

**BY ORDER OF THE COMMANDER
AIR FORCE SPECIAL OPERATIONS
COMMAND**

**AIR FORCE SPECIAL OPERATIONS
COMMAND INSTRUCTION 36-2601**

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Personnel

AIR COMMANDO DEVELOPMENT

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This instruction implements Air Force Instruction (AFI) 36-2670, *Total Force Development*; AFSOCI 16-101 Volume 1, *Combat Aviation Advisor Training*, and Air Force Manual (AFMAN) 11-202, Volume 1, *Aircrew Training*. This instruction establishes policies and guidance for the professional development of aircrew and Combat Aviation Advisors (CAA) assigned to Air Force Special Operations Command (AFSOC). It complements and should be used in conjunction with existing personnel, career field management, military education and training AFIs. This Instruction applies to AFSOC gained Air National Guard (ANG) and associated Air Force Reserve Command (AFRC) units. Ensure that all records created as a result of processes prescribed in this publication are maintained IAW Air Force Instruction (AFI) 33-322, *Records Management and Information Governance Program*, and disposed of IAW Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS). Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Form 847 from the field through the appropriate functional chain of command. This publication may be supplemented at any level, but all direct supplements must be routed to the OPR of this publication for coordination prior to certification and approval. The authorities to waive wing/unit level requirement in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. Requests for waivers must be submitted through the chain of command to the appropriate Tier waiver approval authority IAW [paragraph 1.5](#)

SUMMARY OF CHANGES

This document has been updated to account for numerical changes in both the implemented and referenced publications. It also incorporates changes to CAA requirements based on the new AFSOCMAN 16-101 Volume 1 (currently in draft).

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Chapter 1

AIR COMMANDO DEVELOPMENT

1.1. Objective. ACD is a three-phased approach that builds a baseline for the professional development and education of AFSOC's aircrews and CAA. The objective of ACD is to produce Air Commandos capable of reasoned, mature decision making in complex and ambiguous operational environments.

1.2. ACD Phases. The three phases of ACD are: Air Commando Indoctrination, Combat Mission Ready, and Advanced Tactical Readiness.

1.2.1. Air Commando Indoctrination (ACI). ACI introduces new accessions to Special Operations Forces (SOF) and provides Air Commandos with required field skills and intercultural competencies.

1.2.2. Combat Mission Ready (CMR). CMR is designed to provide the deployment skill requirements for AFSOC aircrew members and CAAs.

1.2.3. Advanced Tactical Readiness (ATR). ATR is designed to enhance mission/combat proficiency and squadron readiness for AFSOC aircrew members and CAAs. ATR focuses on integration, threat mitigation, contingency operations, and aircrew judgement. For CAAs, ATR is required to upgrade to Mission Commander or Team Sergeant. **(T-3).**

1.3. ACD Applicability. The complete program is mandatory for new AFSOC aircrew accessions from undergraduate flying training programs and all new CAA accessions. **(T-2).**

1.3.1. ACI is a prerequisite for CMR graduation. **(T-2).** **Note:** There is currently an Exception to Policy dated 24 September 2019 that states "Until further notice, ACI will not restrict CMR graduation. This exception to policy only applies to the ACI *prerequisite* for CMR".

1.3.2. CMR is a prerequisite for ATR. **(T-2).**

1.3.3. Cross-flow Training. Cross-flows from non-AFSOC weapons systems must complete ACI, CMR, and ATR. Cross-flows from AFSOC weapons systems must complete CMR and ATR. **(T-2).**

1.3.4. The CAA Mission Qualification Course (CAAMQC) meets the requirement of ACI and includes multiple requirements for CMR. **(T-2).**

1.4. Tracking. ACD events will be tracked using AFSOC electronic training folders. **(T-2).**

1.5. Waivers. The waiver authority for T-2 and non-tiered compliance items in this instruction is AFSOC/A3. Route waivers through AFSOC/A3T. **(T-2).**

1.5.1. Exceptions.

1.5.1.1. The Squadron Commander, with the concurrence of the Operations Group Commander, may tailor CMR and ATR for experienced aircrew members (AFSOC and non-AFSOC weapons system experience) cross-flowing into the Mission Design Series (MDS).

1.5.1.2. Unit Commanders, with AFSOC/A3T approval, may dual enroll a crossflow aircrew member into CMR and ATR. **(Exception:** A3T approval is not required to dual enroll crewmembers who are converting to a new MDS as part of a unit conversion.)

1.5.1.3. The Squadron Commander, with concurrence of the Operations Group Commander may tailor CAA-specific CMR and ATR requirements as specified by AFSOCMAN 16-101, Volume 1.

1.5.2. Waiver for Aircrew Upgrade Eligibility.

1.5.2.1. ATR graduates may be eligible to upgrade below the required minimum number of flying hours in the AFI 11-2MDS Volume 1.

1.5.2.2. If allowed by AFI 11-2MDS, Volume 1, Squadron Commanders may waive up to 30% of the flying and simulator hours with ATR completion for aircraft commander or instructor (non-pilot aircrew, Remotely Piloted Aircraft (RPA) pilots) upgrade. Refer to the applicable AFI 11-2MDS, Volume 1 for details. **(T-2)**.

1.5.2.3. All other requirements set in the AFI 11-2MDS Volumes 1 must be met. **(T-2)**.

Chapter 2

RESPONSIBILITIES

2.1. AFSOC RESPONSIBILITIES. AFSOC/A3/9 is responsible for overall management of ACD. Resources to support training and the required instructor manpower are programmed through the Program Objective Memorandum (POM) process with primary inputs from AFSOC/A1/A3/A4/A5/8 and under the POM strategy approved by the AFSOC Board/Council. In execution year, AFSOC/A3/9 is responsible to prepare inputs for fiscal year budget initial distribution and unfunded requirements. AFSOC/FM will include valid A3/9 requirements through AFSOC Board and Council venues as appropriate for funding resolution. **Exception:** AFSOC/A3T will coordinate with AFRC and ANG for POM issues.

2.2. AFSOC/A3T. Is the AFSOC/A3/9 OPR. AFSOC/A3T will:

- 2.2.1. Implement approved ACD changes. **(T-2).**
- 2.2.2. Provide 492 SOW with a biennial estimate of students to be trained. **(T-2).**
- 2.2.3. Develop and modify CMR and ATR workbooks with coordination from MDS wing/operations group Training Office. **(T-2).**
- 2.2.4. Coordinate with AFRC/A3 and ANG/A3 for ARC requirements for ACD.
- 2.2.5. Provide MAJCOM oversight for ACI execution including: develop, coordinate, and report ACI training requirements, coordinate training capacity analysis, report training capacity shortfalls, publish Air Commando Fieldskills Course (ACFC) quotas in Military Personnel Data System/Oracle Training Application, and schedule aircrew to attend ACI courses. **(T-2).**

2.3. 492 SOW. 492 SOW responsibilities are:

- 2.3.1. Provide the formal training and education courses as outlined in the ACI, CMR, and ATR programs to meet ACD requirements. **(T-2).**
- 2.3.2. Integrate ACI requirements into Mission Qualification Training (MQT) schedule. **(T-2).**
- 2.3.3. Document individual student course completion through student and personnel management and scheduling databases. **(T-2).**
- 2.3.4. Program resources to ensure training needs are met. **(T-2).**
- 2.3.5. Maintain Community College of the Air Force affiliation. **(T-2).**

2.4. AFSOC Wing/Group/Squadron Commanders.

- 2.4.1. Ensure personnel are scheduled for required ACD courses in a timely manner to meet aircrew upgrade requirements. **(T-2).**
- 2.4.2. Provide Subject Matter Expert (SME) support to 492 SOW and AFSOC/A3T biennial formal course reviews. **(T-2).**

Chapter 3

AIR COMMANDO INDOCTRINATION

3.1. ACI. Members should complete ACI before attending their assigned Formal Training Unit (FTU) course IAW [para 1.3](#). (does not apply to CAA).

3.2. ACI Description. Refer to the latest 492 SOW course descriptions for details on each course listed below. ACI includes:

3.2.1. Introduction to Special Operations (W100ISO).

3.2.2. Intercultural Competencies Basic Course (C100COMP). The Intercultural Competencies for Special Operations Forces course is a suitable alternative for ICBC.

3.2.3. Air Commando Fieldskills Course (ACFC). The Air Commando Course or Combat Aviation Advisor Mission Qualification Course are suitable alternatives for ACFC.

Chapter 4

COMBAT MISSION READY TRAINING

4.1. CMR. CMR is designed to provide the deployment skill requirements for AFSOC aircrew members and CAAs. The program is tailored to MDS and crew position. For CAAs, the program is tailored to advisor and Air Force Specialty Code specific skills. A building block approach is used which begins with SOF-wide topics, followed by weapon system specific topics.

4.1.1. Following graduation from MQT and ACI, new accession aircrew members will not deploy in a flying capacity until they complete CMR. CAAs will not be eligible to deploy until they complete CMR. **(T-2).**

4.1.2. The CMR training will culminate with a capstone event evaluated and assessed by an instructor. **(T-2).**

4.1.3. For CAAs, the completion of the CMR workbook and supervised validation events(s) per AFSOCMAN 16-101, Volume 1 meet the requirement of the capstone event. **(T-2).**

4.1.4. MQ-9 Crews are Combat Mission Ready IAW AFMAN11-202V1 para 3.1.2. upon graduating MQT and are authorized 90 days from MQT graduation date to complete CMR Workbook.

4.2. CMR Requirements. The course consists of blocks of instruction as listed below. The minimum requirements for each crew position by MDS include (squadrons may add additional material):

4.2.1. SOF Components. **(T-2).**

4.2.2. MDS Employment and Tactics, Techniques, and Procedures. **(T-2).**

4.2.3. Operational Knowledge. **(T-2).**

4.2.4. Capstone Event. **(T-2).**

Chapter 5

ADVANCED TACTICAL READINESS

5.1. ATR. ATR is designed to enhance crew member mission/combat proficiency and squadron readiness for AFSOC aircrew members and CAAs. The program is tailored to MDS and crew position. A building block approach is used that begins with SOF-wide topics followed by advanced weapon system topics and ends with a Verification Planning Exercise (VPE). **(T-2).**

5.1.1. Following completion of CMR, new CAAs may start their ATR training using the ATR workbook. CAAs must complete ATR prior to certification as a Mission Commander or Team Sergeant. **(T-3).**

5.1.2. Following graduation from CMR, aircrew members must complete ATR before entering upgrade to aircraft commander (excluding RPA pilots) or instructor (non-pilot aircrew, RPA pilots). **(T-2).**

5.1.3. ATR will culminate in a VPE that is assessed in accordance with AFSOCMAN 11-207, *AFSOC Weapons and Tactics Program*. **(T-2).**

5.1.4. CAA ATR is tailored to prepare advisors to become tactical and strategic experts within their respective AFSC and leaders of operational missions. The VPE requirement is satisfied by successful completion of a supervised validation event outlined in AFSOCMAN 16-101 Volume 1. Additional aircraft and mission qualifications are encouraged to be scheduled during ATR. **(T-2).**

5.2. ATR Requirements. ATR requirements are outlined in the associated MDS and crew position specific workbooks. Refer to the latest MDS workbooks for requirements.

5.3. CAA Modules of Instruction. CAA ATR modules of instruction are based on the AFSOC model, but tailored to the unique skills required of a SOF advisor IAW USSOCOM Manual 350-35, *Special Operations Forces (SOF) Baseline Interoperable Security Force Assistance (SFA) Training Standards*, AFI 10-4201, Volume 1, *Air Advisor Education and Training*, and AFSOCMAN 16-101 Volume 1, *Combat Aviation Advisor Training*.

MICHAEL E. MARTIN
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Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFI 10-4201, Volume 1, *Air Advisor Education and Training*, 25 June 2015

AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020

AFI 36-2670, *Total Force Development*, 25 June 2020

AFSOCI 16-101 Volume 1, *Combat Aviation Advisor Training*, 14 November 2013

AFSOCMAN 11-207, *AFSOC Weapons and Tactics Program*, 17 March 2020

AFMAN 11-202, Volume 1, *Aircrew Training*, 27 September 2019

USSOCOM Manual 350-35, *Special Operations Forces (SOF) Baseline Interoperable Security Force Assistance (SFA) Training Standards*, 31 May 2012

Prescribed Forms

There are no prescribed forms in this instruction

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

ACD—Air Commando Development

ACFC—Air Commando Field Skills Course

ACI—Air Commando Indoctrination

AFI—Air Force Instruction

AFRIMS—Air Force Records Information Management System

AFSOC—Air Force Special Operations Command

ATR—Advanced Tactical Readiness

CAA—Combat Aviation Advisors

CMR—Combat Mission Ready

FTU—Formal Training Unit

IAW—In Accordance With

ICBC—Intercultural Competences Basic Course

MDS—Mission Design Series

MQT—Mission Qualification Training

OPR—Office of Primary Responsibility

POM—Program Objective Memorandum

SME—Subject Matter Expert

SOF—Special Operations Forces

USAF—United States Air Force

USSOCOM—United States Special Operations Command

VPE—Verification Planning Exercise