.3.3. Use parachute landing procedures.

2.3.4.6.4. Primary instructors for this training will be graduates of a US military parachutist course. Exception: If the primary instructor is not a 1T0X1 SERE specialist, US Military Parachutist Course is not required. While static line qualification provides a solid background, freefall experience is highly recommended. Support instructors for EPT must receive annual refresher training and certification in identifying key task steps of EPT including instructor demonstrations, methods of providing student feedback, and a review of all EPT processes.

2.3.4.7. **Contingency SERE Indoctrination (CSI):**

2.3.4.7.1. CSI is a combatant command-directed activity and is designed to prepare HRC personnel deploying to a specific theater of operations or contingency. CSI will be tailored to the specific mission, e.g., fighters, transport aircraft, or ground forces. Combatant commands will certify selected SERE specialists to instruct HRC theater preparations. CSI is also referred to as HRC theater preparation.

2.3.4.7.2. CSI should be accomplished within 60 days prior to deployment.

2.3.5. **Training Identifiers:** **Table 2.3.** lists SERE CoCCT blocks of instruction and includes current (and former) ARMS Training Event Identifiers (TEI) for ease of implementation. The new training event identifiers listed under "Current TEIs" in **Table 2.3.** will be used as of the posted date of this instruction.

Table 2.3. SERE CoCCT Blocks and Associated ARMS Training Event Identifiers.

CURRENT TEI	COURSE TRAINING TITLE	SHORT TEXT TITLE FOR ARMS	FORMER TEI
SS01	Local Area Survival (LAS)	Local Area Surv	LS01
SS02	Combat Survival Training (CST)	Cbt Surv Trng	LS02/LS11
SS03	Conduct After Capture (CAC)	Conduct Aft Cap	GA02
SS04	Non-Combat Survival Training (NCST)	Non Cbt Surv Tr	None
SS05	Water Survival Training (WST)	Water Surv Trng	LS03
SS06	Emergency Parachuting Training (EPT)	Emerg Para Trng	LS09/LS10
SS07	Contingency SERE Indoctrination (CSI)	Cont SERE Indoc	None
SS08	Helicopter Emergency Egress Device (HEED) Training	HEEDs Training	None
SS09	EPT with ACDE	HHT with ACDE	LS12

2.3.6. **CoCCT Requirements** are described in **Table 2.4.**

Table 2.4. CoCCT Requirements

SUBJECT	FREQUENCY	GROUNDING
Local Area Survival (LAS)	Prior to first flight	Yes
Combat Survival Training (CST)	Triennial	No
Conduct After Capture (CAC)	Triennial	No
Non-Combat Survival Training (NCST)	Triennial	No
Water Survival Training (WST)	Triennial	No
Emergency Parachuting Training (EPT)	Ejection: 12 Months Non-Ejection - Triennial	Yes
Contingency SERE Indoctrination (CSI)	IAW Combatant Command direction	No
EPT with ACDE	One time event	No

2.3.7. **CoCCT Attendance Criteria** is described in **Table 2.5.**

Table 2.5. CoCCT Attendance Criteria

	WHO MUST ATTEND	LAS	CST	CAC	NCST	WST (Note 2)	EPT	CSI (Note 1)
1	Pilots, Navigators, Flight Surgeons & ABMs	X	X	X	A	X	X	
2	Enlisted and Non-Rated (X-coded) aircrew	X	X	X	A	X	X	
3	Medical Aircrew (other than Flight Surgeons)	A	A	X	A	A	A	
4	Pararescue, 1T2X1	A	A	X	A	A	A	
5	Combat Controllers 1C2X1	A	A	X	A	A	A	
6	Combat Rescue Officer 13DXA	A	A	X	A	A	A	
7	Special Tactics Officer, 13DXB	A	A	X	A	A	A	
8	Tactical Air Control Party, 1C4X1	A	A	A	A	A	A	
9	Aerospace Physiology, 43A3/ 4M0X	A	A	A	A	A	A	
10	Combat Weather, J15W3 & 1W0X1	A	A	A	A	A	A	
11	All others - Request training through SERE MFM							
LEGEND: X - Required; A - Authorized								

NOTES:

1. Required for HRC personnel as directed by combatant commands.
2. Rotary wing aircrew will receive additional training in emergency egress from a helicopter including the use of Helicopter Emergency Egress Device (HEED).

2.3.8. **CoCT and CoCCT Operational Risk Management (ORM) Procedures:** ORM procedures must be incorporated into SERE CoCT and CoCCT programs IAW AFI 90-901, *Operational Risk Management*. Sample ORM matrixes are referenced in **Attachment 3**.

Chapter 3

SERE PROGRAM PR OPERATIONAL SUPPORT

3.1. General Concepts of PR Operational Support:

3.1.1. The AF SERE Program supports PR requirements reflected in Chairman of the Joint Chiefs of Staff Instruction (CJCSI) 3270.01, *Personnel Recovery Within the Department of Defense* (classified), DoD Directive 2310.2, *Personnel Recovery*, Joint Publication (JP) 3-50.3, *Joint Doctrine for Evasion and Recovery (E&R)*, and JP 3-50.21, *Joint Tactics, Techniques, and Procedures (JTTP) for CSAR*. NOTE: PR operational support was formerly known as Evasion and Recovery (E&R) or Escape and Evasion (E&E) and includes duties related to conventional and non-conventional assisted recovery (NAR) IAW DoDI 2310.6, *Non-Conventional Assisted Recovery in the Department of Defense.*3.1.1.1. PR operational support programs consist of: all actions taken prior to mission execution to equip and facilitate planning for warfighters' SERE and PR efforts in the event of isolation, actions taken after isolation to plan and execute PR, and actions taken after recovery to ensure lessons learned are documented and incorporated into TTP.

3.1.1.1. Unit-level operational support programs are executed by SERE, Intelligence and Aircrew Life Support functions. Specifically, SERE specialists employed in PR operational support programs will:

3.1.1.1.1. Provide SME, policy guidance, and oversight of Evasion Plans of Action (EPA), Isolated Personnel Reports (ISOPREP), Evasion Charts, Blood Chits, and PR Kits to ensure compliance with directives. Units will delineate responsibilities of Intelligence and SERE Specialists.

3.1.1.1.2. Identify PR unique intelligence requirements.

3.1.1.1.3. Provide SERE subject matter expertise to the Joint Search and Rescue Center (JSRC), Rescue Coordination Center (RCC), or equivalent organization to develop SERE and PR JTTP.

3.1.1.1.4. Provide subject matter expertise for Aircrew Life Support Specialists to identify and incorporate appropriate aircrew life support and survival equipment required for successful PR.

3.1.1.1.5. As an integral part of PR repatriation plans, SERE SMEs will ensure repatriation debriefings are applied at the tactical level and included in theater briefings during contingency operations. Additionally, SERE SMEs will ensure repatriation after action/lessons learned are included in entry level CoCT and CoCCT.

3.2. Responsibilities for PR Operational Support.

3.2.1. HQ USAF/A3OS:

3.2.1.1. Acts as OPR for all PR activities within the Air Force.

3.2.1.2. Provides standardized guidance to MAJCOMs on issues pertaining to PR operational support activities.

3.2.2. HQ USAF/XOII: Provides standardized guidance to MAJCOMs on issues pertaining to PR intelligence support activities.

3.2.3. MAJCOMs and ANG will:

3.2.3.1. Ensure all organizations within their respective commands integrate standardized PR operational support programs in coordination with combatant command requirements.

3.2.3.2. Utilize the SERE MFM to:

3.2.3.2.1. Manage their PR operational support program.

3.2.3.2.2. Coordinate SERE SMEs to support inspections of unit level PR operational support programs for compliance (where SERE SMEs are not already integrated into inspection programs).

3.2.3.2.3. Develop MAJCOM-unique PR operational support guidance.

3.2.3.2.4. Coordinate UTC sourcing to augment units deploying in support of AEF rotations and other contingencies.

3.2.3.2.5. Coordinate with MAJCOM DP to ensure manning levels are adequate to support command PR program requirements.

3.2.3.2.6. Ensure SERE specialists are adequately trained to meet the command's PR operational support mission requirements.

3.3. SERE Specialist PR Operational Support Objectives:

3.3.1. Provide organic planning capability to the Joint Task Force commander, Air Component commander, unit commander, and recovery force during any contingency.

3.3.2. Conduct theater specific SERE and PR training as required in support of unique contingency requirements.

3.3.3. Serve as the component/unit level focal point for PR and SERE activities throughout the contingency area.

3.3.4. SERE specialists with PR operational support duties will deploy with components/units as tasked. SERE specialists on mobility status will possess a Top Secret clearance and be indoctrinated into Sensitive Compartmented Information (SCI/SI-TK).

3.4. SERE Specialist PR Operational Support Duties at Home Unit:

3.4.1. Manages ISOPREP Program and ensures compliance with directives. The SERE specialist will ensure program complies with Joint Pub 3-50.2, *Doctrine for Joint Combat Search and Rescue*, Joint Pub 3-50.3, *Joint Doctrine for Evasion and Recovery*, JPRA, and theater specific guidance.

3.4.2. Researches SERE information for EPA development.

3.4.3. Identifies required EVCs and recommends changes or new requirements to supported theater PR manager.

3.4.4. Manages Blood Chit Program and ensures compliance with Joint Pub 3-50.3, JPRA, and theater specific guidance.

3.4.4.1. Component SERE Program Manager is designated as the Blood Chit Program Manager for assigned forces.

3.4.4.2. Blood Chit Program Manager will coordinate component blood chit requirements with the supported theater blood chit manager.

3.4.5. Coordinates with Life Support and Intelligence personnel to determine PR equipment (formerly E&R or E&E kits) items provided to aircrew. **Attachment 4**, *PR Kit/Equipment Guidance*, provides additional guidance concerning PR kits and equipment.

3.4.6. Provide theater and environmental specific SERE briefings for deployable personnel as required and provided by supported theater PR manager. Research existing SERE guidance documents and information. Request new or updated materials from JPRA through command channels.

3.4.7. Perform functions for PR exercise planning and execution:

3.4.7.1. Assist in development and update of PR exercise Air Tasking Orders (ATO) and Combat Search and Rescue Special Instructions (CSAR SPINS).

3.4.7.2. Briefs SERE related portion of exercise scenarios to aircrew.

3.4.7.3. Conducts PR exercises and cross-flow lessons learned to MFMs, aircrew, and other personnel as required.

3.4.8. Assists in building and maintains theater PR JTTP "smart book" in cooperation with Intel and other PR specialties. Include theater specific:

3.4.8.1. CSAR SPINS, Search and Rescue Concept of Operations (SAR CONOPS), Search and Rescue Standard Operating Procedures (SARSOPS), theater PR Rules of Engagement (ROE).

3.4.8.2. JSRC/RCC POCs, phone numbers, e-mail addresses (Non-secure Internet Protocol Routing Network/Secure Internet Protocol Router Network [NIPRNET/SIPRNET]), secure fax numbers, etc.

3.4.8.3. Validate SAFE Area Intelligence Descriptions (SAID), Designated Areas for Recovery (DAR) and Survival and Contact Areas (SCA), and other predetermined recovery areas.

3.4.8.4. Listing of available evasion charts (EVC).

3.4.8.5. SERE contingency guides, SERE update messages, country studies, ethnic briefs, and SIPRNET address for JPRA & Intelligence PR support products.

3.5. SERE Specialists PR Duties while Deployed:

3.5.1. Perform duties listed in **3.4.** for deployed unit personnel.

3.5.2. Participate in PR planning functions and brief aircrew/operator at the unit level.

3.5.3. Serve as PR liaison with JSRC/theater PR manager.

3.5.4. When assigned to the JSRC, assist in development and update of the ATO CSAR SPINS for PR.

3.5.5. When assigned in the JSRC or as directed, assist in debriefing recovered personnel to extract and integrate lessons learned into theater CONOPs, and CSAR SPINS, and to disseminate information to SERE community and JPRA.

3.5.6. In cooperation with unit intelligence personnel, evaluate available Selected Areas for Evasion (SAFE), Designated Areas for Recovery (DAR), and other designated PR areas to determine suitability for mission requirements. Communicate new requirements through command channels.

3.6. SERE Specialist Coordination with Other PR Activities:

3.6.1. Assist in the development of PR Operations Policy IAW Chairman of the Joint Chiefs of Staff Manual (CJCSM) 3122.03, *Joint Operation Planning and Execution System (JOPES) Volume II, Planning Formats and Guidance*, Appendix 5 to Annex C.

3.6.2. Provide subject matter expertise for the OPLAN PR (formerly E&E) Annexes 5 and 11 IAW with AFMAN 10-401.

3.6.3. Provide augmentation to JSRCs, RCCs, and other locations involving rescue coordination with air and joint components.

Chapter 4

SERE SPECIALIST CAREER FIELD MANAGEMENT

4.1. Other SERE Specialist Missions and Responsibilities. This chapter addresses general mission employment, training requirements, physical fitness standards, and additional issues not discussed in other documents such as in the SERE Specialty Description in AFMAN 36-2108, training requirements in the CFETP, or other AFIs. SERE specialists will be qualified as a worldwide deployable resource capable of supporting operations in any theater as a SME in support of PR/SERE operations.

4.2. Parachuting Program:

4.2.1. SERE personnel conduct static line and military free fall (MFF) operations. Sustainability for parachute program includes basic, senior and master parachutists, and upgrade to MFF jumpmaster throughout the AFSC. SERE specialists will implement and maintain their Personnel Parachute Program IAW AFI 11-410, *Personnel Parachute Operations*. MAJCOMs will establish specific command requirements to support aircrew emergency parachuting activities.

4.2.2. SERE specialist parachutist duty requirements include performing and instructing emergency egress, emergency parachute systems, and aircrew emergency parachuting during initial SERE CoCT and CoCCT programs. NOTE: As reflected in paragraph **2.3.4.6.4.** of this instruction, primary instructors for this training will be graduates of a US military parachutist course and freefall experience is highly desired.

4.2.3. Advanced parachuting skills may be required for SERE specialist parachutist duties including: performance in developmental/operational testing of experimental parachuting systems, aircraft parachutist deployment testing, and emergency egress with associated SERE/aircrew life support equipment; instructor duties at the Army Military Freefall School; and EPT for PR exercise mission accomplishment.

4.2.4. Advanced skills take years of training that require parachutist skills to be supplemented with proficiency training integrated into all MAJCOMs. The goal of proficiency training is to provide expertise for advance parachutist experience requirements and to provide a stable force ready for advanced parachutist positions.

4.2.5. HQ AFMC's Test Parachutist Program (TPP) at Edwards AFB CA provides intentional aircrew emergency parachuting qualification training for conducting developmental and operational tests and evaluations. The TPP is the center of expertise for aircrew emergency bailout procedures/operations.

4.3. SERE Specialist Qualification Training Program :

4.3.1. SERE specialists must perform challenging training and exercise activities and must be mission ready for worldwide deployment. Therefore, all personnel must maintain the capability to provide SERE training regardless of climatic and environmental conditions. All SERE specialists, 5-skill level and higher, will maintain mission ready status by reviewing and performing the following proficiency/currency requirements using the associated CFETP core task and line items as the baseline for refresher training**.** Method of refresher training accomplishment will be MAJCOM directed:

4.3.1.1. Land Navigation - Biennial.

4.3.1.2. Medical - Biennial. Training will include emergency first aid refresher and include performance of ground search and emergency rough land patient transport and evacuation TTP.

4.3.1.3. Environmental/Biome - Biennial.

4.3.1.4. Conduct after capture guidance for wartime, peacetime governmental, and hostage captivity – Biennial, (unless conducting regular duties as an RT instructor). This can be accomplished by observing the RT portion of Combat Survival Training, S-V80-A, by monitoring/attending the JPRA Joint Resistance Training Instructor Course (JRTIC), or by participating in other similar events or courses.

4.3.1.5. PR JTTP - Biennial. This can be accomplished by deploying for contingency operations, performing SERE escort/controller duties in a PR exercise, or through unit level training.

4.4. Physical Fitness Test:

4.4.1. Successful execution of the SERE specialist missions requires a high degree of physical fitness beginning with entry level training (S-V81-A) and continuing throughout a member's career. The unique SERE mission requires optimum individual performance in areas of adverse terrain, every environmental condition, and airborne operations. These conditions require mental and physical capabilities be maintained at a high level. Commanders will ensure assigned SERE specialists complete at least 5 hours of fitness training weekly. Commanders will utilize the following standards to assess and maintain overall fitness levels:

4.4.2. SERE specialists will be assessed annually. The fitness test consists of push-ups, sit-ups, pull-ups and 2-mile run. Point values for the events are shown in **Table 4.1.**, Physical Fitness Evaluation Criteria. A minimum of 210 points is necessary for satisfactory completion. Grading criteria are as follows: 520-395 points = Outstanding, 390-280 points=Excellent, 275-210 points=Satisfactory. Additionally, an alternate 6-mile ruck march or 800-meter swim may be used in lieu of the 2-mile run. Points associated with the 6-mile ruck march and 800-meter swim are outlined within the related paragraph. Calisthenics events will be tested, one immediately after the other, with approximately a 2-minute time rest between events. Upon completion of all calisthenics events, a rest of approximately 10 minutes is given prior to starting the 2–mile run, 6-mile ruck march or 800-meter swim.

Table 4.1. Physical Fitness Evaluation Criteria.

Calisthenics				2 Mile Run	
Push Up	Sit Up	Pull Up	Points	Time	Points
85	85	16	100	13:00	220
80	80	15	90	13:30	210
75	75	14	85	14:00	200
70	70	13	80	14:30	190
65	65	12	75	15:00	180
60	60	11	70	15:30	170
55	55	10	65	*16:00	160
50	50	9	60	16:15	150
45	45	8	55	**16:30	140
40	40	7	50	16:45	130
35	35	6	45	***17:00	120

*Indicates MAXIMUM allowable times for SERE specialist under 30 years of age.

**Indicates MAXIMUM allowable times for SERE specialist 30 but under 40 years of age.

***Indicates MAXIMUM allowable times for SERE specialist 40 years of age and over.

4.4.2.1. Pull–ups (time limit: 2 minutes). This exercise is executed on a pull–up bar. The individual grasps the bar with the palms toward the face about shoulder width apart. This is a two-count exercise. The exercise begins in the “dead hang” position. Count one, pull the body directly upward until the chin is over the bar. Count two, lower the body until the body is again in the “dead hang” position. Individuals will not swing excessively or bicycle feet as the chin is pulled over the bar. Repeat as many times as possible. This exercise is designed to measure strength and endurance in the back and biceps muscles.

4.4.2.2. Sit–ups (time limit: 4 minutes). Start with the back flat on the ground, fingers interlocked behind the head, head off the ground and knees bent at approximately a 90-degree angle. Another individual will hold the feet during the exercise. This is a two-count exercise. Count one, sit up until the back is vertical to the ground. Count two, return to the starting position. There is no authorized rest position. If an individual raises buttocks from ground or their fingers are not interlocked behind head during a repetition, the repetition is not counted. This exercise is designed to measure strength and endurance in abdominal and hip flexor muscle groups.

4.4.2.3. Push-ups (time limit: 2 minutes). This exercise starts from the front leaning rest position. The body must be maintained straight from head to heels with knees together. This is a two-count exercise. Count one, flex the elbows, lowering the body until the elbows form a 90-degree angle. Count two, raise the body until the elbows are straight and locked. Repeat this exercise as many times as possible. Event is stopped if an individual touches a knee to the ground. The only authorized rest position is the starting position. This exercise is designed to measure the strength and endurance of the chest and triceps muscles.

4.4.2.4. Two-Mile Run. This is performed with running shoes and appropriate athletic attire. This event will be performed on flat, level, hard-surfaced terrain. This exercise is designed to measure aerobic endurance.

4.4.3. **Substandard Performance.** Due to the potential risk to the SERE specialist and those they work with, minimum fitness standard must be met in order to control factors associated with ORM. SERE specialists who fail to achieve the minimum standard on the SERE physical fitness test (SPFT) will satisfactorily complete the entire evaluation within 60 calendar days of the failure. Those who fail the rstest should not be considered for worldwide deployment, field operations under adverse conditions, or airborne duty. A review board will be convened after the second failure.

4.4.4. **Review Board.**

4.4.4.1. The review board will consist of the unit operations officer, SERE MFM, and one senior enlisted SERE specialist designated by the SERE MFM.

4.4.4.2. The board will evaluate and analyze all factors bearing on a situation and provide an impartial judgment.

4.4.4.3. The review board will determine the circumstances and adequacy of training and submit recommendations to the commander for further action. Recommendations may include additional supervised training, counseling, or other administrative actions. Board findings will be maintained on file for 18 months.

4.4.5. **Temporary Profiles.** A member with a temporary profile must take the regular four-event fitness test after the profile has expired. (Members with temporary profiles of more than 3 months may take an alternate test as determined by the commander with input from health-care personnel.) Once the profile is lifted, the SERE specialist must be given twice the time of the profile (but not more than 90 days) to train for the fitness test. For example, if the profile period was 7 days, the SERE specialist has 14 days to train for the SPFT after the profile period ends. If a normally scheduled SPFT occurs during the profile period, the SERE specialist should be given a mandatory make-up date.

4.4.6. **Permanent Profiles.** Members who have been given a permanent profile by Air Force health professionals will be exempt from the SPFT. In the event that the member is returned to duty with no profile, he/she must take the SPFT within 90 days unless otherwise indicated in member's profile.

4.4.7. **Alternate Fitness Events:**

4.4.7.1. An alternate aerobic fitness test event is a 6-mile ruck march in lieu of the 2-mile run. The 6-mile ruck march will be conducted on flat level terrain with a 40-pound rucksack worn for the entire duration of the movement. Successful completion of the 6-mile ruck march with 40-pound ruck under the maximum time will be scored at 120 points for the aerobic portion of the fitness test.

4.4.7.2. Additionally, members may elect to perform the 800-meter swim test. The 800-meter swim test assesses the aerobic fitness and muscular endurance of the individual. Members may elect to perform the 800-meter swim in lieu of the 2-mile run. The standards for the alternate swim event are listed in **Table 4.2.** Satisfactory completion of the alternate swim event will be scored at 120 points.

Table 4.2. Alternate Testing Events

ALTERNATE EVENT STANDARDS			
EVENT	**AGE**		
	Under 30 years of age	30-40 years of age	Over 40 years of age
6-Mile Ruck March	90:00	92:30	95:00
800-Meter Swim	20:30	22:00	24:00

Chapter 5

SERE PROGRAM EVALUATION AND INSPECTION

5.1. Inspection: MAJCOMs will establish comprehensive certification and evaluation programs to ensure compliance with this AFI and applicable MAJCOM instructions.

5.2. Compliance with the Air Force SERE Program: This will be assessed in three areas: formal initial CoCT, CoCCT, and PR operational support programs. These three areas will be evaluated during MAJCOM Operational Readiness Inspections (ORI), MAJCOM specific Inspector General inspections, MAJCOM Unit Compliance inspections (UCI), functional inspections, or site visits.

5.2.1. **Initial SERE Training Programs.**

5.2.1.1. HQ AETC will report all results of ORI evaluations of courses S-V80-A, S-V84-A, S-V86-A, S-V87-A, S-V90-A, and MT-220, to HQ USAF/A3OS. These evaluations will be conducted at least biennially.

5.2.1.2. AFSOC/IG will post results of AFSOC ORI evaluations on the AFSOC IG website. Evaluations of AFSOC SOF level-B Courses will be conducted in conjunction with AFSOC's regularly scheduled ORI's.

5.2.1.3. HQ JPRA, in coordination with HQ USAF/A3OS, will conduct EAI inspections of level-B and -C CoCT courses in conjunction with Air Force inspection programs.

5.2.1.3.1. MAJCOMs will notify HQ USAF/A3OS of pending inspections in which JPRA can be integrated for a concurrent EAI inspection.

5.2.1.3.2. HQ USAF/A3OS will notify JPRA of the pending inspection and coordinate JPRA's involvement.

5.2.1.3.3. HQ USAF/A3OS will obtain the results of evaluations from JPRA.

5.2.1.3.4. HQ AFMC will report all results of ORI Inspections of USAFSAM Level-B Course to HQ USAF/A3OS.

5.2.2. **SERE CoCCT Programs.**

5.2.3. SERE MFMs will compile an annual report of MAJCOM evaluations involving SERE CoCCT programs and forward to HQ USAF/A3OS.

5.2.4. SERE Operational Support Programs. MAJCOM SERE functional managers will compile an annual report of MAJCOM evaluations of SERE Operational Support Programs and forward to HQ USAF/A3OS by 1 February.

5.3. SERE MFM Responsibilities:

5.3.1. Coordinate SERE specialists augmentation for inspection teams to evaluate training and PR operational support programs.

5.3.2. As a minimum, all CoCCT programs will be reviewed by a SERE specialist (1T071) at least biennially for safety processes and overall program effectiveness. This should be incorporated into the normal inspection programs when possible, although staff assistance visits are acceptable.

5.3.3. Ensure PR operational support missions are evaluated by qualified SERE SMEs during unit-level Operational Readiness Inspections (ORI)s or equivalent inspections.

5.4. PR Exercises.

5.4.1. A robust PR exercise program is imperative for preparing the warfighter for prosecution of recovery across the spectrum of engagement. A major part of training for the PR process is the specific "actions on the objective" or the isolated personnel's role in the overall recovery effort. Currently, numerous MAJCOM-directed PR exercises are in place to allow recovery forces to execute critical METs of a successful recovery, as well as providing potential isolated personnel with an opportunity to practice evasion and recovery skills in a simulated combat environment (e.g., Red Flag, Air Mobility Warfare Center CADS, Cope Thunder, and ACC/AFSOC Combat Air Force (CAF) integration exercises). These exercises provide planners, aviation and ground recovery forces, as well as potential isolated personnel a forum for planning and executing full-spectrum PR TTP. Specifically, the SERE role within this process is to provide mission-critical feedback and after action review from the "survivor's" perspective.

5.4.2. Specific SERE responsibilities.

5.4.2.1. Assists in development of exercise plans (EXPLANs), SPINs, PR CONOPs, etc.

5.4.2.2. Develops mission plans to include survivor participation, aircraft/team support, logistical support requirements, etc.

5.4.2.3. Performs observer/controller (escort) duties to include data collection, performance feedback, safety, and emergency field medical treatment, as required.

5.4.2.4. Coordinates and performs airborne operations, as required.

5.4.3. Incorporating summary of PR exercise lessons learned and after action into both the formal and continuation processes is essential to successful PR. MAJCOMs conducting PR exercises will forward sanitized lessons learned and other PR-related after action items to HQ USAF/A3OS for review and distribution to the field. Use the "observation, analysis, and lessons learned" format for collecting and disseminating data.

5.4.3.1. HQ AETC/DOFA will ensure applicable data is incorporated into the formal training process.

5.4.3.2. MFMs for commands with Mission Ready (MR)/Combat Mission Ready (CMR) personnel and personnel assigned to combat-coded units will ensure appropriate lessons learned are distributed to subordinate units for inclusion in continuation/refresher training programs.

CARROL H. CHANDLER, Lt Gen, USAF
DCS, Air, Space & Information
Operations, Plans & Requirements

Attachment 1

GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

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Abbreviations and Acronyms

ACDE—Aircrew Chemical Defense Ensemble

AEF—Air Expeditionary Force

AETC—Air Education and Training Command

AF—Air Force

AFCFM—Air Force Career Field Manager

ARMS—Aviation Resource Management System

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFMC—Air Force Material Command

AFPC—Air Force Personnel Center

AFPD—Air Force Policy Directive

AFRC—Air Force Reserve Command

AFSC—Air Force Specialty Code

AFSOC—Air Force Special Operations Command

ANG—Air National Guard

AOC—Air Operations Center

AOR—Area of Responsibility

ASD [ISA]—Assistant Secretary of Defense for International Security Affairs

ATO CSAR SPINS—Air Tasking Orders CSAR Special Instructions

CAC—Conduct After Capture

CAF—Combat Air Force

CFETP—Career Field Education and Training Plan

CJCSI—Chairman of the Joint Chiefs of Staff Instruction

CJCSM—Chairman of the Joint Chiefs of Staff Manual

CJQS—Command Job Qualification Standards

CMR—Combat Mission Ready

CoC—Code of Conduct

CoCT—Code of Conduct Training

CoCCT—Code of Conduct Continuation Training

CONOPS—Concept of Operations

CPR—Cardiopulmonary Resuscitation

CSAR—Combat Search and Rescue

CSI—Contingency SERE Indoctrination

CST—Combat Survival Training

CTS—Course Training Standard

DAR—Designated Area for Recovery

DASD—Deputy Assistant Secretary of Defense

DoD—Department of Defense

DoDD—DoD Directive

DoDI—DoD Instruction

DPMO—Defense Prisoner of War/Missing Personnel Office

DRU—Direct Reporting Unit

EAI—Executive Agent Instruction

E&E—Escape and Evasion

EPA—Evasion Plan of Action

EPT—Emergency Parachuting Training

EVC—Evasion Chart

E&R—Evasion and Recovery

ETCA—Education and Training Course Announcements

EXPLANS—Exercise Plans

GPS—Global Positioning System

HEEDS—Helicopter Emergency Egress Device

HRC—High Risk of Capture

HQ—Headquarters

ISOPREP—Isolated Personnel Report

JFCOM—Joint Forces Command

JMTEL—Joint Mission Essential Task List

JOPES—Joint Operation Planning and Execution System

JPRA—Joint Personnel Recovery Agency

JRTIC—Joint Resistance Training Instructor Course

JSRC—Joint Search and Rescue Center

JTTP—Joint Tactics, Techniques and Procedures

LAS—Local Area Survival

MAJCOM—Major Command

METL—Mission Essential Task List

MFF—Military Free Fall

MFM—Major Command Functional Manager

MR—Mission Ready

NAR—Non-conventional Assisted Recovery

NAS—Naval Air Station

NIMA—National Imagery Mapping Agency

NIPRNET—Non-secure Internet Protocol Routing Network

NCST—Non-Combat Survival Training

OI—Operating Instruction

OOTW—Operations Other Than War

OPR—Office of Primary Responsibility

OPLANs—Operation Plans

ORI—Operational Readiness Inspections

ORM—Operational Risk Management

PCS—Permanent Change of Station

PFT—Programmed Flying Training

PME—Professional Military Education

POI—Plan of Instruction

POW—Prisoner of War

POW/MPA—Prisoner of War/Missing Personnel Affairs

PR—Personnel Recovery

PRK—Personnel Recovery Kits

RCC—Rescue Coordination Center

ROE—Rules of Engagement

ROTC—Reserve Officer Training Corps

RT—Resistance Training

SAF—Secretary of the Air Force

SAFE—Selected Area for Evasion

SAID—SAFE Area Intelligence Description

SAR CONOPS—Search and Rescue Concept of Operations

SARSOPS—Search and Rescue Standard Operating Procedures

SAV—Staff Assistance Visits

SCA—Survival Contact Area

SIPRNET—Secure Internet Protocol Router Network

SERE—Survival, Evasion, Resistance, and Escape

SME—Subject Matter Expert

SPINS—Special Instructions

SPFT—SERE Physical Fitness Test

SWET—Shallow Water Egress Trainer

TACP—Tactical Air Control Party

TDY—Temporary Duty

TPP—Test Parachutist Program

TS/SCI—Top Secret/Special Compartmentalized Information

TTP—Tactics Techniques and Procedures

UCI—Unit Compliance Inspections

UCMJ—Uniform Code of Military Justice

UJTL—Universal Joint Task List

USAF—US Air Force

USAFA—US Air Force Academy

USAFSAM—US Air Force School of Aerospace Medicine

USJFCOM—US Joint Forces Command

USSOCOM—United States Special Operations Command

UTC—Unit Type Code

WST—Water Survival Training

Terms

Code of Conduct Training (CoCT)—Training that prepares US military personnel to meet the obligations stated in the Code of Conduct and to return with honor from any combat, evasion, or captivity situation. Levels of CoCT are:

Level-A—The minimum level of understanding for all members of the Armed Forces attained by all personnel during entry-level training.

Level-B—The minimum level of understanding needed by personnel who have a moderate risk of capture during peacetime or combat.

Level-C—The minimum level of understanding needed by personnel who have a high risk of capture or are vulnerable to greater-than-average exploitation by a captor during peacetime or combat. Level-C includes senior Air Force officials assigned to or visiting high threat areas.

Code of Conduct Continuation Training—Training designed to refresh, update, and augment information taught during formal Code of Conduct training.

Combat Survival Training—A form of Code of Conduct training that prepares military personnel to meet their obligations when they are involuntarily separated from friendly forces during combat or as prisoners of war. Same as survival, evasion, resistance, and escape training. DoD Directive 1300.7, enclosure 2, is the basis for this training.

Evasion Plan of Action (EPA)—A course of action, developed before executing a combat mission, which is intended to improve a potential evader's chances of successful evasion and recovery by providing recovery forces with an additional source of information that can increase the predictability of the evader's actions and movement.

Hostage Survival Training—A form of Code of Conduct training that prepares military personnel to meet their obligations while being held hostage by terrorists. DoD Directive 1300.7, enclosure 3, is the basis for this training.

Peacetime—A time when there is no armed conflict or, if armed conflict exists, the United States is not directly involved.

Peacetime Detention Training—A form of Code of Conduct training that prepares military personnel to meet their obligations as detainees of a foreign government. DoD Directive 1300.7, enclosure 3, is the basis for this training.

US Air Force Formal Survival Training Program—This program includes Code of Conduct training courses as well as additional training in areas such as post-egress procedures and specific environments.

Attachment 2

DESCRIPTIONS OF FORMAL SERE TRAINING COURSES

A2.1. HQ JPRA Courses:

A2.1.1. Course S-V83-A, Special Survival Training, Fairchild AFB WA. Special survival training.

A2.1.2. Course S-V91-A, DoD High Risk Survival Training, Fairchild AFB WA. Special survival training.

A2.1.3. Course S-V93-A, DoD Hostage Survival Training, Fairchild AFB WA. Special survival training.

A2.1.4. Joint Resistance Training Instructor Course (JRTIC), Fairchild AFB, WA.

A2.1.5. PR 101, Introduction to Personnel Recovery, Fredericksburg VA or MTT

A2.1.6. PR 301, Personnel Recovery Plans and Operations, Fredericksburg VA.

A2.2. HQ AETC Courses:

A2.2.1. Course S-V80-A, SERE Training, Fairchild AFB WA. Trains aircrew members and other designated personnel in post-egress parachute descent procedures and in the principles, procedures, techniques, and equipment essential to maintaining life and honor, and returning regardless of conditions. This course meets all the JPRA level-C EAI guidance and is the only Air Force SERE COCT level-C course.

A2.2.2. Course S-V81-A, SERE Specialist Training Course, Fairchild AFB WA. Trains selected airmen for Air Force Specialty Code (AFSC) 1T031.

A2.2.3. Course S-V84-AF, Underwater Egress Training, conducted at Fairchild AFB WA. Trains helicopter aircrew members and other designated personnel in the principles, procedures, techniques, and equipment that improve their ability to survive a helicopter ditching.

A2.2.4. Course S-V86-A, Water Survival Training, Parachuting, Pensacola Naval Air Station (NAS), FL. Trains aircrew members and other designated personnel in the principles, procedures, techniques, and equipment that improve their ability to survive and be recovered after an over-water ejection, bail-out, or ditching.

A2.2.5. Course S-V87-A, Arctic Survival Training, Eielson AFB, AK. Trains aircrew members and other designated personnel in the principles, procedures, techniques, and equipment that improve their ability to survive and be recovered in areas of the world with an Arctic climate.

A2.2.6. Course S-V90-A, Water Survival Training, Non-parachuting, Fairchild AFB WA. Trains aircrew members who do not carry parachutes and other designated personnel in the principles, procedures, techniques, and equipment that improve their ability to survive and be recovered from water.

A2.3. AFMC: Course USAFSAM Survival Training Program, Brooks AFB TX. Trains medical aircrew members in the principles, procedures, techniques, and equipment that improve their ability to survive and be recovered and enables them to care for their patients on land, in water, or in captivity.

A2.4. AFSOC: Course SOF-B (Hurlburt Fld FL). Trains select moderate risk of capture personnel in CoC and PR TTP. Training includes “hand-on” survival and evasion curriculum, as well as, Level-B (academic) resistance and escape CoC application during wartime operations, peacetime detention, and hostage survival.

Attachment 3

OPERATIONAL RISK MANAGEMENT (ORM)

A3.1. The SERE mission area often places personnel in remote environments and potentially hazardous situations. Conditions often include austere operating locations, inclement weather, rugged terrain, hazardous life forms, and fixed or rotary-wing operations. While operations within the SERE mission area are typically objective driven, it is imperative all SERE missions begin with a thorough and comprehensive risk assessment IAW the six step risk management processes outlined in AFI 90-201 and AFPAM 90-202. While it is impractical to identify all potential contingencies during an operation, proper planning will ensure overall individual safety during high-risk training evolutions. Thorough risk management must assess the risk, weigh all associated factors, and posture for as many contingencies as possible within a given operation and ensure the appropriate level of command is involved in the decision making process to accept residual risk. Regardless of the mission, thorough risk management must include bioenvironmental, equipment, communication, location, and medical considerations.

A3.1.1. Specifically, SERE operations and training activities should include the following:

A3.1.1.1. Bioenvironmental

A3.1.1.1.1. Weather

A3.1.1.1.2. Terrain

A3.1.1.1.3. Animal life

A3.1.1.1.4. Plant life

A3.1.1.1.5. Socio-political

A3.1.1.2. Equipment

A3.1.1.2.1. Vehicles

A3.1.1.2.2. Personal protective

A3.1.1.3. Communication

A3.1.1.3.1. Mobile radios

A3.1.1.3.2. Telephone

A3.1.1.3.3. Air to ground visual signals

A3.1.1.4. Assistance required date and time

A3.1.1.4.1. Rear support element

A3.1.1.5. Location

A3.1.1.6. Medical

A3.1.1.6.1. Minor

A3.1.1.6.2. Major

A3.1.1.6.3. Evacuation plans

A3.1.1.6.4. Location/directions/contact procedures for local emergency care facilities.

A3.1.2. Specifically, the SERE Program approach to ORM should include consideration of three main areas involved with each factor; "what exists, what is the impact, and what is the plan" for dealing with each particular factor. Incorporating these areas into unit-level ORM programs will ensure overall standardization, reduce instability within the planning processes, and ultimately ensure all SERE operations are prosecuted in a safe manner regardless of the operating environment.

A3.1.3. The following ORM checklists/matrixes may be applied to SERE operations and training activities in order to assist in the safe prosecution of the SERE mission. However, it must be understood that mere "numbers" should never be a substitute for sound judgment and decision- making procedures: the more complex and potentially hazardous the operation, the more detailed the mission planning. Additionally, units are encouraged to develop matrixes specifically tailored to their individual operational requirements.

A3.1.4. Water survival training operations, particularly when conducted in “open water” or when utilizing compressed air, pose a variety of unique risks that must be accounted for. MAJCOMs will ensure units develop detailed operating instructions/plans of instruction (OIs/POIs) to ensure overall objective accomplishment and risk management. Procedures must include location of decompression chambers and chamber access procedures. The following outlines specific SERE Specialist/support element requirements when conducting water survival training operations:

A3.1.4.1. Certified lifeguard.

A3.1.4.1.1. CPR qualified instructors or support personnel.

A3.1.4.2. Units are encouraged to conduct training operations in an open water environment. Additional requirements for open water operations are as follows:

A3.1.4.2.1. All participants will be equipped with adequate flotation.

A3.1.4.2.2. Ensure adequate medical coverage is available.

A3.1.4.3. Rotary-wing requirements. In addition to environmental factors, medical considerations, recovery TTP, etc. training for rotary-wing crewmembers will also include “hands-on” application of the Helicopter Emergency Egress Device (HEED) for assigned aircrews. Additionally, units are encouraged to utilize the Shallow Water Egress Trainer (SWET) as a method of reinforcing “hard skill” requirements associated with underwater egress. When conducting hands on HEED and SWET operations, the OIs/POI will also include the following additional requirements:

A3.1.4.3.1. SERE Specialists conducting HEED training require a thorough understanding of dive physiology. Personnel may receive this training either through basic civilian dive courses, military dive certification, or through in-unit continuation training.

A3.1.4.3.2. To ensure aircrew safety, HEED and/or SWET training must be conducted in a controlled environment, i.e., swimming pool. Depth for personnel utilizing the HEED apparatus will not exceed 4 feet.

A3.1.4.3.3. SWET. As a minimum, training objectives should require participants to clear the HEED bottle under water using both approved techniques (IAW US Navy HEED video) and breath successfully under water, maintain reference point, release, and effectively egress the SWET. Participants will be required to demonstrate proficiency with the HEED bottle prior to entering the SWET.

A3.1.5. The matrixes identify basic concepts needed for consideration when conducting water survival training. These concepts apply when conducting operations in both open and protected waters.

Table A3.1. Field Training ORM Matrix

FIELD TRAINING RISK ASSESSMENT MATRIX

DATE: _____ **Mission:** _____ **Team Leader:** _____
Rear Support Element POC and Location: _____

BIO-ENVIRONMENTAL:

WEATHER Environment	**CAVU**	**INCLEMENT INCOMING**	**FOUL/Poor or hazardous weather occurring or likely**
Prepared w/proper gear	1	2	3
Neutral /Gear inconsequential	2	3	4
Unprepared /Insufficient gear	3	4	5

LIGHTNING	None predicted/ 1	Incoming possible/ 7	Within 5km/ **NO GO**

WBGT/Deg F	78-81.9	82-84.9	85-87.9	88-87.9	90 & Above
	None – 0	Green – 1	Yellow-3	Red-5	Black - 7

TERRAIN	**FLAT**			**Hilly/Moderate slopes**			**Steep/Rocky/Mountainous**		
	DRY	Wet	Snow	Dry	Wet	Snow	Dry	Wet	Snow
Overland Movement not required	1	2	3	2	3	4	3	4	5
Some movement required	3	4	5	4	5	6	5	6	7
Extensive movement req'd	5	6	7	6	7	8	7	8	9
	Wet/Low			Moderate				High	Critical
Fire Danger	0			5				7	9

ANIMAL LIFE	**Non-Hazardous**	**Some Hazardous**	**Extremely Hazardous**
Contact Unlikely	2	3	4
Contact Possible/Static OPS	2	4	6
Contact likely/Mobile OPS	4	6	8

PLANT LIFE	**Non-Hazardous**	**Some Hazardous**	**Extremely Hazardous**
Contact Unlikely	1	2	3
Contact Possible/Static OPS	2	4	6
Contact More likely/Mobile OPS	4	6	8

SOCIO-POLITICAL/PHYSIOLOGICAL

Local population	**Friendly**			**Unfriendly**			**Hostile**		
Contact unlikely	1			4			5		
Contact Possible/Static OPS	2			6			8		
Contact Likely/Mobile OPS	3			7			9		
Participating Forces	**Unilateral**			**Multi-lateral**			**Combined**		
Mission Complexity	**Simple**	**Moderate**	**Complex**	**Simple**	**Moderate**	**Complex**	**Simple**	**Moderate**	**Complex**
	1	3	5	3	5	7	5	7	9
Level of experience	**High**	**Medium**	**Low**	**High**	**Medium**	**Low**	**High**	**Medium**	**Low**
	1	3	5	3	5	7	5	7	9
Physiological Factors									
Duty Cycle	**Normal/8 hours**			**Extended/8-12 Hours**			**Surge >12 hours**		
Quality of Rest	**Good**	**Fair**	**Poor**	**Good**	**Fair**	**Poor**	**Good**	**Fair**	**Poor**
	1	2	3	4	5	6	7	8	9
Duration in the field	**1 Day**			**<3 days**			**>3 Days**		
	1			5			9		
Experience Level of Participants: Capabilities/Experience in field OPS:	**High**			**Medium**			**Low**		
Experience in SERE	**High**	**Med**	**Low**	**High**	**Med**	**Low**	**High**	**Med**	**Low**
Assigned personnel	1	2	3	4	5	6	7	8	9
Augmenting personnel	1	2	3	4	5	6	7	8	9

EQUIPMENT

	Available/coordinated/reliable	**Available/?'nable reliability**	**Not Available**
Vehicles	1	5	9
Field Gear	1	3	5
Personal Gear	1	3	9
Munitions	None or standard Signal devices	Opposing Forces/Explosive simulators	Live Fire is planned
Munitions being used:	1	5	9

COMMUNICATION:

	Available/Reliable	Available/Limited	Non-Available
Land Mobil Radio	1	3	5
Cell/Telephone	1	3	5
SATCOM	1	3	5
PRC's	1	3	5

ASSISTANCE REQUIRED:

Date and Time: _____

LOCATION: Where field team can expect to be located on Assistance required Date/Time _____

	Local Area Easily Accesible	Accessible Area Primitive roads/LZ's	Remote Area Limited Accesibility
Support Element/ coord.	1	5	9
Support Element/not coord.	5	9	**NO GO**

MEDICAL:

	Medical Personnel available on-scene	Medical Personnel not available but team includes EMT/PJ, etc.	Medical Personnel only Available from support element or off-site
Evacuation/planned and directly available < 1hr*	1	3	5
Evacuation/Planned/ >1hr*	5	7	9
Evacuation not likely, Treat in-place*	7	9	11

*(Evacuation to Emergency Care Facility or Local Level of Highest Care)

Total

Risk Assessment Gauge

Green	Yellow	Yellow	Red
Low Risk	Low Caution	High Caution	High Risk

RED

YELLOW

GREEN

25 48 73 110 150

Table A3.2. Water Training ORM Matrix

WATER OPERATIONAL RISK ASSESSMENT MATRIX

DATE:_____ **Mission:**_____ **TEAM LEADER:**_____

Rear Support Element POC/Location:_____

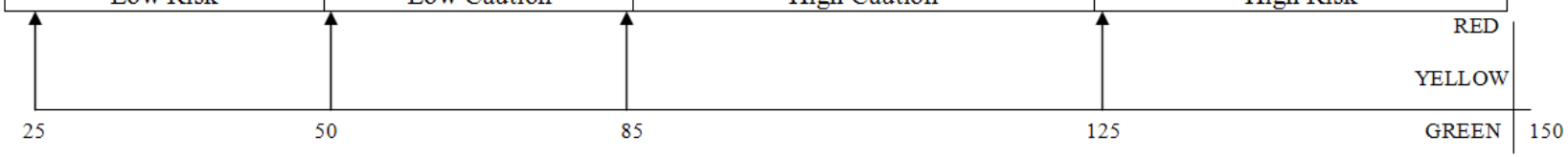
ENVIRONMENTAL				
Weather	**CAVU**	**Inclement Incoming**	**FOUL/Poor or hazardous weather occurring or likely**	
	1	5	11	
Lightning	**None Predicted**	**Incoming Possible**	**Within 5km**	
	1	7	**NO GO**	
Winds (knots)	**0-7**	**7-13**	**13-20**	**> 20**
	1	5	7-9	**NO GO**
Sea State	**Calm/ Flat**	**Moderate/ <6ft**	**High/ 6- 9ft**	**> 9ft**
	1	7	11	**NO GO**
Current/ Undertow	**None/ Minimal**	**Moderate**	**Strong**	
	1	5	9	
Water Temp (F)	**>75**	**65-75**	**<65**	
	1	7	11	
Ambient Temp (F)	**>75**	**65-75**	**<65**	
	1	7	9	
Sea Life Hazards	**None**	**Some**	**Hazardous**	
	1	5	9	
EQUIPMENT				
Vessels On-Scene	**Reliable**		**Unreliable**	
	1		9	
Thermal Protective Gear	**Adequate**	**Neutral**	**Inadequate**	
	1	5	9	
Safety/flotation Gear	**Adequate Per Person**		**Inadequate Per Person**	
	1		**NO GO**	

COMMUNICATION	Available/Reliable	Available/Limited	Non-Available
Intra-Team	1	5	9
Cell/Telephone	1	3	5
SATCOM	1	3	5
Ship to Shore	1	3	5
Other (PRC 112, flares, etc)	1	3	5
Assistance Required Date and Time			
	Established/ Coordinated	**Limited**	**Unknown/ None Established**
Rear Support Element	0	5	9
Location where team can be expect to be located at Assistance Required Date and time	0	NA	15
Training Area	**Local**	**Accessible**	**Remote**
	3	7	11
Distance Off-Shore	**0-1km**		**>1km**
	5		9
Recovery Mechanism	**Organized/Reliable**		**Not Reliable**
	3		11
EMERGENCY MEDICAL SUPPORT ***(PJ, IDMT, 18D, etc)***	On-Scene	Available	Not Available **(If not, adjust high risk activities)**
Minor	1	3	9
Major/ Life Threatening	5	7	9
Evacuation < 1hr*	1	3	5
Evacuation >1hr*	5	7	9
No evacuation treat in-place	7	11	15
*(Evacuation to Emergency Care Facility or Local Level of Highest Care)			

SOCIO-POLITICAL									
Local Population	**FRIENDLY**			**UNFRIENDLY**			**HOSTILE**		
Contact Unlikely	1			4			5		
Contact Possible/ Static Ops	2			6			8		
Contact Likely/ Mobile Ops	3			7			9		
Participating Forces	**Unilateral**			**Multi- Lateral**			**Combined**		
Mission Complexity	*Simple*	*Moderate*	*Complex*	*Simple*	*Moderate*	*Complex*	*Simple*	*Moderate*	*Complex*
	1	3	5	3	5	7	5	7	9
Level of Experience	*High*	*Medium*	*Low*	*High*	*Medium*	*Low*	*High*	*Medium*	*Low*
	1	3	5	3	5	7	5	7	9
PERSONNEL FACTORS									
SERE Experience Level	**High**			**Medium**			**Low**		
	High	*Medium*	*Low*	*High*	*Medium*	*Low*	*High*	*Medium*	*Low*
Assigned Personnel	1	2	3	4	5	6	7	8	9
Augmentees	1	2	3	4	5	6	7	8	9
Physiological Factors									
Duty Cycle	**Normal/ 8 Hours**			**Extended/ 8-12 Hours**			**Surge> 12 Hours**		
Quality of Rest	*Good*	*Fair*	*Poor*	*Good*	*Fair*	*Poor*	*Good*	*Fair*	*Poor*
	1	2	3	4	5	6	7	8	9
MUNITIONS	**None/ Standard Signal Devices**			**GBS/ Grenade Sims/ Other**			**Live Fire Planned**		
Munitions being used	1			5			9		

Water OPS/Risk Assessment Gauge

Green	Yellow	Yellow	Red
Low Risk	Low Caution	High Caution	High Risk



Attachment 4

PR KIT/EQUIPMENT GUIDANCE

A4.1. Personnel Recovery Kits (PRK) or equipment, provide High-Risk-of-Capture (HRC) personnel with essential equipment, tools and items necessary for successful evasion in specific non-permissive environments. They are designed to supplement/augment AF Issued Survival vest/kits, which are of a global nature. They should contain items that support the Combatant Commander's PR plan by including items that aid in evasion and recovery events and enhance the isolated person's ability to survive and evade. PRKs should be tailored to specific units and missions when possible.

A4.1.1. Coordinate unit's PRK requirements through the chain of command to respective SERE MFMs prior to acquisition. To ensure unity of effort, uniformity, life cycle, and supportability of kit items SERE MFMs will coordinate with theater recovery coordination centers (i.e., JSRC, RCC, Air Operations Center (AOC), etc.) to ensure interoperability and feasibility of PRK items into PR JTTP.

A4.1.2. SERE SMEs are responsible for recommending items, containers, employment methods and conducting necessary PRK training events.

A4.1.3. HRC personnel should employ PRKs during CST events and PR exercises and become familiar with the items. They must possess a thorough understanding of effective tactics, techniques and procedures for their employment, zeroization, destruction, and care and use while under field conditions.

A4.1.4. Include PRK items as part of the individuals Evasion Plan of Action. In the event of a recovery effort, PRK information for missing personnel must be quickly passed by a secure means to the servicing recovery center.

A4.1.5. PRKs should, as a minimum, contain Evasion Charts (EVC), small nighttime signaling devices, Blood Chit, and Pointee-Talkees of the Area of Operations.

A4.1.6. Additional PRK items should address the specific needs required for successful evasion in a specified area of responsibility (AOR) and enhance the isolated person's ability to navigate, signal, hide, survive, and facilitate recovery. PRKs can include global positioning system (GPS) receivers, infrared lights, camouflage netting, insulated clothing, large capacity water containers etc. PRK contents are limited to mission, platform, egress procedures, and need.

A4.1.7. The specific size and placement of the PRK on personnel should be closely scrutinized. If worn/placed on personnel equipped with ejection seats, ensure the PRK does not impose a windblast hazard. Contact the local wing safety office and the group Life Support Officer if there is safety concerns for the PRK. If safety is in doubt, AFMC's Test Parachutist Program (TPP) at Edwards AFB, CA, and the 311th Human Systems Wing, Brooks AFB, TX should evaluate PRKs for impact of emergency egress procedures.