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SECURITY FORCES OFFICER



CAREER FIELD EDUCATION AND TRAINING PLAN

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**CAREER FIELD EDUCATION AND TRAINING PLAN
SECURITY FORCES OFFICER (AFSC 31PX)**

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MEMORANDUM FOR HQ AFPC/DP2LSS

FROM: AF/A4S CFM

SUBJECT: 31P Officer Professional Development

1. PURPOSE: **Recruit** talented and capable candidates for Security Forces (SF) duty; **Develop** experienced professionals who can deliver USAF and SF results; **Retain** highly skilled and broadly recognized leaders.

2. DEVELOPMENT OBJECTIVES:

a. Develop SF officers with the right Knowledge, Skills, and Abilities (KSAs) and experience to successfully serve in SF, USAF and Joint assignments. Develop senior SF officers with KSAs and experience for continued promotion and assignment opportunities. Support AF Strategic Master Plan; and SF Flight Plan, Human Capital Strategy Goals and Objectives. Communicate Officer Professional Development (OPD) goals and objectives to Commanders and Supervisors in order to facilitate honest feedback and deliberate development for all SF officers.

b. Our commitment to delivering decisive results for the Air Force and our Joint and coalition partners depends on our dedication and ability to produce functional experts and effective leaders. To support our mission, we must provide SF professionals with a clear career-path and ensure access to the appropriate mentoring at each step. We must also ensure SF personnel have the requisite resilience and career field specific aptitude to execute the mission in all environments.

3. TACTICAL DEVELOPMENT: Each officer will gain a variety of experiences, to include duties as a Flight Commander, AT/FP manager, Section Commander, Logistics OIC, Operations Officer, and Director of Operations in garrison and deployed. The intent is for each CGO to be given the opportunity to gain a deep understanding of our career field and build a solid foundation.

a. Flight Commander: SF CGOs will perform shift work, preferably during their first assignment. This will provide our young officers with firsthand experience in executing our primary mission and help them better understand the impact of shift work on our personnel. This experience is a prerequisite prior becoming an Operations Officer.

b. Nuclear Experience: Every SF officer will gain nuclear security experience within their first three assignments. These assignments include nuclear security missions at northern tier missile wing installations as well as other distributed weapons storage area locations. This initiative will ensure all officers gain experience in nuclear security and surety and will deliberately develop them with this skill set.

4. OPERATIONAL DEVELOPMENT:

a. Operational competencies will develop an officer's ability to lead people and foster collaborative relationships. The broader scope will bring a deeper understanding of the Air Force service level perspective on leadership as our focus shifts to interpersonal and team relationships.

b. Operations Officer: S3/Operations Officer experience is a critical step in the development of an SF officer. This role provides the officer with critical firsthand knowledge of how an SF squadron manages its day-to-day mission, functions as a cohesive team (across S-functions), supports contingency operations, and interacts with its sister squadrons and mission partners to further the owning Group/Wing mission. This experience is a prerequisite for squadron command.

c. Director of Operations: Director of Operations (DO) serves as the military deputy to the Squadron Commander. The DO oversees all facets of unit mission and coordinates the efforts of the S-staff at the direction of commander. May be on G-series orders, but WILL NOT have “C” prefix. Reserved for specific units based on mission and size. Will also be used for senior officer responsible for units, not in a command billet (e.g. MUNSS)

5. CAREER BROADENING: Defined as non-traditional SF billets or non-SF billets such as instructor duty (SF school house, OTS, SOS, ACSC, etc.), executive officer/aide-de-camp, and exchange officer. These experiences are a valuable part of OPD and should be considered once the officer has sufficient experience at the tactical and operational levels in the SF career field.

6. STRATEGIC DEVELOPMENT:

a. Command: Year groups eligible for command are determined by the CFM and Development Team (DT) in order to fill projected command vacancies. Command provides SF officers the opportunity to put experiences at the tactical and operational levels into practice.

b. Staff Experience: While staff experiences exist at all levels, for strategic level development SF FGOs should seek positions at the OSD, SAF, AF, MAJCOM, AFIMSC, AFSFC, AFIMSC Det, COCOM, Joint, NATO, or NAF levels.

7. DEVELOPMENTAL EDUCATION:

a. Core Training Opportunities: Include but are not limited to: Security Forces Intermediate Course, Security Forces Advanced Course, SFS/CC Course, RAVEN, Ranger, FBINA, etc.

b. Intermediate Developmental Education/Senior Developmental Education (IDE/SDE): The Central PME board boards eligible officers to attend DE in residence. For information, please refer to the “Developmental Education Guide” published each year on www.mypers.af.mil.

8. Due to the importance of the SF mission, and the responsibility to our Airmen, it is paramount we continue to provide you the right tools and experiences to prepare you for the awesome responsibility of dynamic leadership. Your senior leaders will continue to review these fundamental principles at each year’s DT and welcome any input you might have.

///SIGNED/BAB/20200101///
BRIAN A. BARTHEL, Colonel, USAF
Career Field Manager, 31P

**CAREER FIELD EDUCATION AND TRAINING PLAN
SECURITY FORCES OFFICER
AFSC 31PX**

PART I

1. Preface.

1.1. This publication implements Air Force Instruction 36-2651, *Air Force Training Program*. This Career Field Education and Training Plan (CFETP) is a comprehensive education and training document that identifies life-cycle education and training requirements, training support resources, and minimum requirements for this specialty. The CFETP will provide personnel a clear career path to success and will instill rigor in all aspects of career field training.

1.2. The CFETP consists of two parts; supervisors plan, manage, and control training within the specialty using both parts of the plan.

1.2.1. Part I provides information necessary for overall management of the specialty. Section A explains how everyone will use the plan; Section B identifies career field progression information, duties and responsibilities, training strategies, and career path; Section C associates each level with specialty qualifications (knowledge, education, training, experience, and other mandatory requirements); and Section D indicates resource constraints. Some examples are funds, manpower, equipment, and facilities.

1.2.2. Part II includes the following: Section A identifies the Specialty Training Standards (STS), Training Requirements (TR) to support training, Air Education Training Command (AETC) conducted training, and correspondence course requirements; Section B identifies the training course index supervisors can use to determine resources available to support training (included here are both mandatory and optional courses); Section C identifies available support materials (an example is a Qualification Training Package (QTP), which may be developed to support proficiency training); Section D identifies MAJCOM unique training requirements supervisors can use to determine additional training required for the associated qualification needs. At the unit level, supervisors and trainers will use Part II to identify, plan, and conduct training commensurate with the overall goals of this plan.

1.3. Using guidance provided in the CFETP will ensure individuals in this specialty receive effective and efficient training at the appropriate points in their career. This plan will enable us to train today's officers to effectively operate in tomorrow's dynamic battlespace.

ABBREVIATIONS/TERMS EXPLAINED

Advanced Training (AT). Formal course that provides individuals qualified in one or more positions of their Air Force Specialty (AFS) with additional skills/knowledge to enhance their expertise in the career field. Training is for selected career Airmen at the advanced level of an AFS.

Air Force Handbook (AFH). A concise reference book on the technical aspect of a particular subject or a compilation of factual data and instructional material not subject to frequent change.

Air Force Career Field Manager (AFCFM). Individuals appointed by their respective HQ USAF Deputy Chief of Staff or Director to ensure development, implementation and maintenance of CFETP for their assigned AF specialties.

Air Force Specialty Code (AFSC). An alphanumeric code used by the United States Air Force to identify an AFS.

Career Field Education and Training Plan (CFETP). A comprehensive, multipurpose document encapsulating the entire spectrum of education and training for a career field. It outlines a logical growth path, including training resources, eliminates duplication and makes training identifiable and budget defensible.

Core Task. Required by AFS functional managers as minimum qualification within an AFS or duty position.

Course Training Standard (CTS). A training standard that identifies the training individuals will receive in a specific course.

Distance Learning. Any means of training where the student and instructor are not collocated.

Education and Training Course Announcement (ETCA). A complete list of the formal courses available. (<https://etca.randolph.af.mil/>).

Exportable Training. Supplemental training; via computer assisted, paper text, interactive video or other means.

Field Manual (FM). U.S. Army publication used to define key training requirements for certain Security Forces (SF) tasks. Use U.S. Army FMs for training only when a FM is listed as a STS line item task technical reference.

Initial Skills Training (IST). A formal school course that results in award of a 3-skill level Air Force specialty code (AFSC) for enlisted personnel. For SF Officers, initial skills training is the first AETC formal career field course attended. (May also include a “qualifying” course before the AFSC awarding course.)

Instructional System Development (ISD). A deliberate and flexible process for planning, developing and managing training systems, ensuring a cost efficient way to provide job essential knowledge and skills.

Integrated Defense (ID). The integration of multidisciplinary active and passive, and offensive and defensive capabilities employed to mitigate potential risks and defeat adversary threats to Air Force operations within the Base Boundary (BB) and the Base Security Zone (BSZ). (AFI 31-101, *Integrated Defense*)

Integrated Defense Risk Management Process (IDRMP). Provides installation commanders, Integrated Defense Working Groups, defense force commanders and defense planners the ability to produce effects-based integrated defense plans by using a standardized model to identify risks and develop risk management strategies. These strategies leverage finite resources against adaptive threats to protect AF resources and personnel.

MAJCOM Functional Manager (MFM). The MFM is responsible for the education and training activities of their respective specialties.

Objective Statement. Specifies desired behavior, condition of behavior and the minimum standard of performance.

Occupational Survey Report (OSR). A detailed report showing the results of an occupational survey of tasks performed within a particular AFS.

On-the-Job Training (OJT). An on-duty training method to certify personnel in both upgrade (skill level award) and job qualification (duty position certification) training. It is hands-on, over-the-shoulder training.

Qualification Training. Actual hands-on task performance-based training designed to qualify Airmen in a specific duty position. This training program occurs during and after the upgrade training process. It provides the

performance skills training required to do the job.

Resource Constraints. Resource deficiencies such as money, facilities, manpower and equipment, which preclude delivery of desired training.

Security Forces Training Reference Guide (SFTRG). A sole-source document for SF training, created to capture the standardization of training, aiding the execution of Home Station Training (HST), duty position training and SF technical training.

Specialty Training. A mix of formal training (technical school) and informal training (on-the-job) to qualify and upgrade Airmen in each skill level of a specialty.

Specialty Training Standard (STS). An Air Force publication that describes an AFS in terms of tasks and knowledge that an Airman in that specialty performs or knows on the job. It further serves as a contract between AETC and the functional user to show overall training requirements taught in formal schools, Career Development Courses (CDCs) and exportable training courses.

Standard. A fixed quantity or quality.

Sustainment Training. Training conducted to sustain skills or knowledge previously acquired.

Task. A unit of work activity or operation which forms a significant part of a duty. A task usually has clear beginning and ending points and is directly observable or measurable.

Training Manual (TM). U.S. Army publication used to define key training requirements for certain SF tasks. Use U.S. Army TMs for training only when a TM is listed as an STS line item task training reference.

Upgrade Training (UGT). Mandatory training that leads to the award of a higher skill level.

Utilization and Training Workshop (U&TW). A forum of Air Force and major command functional managers, subject matter experts and AETC training personnel that determines Specialty Training Standard requirements and responsibilities for a specialty.

Wartime Task. The tasks that will be taught in a streamlined training environment in SF courses during a wartime scenario.

SECTION A - GENERAL INFORMATION

1. General Information.

1.1. Purpose. This CFETP provides the information necessary for the SF Officer AFCFM, MAJCOM Security Forces Directors, training management, supervisors, trainers and commanders to plan, develop, manage and conduct an effective and efficient career field training program. The plan outlines the training individuals should receive in this AFSC in order to develop and progress throughout their career. For purposes of this plan, training is divided into entry level, upgrade, and proficiency training. Initial skills training is mandatory training for upgrade to “Qualified” for officers. This training is conducted by AETC at the 343d Training Squadron, Joint Base San Antonio-Lackland. Upgrade training identifies the mandatory courses, qualification requirements, and educational requirements for award of the Qualified (3) or Staff (4) level. Proficiency training is additional training provided to personnel to increase their skills and knowledge beyond the minimum required for upgrade.

1.2. Uses. The plan will be used by commanders and supervisors at all levels to ensure comprehensive and cohesive training programs are available for each individual in the specialty.

1.2.1. Training personnel develop and revise formal resident, nonresident, field and exportable training based on requirements established by the users and documented in Part II of this CFETP. They will also work with the SF Officer AFCFM to develop acquisition strategies for obtaining resources needed to provide the identified training.

1.2.2. Commanders will ensure their training programs complement the CFETP mandatory initial, upgrade, and proficiency requirements. OJT, resident training, and contract training or exportable courses can satisfy identified requirements. MAJCOM-developed training to support this AFSC must be identified for inclusion into the plan.

1.2.3. Each individual will complete the mandatory training requirements specified in this plan. The list of courses in Part II will be used as a reference to support training.

1.3. Coordination and Approval. AF/A4SF develops this CFETP, the approval authority is the SF Officer AFCFM. MAJCOM Directors and AETC training personnel will identify and coordinate on the career field training requirements. The SF Officer AFCFM will initiate an annual review of this document to ensure currency and accuracy.

SECTION B – 31PX CAREER FIELD PROGRESSION AND INFORMATION

1. Specialty Description.

1.1. Specialty Summary: This includes installation, weapon system, and resource security; antiterrorism; law and order and investigations; military working dog functions; integrated defense; armament and equipment; training; pass and registration; and combat arms. SF duties may require use of deadly force. Related DoD Occupational Group: 270800.

1.2. Duties and Responsibilities.

1.2.1. Leads, manages, and directs SF personnel. Protects nuclear and conventional weapons systems and other resources. Plans, leads, and directs SF deployments. Directs integrated defense functions including control and security of terrain inside and immediately adjacent to military installations, and defense of personnel, equipment and resources. Leads and directs individual and team patrol movements, tactical drills, battle procedures, convoys, military operations other than war, antiterrorism duties, and other special duties. Directs employment and operation of communications equipment, vehicles, intrusion detection equipment, crew served-weapons, and other special purpose equipment.

1.2.2. Leads and organizes SF operations. Enforces standards of conduct, discipline, and adherence to laws and directives. Oversees police services, security, military working dog, combat arms, and confinement operations. Carries out SF incident command function. Oversees and evaluates unit performance. Manages the Integrated Defense Risk Management Process (IDRMP).

1.2.3. Develops SF plans, policies, procedures, and instructions. Assesses installation or deployed location vulnerabilities. Establishes programs, plans, and policies to protect Air Force combat capabilities. Formulates standards and policies to implement DoD, Air Force, and higher headquarters programs and policies. Programs and budgets actions for initial acquisition, modification, and replacement of SF facilities, vehicles, equipment, and other resources. Develops and manages force protection and antiterrorism programs and training. Complies with all AF Incident Management System (AFIMS) requirements.

1.2.4. Leads and manages SF activities. Serves on boards and planning groups involving security, force protection, police services, and antiterrorism matters. Coordinates SF functions and matters with other unit, military services, and civilian agencies. Monitors and directs programs to ensure cost effective mix of SF personnel and equipment. Initiates and monitors research and development programs to assist in the design and acquisition of equipment.

2. Skill and Career Progression. Adequate training and timely progression from the Entry (1) to the Qualified (3) level play an important role in the AF's ability to accomplish its mission. It is essential everyone involved in training must do his or her part to plan, manage, and conduct an effective training program. The guidance provided in this part of the CFETP would ensure each individual receives viable training at appropriate points in their career.

2.1. Entry (1) Level. AFSC 31P1 is awarded upon assignment to the SF career field. 31P1 officers attend the SF Officer Course (SFOC) as well as participate in an OJT program centered on the tasks listed in the 31PX STS. 31P1 officers also require HST to meet local duty position certification requirements. Primary duties include leading flight sized elements and assisting in one of the unit's S-functions. Exception: Field Grade Officers (FGOs) in the grade of Major/O-4 and above, who cross train into the SF career field will not attend the SFOC. Instead, FGOs will attend the SF Intermediate Course (SFIC), SF Advanced Course (SFAdvC), and other courses as directed by the SF Officer AFCFM.

2.2. Qualified (3) Level. AFSC 31P3 is awarded when an officer meets the requirements listed in Section C. 31P3 officers will attend the SFIC as they transition to Operations Officer duties (3-6 years) and the SFAdvC as they approach their first look at Squadron Command (7-9 years).

Exception: FGOs will attend the SFIC and SFAdvC as directed by the AFCFM. Many 31P3 officers choose to begin advanced academic degrees during this time, though it is not currently a mandatory requirement. All 31P3 officers are required to complete the appropriate level of Professional Military Education commensurate with their rank (PDE and IDE). 31P3 officers performing operations officer duties at joint bases or entering joint assignments at the CGO level may be offered the opportunity to attend sister-service PDE such as the MPCCC/Military Police Captains Career Course. 31P3 officers are assigned duties at all levels including squadron commander. These officers continue OJT and self-directed training listed in the 31PX STS.

2.3. Staff (4) Level. AFSC 31P4 is awarded when an officer who holds the 31P3 AFSC is assigned to a staff position above the wing level. 31P4 level officers work in functional areas on Numbered Air Force, MAJCOM, and HQ AF, and other higher headquarters staff agencies.

3. Training Decisions. The CFETP uses a building block approach (simple to complex) to encompass the entire spectrum of training requirements for the SF career field. The spectrum includes a strategy of training requirements for when, where, and how to meet the training requirements in a specific time period (if applicable). The strategy must be apparent and affordable to reduce duplication of training and eliminate a disjointed approach to training. Training requirements are determined by the Specialty Training Requirements Team (STRT), U&TW, and SF Executive Council, and are enforced through policy managed by AF/A4SX.

3.1. Initial Skills. Initial and entry level training requirements are identified by a SF STRT and a U&TW. The SFOC taught by AETC instructors of the 343d Training Squadron at Joint Base San Antonio-Lackland is the initial skills training for the SF Officer Career Field.

3.2. Upgrade Requirements. SF Officers are upgraded to the Qualified (3) level after graduating the SFOC, completing OJT requirements for core tasks outlined in the STS, and obtaining necessary duty position certifications as directed by commanders. Exception: SF Officers who cross train into the career field will hold the 31P1 AFSC for 24 months prior to upgrade to the (3) level AFSC. Upgrade to the Staff (4) level occurs when an officer who holds the 31P3 AFSC is assigned to a staff position above wing level (NAF, MAJCOM, AFIMSC, AF, etc.).

3.3. Proficiency Training. SF officers achieve job task proficiency through a combination of formal courses and OJT. Formal courses provide task training to meet a specified standard identified by a proficiency code. The SF Officer AFCFM and other members of the STRT use the Proficiency Code Key (PCK) to designate the level of training provided in a formal course. Tasks are identified as either subject knowledge only or those requiring task performance and knowledge. Subject knowledge only tasks are generally listed by subject area. Most formal courses are not designed to prepare a person to do all aspects of a job task without OJT.

3.3.1. “Go” Level. Formal training courses rarely develop students to the task performance level 3 (competent). Officers must engage in OJT to reach at least the “Go” level of performance on all required tasks. AFI 36-2651, *Air Force Training Program*, provides this

definition for the “Go” level: “Go means the individual can perform the task without assistance and meets local demands for accuracy, timeliness, and correct use of procedures (“Go” level equates to 3c in the STS PCK).” All SF officers must meet the “Go” level of proficiency for home station duty tasks.

3.3.2. Supervisors conduct OJT or appoint trainers to ensure officers reach the “Go” level on all performance tasks. OJT and extensive work experience is also essential to reach the analysis (code C) and evaluation (code D) levels for subject knowledge tasks. SNCOs are integral to the development of the CGOs and are complimentary to the senior officer responsibilities. The AF expects that SNCOs take an active role in mentoring, coaching, and training; AFH 36-2618 para 4.6.6 specifically highlights this intent.

3.3.3. The Air Force, sister services, and other government departments offer courses that may enhance an officer’s proficiency. SF officers and their commanders should develop an individualized training plan that will broaden the officer’s capabilities. Part II, Section B, lists several courses that may be helpful when developing individual training plans.

4. Career Field Path. SF officers are part of the support officer structure. Career paths in this arena will help you to plan and achieve career goals. There are no definitive, concrete steps that need to be attained to reach rank or position; however, certain jobs or experiences, training and PME will help you in achieving your goals. Future SF leaders will be those who achieve depth and breadth through job experience, education and training, and professional development. A solid foundation in these areas will pay high dividends in your future. Failure to build your foundation at the appropriate time may, in effect, close certain doors for advancement later in your career. In other words, your development as a future Air Force leader begins now. The AF first and foremost needs leaders and all SF officers should put themselves on a course to eventually compete for a command position at the squadron or group level. See Appendix C (31P Continuum of Learning ((CoL)) and Appendix D (31P Career Development) illustrate career field milestones for SF officers.

SECTION C – PROFICIENCY TRAINING REQUIREMENTS.

1. Purpose. Proficiency training requirements in the SF Officer Career Field are defined in terms of tasks and knowledge requirements. This section outlines the specialty qualification requirements for award of AFSCs 31P1, 31P3 and 31P4. The specific task and knowledge training requirements are identified in the STS and Training Course Index at Part II, Section A and B of this CFETP.

2. Specialty Qualification.

2.1. Entry (31P1) Training Specialty Qualification.

2.1.1. Knowledge. Knowledge is mandatory of: SF programs and management functions, such as installation security measures; security concepts for nuclear and conventional weapon systems and resources; integrated defense, vulnerability assessment and mitigation; police services including law and order, traffic management, confrontation management, investigations, and military working dog utilization; squadron level programming and budgeting procedures; information security concepts; deployment operations, operational capabilities, limitations, and vulnerabilities; basic security equipment capabilities; combat arms training and maintenance; employment and operator maintenance of assigned weapons, and the IDRMP.

2.1.2. Education. For entry education requirements see Appendix-A of the Air Force Officer Classification Directory; 31P Classification of Instructional Programs Education Matrix.

2.1.3. Training. For award of AFSC 31P1 no training is required.

2.1.4. Experience. For award of AFSC 31P1 no experience is required.

2.1.5. Other. For entry into this specialty, accessions must be screened for eligibility and meet the following requirements:

2.1.5.1. Normal color vision as defined in AFI 48-123, *Medical Examinations and Standards*.

2.1.5.2. No history of excessive alcohol use or been arrested in the past two years for two or more alcohol related incidents regardless of disposition, except when found not guilty.

2.1.5.3. Must not have used a substance (sniffing/huffing) to obtain an altered conscious state from aerosol spray, lighter fluid, petro chemical, adhesives, Freon, or any other chemical for a purpose not intended for use.

2.1.5.4. No more than one active wage garnishment for delinquency.

2.1.5.5. No more than two delinquent charge off/collection (\geq 30 days) payments within last two years.

2.1.5.6. Within three years prior to entry into military service, not have been terminated from civilian employment more than twice for reasons of misconduct, theft, or alcohol use.

2.1.5.7. No record of sleep disorders to include, but not limited to, sleep apnea, insomnia, hypersomnia, narcolepsy, or restless leg syndrome.

2.1.5.8. No current diagnosis of Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder or perceptual or learning disorder(s), with no use of medication(s) to treat same in the last 12 months.

2.1.5.9. No history of any of the Bipolar and Related Disorders, Depressive Disorders, or Anxiety Disorders.

2.1.5.10. For entry, award and retention of this AFSC, the following are mandatory:

2.1.5.10.1. No recorded evidence of personality disorder that negatively affects duty performance.

2.1.5.10.2. Must not have a sustained or untreatable emotional instability to include depression or suicidal ideations.

2.1.5.10.3. Must not have a record of suicidal attempts, gestures, threats or history of self-mutilation.

2.1.5.10.4. Distance visual acuity correctable to 20/20 in one eye and 20/30 in the other.

2.1.5.10.5. Qualification for arming, suitability to arm, or suitability under the Personal Reliability Assurance Program in accordance with AFI 31-117, *Arming and Use of Force by Air Force Personnel*.

2.1.5.10.6. Never been convicted by a general, special, or summary courts-martial

2.1.5.10.7. Never received nonjudicial punishment under the UCMJ for offences involving substantiated drug abuse as defined in AFI 44-121, *Alcohol and Drug Abuse Prevention and Treatment (ADAPT) Program*.

2.1.5.10.8. Never received nonjudicial punishment for acts of larceny, wrongful appropriation, robbery, burglary, housebreaking, misconduct in combat as defined in UCMJ articles 99-106, or any other act that harms or has the potential to harm the physical safety or well-being of animals to include Military Working Dogs.

2.1.5.10.9. Never have been convicted by a civilian court of a Category 1 or 2 offense. Conviction of Category 3 offenses are not acceptable for entry into the AFSC. After award of the AFSC, conviction of Category 3 offenses are grounds for withdrawal of the AFSC if deemed appropriate by the commander. Category 4 traffic

offenses are not disqualifying. Offenses are listed in AFI 36-2002, *Enlisted Accessions*, Uniform Guide List of Typical Offenses.

2.1.5.10.10. No speech disorder or noticeable communication deficiency.

2.1.5.10.11. Must possess a valid state driver's license to operate government motor vehicles IAW AFI 24-301, *Vehicle Operations*.

2.1.5.10.12. No diagnosed fear of heights or confined spaces.

2.1.5.10.13. No documented record of gang affiliation.

2.1.5.10.14. No fear working around nuclear weapons or components, nor have an identifiable negative opinion of the role of nuclear weapons in our nation's strategic deterrent mission.

2.1.5.10.15. Must not have used/distributed/manufactured illicit narcotics as defined in schedule I/II, used a drug that can cause a flashback, or been arrested for narcotics in schedules I through V as listed in 21 US Code §812. Exclude the use of marijuana, hashish, or other cannabis-based products or entry unless that use resulted in the documentation of a use disorder by a credentialed medical provider.

2.1.5.10.16. Never failed (or failed to participate in) prescribed rehabilitation program or treatment regimen after being diagnosed by a certified medical provider with an alcohol use disorder

2.1.5.11. Specialty requires routine access to Secret material or similar environment. For award and retention of AFSCs 31PX, completion of a current National Agency Check, Local Agency Checks and Credit (NACLC) according to AFI 31-501, *Personnel Security Program Management*.

2.1.6. Training Sources and Resources: Formal training for this AFS is completed by the 343d Training Squadron at JBSA-Lackland. Standards for these courses can be found in Appendix-A.

2.1.7. Implementation. Officers will be awarded the Entry (1) level upon selection and after successfully receiving their commission. Exception: FGOs cross training in to the SF career field must meet the requirements in Section B, paragraph 2.1.

2.2. Qualified (31P3) Training Specialty Qualification.

2.2.1. Knowledge. Qualified SF officers must have an in-depth knowledge of the IDRMP and operations. Additionally, these officers must be knowledgeable of the processes and programs of each of the S-functions.

2.2.2. Training. For award of AFSC 31P3, completion of the SF Officer Course is mandatory. EXCEPTION: FGOs cross training into the career field will attend the Security

Forces Intermediate and Advanced Courses for awarding of the 31P3 AFSC.

2.2.3. Experience. For award of AFSC 31P3, a minimum of 24 months of experience is mandatory in an SF officer billet.

2.2.4. Other. See paragraph 2.1.5 of Part I, Section C above.

2.2.5. Training Sources and Resources: Core Tasks required for training and certification can be found in Appendix-A.

2.2.6. Implementation: Per AFI 36-2101, *Classifying Military Personnel (Officer and Enlisted)*, Military Personnel Services (MPS) monitors the eligibility of officers for upgrade to a Qualified AFSC.

2.1.5.1. MPS uses the officer upgrade RIP to notify commanders or supervisors when officers have met necessary experience requirements.

2.1.5.2. Commanders or supervisors review an officer's qualification for upgrade and return annotated RIP to the MPS. If an officer is not qualified for upgrade, the commander or supervisor will advise the MPS to establish a new suspense date. The new suspense date will represent the commander's or supervisor's estimate as to when the individual will be ready for upgrade.

2.3. Staff (31P4) Training Specialty Qualification.

2.3.1. No additional experience is required for the award of the Staff (4) Level. Officers in the 31P3 AFSC are awarded the 31P4 AFSC when assigned staff duties above the wing level (NAF, MAJCOM, AFIMSC, AF, OSD, etc.).

SECTION D - RESOURCE CONSTRAINTS

1. Purpose. This section identifies known resource constraints that preclude optimal and desired training from being developed or conducted, including information such as cost and manpower. Narrative explanations of each resource constraint and an impact statement describing what effect each constraint has on training are included. Also included in this section are actions required, office of primary responsibility, and target completion dates. Resource constraints will be, as a minimum, reviewed and updated annually.

1.1. At this time, no resource constraints exist for any level of training or qualification.

1.2. If in the future a course lacks the appropriate resources to complete training to the desired proficiency level, annotate the specific constraints on the STS.

PART II

SECTION A – SPECIALTY TRAINING STANDARDS

1. Purpose.

1.1. The students will demonstrate the desired learning outcomes contained in this STS.

1.2. No course completion is required for attaining the Entry (1) level AFS.

2. **Documentation.** Document and certify completion of training. Officers will complete training during the SFOC. Additional core tasks as outlined in the STS must be certified and recorded on an individual's training records to the satisfaction of their respective commanders.

3. **Qualitative Requirements.** Attachment 1 contains the behavioral statement which makes up the entry level course.

4. **Qualification Training Requirements.** Commanders will set forth standards for Entry (1) level officers to be certified in duty positions. This certification combined with HST make up the training necessary for the Qualified (3) Level.

5. Proficiency Designator Table.

Proficiency Designator	Title	Course Requirements	Experience Requirements
31P1	Entry	No formal course required	Refer to Officer Classification Directory for Experience Requirements
31P3	Qualified	SFOC (Capt and below); SFIC & SFAC (Maj and above); Completion of HST and certification	
31P4	Staff Officer	No formal course required, awarded when assigned to staff duties above the wing level	

Note: Designation of staff level relates only to the level of functional responsibility and is restricted to positions above wing level. It does not denote additional specialty qualifications.

6. **Recommendations.** Report unsatisfactory performance of individual course graduates. Reference specific STS paragraphs.

SECTION B – TRAINING COURSE INDEX:

1. **Purpose.** This section of the CFETP identifies training courses available for the specialty and shows how the courses are used by each MAJCOM in their career field training programs.

2. AF In-residence Courses. The SF Courses officers attend throughout their career:

2.1. L3OBR31P1, SFOC, JBSA-Lackland: Newly assessed officers (Captain and below)

2.2. L3AZR3P071, SFIC, JBSA-Lackland: Mid-level CGOs (3-5 years)

2.3. L3OZR31P4, SFAdvC, JBSA-Lackland: Senior CGOs/FGOs (7-9 years)

2.4. SFIC and SFAC required in lieu of SFOC for newly assessed SF officers in the grade of Major and above (e.g. ARC/ANG officers transitioning to SF, non-SF Officers selected to command SF Squadrons).

3. Appendix B contains a course list sampling of those available to SF officers to enhance their development.

SECTION C – SUPPORT MATERIALS:

1. OJT Support materials consist of Air Force publications (AFI, AFMANs, AFHs), Joint Publications, Sister Service Field Manuals, Technical Orders (TO) and SFTRGs. Applicable SFTRGs can be found on the SF SMARTNet (<https://afsfmil.lackland.af.mil>). These documents contain comprehensive information on SF subjects, procedures or equipment. Use these publications for qualification or sustainment training, or skills/knowledge enhancement.

SECTION D – MAJOR COMMAND UNIQUE REQUIREMENTS:

There are currently no MAJCOM unique requirements. This area is reserved.

BY ORDER OF THE SECRETARY OF THE AIR FORCE

OFFICIAL

WARREN D BERRY
Lieutenant General, USAF
DCS/Logistics, Engineering & Force
Protection

Appendix (2)

A. STS: Security Forces Officer Specialty (31PX)

B. Optional Course List

C. Continuum of Learning

APPENDIX-A

Specialty Training Standard 31PX,
SECURITY FORCES OFFICER



This Block Is For Identification Purposes Only		
Name Of Trainee		
Printed Name (<i>Last, First, Middle Initial</i>)	Initials (Written)	SSAN
Printed Name of Trainer and Written Initials		
<i>N/I</i>	<i>N/I</i>	
<i>N/I</i>	<i>N/I</i>	
<i>N/I</i>	<i>N/I</i>	
<i>N/I</i>	<i>N/I</i>	
<i>N/I</i>	<i>N/I</i>	

QUALITATIVE REQUIREMENTS

Proficiency Code Key		
	Scale Value	Definition: The individual
Task Performance Levels	1	Can do simple parts of the task. Needs to be told or shown how to do most of the task. (Extremely Limited)
	2	Can do most parts of the task. Needs only help on hardest parts. (Partially Proficient)
	3	Can do all parts of the task. Needs only a spot check of completed work. (Competent)
	4	Can do the complete task quickly and accurately. Can tell or show others how to do the task. (Highly Proficient)
*Task Knowledge Levels	a	Can name parts, tools and simple facts about the task. (Nomenclature)
	b	Can determine step by step procedures for doing the task. (Procedures)
	c	Can identify why and when the task must be done and why each step is needed. (Operating Principles)
	d	Can predict, isolate and resolve problems about the task. (Advanced Theory)
**Subject Knowledge Levels	A	Can identify basic facts and terms about the subject. (Facts)
	B	Can identify relationship of basic facts and state general principles about the subject. (Principles)
	C	Can analyze facts and principles and draw conclusions about the subject. (Analysis)
	D	Can evaluate conditions and make proper decisions about the subject. (Evaluation)

Explanations:

* A task knowledge scale value may be used alone or with a task performance scale value to define a level of knowledge for a specific task. (Example: b and 1b)

** A subject knowledge scale value is used alone to define a level of knowledge for a subject not directly related to any specific task, or for a subject common to several tasks.

Legend:

- This mark is used alone instead of a scale value to show that no proficiency training is provided in the course or e-Course.
- X This mark is used to indicate core tasks
- ^ This mark identifies DoDI 5525.15, *Law Enforcement (LE) Standards and Training in the DoD*, requirements.
- * This mark identifies Wartime Tasks trained by the 343 TRS during wartime.

NOTE 1: All tasks and knowledge items shown with an asterisk in the column on the far left of the STS identify tasks trained by the 343 TRS during wartime.

NOTE 2: Approved weapons accessories are identified on the USAF Combat Arms SharePoint (<https://cs2.eis.af.mil/sites/12150/default.aspx>)

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAAdvC

1. Security Forces Culture/History								-	-	-
1.1. Career Field History TR: SFTRG 1	^	*						A		
1.2. Security Forces Career Path and Force Development TR: SFTRG 1	^							A		
1.3. Security Forces Ethics TR: SFTRG 1	^	*						B		
1.4. Security Forces Mission, Vision and Mission Essential Tasks TR: SFTRG 1	^	*						B		
1.5. Understand Security Forces Ethos and Perform Practices Specific to Security Forces (Creed, Post Briefing and General Orders) TR: SFTRG 1	^	*						B		
1.6. Recite Security Forces Oath TR: SFTRG 1								A		
1.7. Participate in or Lead a Team Through a Defender Performance Optimization Event TR: SFTRG 8								1a	2b	
1.8. Defenders Performance Optimization TR: SFTRG 8	^							B	2b	B
1.9. After Action Reports and Lessons Learned TR: SFTRG 1									2b	2b
1.10. Unit S Structure and Responsibilities TR: SFTRG 1	^	*						B		
1.11. Participate and/or Conduct Guardmount TR: SFTRG 1	^							3c		
1.12. Conduct Leader-Led Training TR: SFTRG 1								B	B	B
1.13. Security Forces Specialty Missions and Tasks (Munition Sites, 820th Base Defense Group, Combat Readiness Group, Raven, Red Horse, Fly Away Security, etc.) TR: SFTRG 1	^							A		
1.14. 1.14. Air Force Augmentee (READY) Program TR: SFTRG 1								A		

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	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2. Security Forces Operations										
2.1. General Knowledge										
2.1.1. Personnel Reliability Assurance Program (PRAP) TR: SFTRG 2v1		*						B		C
2.1.2. Assume Post TR: SFTRG 2v1										
2.1.3. Maintain and Inspect Personal Equipment TR: SFTRG 2v1		*						3c		
2.1.4. Perform Vehicle Preventive Maintenance Checks and Services TR: SFTRG 2v1	^									
2.1.5. Vehicle Dynamics and Accident Avoidance TR: SFTRG 2v1	^									
2.1.6. Duress Procedures TR: SFTRG 2v1		*						B		
2.1.7. Building and Repository Checks TR: SFTRG 2v1	^									
2.1.8. Control Center Operations TR: SFTRG 2v1								B	2b	3c
2.1.9. Use Grid Maps TR: SFTRG 2v1		*						3b		
2.1.10. Alarm Monitor TR: SFTRG 2v1								B		
2.1.11. Intrusion Detection System Sensor and Alarm Procedures (Partial Failure/Major Malfunction/Catastrophic Failure) TR: SFTRG 2v1										
2.1.12. Perform Armory Duties TR: SFTRG 2v1										
2.1.13. Flight Chief and Flight Commander Responsibilities TR: SFTRG 2v1								B	B	
2.1.14. Conduct Post Checks and Visits TR: SFTRG 2v1								3c		
2.1.15. Security Forces Manpower Determinants TR: SFTRG 2v1										2b

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAvC

2.1.16. Unit Manning Document and Unit Personnel Management Requirement TR: SFTRG 2v1										2b
2.1.17. Security Forces Authorization and Organization Change Request (ACR/OCR) TR: SFTRG 2v1								B		2b
2.1.18. Manage Assigned Personnel TR: SFTRG 2v1								2b		
2.1.19. Assign Personnel Duty Positions TR: SFTRG 2v1								2b		
2.1.20. Manage Resources and Budget TR: SFTRG 2v1									B	2b
2.1.21. Civilian Personnel Management and Labor Relations TR: SFTRG 2v1								B		
2.1.22. Perform Community Relation Techniques TR: SFTRG 2v1	^	*						2b	B	2b
2.1.23. Unconscious Bias (Implicit Bias to Include Diversity/Inclusion) TR: SFTRG 2v1								B		
2.1.24. Media and Social Media Relations TR: SFTRG 2v1	^							B		
2.1.25. Identifying Suicidal Actions and Suicide Prevention Techniques TR: SFTRG 2v1								B		
2.1.26. Family Advocacy Coordination TR: SFTRG 2v1	^	*						B		
2.1.27. Victim Witness Assistance Program (VWAP) TR: SFTRG 2v1	^	*						A		
2.1.28. General Law and Order Operations TR: SFTRG 2v1	^	*						A		
2.1.29. Nuclear Concepts and Principles TR: SFTRG 2v1		*						B	B	B
2.1.30. Integrated Defense Concepts TR: SFTRG 2v1	^	*						B	B	B
2.1.31. Integrated Defense Plan TR: SFTRG 2v1								B	2b	3c
2.1.32. Utilize Post Priority Charts TR: SFTRG 2v1								B	2b	3c
2.1.33. Integrated Defense Risk Management Process (IDRMP) TR: SFTRG 2v1									2b	3c

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wartime *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2.1.34.Physical Security Standards TR: SFTRG 2v1	^							B		
2.1.35.Safe Haven Procedures TR: SFTRG 2v1	^							A		
2.1.36.Intelligence Fusion Cell TR: SFTRG 2v1	^								B	B
2.1.37.Priority Intelligence Requirements and Commander's Critical Information Requirements (PIR/CCIR) TR: SFTRG 2v1								B	B	2b
2.1.38.Terrorism and Antiterrorism TR: SFTRG 2v1	^	*						B		
2.1.39.Concept and Application of Random Antiterrorism Measures TR: SFTRG 2v1										
2.1.40.Threat Levels and Force Protection Conditions (FPCON) TR: SFTRG 2v1	^	*						B		
2.1.41.Incorporate Threat Weapons Types and Capabilities, Counter Threats to Air Force Installations and Resources, and Threat Spectrum into Operations TR: SFTRG 2v1	^							B	B	B
2.1.42.Application of Military Working Dogs TR: SFTRG 2v1	^							A	B	B
2.1.43.Military Working Dogs Legal Considerations TR: SFTRG 2v1								B	B	B
2.1.44.Military Working Dogs Program Oversight TR: SFTRG 2v1								B	B	B
2.1.45.Military Authority TR: SFTRG 2v1	^	*						B		
2.1.46.Military Law TR: SFTRG 2v1	^	*						B		
2.1.47.Civil Law TR: SFTRG 2v1	^	*						B		
2.1.48.Federal Tort Law TR: SFTRG 2v1	^	*						B		
2.1.49.Jurisdiction Knowledge and Considerations TR: SFTRG 2v1	^	*						B		
2.1.50.Rights Advisement (5th Amendment and Article 31) TR: SFTRG 2v1	^	*						3c		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2.1.51.Posse Comitatus Act TR: SFTRG 2v1	^	*						B		
2.1.52.Detain a Civilian TR: SFTRG 2v1	^	*						B		
2.1.53.Incidents with Juveniles TR: SFTRG 2v1								B		
2.1.54.Rules of Evidence TR: SFTRG 2v1	^	*						B		
2.1.55.Introduction to Court Testimony TR: SFTRG 2v1	^							A		
2.1.56.Security Forces in Joint Environment (ADCON, OPCON, TACON) TR: SFTRG 2v1								B		B
2.1.57.Perform Casualty and Medical Care TR: SFTRG 2v1	^	*						2b	2b	
2.1.58.Confinement Program Oversight TR: SFTRG 2v1								A		
2.1.59.Confinement Guard and Escort Prerequisites TR: SFTRG 2v1										
2.1.60.Humane Treatment and Incarceration Procedures of Prisoners TR: SFTRG 2v1		*								
2.1.61.Inmate Searches TR: SFTRG 2v1										
2.1.62.Employ Security Forces Technologies TR: SFTRG 2v1										
2.1.63.Use Night Vision Equipment TR: SFTRG 2v1		*						2b	2b	2b
2.1.64.Small Unmanned Aircraft System (sUAS) and Wide Area Detection System (WADS) Capabilities TR: SFTRG 2v1									B	B
2.1.65.Integrated Defense Security Systems Concept of Operations TR: SFTRG 2v1										
2.1.66.National Crime Information Center Concept TR: SFTRG 2v1	^									
2.1.67.Concept of Security Forces Management Information System TR: SFTRG 2v1										

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2.1.68.Security Forces Program Management TR: SFTRG 2v1								B	B	C
2.1.69.Security Forces Training and Standardization and Evaluation Programs TR: SFTRG 2v1								A		B
2.1.70.Security Forces Duty Officer Program TR: SFTRG 2v1								B		B
2.1.71.Conduct Flight-Level Exercises TR: SFTRG 2v1								2b		
2.1.72.Conduct and Evaluate Battle Drills and Rehearsals TR: SFTRG 2v1								3c	2b	2b
2.1.73.Develop Incident Response Scenarios TR: SFTRG 2v1									2b	
2.1.74.Establish and Evaluate Performance Standards TR: SFTRG 2v1										B
2.2. Access Control								-	-	-
2.2.1. Access Control Duties TR: SFTRG 2v2		*						B		
2.2.2. Provide Access Control Overwatch Duties TR: SFTRG 2v2										
2.2.3. Establish Search Areas, Barrier and Obstacle Plans, Additive Procedures TR: SFTRG 2v2								2b	2b	2b
2.2.4. Conduct Entry and Exit Inspections TR: SFTRG 2v2								A		
2.2.5. Stop, Check and Pass Concept TR: SFTRG 2v2								B		
2.2.6. Traffic Management (Direct Traffic) TR: SFTRG 2v2		^								
2.2.7. Gate Runner Procedures TR: SFTRG 2v2		*								
2.2.8. Defense Biometric Identification System (DBIDS) TR: SFTRG 2v2								B		
2.2.9. Concepts of Real ID Act of 2005 TR: SFTRG 2v2										

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	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2.2.10.Utilize Entry Authority List TR: SFTRG 2v2		*						B		
2.2.11.Escorted and Unescorted Entry Procedures TR: SFTRG 2v2		*						A		
2.2.12.Enforce Unauthorized Entry Procedures TR: SFTRG 2v2		*						B		
2.2.13.Sole-Vouching Authority TR: SFTRG 2v2								B		
2.3. Resource Security								-	-	-
2.3.1. Perform Sentry Duties (Close Boundary Sentry and Close-In Sentry) TR: SFTRG 2v3		*						A		
2.3.2. Security Reporting and Alerting System TR: SFTRG 2v3		*						B		
2.3.3. Deviations, Waivers and Compensatory Measures TR: SFTRG 2v3		*								B
2.3.4. Establish Temporary Restricted Areas TR: SFTRG 2v3										
2.3.5. Establish National Defense Areas TR: SFTRG 2v3								B		
2.3.6. Respond to Aircraft Incident TR: SFTRG 2v3										
2.3.7. Concepts of Nuclear Accidents and Incidents TR: SFTRG 2v3								B		
2.3.8. Prime Nuclear Airlift Force and Logistical Support Aircraft (PNAF/LSA) TR: SFTRG 2v3								B		
2.3.9. Understand No Lone Zone and Two Person Concept TR: SFTRG 2v3								A		
2.3.10. Recapture and Recovery Operations TR: SFTRG 2v3								B		
2.4. First Responder								-	-	-
2.4.1. Security Forces Workplace Hazards TR: SFTRG 2v4		*						B		
2.4.2. Blood Borne Pathogens TR: SFTRG 2v4	^	*						B		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2.4.3. Perform Response Forces Duties (Nuclear, Integrated Defense, Law and Order, Patrolling, Convoy and Mounted Operations, Boat Patrol, Bike Patrol, etc.) TR: SFTRG 2	^	*							2b	3b	3c
2.4.4. Alarm Response TR: SFTRG 2	^	*							3c		
2.4.5. Conduct Immediate Visual Assessment TR: SFTRG 2		*							2b		
2.4.6. Establish 360-Degree Security and Cordon TR: SFTRG 2		*							B		3c
2.4.7. Principles of Incident Command TR: SFTRG 2									B		3c
2.4.8. Specialized Response Forces (Tactical/Quick Response Force, Crisis Negotiation, etc.) TR: SFTRG 2		*									
2.4.9. React to Bomb Threat, Unexploded Ordinance and Improvised Explosive Devices TR: SFTRG 2	^	*							2b	2b	
2.4.10. Search and Seizure Authorization Procedures TR: SFTRG 2	^	*							2b		
2.4.11. Searches (Area, Building, etc.) TR: SFTRG 2	^										
2.4.12. Perform Vehicle Searches TR: SFTRG 2	^	*							2b		
2.4.13. Secure Crime Scenes TR: SFTRG 2	^	*									
2.4.14. Crime Scene Search TR: SFTRG 2	^										
2.4.15. Identify Evidence, Contraband and Drugs TR: SFTRG 2	^										
2.4.16. Preserve Evidence TR: SFTRG 2	^										
2.4.17. Maintain Accountability of Evidence TR: SFTRG 2	^										
2.4.18. Identify Status of Offense: Burglary, Housebreaking, Larceny or Wrongful Appropriation, Controlled Substances, and Crimes Against Children TR: SFTRG 2	^								B		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

2.4.19. Identify Offense of Sexual Assault and Rape TR: SFTRG 2	^	*							B		
2.4.20. Domestic Violence TR: SFTRG 2									B		
2.4.21. Emotionally Disturbed Individual TR: SFTRG 2									B		
2.4.22. Conduct Field Interviews TR: SFTRG 2	^	*							A		
2.4.23. Interview Witnesses, Victims and Suspects TR: SFTRG 2	^	*							2b		
2.4.24. Transporting Offenders TR: SFTRG 2	^	*							A		
2.4.25. Vehicle Stops (High Risk, Unknown, Traffic, etc.) TR: SFTRG 2	^										
2.4.26. Types and Use of Speed Measuring Devices TR: SFTRG 2											
2.4.27. Impaired Driver Recognition TR: SFTRG 2											
2.4.28. Driving While Intoxicated and Driving Under the Influence (DWI/DUI) Procedures TR: SFTRG 2	^										
2.4.29. Conduct Traffic Accident Investigation and Prepare Reports TR: SFTRG 2	^										
3. Security Forces Tactics and Communication									-	-	-
3.1. Conduct Troop Leading Procedures TR: SFTRG 3									2b	3c	3c
3.2. Establish and Enforce Priorities of Work TR: SFTRG 2									2b	3b	3c
3.3. Use Noise, Light and Litter Discipline TR: SFTRG 3		*							2b		
3.4. Use Cover and Concealment TR: SFTRG 3	^	*							3c		
3.5. Perform Individual Tactics TR: SFTRG 3		*							3c		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

3.6. Use Communication Protocol TR: SFTRG 3	^	*						2b		
3.7. Use Phonetic Alphabet TR: SFTRG 3	^	*						3c		
3.8. Use Brevity Codes TR: SFTRG 3		*						2b		
3.9. Use Tactical Reporting Formats TR: SFTRG 3		*						2b		
3.10. Operate Communication Systems TR: SFTRG 3		*						2b	2b	
3.11. Alternate Means of Communications TR: SFTRG 3										
3.12. Use and React to Visual Signaling Techniques TR: SFTRG 3	^	*						2b		
3.13. Use Sign, Countersign and Emergency Response Codes TR: SFTRG 3	^	*						2b		
3.14. Use a Lensatic Compass and Global Positioning System Device TR: SFTRG 3		*						2b		
3.15. Use Topographical Maps TR: SFTRG 2		*						2b	2b	
3.16. Determine Location by Terrain Association TR: SFTRG 2		*						2b	2b	
3.17. Conduct Land Navigation TR: SFTRG 2		*						2b	2b	
3.18. Move as a Member of a Fire Team TR: SFTRG 3		*								
3.19. Lead Fire Team Movements TR: SFTRG 3									3c	
3.20. Lead Tactical Squad Movements TR: SFTRG 3								2b	3c	
3.21. Prepare a Warning Order TR: SFTRG 3								2b	2b	2b
3.22. Prepare an Operations Order TR: SFTRG 3								2b	2b	2b
3.23. Mounted and Convoy Tactics TR: SFTRG 3		*						2b	2b	2b
3.24. Tactically Deploy from Vehicle TR: SFTRG 3		*						2b		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

3.25. Dismounted Tactics TR: SFTRG 3		*						2b	2b	2b
3.26. Lead and/or Participate in Ambushes (Hasty, Deliberate) TR: SFTRG 3										
3.27. React to Fire, Ambushes and Indirect Fire TR: SFTRG 3	^	*						2b	2b	
3.28. Break Contact TR: SFTRG 3		*						2b	2b	
3.29. Perform Delay, Withdrawal and Retrograde Operations TR: SFTRG 3									2b	
3.30. Consolidate and Reorganize TR: SFTRG 3									2b	
3.31. Breaching TR: SFTRG 3										
3.32. Enter and Clear a Building TR: SFTRG 3	^	*						2b		
3.33. Establish a Defensive Sector TR: SFTRG 3								2b	2b	2b
3.34. Fixed Fighting Position Considerations TR: SFTRG 3									2b	
3.35. Fight from Static Posts TR: SFTRG 3		*						B		
3.36. Use Interlocking Fields of Fire and Observation TR: SFTRG 5		*						2b	2b	3c
3.37. Prepare Range Cards and Sector Sketch TR: SFTRG 3									2b	2b
3.38. Prepare Overlays TR: SFTRG 3									2b	
3.39. AF Form 52 TR: SFTRG 3	^									
3.40. AF Form 75 TR: SFTRG 3	^									
3.41. AF Form 1109 TR: SFTRG 3	^									
3.42. AF Form 1168 TR: SFTRG 3	^									
3.43. DD Form 1408 TR: SFTRG 3	^									

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wartime *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

3.44. DD Form 1805 TR: SFTRG 3	^									
3.45. AF Form 1176 TR: SFTRG 3	^									
3.46. AF Form 1315 TR: SFTRG 3	^									
3.47. AF Form 1364 TR: SFTRG 3	^									
3.48. AF Form 3545 TR: SFTRG 3	^									
3.49. AF Form 3907 TR: SFTRG 3	^									
3.50. DD Form 2708 TR: SFTRG 3	^									
3.51. DD Form 1920 TR: SFTRG 3	^									
3.52. Review Correspondence and Reports TR: SFTRG 3										
4. Use of Force								-	-	-
4.1. Concepts and Principles of Arming and Use of Force by Air Force Personnel TR: SFTRG 4		*						B		
4.2. Apply Concepts and Principles of Use of Force TR: SFTRG 4	^	*						3c		
4.3. Use of Force Incident Reporting TR: SFTRG 4								B	B	C
4.4. Rules of Engagement TR: SFTRG 4		*						A	B	B
4.5. Authority to Bear Firearms TR: SFTRG 4		*						B		
4.6. Determine Individual Arming Suitability TR: SFTRG 4		*						B		
4.7. Employ Basic Security Forces Combative Skills TR: SFTRG 4	^	*						2b		
4.8. Instruct Basic Security Forces Combative Skills TR: SFTRG 4										
4.9. Employ Weapons Retention TR: SFTRG 4		*						2b		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

4.10. Challenge Individuals TR: SFTRG 4		*							2b		
4.11. Perform Handcuffing TR: SFTRG 4	^	*							3c		
4.12. Conduct Individual Searches TR: SFTRG 4	^	*							3c		
4.13. Apprehend a Subject TR: SFTRG 4	^	*							3c		
4.14. Introduction to Non-Lethal Weapons TR: SFTRG 4	^	*							B		
4.15. Use Expandable Baton TR: SFTRG 4	^	*							2b		
4.16. Use Oleoresin Capsicum (OC) Pepper Spray TR: SFTRG 4	^	*							2b		
4.17. Use Electronic Control Device TR: SFTRG 4	^										
4.18. Introduction to Crowds and Crowd Behavior TR: SFTRG 4	^										
4.19. Use of a Riot Baton TR: SFTRG 4	^										
4.20. Riot Control Formations and Positioning TR: SFTRG 4											
4.21. Apply Deadly Force TR: SFTRG 4	^	*							3c		
5. Security Forces Utilization and Employment									-	-	-
5.1. Practice and Enforce Weapons Safety TR: SFTRG 5		*							3c		
5.2. Use Fire Control Measures TR: SFTRG 5		*							2b	B	B
5.3. Target Identification TR: SFTRG 5		*							2b		
5.4. Use Methods of Range Determination TR: SFTRG 5		*							2b		
5.5. M9 or M18 Pistol Qualification TR: AFMAN 36-2655	^	*							3c		
5.6. M4A1 Carbine Qualification TR: AFMAN 36-2655	^	*							3c		

1. Tasks, Knowledge and Technical References	2. Tasks		3. OJT Task Certification Document					4. Proficiency Codes Used to Indicate Training/ Information Provided		
	Core/certifier ^	Wardline *	A	B	C	D	E	A 3 – Skill Level	B 5 – Skill Level	C 7 – Skill Level
			Training Start	Training Complete	Trainee Initials	Trainer Initials	Certifier Initials	SFOC	SFIC	SFAdvC

5.7. Perform M4A1 and M9 or M18 Stress Drills with Dye Marking Cartridges TR: SFTRG 5								2b		
5.8. M203 or M320 Grenade Launcher Nomenclature and Characteristics TR: T.O. 11W3-9-4-1; FM 3-22.31								B		
5.9. M249 Automatic Rifle TR: FM 3-22.68								1a		
5.10. M240B Machine Gun TR: T.O. 11W2-6-5-1; FM 3-22.68								1a		
5.11. MK19 (40mm Machine Gun) TR: AFI 31-305; T.O. 11W2-5-16-1; T.O. 11W2-8-32-4; FM 3-22.27								B		
5.12. M2(A1) (50 Cal Machine Gun) Nomenclature and Characteristics TR: AFI 31-305; T.O. 11W2-6-3-161; FM 23-65								B		
5.13. M870 Modular Combat Shotgun TR: T.O. 11W3-6-2-1	^									
5.14. M24 Rifle Nomenclature and Characteristics TR: T.O. 11W3-5-4-10-1; FM 23-10										
5.15. M107, 50 Cal Special Application Long Range Precision Rifle Nomenclature and Characteristics TR: T.O. 11W2-5-7-1										
5.16. Concepts of Weapons Employment and Placement of all Security Forces Weapons TR: 11W2-5-16-1; T.O. 11W2-6-3-161; SFTRG 5		*						3c	2b	2b
5.17. Employ Fire and Maneuver Techniques TR: SFTRG 5		*						2b	2b	2b

APPENDIX-B

OPTIONAL COURSE LIST

Course Number	Name	Location
L5AZA3P071 0S2A	Special Reaction Team	Ft Leonard Wood MO
L5OZA31P3 0S1A	U.S. Army Ranger (2E-SI5S-5R/011-SQIV-G)	Ft Benning GA
L5ASA1C451OTOA	U.S. Army Pathfinder Course	Ft Benning GA
L5AZA3P071 0F0B	Non-Lethal Weapons Instructor Course	Ft Leonard Wood MO
AMC RAVEN	Phoenix Raven Qualification Course, PDS 691	JB MDL NJ
L5OZD31P3 0F2A	Antiterrorism Officer (ATO) Lvl 2 (GS109.16)	Distance Learning
ZZ131011	Protection from Terrorism, Level II	Various Locations
SOED-ROC	Responsible Officer's Course/Force Protection Level II (ROC/FPII)	Hurlburt Field FL
SOED-CIWC	Contemporary Insurgent Warfare Course	Hurlburt Field FL
SOED-DIT	Dynamics of International Terrorism	Hurlburt Field FL
MLMDC813	USAF Incident Management Course	Maxwell AFB AL
X3OZR32XX 0N2A	National Incident Management System	Goodfellow AFB TX
MCADRE002	Contingency Wartime Planning Course	Maxwell AFB AL
L5OZD31P3 0S2A	DoD OPSEC Analysis and Program Management Course	Various
SP8124	FBI National Academy	Quantico VA
LESLTP	Law Enforcement Supervisor Leadership Training Program	FLETC Glynco GA
JBOZD32E1D 00DA	Joint DoD/DoE Nuclear Surety Executive Course	Various Locations
IGI-AFAI-NSI	Nuclear Surety Inspector Course	Kirtland AFB NM
JBOZD21A1A 00DA	Nuclear Weapons Orientation Course	Kirtland AFB NM
USAFE	NATO Nuclear Surety Management Course	Oberammergau GE
N3-11	NATO Nuclear Surety Management Course	Oberammergau GE
M3-50	NATO Peace Support Operations Course	Oberammergau GE
WSYS281	Air Force Acquisition and Sustainment Course	Wright-Patterson AFB
CLB009 (DAU)	Planning, Programming, Budgeting, Execution and Budget Exhibits	Online
CLB008 (DAU)	Program Execution	Online
CON100 (DAU)	Shaping Business Arrangements	Online
CON111 (DAU)	Mission Planning Execution	Online

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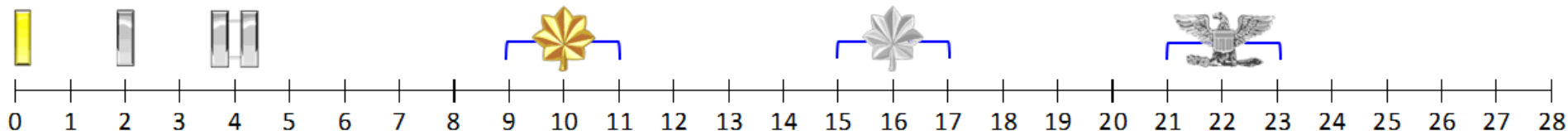
APPENDIX-C

31P Continuum of Learning

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28						
2nd & 1st Lieutenant				Captain						Major				Lieutenant Colonel				Colonel +															
Flight CC (Shift Work)			S4 OIC		Ops Officer				Squadron Command Window (SFS / RS / TRS / BMT)								Group CC / Wing CV				Wing CC												
					Career Broadening																AF/A4S CFM												
Deployment / Remote																																	
Nuclear Experience						Staff Officer Experience												AFIMSC Div Chief				AF/A4S Div Chief		MAJCOM A4S / AFIMSC CC									
						Director of Operations						Tier 5		JPME II / Incident CC Course												Tier 6							
SFOC		Tier 3		SFIC			PDE			LDCSC		MAJCOM Sq/CC Courses										Group/Wing CC Course				Executive Courses							
									SF CC Course		IDE IN-RES			SDE (DL)		SDE IN-RES																	
Duty Position Training					Tier 4		SFAdvC			IDE (DL)																							
Continuing Education (AFIT / Masters Degree / PhD / FBINA / Fellowships / Legislative Liaison / Education with Industry)																																	
Home Station / On the Job Training / POST / DPO																				Exec Courses		HST / DL		Optional OPD									
				AF Formal		Career Path		SF Formal																									

APPENDIX-D

Career Field Milestones



Functional Area Experiences:

- ❖ Flight CC, Logistics & Resources Officer, Operations Officer
- ❖ Anti-Terrorism and Mission Assurance, Nuclear, Staff, Deployment, Remote, BDG/CRG Experience

Special Experiences:

- ❖ Executive Officer, Exchange Officer, Instructor (e.g. SF School House/ BMT/SOS)

Education/Training:

- ❖ SF Officer Course, SF Intermediate Course, SF Advanced Course, Tier 3/Tier 4 Readiness Training, AT Level II, AFIT

Functional Area Experiences:

- ❖ DO, Squadron Command (SF, ROTC, BMT), Staff (Air/Joint/MAJCOM/) AO/Branch Chief, Deputy Group Command (SFG/TRG/MSG)
- ❖ Deployment/Overseas Experience

Special Experiences:

- ❖ PEM/Acquisition, Exec/Aide, Instructor (ACSC), Exchange Officer, PAS/FAO

Education/Training:

- ❖ Masters Degree, AT Level III, JPME II, FBI National Academy, Education with Industry, Incident Command Course

Functional Area Experiences:

- ❖ SFG/CC, MAJCOM A4S, Staff (Air, Joint, DOD, AFIMSC) Division Chief
- ❖ Deployment (SF/16G)

Special Experiences:

- ❖ TRG/CC, MSG/CC, WG/CC, IMSC Det/CC

Education/Training:

- ❖ Masters Degree, AT Level IV

Enterprise Perspective:

- ❖ ForceGen tour target as CGO after nuclear and Ops-O experience and as FGO between command tours

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