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AIR FORCE SPECIAL OPERATIONS  
COMMAND**

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COMMAND MANUAL 10-4301,  
VOLUME 1**

**5 MAY 2021**

**Operations**

**COMBAT AVIATION ADVISOR  
TRAINING**



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This manual implements Air Force Policy Directive (AFPD) 10-43, *Air Advising/Security Force Assistance* and is consistent with Department of the Air Force Policy Directive (DAFPD) 16-1, *Security Cooperation*, Department of Defense Directive (DoDD) 3000.07\_AFPD 10-42, *Irregular Warfare*, AFPD 11-2, *Aircrew Operations*, AFPD 11-4, *Aviation Service*, AFPD 36-26, *Total Force Development and Management*, Air Force Instruction (AFI) 11-200, *Aircrew Training, Standardization/Evaluation, and General Operations Structure*, AFI 36-2670, *Total Force Development*, Air Force Special Operations Instruction (AFSOCI) 36-2601, *Air Commando Development*, and United States Special Operations Command (USSOCOM) Manual 350-35, *Special Operations Forces Baseline Interoperable Security Force Assistance Training Standards*. This manual applies to all AFSOC units, Air Force Reserve Command (AFRC) units, and AFSOC-gained Air National Guard (ANG) units providing Combat Aviation Advisor (CAA) augmentation or support. It establishes a stand-alone policy for the training of AFSOC CAAs. It establishes AFSOC standards for qualification as a CAA. This manual establishes training and documentation standards for CAA qualification within their primary Air Force Specialty Code (AFSC) and awarded CAA Special Duty Identifier (SDI), 89G and 8L7, as applied to AFSOC and USSOCOM requirements. This manual also provides training and documentation standards for CAA continuation training and upgrade in accordance with the CAA SDI as detailed in the Air Force Officer and Enlisted Classification Directories. This publication requires the collection and or maintenance of information protected by the Privacy Act of 1974 authorized by 37 U.S. Code §

301a, *Incentive pay: aviation career*; Public Law 92-204, *Appropriations Act for 1973*; Section 715 Public Law 93-570, *Appropriations Act for 1974*; Public Law 93-294, *Aviation Career Incentive Act of 1974*; DoD Instruction 7730.67, *Aviation Incentive Pays and Bonus Program*; and E.O. 9397 (SSN), as amended. The applicable Systems of Record Notice (SORN), F011 AF XO A, *Aviation Resource Management Systems (ARMS)*, is available at <https://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-Component-Notices/Air-Force-Article-List/>. 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 847s from the field through the appropriate functional chain of command. This publication may be supplemented at any level. All Supplements must be routed to the OPR of this publication for coordination prior to certification and approval. The authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. See DAFI 33-360, *Publications and Forms Management*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with (IAW) AFI 33-322, *Records Management and Information Governance Program*, and disposed of IAW Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. 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. Major changes include complete overhaul of CAA training in Chapters 2-5, removal of flying training from this regulation, added specific AFSC training to Chapters 6-14, and updated Attachments 1-6. Tier requirements have been annotated. The aforementioned changes are effective immediately upon release of this publication. CAAs currently certified Combat Mission Ready (CMR), Advanced Tactical Readiness (ATR), and Mission Commanders (MC) or Team Sergeants (TS) are not required to meet new training guidelines in order to maintain current certifications but will strive to meet new CMR, ATR, and MC/TS requirements to the maximum extent possible.

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## Chapter 1

### POLICY

**1.1. General.** This manual provides guidance for training management of personnel assigned to, attached to, or augmenting CAA and Operational Aviation Detachment (OAD) operations. It also establishes a standardized training program.

1.1.1. The overall training program establishes procedures to:

1.1.1.1. Qualify all associated personnel in the mission as CAAs.

1.1.1.2. Specify continuation and requalification training requirements for all CAA-Common and associated CAA-specific AFSCs.

1.1.2. CAA Training (**Chapter 2**) defines and outlines Combat Mission Ready (CMR), Advanced Tactical Readiness (ATR), and Continuing Education and Training (CE&T) for CAA personnel.

1.1.3. CAA Common CMR Requirements (**Chapter 3**) establish baseline requirements for all CAAs.

1.1.4. Continuation Training (**Chapter 4**) establishes required ground training currencies.

1.1.5. CAA ATR and Mission Commander (MC) / Team Sergeant (TS) Upgrade (**Chapter 5**) establishes requirements to build advanced CAAs through the CE&T process and details the requirements and expectations associated in order to upgrade to MC or TS.

1.1.6. Communications Training (**Chapter 6**) establishes training required for communications specialist personnel.

1.1.7. Aircrew Training (**Chapter 7**) for the purposes of this manual, CAA aviators will train and operate IAW AFSOCMAN 11-219 series or AFSOCMAN 11-2MDS series as applicable. (**T-3**).

1.1.8. Survival, Evasion, Resistance, and Escape (SERE) Training (**Chapter 8**) establishes required training for CAA SERE specialists.

1.1.9. Force Protection Training (**Chapter 9**) establishes required training for security forces personnel to fulfill mission requirements as Force Protection and antiterrorism officers.

1.1.10. Aircrew Flight Equipment (AFE) training (**Chapter 10**) establishes training required for AFE personnel.

1.1.11. Maintenance Training (**Chapter 11**) establishes required training guidelines for maintenance personnel.

1.1.12. Intelligence Training (**Chapter 12**) establishes required training for intelligence personnel.

1.1.13. Medical Training (**Chapter 13**) establishes required training for medical personnel.

1.1.14. Fires Training (**Chapter 14**) establishes required training for Tactical Air Control Party (TACP) Officers and TACP.

1.1.15. Air Transportation Specialist (ATS) Training (**Chapter 15**) establishes required training for ATS personnel.

1.1.16. Training records (**Chapter 16**) establishes detailed instructions for managing and completing documentation for all CAA personnel.

1.1.17. CAA Augmenters (**Chapter 17**) defines and establishes required training for those augmenting a CAA OAD and/or supporting the advisory role.

**1.2. Training Objective.** The CAA training program prescribed in this manual facilitates immediate and effective employment of CAA capabilities across the operational continuum by developing advanced tactical and strategic advisor forces capable of maintaining a high state of mission readiness as defined against tasks/conditions/standard criteria associated with mission essential tasks (METs).

1.2.1. Aircrew Training. All flying training will be accomplished and documented in accordance with AFSOCMAN 11-219, Volume 1 or applicable AFSOCMAN 11-2MDS, Volume 1. **(T-2)**.

1.2.2. Non-Aircrew Training. All non-aircrew training will be accomplished and documented in accordance with AFI 36-2670, *Total Force Development*, **Chapter 16** of this manual, and to the standards outlined in the CAA Command Job Qualification Standard (CJQS). **(T-2)**.

### **1.3. Roles and Responsibilities.**

1.3.1. The Operations Group Commander (OG/CC) will approve an established training program consistent with the policies and requirements of this manual. **(T-3)**.

1.3.2. Initiate waiver requests for training requirements through the respective OG/CC. **(T-3)**.

1.3.3. Commanders will:

1.3.3.1. Identify areas where additional training is needed, and direct training needs to unit training office. **(T-3)**.

1.3.3.2. Initiate action to obtain necessary training support. **(T-3)**.

1.3.4. Unit Training will:

1.3.4.1. Schedule and conduct required or directed training to ensure all unit members receive applicable training. **(T-3)**.

1.3.4.2. Submit waiver requests through the appropriate channels to the respective OG/CC. **(T-3)**.

1.3.4.3. Monitor status of training. Report deviations and document significant trends affecting unit or individual training status to unit commanders and operations officers. **(T-3)**.

1.3.4.4. Work with Squadron Operations Officers (SQ/DO), Squadron Assistant Operations Officers (SQ/ADO), flight commanders and/or flight chiefs to determine forecasted training requirements, both air and ground, for upcoming mission taskings. **(T-3)**.

1.3.4.5. Work with SQ/DO, SQ/ADO, flight commanders and/or flight chiefs to schedule required qualification, certification, currency, or proficiency training. **(T-3)**.

**1.4. Training Policy.** The primary training method for aircrew training will be IAW AFSOCMAN 11-219, Volume 1, or applicable 11-2MDS, Volume 1. Units will forward flying and ground training syllabi to HQ AFSOC/A3T for review and approval or as stipulated in guidance memorandums. All CAA and augments ground training will be conducted IAW **Chapter 2** of this manual. **(T-3).**

1.4.1. Due to unique training venues and their continuing evolution, course names and numbers may not be identical to those listed. If a course is no longer available, a new course will be vetted by a CAA AFSC lead and approved by the respective SQ/CC to ensure it meets the training intent. **(T-3).**

**1.5. Active Duty Service Commitments (ADSC).** Formal training conducted per this manual may incur an active duty service commitment per AFI 36-2107, *Active Duty Service Commitments (ADSC)*. Refer to AFI 36-2107 for program specifics. **(T-3).**

1.5.1. **[AFRC Added]** Reserve Service Commitments (RSC). Refer to Air Force Reserve Command Instruction (AFRCI) 36-2102, *Air Force Reserve Service Commitment Date Program*, for RSC program specifics. **(T-3).** Reserve personnel will sign an Air Reserve Personnel Center (ARPC) approved contract form for selected reserve service commitment when they complete all or a portion of RSC-incurred events per AFRCI 36-2102. **(T-2)** A copy of the RSC will be submitted to the reserve unit Force Support Squadron (FSS) Military Personnel Flight (MPF) for document upload into Personnel Records Display Application (PRDA). **(T-3).**

**1.6. Waivers.** Except where otherwise noted, the respective tasked OG/CC is the waiver authority for CAA-Common and AFSC-specific CMR and ATR requirements listed in this manual. The AFSOC/A3 is the waiver for CMR and ATR items specifically outlined in AFSOCI 36-2601 (e.g. Special Operations Forces (SOF) Components, CMR Capstone, etc.)

1.6.1. Tier requirements refer to waiver authority based on level of risk.

1.6.1.1. “Tier 0” **(T-0)** requirements are reserved for requirements that non-compliance is determined and waived by respective non-Air Force authority.

1.6.1.2. “Tier 1” **(T-1)** requirements are reserved for requirements that non-compliance may put airman, mission, or program strongly at risk, and may only be waived by the Major Command (MAJCOM)/CC or delegate with concurrence of publication approver. When multiple MAJCOMs are affected, then T-1 is appropriate.

1.6.1.3. “Tier 2” **(T-2)** requirements are reserved for requirements that potentially put the mission at risk or potentially degrade the mission or program, and may only be waived by the MAJCOM/CC or delegated to the appropriate functional organization.

1.6.1.4. “Tier 3” **(T-3)** requirements are reserved for requirements that non-compliance has a remote risk of mission failure, and may be waived by the Wing (WG)/CC but delegated no lower than the squadron (SQ)/CC.

1.6.1.5. Units will submit applicable **AF Form 679, Air Force Publication Compliance Item Waiver Request/Approval** or AFSOC 679A, A3 Waiver Request/Approval Form when necessary.

1.6.2. All waiver information will be provided in the following format. **(T-3).**

- 1.6.2.1. Identify waiver type (include paragraph within applicable instruction that requires waiver action).
- 1.6.2.2. Name and grade of individual requiring the waiver.
- 1.6.2.3. Unit of assignment. If attached, also provide flying unit attached to.
- 1.6.2.4. Total primary mission aircraft inventory flying time, including instructor or evaluator time (if applicable).
- 1.6.2.5. Crew qualification to which aircrew member is qualifying or upgrading (if applicable).
- 1.6.2.6. Scheduled training start date (if applicable).
- 1.6.2.7. Expected qualification or upgrade completion date (if applicable).
- 1.6.2.8. Date event last accomplished (if applicable).
- 1.6.2.9. Explanation of reason for waiver.
- 1.6.2.10. Summary of risk mitigation.
- 1.6.2.11. Requesting unit point of contact (include name, rank, office symbol, e-mail address, and telephone number).
- 1.6.2.12. Mailing address to which courseware should be sent (if applicable).
- 1.6.2.13. If the training requires an ADSC, in accordance with AFI 36-2107, include the following statement: "Individual acknowledged receipt of ADSC by signing AF Form 63 on (date AF Form 63 signed)." **(T-3)**.

1.6.2.13.1. **[AFRC Added]** If the training requires a RSC, in accordance with AFRCI 36-2102, include the following statement: "Individual acknowledged receipt of RSC by signing ARPC approved contract form on (date RSC signed)." **(T-3)**.

**1.7. Initial Cadre.** Applies to aircrew only. See AFI 11-202, Volume 2, *Aircrew Standardization/Evaluation Program*, and AFI 11-202, Volume 2, AFSOC Supplement. **(T-3)**.

**1.8. Changes.** Recommendations for changes or improvements to this manual are encouraged. Forward recommendations to Headquarters, Standardization and Evaluation (AFSOC/A3V) on an AF Form 847. All revision requests will be routed through the unit Standardization and Evaluation office. **(T-2)**.

**1.9. Deviations.** This manual does not authorize deviations from approved flight manuals or any other AFI or Department of Defense (DoD) regulations. Flight and ground safety will be given prime consideration and must take precedence over the requirements and guidance of this manual. **(T-2)**.

**1.10. Publication Administration.** This manual will be made available to AFSOC and AFRC CAAs and CAA augmenters. Electronic copies will be available on the AFSOC SharePoint site: <https://cs2.eis.af.mil/sites/13850/default.aspx>, or via the Central Hub. **(T-3)**.

**1.11. Terms Explained.**

- 1.11.1. "Will", "shall", and "must" indicate a mandatory requirement.
- 1.11.2. "Should" indicates a recommended procedure.

1.11.3. “May” indicates an acceptable or suggested means of accomplishment.

## Chapter 2

### COMBAT AVIATION ADVISOR TRAINING

**2.1. General.** The entire CAA training program, is designed to prepare selected members to perform duties as a special operations combat aviation advisor and deploy as a member of an OAD. The program provides education and training for these personnel to gain the skills necessary to operate from austere locations, often void of logistical support through normal DOD channels. A principal objective of this program is to give US personnel the skills necessary to facilitate the availability, reliability, safety, and interoperability of Partner Nation (PN) aviation resources to operationalize Special Operations Forces (SOF) aviation capabilities either through Non-USAF Inventory Qualification Required (NIQ) or Non-USAF Inventory Certification Required (NIC) aircraft. The training below has synchronized CAA requirements with the Air Commando Development (ACD) construct which includes Air Commando Indoctrination (ACI), Combat Mission Ready (CMR), and Advanced Tactical Readiness (ATR). CAA ACI requirements are fulfilled through the Combat Aviation Advisor Mission Qualification Course (CAAMQC).

**2.2. Scope of Training.** CAA training is focused on providing trained personnel that support the five pillars of Irregular Warfare (IW): Foreign Internal Defense (FID), Counter Terrorism (CT) Counterinsurgency (COIN), Unconventional Warfare (UW), Stability Operations, and Security Force Assistance (SFA).

2.2.1. Collateral Activities. The mission arena also encompasses such collateral activities as advising on aviation support for disaster assistance and humanitarian aid.

**2.3. CAA Training Requirements.** Training guidance and requirements are IAW USSOCOM Manual 350-35, *Special Operations Forces Baseline Interoperable Security Force Assistance Training Standards*, USSOCOM Directive 350-17, *The Special Operations Forces Language Program Training Standards*, AFI 10-4301 Volume 1, *Air Advisor Education and Training*, and the CAA Career Field Education and Training Plan (CFETP). Doctrinally the training requirements are based on Air Force Doctrine Annex (AFDA) 3-22, *Foreign Internal Defense*, AFDA 3-05, *Special Operations*, AFDA 3-24, *Irregular Warfare*, AFDA 3-50, *Personnel Recovery*, Joint Publication (JP) 3-05, *Special Operations*, JP 3-22, *Foreign Internal Defense*, and Air Force Tactics, Techniques, and Procedures (AFTTP) 3-2.76 *Multi Service TTP for Advising Foreign Forces*, AFTTP 3.4-5, *Air Advising*, AFTTP 10-43, *Air Advising/ Security Force Assistance*. The training methodology will follow AFSOCI 36-2601, *Air Commando Development*. (T-2).

**2.4. Inbound Personnel Management.** CAA inbound personnel management will be IAW AFI 10-4301 Volume 3, *Air Advising Operations*, Chapter 5 Personnel Selection and Management and the United States Air Force Special Duty Catalog (SPECAT) for enlisted personnel. (T-3) The processes and criteria outlined in AFI 10-4301 and the SPECAT are the pre-requisites for CAAMQC. (T-3).

**2.5. CAA Attribute-Based Performance Feedback.** To the maximum extent possible, CAA performance feedback should be captured IAW [Attachment 6](#), CAA Attribute-Based Performance Feedback, during CAA team-based events (i.e. CMR Capstone, mentoring events, OAD Spin-Ups, deployments, Validation Exercises (VALEXs), Verification Planning Exercises (VPEs), etc.) in order to provide the CAA with additional self-awareness as a member of a team, quantifiably

capture CAA personal growth and leadership potential within the OAD, and provide a 360-feedback mechanism to MCs and TSs.

**2.6. Combat Mission Ready (CMR).** The CMR program is designed to prepare new AFSOC CAAs to function autonomously on small teams in austere environments while engaging in complex IW initiatives. CAA CMR requirements are fulfilled as an aggregation of CAAMQC Phases I-IV competencies, to include CAA-Common CMR and AFSC-specific training requirements, approved AFSOC CAA CMR courseware, and a CMR capstone event. CAAs will accomplish a validation event as the CMR capstone event after other AFSOCI 36-2601 CMR requirements are fulfilled (i.e. SOF Components, MDS Employment, and Operational Knowledge). **(T-2).** CAAs will not be certified CMR complete until all Phase IV requirements are fulfilled. **(T-3).**

2.6.1. Combat Aviation Advisor Mission Qualification Course. CAAMQC serves as a combined initial and mission qualification pipeline for students of authorized AFSCs. Expected duration of CAAMQC is between 46 and 62 weeks (depending upon which language category the CAA student is assigned). CAAMQC phase objectives are defined in the following sub-paragraphs. No later than 30 days prior to CAAMQC Phase I start date, gaining units will use Squadron Training Review Board (STRB) minutes to refine CMR objectives for CAA students, which include: language and theater assignment (all students) and primary airframe and mission (aircrew). **(T-3).**

2.6.1.1. Phase I (Academic/Knowledge Base). Familiarizes CAA students with their role as a USSOCOM Combat Advisor, AFSOC Air Commando, and USAF Air Advisor. It further introduces the interrelationship between Security Cooperation (SC), its subsets Security Assistance (SA) and Security Force Assistance (SFA), and Irregular Warfare (IW). It provides the student with foundational knowledge of the CAA designed operational capability (DOC), including: mission task list, operating environments, core functions, associated doctrine and governing regulations. It additionally includes Dynamics of International Terrorism (DIT) and Anti-Terrorism Officer Level 2 Certification (AT2) courses and/or equivalent courses. CAAMQC Phase I will be implemented under a single syllabus of instruction (SOI), coordinated with HQ, Training (AFSOC/A3T) and approved by the Commandant, United States Air Force Special Operations School (USAFSOS). **(T-2).** Expected duration is approximately 25 training days (5 calendar weeks)

2.6.1.2. Phase II (Field and Advisor-Specific Skills). CAAMQC Phase I is a prerequisite for Phase II. CAAMQC Phase II uses a building block approach, employing a crawl-walk-run methodology to teach the individual and team tactical skills required to survive and operate in the IW environment. The phase is designed to teach mission enabling tactics, techniques, and procedures (TTPs) to prepare newly-assigned members to operate effectively in support of IW missions, while gaining a working knowledge that satisfies CAA job qualification standard (JQS) requirements. Training is focused on OAD operations and prepares OADs to conduct special operations activities by, with and through foreign aviation forces in joint SOF/interagency operations and campaigns across the range of military operations. The final module of the course is the Raven Claw ground training event. The module fuses previous CAA education and ground training objectives with advisor-specific tasks and focuses on OAD operations. Raven Claw culminates with a field training exercise that provides CAA students with a working knowledge of deployed OAD

operations in an IW environment. CAAMQC Phase II is implemented IAW an AFSOC/A3T approved SOI. Expected duration is approximately 57 training days (12 calendar weeks)

2.6.1.3. Phase III (Language, Regional Expertise, and Culture (LREC)). Phase III includes target language Initial Acquisition Training (IAT), and incorporates a five-day regionally aligned SOF theater-specific module/course within the first five academic weeks of IAT. At the conclusion of this phase, CAA students will complete the Defense Language Proficiency Test (DLPT) and Oral Proficiency Interview (OPI). **(T-2)**. DLPT reading/listening threshold score is 1/1, objective score 2/2. OPI speaking/participatory listening threshold rating is 1/1, objective rating is 2/2. Expected duration is approximately 85, 125 or 165 training days (17, 25, or 33 calendar weeks), depending on language category IAW USSOCOM Directive 350-17.

2.6.1.3.1. Category I/II Languages: Students assigned to study Spanish, Portuguese-Brazilian, Indonesian, or French will attend language training classes for 85 training days. **(T-3)**.

2.6.1.3.2. Category III Languages: Students assigned to study Russian, Polish, Thai, or Tagalog will attend language training for 125 training days. **(T-3)**.

2.6.1.3.3. Category IV Languages: Students assigned to study Arabic, Persian Farsi, Dari, Pashto, Urdu, or Korean will attend language training for 165 training days. **(T-3)**.

2.6.1.3.4. Exception: Students with preexisting language proficiency (whether native/heritage language, previous formal training, or previous informal training) in their assigned target language may validate IAT portion of this phase if they have scored at/above DLPT and OPI threshold requirements (1/1/1) within one year of the IAT start date.

2.6.1.4. Phase IV (CAA CMR Training). Phase IV implements CAA-common and AFSC-specific CMR requirements not captured during Phase I-III. It is tailored to individual requirements including acceptance of existing currencies, certifications, qualifications, completion dates, or as appropriate. Phase content and length are highly dependent on course availability, student's AFSC and previous experience. Expected duration is approximately 12 weeks.

2.6.2. CMR Capstone Event. CAAs will accomplish a CMR capstone event per AFSOCI 36-2601. **(T-2)**. The culmination of CAAMQC (i.e. Raven Claw) or any validation event(s) approved by the SQ/CC (e.g. Spin-Up, Full Mission Profile (FMP), VALEX, etc.) will fulfill the CMR capstone event requirement. The event will employ Master Training Task List (MTTL) items IAW the CAAMQC SOI that the individual is expected to train, advise and assist in during CAA duties as a member of an OAD or deployed as a singular or attached entity. **(T-3)**.

2.6.2.1. Upon successful completion of all CMR prerequisites and the CMR capstone event outlined above, training documentation will culminate in CMR certification during a squadron certification board. The unit training manager will file any training documentation within the respective member's CAA training records. **(T-3)**.

2.6.2.2. Quantifiable individual feedback and training documentation IAW **Attachment 6**, CAA Attribute-Based Performance Feedback Form, will be utilized to the maximum extent possible in order to capture CAA personal growth and leadership potential within the OAD. (T-3).

**2.7. CAA Mentorship.** The CAA mentorship program is a formalized mentorship program between new and highly experienced CAAs in preparation of and during an initial deployment. It assumes CAAs are currently CMR certified (once Phase IV requirements are complete) and personnel are tasked to deploy as part of an OAD on their first deployment or as part of a CAA requalification program. Mentors should be paired with mentees by the MC and TS based upon team composition and approved by the SQ/DO. Mentors need not be of the same AFSC but should have ground or air-based AFSC commonalities. All references to feedback will be documented to the maximum extent via **Attachment 6**, CAA Attribute-Based Performance Feedback Form.

**2.8. Advanced Tactical Readiness (ATR).** CAA ATR's purpose is to enhance the individual's combat expertise, elevate the knowledge base within each respective AFSC, and also build strategic-minded members within the OAD. ATR consists of a building block approach and will include CAA-Common, AFSC-specific requirements, and the AFSOC CAA ATR workbook. ATR requirements should be accomplished within 18 months (36 months for AFRC personnel) after initial CMR certification. During a CAA's development, attribute-based feedback will be implemented to monitor, provide individual feedback, and provide leadership a quantifiable metric when determining suitability and potential to successfully complete MC/TS upgrade and lead an OAD. Not all CAAs will be selected for upgrade IAW **paragraph 2.8.1**

2.8.1. Mission Commander and Team Sergeant Upgrade. Upgrade selection, training, and validation will be IAW **Chapter 5**, CAA ATR and Mission Commander / Team Sergeant Upgrade. (T-3).

**2.9. CE&T.** CE&T describes CAA mission enhancing or developmental training and/or courses which do not fit into the ACD construct. It is designed to further develop knowledge of CAA mission areas and enhance the tactical and technical capabilities of CAAs through formal training courses and locally developed programs. CE&T requirements, both CAA-common and AFSC-specific, will support the approved CAA Mission Essential Task Lists (METL) and be encompassed within the CFETP. All CMR CAAs may accomplish CE&T courses in order to master their skillset as well as add additional certifications/qualifications ultimately resulting in a higher degree of credibility when working by, through, and with PN forces. The SQ/CC may approve courses not listed in this manual with proper justification.

**2.10. Requalification Training.** In accordance with AFI 10-4301 Volume 1, individuals who have not served in an air advisor capacity or have not conducted air advisor education and training in over 24 months may require requalification training prior to conducting air advising activities and should include differences in region, culture, and language as well as any updates to doctrine, policy and/or procedures. (T-3). SQ/CC, with OG/CC approval, may tailor CAA-Common and AFSC-specific required requalification events while taking into account previous qualification, experience level, and time away from advisor-related duties of the previously qualified advisor. Upon successful completion of SQ/CC approved applicable events in **Table 2.1** and AFSC-specific training tables, the candidate will be recertified CMR, ATR, and/or MC/TS during a squadron certification board. (T-3).

**Table 2.1. CAA-Common Requalification Requirements.**

Requalification Events	Notes
CAA CMR Phase 1 Academics	
Air Commando Field Skills Course Ground or equivalent training	
Verification Planning Exercise (i.e. PDT or VALEX)	
Applicable CMR or ATR workbook	1
Security Cooperation Course	2
LREC Refresher	3
<p><b>Notes:</b></p> <ol style="list-style-type: none"> <li>1. Dependent upon highest prior CAA level.</li> <li>2. MC/TS only.</li> <li>3. Pre-deployment LREC training may satisfy this requirement.</li> </ol>	

## Chapter 3

### CAA-COMMON COMBAT MISSION READY REQUIREMENTS

**3.1. General.** CAA-Common CMR requirements listed in [Table 3.1](#) support the approved CAA MTTL, and must be completed for combat mission ready status. **(T-3)**. This chapter supports the implementation of AFSO CI 36-2601, and lists specific courses/tasks identified as being CAA-Common CMR requirements. AFSC-specific requirements are listed in their respective AFSC chapters. All personnel will maintain worldwide deployment requirements IAW applicable guidance. **(T-3)**.

**Table 3.1. CAA-Common CMR Requirements.**

Course Title	Notes
Methods of Instruction Course (MOIC) or equivalent training	<b>1</b>
S-V97/98-A (Level-C) Combat Survival Training/Refresher	<b>2</b>
S-V90 Non-Parachuting or S-V95 Parachuting Water Survival Training	<b>3</b>
Aerospace Physiology (AP) Training	<b>4</b>
Night Vision Goggle (NVG) introductory training	<b>5</b>
Hazardous materials (HAZMAT) certification	<b>6</b>
Pallet preparation certification	<b>6</b>
CAA CMR workbook	<b>7</b>
<p><b>Notes:</b></p> <ol style="list-style-type: none"> <li>1. For equivalency and exemption criteria, reference USSOCOM Manual 350-35 and AFI 10-4301 Volume 1.</li> <li>2. S-V97/98 is the new course number for S-V80-A. Applicable continuation training events, Combat Survival Training (SS02) and Conduct after Capture (SS03) every 36 months unless specific AFSCs are subject to greater frequency by AFI. Standalone C-level "Peacetime Governmental Detention/Hostage Survival" training is required for all CAAs not currently C-level "Peacetime Governmental Detention/Hostage Survival" trained who graduated from S-V80-A prior to 5 Jan 2007.</li> <li>3. Applicable to CAAs with J-code, aircrew AFSC, medical AFSC, or specific Career Field Education and Training Plan (CFETP) requirement.</li> <li>4. Initial Physiological Hypoxia Training and applicable refresher training "Track," IAW AFMAN 11-403, <i>Aerospace Physiological Training Program</i> (all authorized CAAs, IAW AFMAN 11-403). Currency is 5 years.</li> <li>5. IAW requirements for unit standard equipment.</li> <li>6. IAW AFI 10-403, <i>Deployment Planning and Execution</i>. Absence of completion will not delay CMR certification unless required for an individual's deployment (i.e. a CAA filling these roles during an initial deployment).</li> </ol>	

7. IAW AFSOCI 36-2601, *Air Commando Development*, and will complete the CMR requirements for SOF Components, MDS Employment and TTPs, and operational knowledge.

## Chapter 4

### CAA CONTINUATION TRAINING

**4.1. General Requirements.** Requirements in this chapter, along with the CAA CFETP, outline the minimum CAA ground training task and standards common to all CAAs in order to maintain current and proficient CAAs. Accordingly, the baseline and focus of this chapter and the CFETP addresses the commonalities which exist across the advise, shoot, move, communicate, medicate, and cultural skillsets; competencies acquired during CAAMQC. Individual or team proficiency may require a greater number of events than the minimum outlined. If, at any time, the individual falls below the required proficiency level prescribed by the CFETP and/or is unable to complete the training outlined below, that individual will be annotated as not current, require additional training by a CAA AFSC-lead, and will be unable to deploy as a member of an OAD until prescribed proficiency level is attained. **(T-3)**. AFSC-leads can delegate any current and qualified CAA to accomplish training for which an individual falls below proficiency levels at their discretion. Individual units shall determine best practices for monitoring and evaluating proficiency as well as tracking and retraining deficient and/or delinquent individuals.

4.1.1. CAA Aircrew will reference the AFSOCMAN 11-219, Volume 1, or AFSOCMAN 11-2MDS Volume 1, and the applicable AFSOC Combined Ready Aircrew Program (RAP) Tasking Memo (RTM) for both flying and ground training requirements in addition to this manual. **(T-3)**.

**4.2. Combat Aviation Advisor Refresher Training.** CAAs will complete team-oriented training on a quarterly and annual basis as outlined below. **(T-3)**. **[AFRC Added]** Air Force Reserve CAAs will complete on a semi-annual and biennial basis respectively. **(T-3)**.

4.2.1. Quarterly Training Requirements. Each Squadron OAD should conduct a team-oriented training event per quarter. This training will be coordinated through squadron training and approved by the SQ/DO. **(T-3)**. The intent of this training period is to aid in the refinement of standardized CAA core TTPs across the CAA SDI, to develop small-unit cohesiveness, and to foster more conducive training environments during downrange joint and PN operations. It is highly encouraged this training take place off-station at a SQ/DO approved training location in order to simulate more-realistic training scenarios. Include this training into the annual training budget request. OAD support of such items to include, but not limited to, CAA Off-Station Trainers (OSTs), Army Special Forces Exercises, Naval Small Craft Instruction and Technical Training School (NAVSCIATTS), and/or other joint FMPs with IW partners may satisfy this requirement with SQ/DO approval. If the OAD or individual deploys, PDT and subsequent PN engagement will satisfy this requirement.

4.2.2. Annual Training Requirements. Each Squadron OAD should conduct an annual refresher mission spin-up training as outlined in [paragraph 4.4](#) If the OAD deploys, the PDT will meet all CAA MTTLs and satisfy the annual training requirement. The training may also serve as the either CAA CMR Capstone or ATR VPE depending upon OAD member level.

**4.3. Weapons Qualifications.** CAAs conduct operations in a variety of low to high threat environments, often at locations where no other US forces are present. The increased likelihood of contact with hostile threats and/or forces at deployed locations makes advanced weapons skills necessary for CAA personnel. Furthermore, when operating jointly with other US SOF personnel,

OADs may be required to integrate their firepower in order to effectively execute force protection. CAA advanced weapons training programs employ a building-block approach that expands upon the basic fundamentals taught during the Air Force Qualification Course (IAW AFI 36-2654, *Combat Arms Program*, and AFI 31-117, *Arming and Use of Force by Air Force Personnel*, Group A weapons training requirements). Personnel will progress to advanced weapons training once they have established AF standard proficiency and demonstrated them to CAA security forces personnel. This approach enhances individual and team weapons proficiency through sound doctrine and established standards, tactics, techniques, and procedures.

**4.4. Mission Spin-Up Training.** Mission spin-up training provides CAAs with refresher, currency, and top-off field skills prior to deploying as an OAD. Each deploying OAD will enter isolation for a minimum of one-week and maximum of two weeks prior to mission deployment. **(T-3).** During this period of isolation, the OAD's primary responsibility will be spin-up training. The OAD MC may use this time to complete team mission essential training and refreshers. A spin-up training plan will be presented to the SQ/DO for review. **(T-3).** More information on PDT can be found in AFSOCMAN 10-4301, Volume 3, *Combat Aviation Advisor (CAA) Operations*.

**4.5. Sustainment and Enhancement Training.** This training is designed to maintain and enhance language proficiency. Personnel should accomplish 80-120 hours of training annually of which no more than 40 hours should be self-study (per USSOCOM Manual 350-8). This will be scheduled through the Command Language Program Manager (CLPM). Language Live Environment Training (LET) or immersion will meet this requirement.

4.5.1. LET is available to all CAAs who maintain a current DLPT of 1/1 or better. For LET in languages other than the one in which the member is billeted, SQ/CC or SQ/DO are the approval authority. Language immersion should take place in a country in which the assigned language is primary. Ideally, the CAA should stay with a host nation family.

4.5.2. The squadron CLPM will continually evaluate language programs to ensure their effectiveness in supporting mission requirements. Target language usage will be integrated in daily training activities, when feasible, and scheduled language-training sessions should be conducted in a timely manner with minimum interruptions.

4.5.3. The SQ/CC or SQ/DO is the approval authority for individual language training/LET. The squadron CLPM will schedule the training based on mission requirements, PN practices, and security environment. **(T-3).**

**Table 4.1. CAA-Continuation Training Requirements.**

Reoccurring Training Requirements	Note	Frequency
Combat Aviation Advisor Refresher Training	1	See Note.
Mission Spin-Up Training	1	Annually
Advanced Weapons Training	2	Annually
Tactical Combat Casualty Care (Command Directive)	3	Annually
Defense Language Proficiency Test (USSOCOM 350-8)		Annually
Theater Orientation Course (USAFSOS)	4	Biennial

**Notes:**

1. IAW paragraph 4.2.
2. Advanced Weapons Training will consist of advance tactics, techniques, and procedures for shoot, move and communicate execution utilizing the primary weapon(s) carried or carried by PN forces in a specific Area of Responsibility (AOR) (i.e. GLOCK 19 for CENTCOM, etc.).
3. Per DoDI 1322-24, service members will complete recertification every 3 years. Tactical Combat Casualty Care (TCCC) is required 12 months prior to every CAA tasked deployment.
4. Required every two years or prior to deploying in a CAA capacity. LREC may satisfy refresher requirements.

## Chapter 5

### CAA ATR AND MISSION COMMANDER / TEAM SERGEANT UPGRADE

**5.1. General.** The expectation of a CAA is to first become a tactical-level expert within the OAD, then progress to a leader of small complex teams which provide strategic impact. The following methodology outlines the ATR requirements IAW AFSOCI 36-2601, *Air Commando Development*, and then expounds upon the individual traits and requirements in order to be selected for and complete MC or TS upgrade. MC/TS upgrades may be accomplished concurrently with AFSC ATR requirements. However, CAAs must complete ATR prior to certification as a MC/TS. **(T-3).**

**5.2. ATR.** The purpose is to enhance the individual's combat expertise, elevate the knowledge base within each respective AFSC, and also build strategic-minded members within the OAD. ATR training must also foster critical thinking and gain early exposure to the greater IW community in order to provide a more well-rounded strategic-minded CAA and IW expert. ATR consists of CAA-Common ATR training, applicable AFSC-specific ATR requirements, as well as the AFSOC CAA ATR workbook. ATR requirements should be accomplished within 18 months (36 months for AFRC personnel) after initial CMR certification.

5.2.1. Prior to ATR certification, a VPE (dictated by AFSOCI 36-2601 and IAW AFSOCI 11-217, *AFSOC Weapons and Tactics Program*) encompassing a validation event like those outlined in **Paragraph 2.6.2** of this manual, will be accomplished. **(T-2).**

5.2.2. **Table 5.1.** annotates additional training recommended for leadership development under the ACD and ATR construct. CAAs are expected to become leaders of operational missions, and more specifically, leaders of small complex teams with tremendous strategic impacts. As such, critical thinking skills, the ability to foster interpersonal relationships, understanding strategic planning processes, application of negotiation techniques, and innovative design must be fostered early and continued throughout the CAA life-cycle in order to build and sustain CAA leadership growth. The courses listed in **Table 5.1** are not all inclusive but merely a starting point with respect to SOF problem solving, critical thinking development, and overall IW exposure. The SQ/CC may approve courses not listed in this table with proper justification.

**Table 5.1. CAA-Common ATR Training.**

Course Title	Frequency
SOF Creative Problem Solving Fundamentals (Joint Special Operations University (JSOU))	One time.
SOF Design and Innovation Basic Course (JSOU)	One time.
National Resistance Course (JSOU)	One time.
Special Operations Planning Course (JSOU)	One time.
Joint Unconventional Warfare Course (JSOU)	One time.
Special Operations Forces Interagency Collaboration Course (JSOU)	One time.

**Note:**

1. No currency or course numbers required however, CAAs should accomplish one course prior to ATR certification.

**5.3. Mission Commander and Team Sergeant Upgrade.** The SQ/CC or SQ/DO will select candidates for MC and TS based on operational experience, proven knowledge of CAA mission areas, leadership ability, and quantifiable CAA attribute-based feedback. CAA MC and TS candidates are eligible for certification after completing all required CMR and ATR requirements, and SQ/CC and/or SQ/DO policies.

5.3.1. Upgrade candidates should have a wide breath of operational experience and have been deployed on both a Mobile Training Team (MTT) and Joint Combined Exercise Training (JCET) to the maximum extent possible. Consideration should be given to any previous operational CAA attribute-based performance feedback as annotated in [Attachment 6](#).

5.3.2. Eligible candidates will be nominated via a STRB. **(T-3)**.

5.3.3. Once selected for upgrade, candidates will be assigned to a certified MC or TS for upgrade training, complete the corresponding upgrade checklist during a VPE encompassing a validation event like those outlined in [Paragraph 2.6.2](#) of this manual or during a MC/TS upgrade deployment. **(T-3)**. Use [Attachment 4](#) for MC upgrades or [Attachment 5](#) for TS upgrades, and document IAW [Paragraph 5.5](#) of this manual. **(T-3)**.

5.3.4. **Table 5.2.** annotates the minimum mandatory training to be accomplished in order to be certified MC or TS.

**Table 5.2. MC/TS Upgrade Training Requirements.**

Course Title	Note	Frequency
USAFSOS Mission Commander Course (MCC)		One time.
ATR Courseware		One time.
Security Cooperation Course	1	One time.
Verification Planning Exercise (VPE)	2	One time.
Hazardous Materials (HAZMAT) Certification	3	One time.
Pallet Preparation Certification	3	One time.
<b>Notes:</b>		
<ol style="list-style-type: none"> <li>1. Must be a SQ/CC approved course.</li> <li>2. The MC/TS upgrade event annotated in paragraph 5.3.3. may also serve as the required ATR VPE.</li> <li>3. TSs only.</li> </ol>		

**5.4. Mission Commander and Team Sergeant CE&T.**

5.4.1. The purpose of MC & TS CE&T is to build upon the leadership skillsets outlined in **Paragraph 5.2.2** and to enhance, target, and advance strategic-level knowledge with civil and joint-service applications. The courses listed in **Table 5.3** are not all inclusive but merely a starting point with respect to strategic leadership. The SQ/CC may approve courses not listed in this table with proper justification.

**Table 5.3. MC/TS CE&T Courses.**

Course/Event Title	Note	Frequency
SOF Security Cooperation Course (JSOU)	1	Once every 4 years.
Advanced Creative Problem Solving Courses (e.g. SOF Creative Problem Solving, Tools and Techniques (JSOU))		One time.
Advanced Design and Innovation Courses (e.g. SOF Design and Innovation Advanced Course (JSOU), Mastering Design Thinking Massachusetts Institute of Technology (MIT))		One time.
Advanced Negotiations Courses (e.g. Mastering Negotiation and Influence (MIT), Negotiating for Success (Georgetown McCourt School))		One time.
Troop Leading Procedures Course	2	One time.
Leadership in Uncertain/Unknown Environment Courses (e.g. Harvard Leadership and Character in Uncertain Times)		One time.
Crisis Communications Course (e.g. Georgetown McCourt School)		One time.
Regional Course, Program, or Seminar at GCC-Sponsored Center for Strategic Studies, the Foreign Service Institute, United States Agency for International Development (USAID), or civilian agency	3	Biennial.
Theater Special Operations Command Visit	4	Annual.
<p><b>Notes:</b></p> <ol style="list-style-type: none"> <li>1. If the MC or TS has attended the SOF-specific SC Course as part of the ATR, this suffices for CE&amp;T. However, MC and TS CAAs should attend the JSOU SOF SC Course once every four years in order to learn how the SC arena has changed.</li> <li>2. This CE&amp;T item can be accomplished via any Air Force, sister service, or joint course that trains the MC or TS on Troop Leading Procedures. Examples include courses hosted by Special Tactics and Security Forces.</li> <li>3. Examples of GCC-Sponsored Center for Strategic Studies include the Africa Center for Strategic Studies and the Near East &amp; South Asia Center for Strategic Studies. This CE&amp;T item should be accomplished once every two years.</li> <li>4. The intent of the visit is to gain a better understanding of the theater strategic plan. MC/TSs should be prepared for a meeting with the J3/5 and provide an updated Capabilities Brief. This visit may be a part of a deployment in-brief or out-brief, or for the purpose of an upcoming AFSOC/A3 tasking.</li> </ol>		

**5.5. Training Documentation.** Upon successful completion of the candidate's upgrade, SQ/CC will certify upgrade complete CAAs prior to them assuming MC/TS actual duties. **(T-3)**. A certification board will be held with the candidate, squadron leadership, and the MC or TS who completed the upgrade training. **(T-3)**.

## Chapter 6

### CAA COMMUNICATIONS TRAINING

**6.1. General.** CAA Communication Technicians (CAA COMM) are required to assess, advise, assist, and train foreign nationals on the sustainment, employment, and operation of a variety of communication equipment in a tactical environment. This includes employing conventional and unconventional warfare tactics and techniques in communications. Additionally, a CAA COMM is responsible for the establishment and maintenance of OAD communications and communication equipment. These major duties include installation, operation, and employment of high frequency (HF), very high frequency (VHF), and ultra-high frequency (UHF) radio communication systems to include full motion video receive suites. Another key duty is to maintain proficiency in the equipment and instruction of installation, operation, and employment of SOF Deployable Node (SDN) which provides deployable non-secure internet protocol router (NIPR) and secure internet protocol router (SIPR) terminals.

**6.2. Qualifications.** All CAA COMMs should be experienced technicians, having been awarded a 7-skill level (Craftsman) in one of the following qualifying maintenance AFSCs: 3D1X3 RF Transmission Systems, 3D1X2 Cyber Transport, 3D1X1 Client Systems, or 3D0X2 Cyber Systems Operations.

**6.3. Training.** Training will be conducted IAW this manual, applicable CFETPs, and DoDD 8570, *Cyber Security Certifications*. **(T-2)**. Training programs will be established for all communications equipment and selected advisors will be qualified on current communications capabilities. **(T-3)**.

6.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 6.1, 6.2, and 6.3** If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be reviewed by the CAA COMM lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3)**.

**6.4. CMR Training.** COMM CAAs will complete all CAA-Common CMR training IAW **Table 3.1 Table 6.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. **(T-3)**.

**Table 6.1. CMR Training.**

Course Title	Frequency
SOF Deployable Node Light version 4 (SDN-Lv4) or current node	One time.
Hand Held/Man Pack Radio Course including HF and UHF/VHF	One time.
Guardian/TS Shout Blue Force Tracker	One time.
Electronic Communications Security (e.g. Weathered Security)	One time.
DoDD 8570 courses/certifications (e.g. CompTIA Advanced Security Practitioner or CASP cert)	One time.
SOF-U/SOF-S Network Admin Course (DoDD 8570 is prerequisite)	One time.
Communications Security (COMSEC) Responsible Officer Training (CRO)	One time.

**6.5. ATR Training.** **Table 6.2** annotates required training that will be accomplished prior to ATR certification. (T-3).

**Table 6.2. ATR Training.**

Course Title	Frequency
Continuing education and classes required by DoDD 8570	One time.
Tactical Satellite Communications course	One time.
Fixed/tactical/expedient antenna systems	One time.
Expeditionary Combat Support Radio Communications Class ID: E3AZR3D153- 01AB	One time.
Joint Electronic Warfare Theater Operations Course Class ID: S 230 0050	One time.
Cyberspace 200/300 Class ID: WCYBER200/300	One time.
Intelligence, Surveillance, and Reconnaissance (ISR) Video Receive Suite including Broadcast Microwave Systems (BMS)	One time.
Exportable Hand Held/Man Pack Radio Course including HF, UHF/VHF (i.e. Harris 7850HH)	One time.
Equipment Custodian Training	One time.
CISCO Entry (CCENT and CCT) and CISCO Associate (CCNA)	One time.
Forward Looking Infrared (FLIR) Communications	One time.
Personnel Recovery Tracking Devices	One time.
Advanced Radio Frequency Theory Course	One time.
Field Antenna Systems Course	One time.

**6.6. CE&T Training.** **Table 6.3** annotates training that is based upon, improves, or required to conduct CAA METLs and is recommended to enhance CAA COMM education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA COMM personnel and/or adds additional certifications and associated credibility to CAA COMM qualifications with PN forces.

**Table 6.3. CE&T Training.**

<b>Course Title</b>	<b>Frequency</b>
Satellite Communications Advanced Course Class ID: 319CTS-SATCOMAC	One time.
Worldwide Secure Anonymous Communications Training	One time.
Tagging, Tracking, and Locating (TTL) and Friendly Forces Tracking (FFT) devices	One time.
Joint Electronic Warfare Theater Operations Course Class ID: S 230 0050	One time.
Joint Command, Control, Communications, Computer and Intelligence (C4I) Cyber Staff and Operations Class ID: E5OZD82A0 00AA	One time.
Joint Task Force Spectrum Management Class ID: E8AZR3D174 00AA	One time.

**6.7. Documentation.** The COMM NCOIC will ensure a JQS/797 is maintained and broken down into specific tasks required for each CAA COMM to perform duties unique to the CAA mission. **(T-3).** All training will be documented to ensure progression and proficiency is maintained. **(T-3).** CAA COMM will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 7

### CAA AIRCREW TRAINING

**7.1. General.** CAA Aircrew assess, train, advise, assist, and accompany PN forces on all aspects of aviation-related ground and in-flight duties across the Adaptive SOF Mobility, ISR, and Light-Strike mission sets. CAA Aircrew training must be specific (via just-in-time training IAW AFSOCMAN 11-219) but broad enough to prepare CAA Aircrew for challenging scenarios of which little or no support is afforded during PN engagements. CAA Aircrew must utilize a vast aviation tool-set in order to safely and effectively accomplish the mission.

**7.2. Qualifications.** All CAA Aircrew are instructors in their respective specialty and qualified IAW 11-2MDS Volumes 1 and 2 and/or AFSOCMAN 11-219. Enlisted CAA Aircrew must be a 7-level (Craftsman).

**7.3. Training.** CAA Aircrew will reference the AFSOCMAN 11-219, AFSOCMAN 11-2MDS, and the combined AFSOC Combined RTM for both flying and ground training requirements. **(T-2).** CAA Aircrew will also accomplish training IAW this manual. **(T-3).**

7.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 7.1** and **7.2**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be reviewed by the respective CAA Aircrew lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3).**

**7.4. CMR Training.** CAA Aircrew will complete all CAA-Common CMR training IAW **Table 3.1** **(T-3)**. In addition to **Table 3.1**, the only CAA Aircrew Phase IV training required for CMR certification is flying training on the respective airframe.

**7.5. ATR Training.** **Table 7.1** annotates required training that will be accomplished prior to ATR certification. **(T-3).**

**Table 7.1. ATR Courses**

Course Title	Note	Frequency
Crew Resource Management (CRM) Facilitator Course	1, 2, 3	One time.
Irregular Warfare Piloting Skills Course	1, 4, 5	Biennial.
Upset Prevention and Recovery Training	1, 5	Biennial.
WESCAM or FLIR – Operator Training Course	1, 2	One time.
Joint Airdrop Inspection (JAI) Course	3	One time.
Rigger School Phase I	3, 6	One time.
<b>Notes:</b>		
<ol style="list-style-type: none"> <li>1. Pilots</li> <li>2. Combat Systems Officers (CSOs)</li> <li>3. Special Mission Aviators (SMAs)</li> </ol>		

4. To the maximum extent possible, pilots will complete austere off-airport, mountain flying training in tail-wheeled and seaplane general aviation aircraft.
5. To the maximum extent possible, pilots will alternate between an Irregular Warfare Piloting Skills Course and an Upset Prevention and Recovery Training Course.
6. Due to a limited amount of slots, CAAs may achieve ATR certification without this course but will accomplish at the first available opportunity.

**7.6. CE&T Training.** Table 7.2 annotates training that is based upon, improves, or required to conduct CAA METLs and is recommended to enhance CAAs Aircrew education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA Aircrew personnel and/or adds additional certifications and associated credibility to CAA Aircrew qualifications with PN forces.

**Table 7.2. CE&T Courses**

Course Title	Note	Frequency
Federal Aviation Administration (FAA) Certified Flight Instructor	1	One time.
FAA Airline Transportation Pilot Certification (ATP CTP)	1	One time.
Mountain/Canyon Flying Seminars	1, 3	One time.
Landing Zone (LZ)/Drop Zone (DZ) Safety Officer Course	1, 3	One time.
Night Vision Goggles (NVG) Instructor Training	1, 3	One time.
Joint Fires Observer	1, 2	One time.
<b>Notes:</b>		
1. Pilots		
2. CSOs		
3. SMAs		

**7.7. Documentation.** CAA Aircrew will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's Career Training Folder.

## Chapter 8

### CAA SURVIVAL, EVASION, RESISTANCE, AND ESCAPE SPECIALIST TRAINING

**8.1. General.** Combat Aviation Advisor Survival, Evasion, Resistance, and Escape (CAA SERE) personnel will accomplish training IAW this manual. **(T-3)**. SERE Specialist specific training will be accomplished IAW CFETP 1T0X1, AFI 16-1301, *Survival, Evasion, Resistance, and Escape Program*, and AFI 16-1301, AFSOC Supplement. **(T-2)**. CAA SERE will stay current, qualified, and proficient in all training received and achieve a high level of competency in all tasks identified. **(T-3)**.

**8.2. Qualifications.** SERE Specialists assigned as a CAA must possess a 7-Skill level (Craftsman) within 1T0X1. Personnel will be trained to support global tasking's and will maintain a high level of proficiency in SERE and Personnel Recovery (PR) TTPs. In addition to standard CAA training requirements, CAA SERE will maintain global core task qualification IAW the SERE CFETP, Workcenter JQC/797, *Job Qualification Standard Continuation/Command Joint Qualification Standard (JQS)*, and AF Form 1098, *Special Task Certification and Recurring Training*. **(T-3)**.

8.2.1. Qualification/Currency. Functional qualification for deployed mission requirements will be determined by the CAA SERE Specialist Superintendent IAW CAA METLs, operational requirements, and other unit requirements as applicable. Failure to maintain qualification IAW CAA METLs or the CFETP 1T0X1 will require review and requalification IAW Specialty Training Standard procedures. **(T-3)**. Loss of currency does not constitute lack of qualification except in cases of demonstrated inability to perform a task or where the qualification dictates currency training.

**8.3. Training.** Training will be conducted IAW this manual and applicable CFETP. **(T-3)**. CAA SERE is unique in that it depends on a multitude of outside sources to receive training. DoD, outside agencies, and civilian companies often conduct programs which qualify CAA SERE in specific training requirements.

8.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 8.1, 8.2, and 8.3**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be vetted by the CAA SERE lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3)**.

**8.4. CMR Training.** CAA SERE will complete all CAA-Common CMR training IAW **Table 3.1 (T-3)**. **Table 8.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. **(T-3)**.

**Table 8.1. CMR Courses**

<b>Course Title</b>	<b>Frequency</b>
SERE 250D – Specialized Escape Training	One time.
PR 303 – Non Conventional Assisted Recovery Plans & Operations	One time.
PR 350 – Personnel Recovery Planning	One time.
Military Free Fall (MFF) (Note 1)	One time.
Wind Tunnel Training	Annually.
Life Guard Training	Biennial (or as required by certification).
Swiftwater Rescue Course	One time.
Vehicle Acquisition (Note 1)	One time.
High/Medium/Low Angle Rope Rescue Technician Course	Annually (or as required by certification).
PR in a Title 22 Environment	One time.
<b>Notes:</b>	
1. Due to a limited amount of slots, CAA SERE may complete Phase IV and become a CMR CAA SERE Specialist without this course. If a CAA SERE graduates Phase IV without this training, this course will take priority over all other training events until complete.	

**8.5. ATR Training.** **Table 8.2** annotates required training that will be accomplished prior to ATR certification. **(T-3).**

**Table 8.2. ATR Courses**

<b>Course Title</b>	<b>Frequency</b>
Personnel Recovery Tracking Devices	One time.
Combat Survivor/Evader Locator (CSEL) Training	One time.
Electronic Surveillance and Signature Reduction Course	One time.
Alternate Insertion Extraction (AIE) Training	Annual.

**8.6. CE&T Training.** **Table 8.3** annotates training that is based on, improves, or required to conduct CAA METLs and is recommended to enhance CAA SERE education and operational experience. Every effort should be made to accomplish the training in as it is the core skill set of CAA SERE personnel and/or adds additional certifications and credibility to CAA SERE qualifications with PN forces.

**Table 8.3. CE&T Courses.**

<b>Course Title</b>	<b>Frequency</b>
Wilderness First Responder	36 Months
Static Line Jumpmaster	One time.
Military Free Fall Jumpmaster	One time.
SERE 245 – Joint services Training Program Advanced Skills Training	One time.
SERE 348 – Leaving Evidence of Presence	One time.
Combatives	One time.
Tracking and Counter Tracking Course	One time.
High/Medium/Low Angle Rope Rescue Advanced course	One time. (Annual refresher or as required by certification)
Tandem/Bundle Course	One time.
Canopy Control	One time.

**8.7. Documentation.** CAA SERE will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 9

### CAA FORCE PROTECTION TRAINING

**9.1. General.** Force Protection CAAs (CAA FP) personnel will accomplish training IAW this manual. **(T-3).** Force Protection (FP) specific training will be accomplished IAW CFETP 3P0X1, AFI 36-2646, *Security Forces Training and Standardization Evaluation Programs* and have a high level of competency in all tasks identified in the FP JQS. **(T-2).** CAA FP will stay current, qualified, and proficient in all training received and achieve a high level of competency in all tasks identified. **(T-3).**

**9.2. Training.** Training courses are designed to provide continuation training for skills and refinement of expertise. All training courses attended by CAA FP must improve METLs, constitute a training requirement, or fulfill necessary tasks for future OAD deployments.

9.2.1. Formal schools are the primary source of training for CAA FP. The secondary source is in-unit training using applicable formal school courseware administered by qualified CAA FP. Other methods of training may include but are not limited to US governmental agencies, tactical training companies, contracted security agencies or PN on nonstandard TTPs.

9.2.2. CAA FP will attend a minimum of one tactical and one technical training event annually. **(T-3).** Tactical courses are designed to enhance combat skills while technical courses are designed to enhance knowledge in a given subject area.

9.2.3. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 9.1** and **9.2**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be vetted by the CAA FP lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3).**

**9.3. CMR Training.** CAA FP will complete all CAA-Common CMR training IAW **Table 3.1** **(T-3)**. No additional CAA FP training is required to be certified CMR at this time.

**9.4. ATR Training.** **Table 9.1** annotates required training that will be accomplished prior to ATR certification. **(T-3).**

**Table 9.1. ATR Courses.**

Course Title	Frequency
Special Operations Foreign and Non-Standard Armorer Course	One time.
SOF Peculiar Weapons Repair Course	One time.
Foreign Weapons Instructor Course	One time.
Protective Services Training	One time.
Advanced Carbine Instruction	Annually.
Advanced Pistol Instruction	Annually.
Precision Rifle Training	Annually.

Joint Forward Observer	One time.
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**9.5. CE&T Training.** Table 9.2 annotates training that is based on, improves, or required to conduct CAA METLs for the mission set is recommended to enhance CAA FP education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA FP personnel and/or adds additional certifications and credibility to CAA FP qualifications with PN forces.

**Table 9.2. CE&T Courses.**

Course Title	Frequency
Basic Airborne Course	One time.
Airborne Jumpmaster	One time.
Non-Lethal Weapon Instructor Course	One time.

**9.6. Documentation.** CAA FP will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 10

### CAA AIRCREW FLIGHT EQUIPMENT TRAINING

**10.1. General.** Aircrew Flight Equipment CAAs (CAA AFE) are required to assess, instruct, advise and assist foreign nationals on the employment, sustainment and operation of life sustaining and emergency egress equipment, survival items and NVG's on a variety of aircraft, in a tactical environment, and often on aircraft and equipment that are not in the USAF inventory. The CAA AFE training program is designed to prepare an experienced, mature AFE technician to achieve and maintain the required level and type of expertise to operate successfully and safely.

**10.2. Qualifications.** CAA AFE technicians are required to stay qualified and proficient at the 7-Skill level (Craftsman) to inspect, maintain, and instruct on both fixed wing and rotary wing equipment.

**10.3. Training.** Training will be conducted IAW this manual and applicable CFETP. **(T-3)**. Core task training for CAA AFE technicians is not required if the training capability does not exist in the assigned unit but instead accomplished just-in-time prior to operational needs and/or requirements.

10.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 10.1, 10.2, and 10.3**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be vetted by the CAA AFE lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3)**.

**10.4. CMR Training.** CAA AFE will complete all CAA-Common CMR training IAW **Table 3.1 (T-3)**. **Table 10.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. **(T-3)**.

**Table 10.1. CMR Courses.**

Course Title	Frequency
Parachute Rigger Course (Ft. Lee, VA) (Phase 1,2,3) Army	One time.
Night Vision Goggle Academic Instructor Course	One time.

**10.5. ATR Training.** **Table 10.2** annotates required training that will be accomplished prior to ATR certification. **(T-3)**.

**Table 10.2. ATR Courses.**

Course Title	Frequency
AFE Program Managers Course (3J5ACC1P0X1 000)	One time.
Basic Soldering Techniques (J4AMP30000 AS0A)	One time.
AFE CSEL (3J5ACC1P0X1001)	One time.
Life Sciences Equipment Investigation (J3AZR1P071 0L1A)	One time.

Personnel Recovery Tracking Devices	One time.
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**10.6. CE&T Training.** Table 10.3 annotates training that is based on, improves, or required to conduct CAA METLs and is recommended to enhance CAA AFE education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA AFE personnel and/or adds additional certifications and credibility to CAA AFE qualifications with PN forces.

**Table 10.3. CE&T Courses.**

Course Title	Frequency
HAZMAT Preparer Certification	One time.
Joint Airdrop Inspector Course	One time.
FAA Senior/Master Rigger Course	One time.
Oxygen Regulator MX	One time.
Advanced NVG MX	One time.
Arctic Survival (as applicable to Area of Responsibility (AOR) tasking)	One time.
Underwater Egress	One time.

**10.7. Documentation.** CAA AFE will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 11

### CAA MAINTENANCE TRAINING

**11.1. General.** Maintenance CAAs (CAA MX) are required to assess, advise, assist and train foreign nationals on the sustainment and operation of a variety of aircraft and equipment, in a tactical environment, often not part of the USAF inventory. The CAA maintenance training program is designed to prepare experienced maintenance technicians with the necessary expertise to effectively operate in the maintenance advisory environment.

**11.2. Qualifications.** All CAA MX should be experienced craftsman mechanics, having been awarded a 7-skill level (Craftsman) in one of the following qualifying maintenance AFSCs: 2A5X1 (fixed-wing aircraft general (APG)); 2A5X2 (helicopter APG); 2A6X1 (propulsion); 2A3X3 (tactical aircraft maintenance). Duties and mission requirements involving nonstandard aircraft (NSA) necessitate that CAA maintainers should also be certificated Federal Aviation Administration (FAA) Airframe and Powerplant (A&P) mechanics. In addition to standard CAA advisory training requirements stated in **Chapter 3** of this manual and AFI 36-2650, *Maintenance Training*, CAA MX will maintain CFETP records IAW AFI 36-2670, *Total Force Development*. **(T-2).**

11.2.1. Qualification/Currency. CAA MX personnel should receive requisite training on applicable aircraft and equipment on which they may be considered SMEs. To maintain technical proficiency in these areas, and currency as FAA A&P certificated mechanics per Title 14, Code of Federal Regulations (CFR) Part 65 – Subpart D, a Maintenance Proficiency Program (MPP) should be established and utilized.

11.2.1.1. Standard/Organic Aircraft Maintenance. Due to CAA MX mission requirements, maintenance personnel assigned as CAAs may be considered SMEs on MDS aircraft systems they were previously not qualified to maintain. Cross Utilization Training (CUT) provides CAA MX personnel the opportunity to develop diversified capabilities and should be implemented when applicable IAW AFI 36-2650.

11.2.1.2. Aircraft not typically part of the USAF inventory, often owned and operated by PNs, provide unique training and qualification challenges for CAA MX personnel. Title 14, CFR Part 147 Aviation Maintenance Schools, applicable aircraft and appliance factory or manufacturer classes, and specific aircraft maintenance training, can familiarize and prepare CAA MX personnel for the diverse amount of aircraft and equipment, typically associated with General Aviation (GA), that they will encounter advising PNs. **Tables 11.1, 11.2 and 11.3** identify aircraft maintenance subjects that all CAA MX personnel should be adequately trained in and familiarized with.

**11.3. Training.** Training will be conducted IAW this manual, and applicable CFETPs. **(T-3).** Training courses are designed to provide continuation training for skills and refinement of expertise. All training courses attended by CAA MX must improve METLs, constitute a training requirement, or fulfill necessary tasks for future OAD deployments.

11.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 11.1, 11.2, and 11.3**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new

course with the same or similar tasks will be vetted by the CAA MX lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. (T-3).

**11.4. CMR Training.** CAA MX will complete all CAA-Common CMR training IAW **Table 3.1 (T-3)**. **Table 11.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. (T-3).

**Table 11.1. CMR Courses.**

Course Title	Frequency
NSA & engine maintenance training or equivalent	One time (or as required for operational requirements).
Title 14, CFR Part 147 FAA Airframe and Powerplant (A&P) Certification School	One time.
Introductory avionics course (e.g. communication and navigation systems; autopilot)	One time.
FAA Airworthiness Aviation Safety Inspector for General Aviation	One time.
PT6-A small/large series engine rigging courses	One time.
Pratt and Whitney Canada (PWC) PT6-A small/large series engine familiarization courses	One time.

**11.5. ATR Training.** **Table 11.2** annotates required training that will be accomplished prior to ATR certification. (T-3).

**Table 11.2. ATR Courses.**

Course Title	Frequency
Propeller maintenance and repair training (e.g. Hartzell; McCauley; Hamilton Standard)	One time.
Airframe structural repair training (e.g. sheet metal; dope and fabric materials; composites)	One time.
Aircraft Battle Damage Repair (ABDR)	One time.
Practical aircraft wiring repair and soldering (e.g. Daniels kit familiarization and usage)	One time.
Advanced avionics training (e.g. TCAS; AHRS; FDR; Flight Director systems; RADAR systems)	One time.
Garmin systems training and familiarization	One time.
Harris systems training and familiarization	One time.
FCC Ground Radio Operators License with RADAR certification	One time.
FLIR/WESCAM sensor maintenance course	One time.

**11.6. CE&T Training.** **Table 11.3** annotates training that is based upon, improves, or required to conduct CAA METLs and is recommended to enhance CAA MX education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA MX personnel and/or adds additional certifications and associated credibility to CAA MX qualifications with PN forces.

**Table 11.3. CE&T Courses.**

Course Title	Frequency
Aircraft mishap investigation/reporting course	One time.
Advanced aircraft specific software/systems interface/troubleshooting course	One time.
PT6-A small/large series Hot Section Inspection (HSI) courses	One time.
Small piston-engine familiarization course	One time.
Inspection Authority (IA) Certification	As required to maintain certification.

**11.7. Documentation.** Training conducted on USAF Standard/Organic aircraft with an MDS will be documented IAW AFI 36-2650 and AFI 36-2670. **(T-2)**. Training conducted on NSA will be documented according to the Maintenance Proficiency Program (MPP). **(T-3)**. CAA MX will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. **(T-3)**. Additionally, training shall be documented in the member's AFSC specific training records as applicable.

11.7.1. Maintenance Proficiency Program. An MPP will be established to track CAA MX personnel training and experience acquired on NSA and associated appliances. **(T-3)**.

11.7.1.1. As a minimum requirement to sustain technical proficiency throughout all associated maintenance subject areas, CAA MX personnel are required to perform 40 hours of approved aircraft maintenance related training per quarter.

11.7.1.1.1. If the 40 hour quarterly requirement cannot be met due to mission requirements, additional maintenance training hours can be performed in either the preceding or following quarter.

11.7.1.2. Approved training includes all maintenance courses in **Tables 11.1, 11.2** and **11.3**, as well as the following: directly performing, instructing or supervising the maintenance or repair of aircraft or appliances; reviewing, developing or delivering programs of instruction (POIs); flying time accumulated aboard relevant NSA associated with the CAA mission; aviation related activities approved by the MPP manager.

11.7.2. An MPP manager will be designated to track all approved training performed by CAA MX personnel. **(T-3)**. Certificates and/or associated course syllabi received from attending approved aircraft maintenance training courses should be maintained to substantiate performed quarterly hour requirements.

11.7.3. All approved training performed by CAA MX personnel should also be tracked electronically by the individual that performed the training. This can be accomplished by making Training Business Area (TBA) journal entries, or using another electronic method approved by the MPP manager. CAA MX personnel should also maintain course completion certificates, and/or course syllabi, either electronically or by another method approved by the MPP manager.

## Chapter 12

### CAA INTELLIGENCE TRAINING

**12.1. General.** Intelligence CAAs (CAA INTEL) assess, train, advise, and assist PN forces on intelligence-related tasks, often in a variety of topics and disciplines of intelligence. CAA INTEL are also expected to provide intelligence inputs to exercises and to contribute to OAD preparation prior to and during the deployment with relevant and timely intelligence.

**12.2. Qualifications.** All Intelligence CAAs must have a minimum of 3 years of operational experience. Enlisted CAA INTEL must be a 7-level (Craftsman) in the following AFSCs: 1N0XX Operations Intelligence, 1N1XX Geospatial Intelligence, 1N7X1 Human Intelligence. Officer CAA INTEL (14N) must hold at least a 3 qualification level. Key attributes and growth projection for an Intelligence CAA includes training and experience in the following fields: operational support to aircrew, targeting, collection management, SOF support, open source intelligence (OSINT), strategic intelligence, Processing, Exploitation, and Dissemination (PED), small Unmanned Aerial Systems (sUAS), and geospatial intelligence (GEOINT).

**12.3. Training.** CAA INTEL training is designed to set a consistent standard to which CAA INTEL are prepared to advise PNs in a variety of settings and needs. Training will be conducted IAW this manual, AFI 14-1020, *Intelligence Operations and Readiness*, AFSOCI 14-401, *Air Force Special Operations (AFSOF) Intelligence Operations*, AFSOF MTTLs, and applicable CFETP. **(T-2)**. Training courses are designed to provide CT for skills and refinement of expertise. All training courses attended by CAA INTEL must improve METLs, constitute a training requirement, or fulfill a necessary task for an upcoming OAD deployment.

12.3.1. CAA INTEL are expected to complete Mission Qualification Training (MQT) and maintain CMR through CT IAW AFI 14-1020, AFSOF MTTLs, and AFSOCI 14-401.

12.3.2. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 12.1, 12.2, and 12.3**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be vetted by the Intelligence CAA lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3)**.

**12.4. CMR Training.** CAA INTEL will complete all CAA-Common CMR training IAW **Table 3.1 (T-3)**. **Table 12.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. **(T-3)**.

**Table 12.1. CMR Courses.**

Course Title	Note	Frequency
Defense Strategic Debriefing Course	1	One time.
SOF PED IFTU	1	One time.
AFSOC Intelligence Formal Training		One time.
Unit Mission Qualification Training		One time.
<b>Notes:</b>		
1. Due to a limited amount of slots and/or the applicability across Intelligence AFSCs,		

CAA INTEL may achieve CMR certification without this course but will accomplish at the first available opportunity.

**12.5. ATR Training.** [Table 12.2](#) annotates required training that will be accomplished prior to ATR certification. (T-3).

**Table 12.2. ATR Courses.**

Course Title	Frequency
Publicly Available Information (PAI)/OSINT Training	One time.
Managed Attribution Training	One time
INSITU Video Exploitation System (IVES) Operator Course	Biennial.
sUAS Mission Coordinator Initial Qualification	Biennial.
Electronic Signals Surveillance Reduction Course	One time.
Joint Targeting Staff (JTS) Collateral Damage Estimation Qualification Course	One time.
JTS Combat Assessment Course (1 week)	One time.
Source Operations Course	One time.

**12.6. CE&T Training.** [Table 12.3](#) annotates training that is based on, improves, or required to conduct CAA METLs and is recommended to enhance Intelligence CAA education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA INTEL personnel and/or adds additional certifications and associated credibility to Intelligence CAA INTEL qualifications with PN forces.

**Table 12.3. CE&T Courses.**

Course Title	Frequency
Critical Thinking and Structured Analysis Course	One time.
Information Environment Advanced Analysis	One time.
Fundamentals of Geographic Information Systems	One time.
Essentials of Critical Thinking and Structured Analytic Techniques	One time.
Theater Familiarization	One time.
SOF Air Command and Control Course	One time.
PR 309 Intelligence Operations and Planning for Personnel Recovery	One time.
PR397 Personnel Recovery Debriefing Course	One time.

Collection Management Basic Course, DIA	One time.
Intelligence Planning Familiarization Course	One time.
Intelligence Planner Course (Phase 1&2)	One time.
ISR Operations Course	One time.
Special Operations Intelligence Course	One time.
JSOAC Joint Operations Course (JOC)	One time.
Intelligence Tools for 21st Century Threats	One time.
Intelligence Support to Multinational Operations	One time.
JTS Familiarization Course (1 week)	One time.
JTS Familiarization Partners Course	One time.
JTS Collateral Damage Estimation Course (1 week)	One time.
Joint Targeting Applications Course (1 week)	One time.
Force Protection Intelligence Formal Training Unit	One time.
Portable Flight Planning Software Intermediate/Adv Course	One time.
Advanced Special Operations Training Levels 1, 2, & 3	One time.

**12.7. Documentation.** CAA INTEL will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 13

### CAA MEDICAL TRAINING

**13.1. General.** Medical CAA (CAA MED) personnel provide the theater combatant commanders with a credible and regionally focused capability. CAA MED assess, train, advise, and assist PN in areas relating to aerospace medicine, casualty evacuation (CASEVAC), stability operations along with advanced battlefield trauma care.

**13.2. Qualifications & Eligibility.** Flight Surgeons and physician assistants will maintain credentials IAW 96th Medical Group (MDG) or applicable credentials office. **(T-3).** Independent Duty Medical Technicians (IDMTs) will maintain certification through the Host Medical Treatment Facility (HMTF) Chief of the Medical Staff (SGH). The HMTF IDMT coordinator is responsible for the implementation, operation, and documentation of the IDMT Program IAW AFI 44-103, *The Air Force Independent Duty Medical Technician Program*. **(T-3).**

**13.3. Training.** CAA MED training will be accomplished in accordance with this manual, AFSOCI 48-1010, *Aeromedical Special Operations*, AFSOC Medical Concept of Operations (15 June 2009), Chapter 4, Training for AFSOC Operations FFQE6, and assigned tasks as outlined within respective CFETPs, Readiness Skills Verification. **(T-2).**

13.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 13.1, 13.2, and 13.3**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be reviewed by the CAA MED lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3).**

**13.4. CMR Training.** CAA MED will complete all CAA-Common CMR training IAW **Table 3.1 (T-3)**. **Table 13.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. **(T-3).**

**Table 13.1. CMR Courses.**

Course Title	Frequency
Gain and maintain currency as Special Operations Forces Medical Element competencies as per AFSOCI 48-1010	As required.
Advanced Cardiac Life Support (ACLS)	One time (or as required by certification).
National Association of Emergency Medical Technicians (NAEMT) Tactical Combat Casualty Care (TCCC) Instructor Certification	One time.
Initial CASEVAC Training	One time.
Prolonged Field Care performed in-unit, through UAB, or via an AFSOC/SG approved event.	Annual.
Trauma Refresher through UAB, SMART, CSTARS, or AFSOC/SG approved event.	Annual.

**13.5. ATR Training.** Table 13.2 annotates required training that will be accomplished prior to ATR certification. (T-3).

**Table 13.2. ATR Courses.**

Course Title	Frequency
Basic ropes rescue course	One time (or as required by certification).
Basic vehicle extrication	One time.
CASEVAC Refresher Training	Quarterly.
Hoist operations	One time (or as required by certification).

**13.6. CE&T Training.** Table 13.3 annotates training that is based upon, improves, or required to conduct CAA METLs and is recommended to enhance CAA MED education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA MED personnel and/or adds additional certifications and associated credibility to CAA MED qualifications with PN forces.

**Table 13.3. CE&T Courses.**

Course Title	Frequency
Wilderness and Austere Medicine Familiarization Course	One time.
Tropical Medicine Familiarization Course	One time.
Jungle Medicine Familiarization Course	One time.
Mountain/Cold Weather Medicine Familiarization Course	One time.
Assessment and Treatment of Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) patients Familiarization Course	One time.
Joint Medical Planning Familiarization Course	One time.
Aeromedical Evacuation Operations Familiarization Course	One time.
Aircraft Mishap Investigation Course	One time.

**13.7. Documentation.** CAA MED will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 14

### CAA FIRES TRAINING

**14.1. General.** CAA Tactical Air Control Party (TACP) personnel provide the theater combatant commanders with a credible and regionally focused capability. The term TACP will be used to inclusively address both enlisted (1Z3) and officer (19ZC) AFSC coded members. CAA TACP assess, train, advise, assist, and accompany PN in establishing and maintaining command and control (C2) in the objective area, and air to ground integration to include call for fire (CFF), close air support (CAS), drop zone (DZ), and landing zone (LZ) control.

**14.2. Qualifications.** All CAA TACP personnel assigned as CAAs must possess a 7-level or equivalent within their specific AFSC. CAA TACP will be trained to support global taskings and will maintain a high level of proficiency in TTPs relating to CAA TACP and Special Tactics (ST) skillsets. **(T-3).** In addition, CAA TACP will maintain global core task qualification IAW the 19ZC/1Z3X1 CFETP, Work Center 797, *Job Qualification Standard Continuation/Command JQS*, and AF Form 1098, *Special Task Certification and Recurring Training*. **(T-3).** CAA TACP is a unique skillset in that it relies on various outside sources to receive training. DOD, outside agencies, and civilian companies often run programs that qualify CAA TACP in training requirements.

14.2.1. Qualification/Currency. Functional qualification for deployed mission requirements will be determined by the CAA TACP IAW CAA METLs and operational requirements as applicable. Failure to maintain qualification IAW CAA METLs will require review and requalification IAW Specialty Training Standard procedures. **(T-3).** Loss of currency does not constitute lack of qualification except in cases of demonstrated inability to perform a task or where the qualification dictates currency training.

14.2.2. Due to these unique training venues, course numbers and names constantly evolve and change and may not be the same as listed in [Tables 14.1](#), [14.2](#), and [14.3](#). If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be reviewed by the CAA TACP lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. **(T-3).**

**14.3. Training.** CAA TACP will accomplish CMR training IAW this manual, and IAW 19ZC/1Z3X1 CFETP, AFSOCI 13-50, *Joint Terminal Attack Controller (JTAC) Training/Evaluation Program*, AFI 13-113v1, *Tactical Air Control Party (TACP) Training Program*, USSOCOM Manual 350-5, and AFSOCI 36-2204, *Special Tactics Operator Training*. **(T-2).** Additionally, there are CT requirements unique to their career field that are not identified in the previously stated training documents. CAA TACP will remain current, qualified, and proficient in all training received and have a high level of competency in all tasks identified. **(T-3).** In the event a CAA TACP is trained in a skill set that requires continual training to remain current and qualified, the currency tasks will be required. **(T-3).**

**14.4. CMR Training.** CAA TACP will complete all CAA-Common CMR training IAW [Table 3.1 \(T-3\)](#). [Table 14.1](#) annotates required training that will be accomplished during Phase IV of training prior to CMR certification. **(T-3).** All CAA TACP will become a certified CMR SOCOM JTAC as part of their Phase IV CAA training.

**Table 14.1. CMR Training.**

Course Title	Frequency
Basic Airborne	One time.
Air Assault	One time.
Demolitions	One time.
Drop Zone/Landing Zone Safety Officer	One time.

**14.5. ATR Training.** [Table 14.2](#) annotates required training that will be accomplished prior to ATR certification. (T-3).

**Table 14.2. ATR Courses.**

Course Title	Frequency
Military Free Fall (Note 1)	One time.
Wind Tunnel	Annually
Link 16 Unit Manager Course	One time.
Canopy Control	One time.
<p><b>Notes:</b></p> <p>1. Due to a limited amount of MFF slots, CAA TACP may complete Phase IV and become a CMR CAA TACP Specialist without this course. If a CAA TACP graduates Phase IV without MFF, this course will take priority over all other training events until complete.</p>	

**14.6. CE&T Training.** [Table 14.3](#) annotates training that is based upon, improves, or required to conduct CAA METLs and is recommended to enhance CAA TACP education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of CAA TACP personnel and/or adds additional certifications and associated credibility to CAA TACP qualifications with PN forces.

**Table 14.3. CE&T Courses.**

Recommended Training	Frequency
Static Line Jumpmaster	One time.
Military Free Fall Jumpmaster	One time.
Advanced Designated Marksman	One time.
Army Sniper Course	One time.
Mountaineering Course	One time.
Advance Shooting Instructor Course	One time.

SUAS Master Trainer	One time.
Reconnaissance Team Leader Course	One time.
Pathfinder Course	One time.
Direct action/Close Quarters Combat	One time.
Combatives	One time.
Heavy Weapons Leaders Course	One time.
Fast Rope Insertion System/Special Purpose Extraction System	One time.
Ropes Course	One time.
Reconnaissance and Surveillance Leaders Course	One time.
Marksmanship Master Trainer Course	One time.
Environment Specific Warfare Schools	One time.
Jungle Warfare School	One time.
SOF Horsemanship Course	One time.
New Waveform Course MOUS/SATURN	One time.

**14.7. Documentation.** CAA TACPs will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 15

### CAA AIR TRANSPORTATION SPECIALIST (ATS) TRAINING

**15.1. General.** Combat Aviation Advisor Air Transportation Specialists (CAA ATS) are required to advise and assist foreign nationals on the employment of cargo, passengers, airdrop platforms, parachutes, and other related aerial delivery equipment on a variety of aircraft in a tactical environment, and often on aircraft and equipment that are not in the USAF inventory.

**15.2. Qualifications.** CAA ATS should be experienced technicians who have been awarded a 7-Skill level (Craftsman) and completed the Parachute Rigger Course Phase 1.

**15.3. Training (Air Transportation Specialist).** For all related career field air transportation specialist (2T2X1) training requirements and courses offered see CFETP 2T2X1, *Air Transportation Specialty*. Training will be conducted IAW this manual and applicable CFETP. (T-3).

15.3.1. Due to these unique training venues consistently evolving, course numbers and names may not be identical as those listed in **Tables 15.1, 15.2, and 15.3**. If a course number or name has changed and is different from what is listed, or if a course is no longer available, a new course with the same or similar tasks will be reviewed by the CAA ATS lead, approved by the SQ/CC, and annotated during a STRB as an acceptable substitute. (T-3).

**15.4. CMR Training.** CAA ATS will complete all CAA-Common CMR training IAW **Table 3.1 (T-3)**. **Table 15.1** annotates required training that will be accomplished during Phase IV of training prior to CMR certification. (T-3).

**Table 15.1. CMR Courses.**

Course Title	Frequency
Hazardous Materiel (HAZMAT) Preparer (Ft. Lee, VA)	One time.
MHE Certification	One time.
Parachute Rigger Course (Ft. Lee, VA) (Phase 1,2,3) Army	One time.

**15.5. ATR Training.** **Table 15.2** annotates required training that will be accomplished prior to ATR certification. (T-3).

**Table 15.2. ATR Courses.**

Course Title	Frequency
Joint Inspector Course	Biennial.
Contingency Load Planning Instructor Course	One time.
Joint Airdrop Inspector Course (Ft. Lee, VA)	Annual.

**15.6. CE&T Training.** **Table 15.3** annotates training that is based upon, improves, or required to conduct CAA METLs and is recommended to enhance CAA ATSs education and operational experience. Every effort should be made to accomplish the training as it is the core skill set of

CAA ATS personnel and/or adds additional certifications and associated credibility to CAA ATS qualifications with PN forces.

**Table 15.3. CE&T Courses.**

<b>Course Title</b>	<b>Frequency</b>
Intermediate Wartime Contingency Course	One time.
Joint Inspector Instructor Course (Ft. Dix, NJ)	One time.
25K Loader Train the Trainer (Dover AFB)	One time.
Sling Load Course (Ft. Lee, VA)	One time.
Sling Load Inspector Certification Course (SLICC) (Ft. Lee, VA)	One time.
Airdrop Load Inspector Certification	One time.

**15.7. Documentation.** CAA ATS will ensure all training, copies of graduation certificates, diplomas, and certification credentials are maintained in each member's CAA training folder. (T-3). Additionally, training shall be documented in the member's AFSC specific training records as applicable.

## Chapter 16

### CAA TRAINING RECORDS

**16.1. General.** The primary purpose for maintaining training records is to accurately track and control unit members' training, whether it is training on a certain engine type for a maintenance member, weapons training for a security forces member or primary combat aviation advisor mission qualification training. Accurate documentation will ensure the member completes scheduled training in a timely and efficient manner. Accurate documentation also helps management assess mission capability and readiness. The specific type of training records to be maintained for each member will be determined by mandated guidance, duty position and AFSC. AFSC specific records will be kept IAW Career Field Functional Managers and separate from CAA Training Folders. **(T-3).**

16.1.1. All personnel performing CAA duties will utilize the CAA CJQS and CAA MTTL for mission qualification training regardless of rank, AFSC, or aircrew status. **(T-3).**

16.1.1.1. Supervisors for all enlisted personnel will conduct both an Initial Orientation and an Initial Evaluation on personnel IAW AFI 36-2670, *Total Force Development*. These will be documented and filed in each enlisted CAA Training Folder unless AFSC specific training records are automated. **(T-2).**

16.1.1.2. The CAA Training Folder is not taken during CAA specific mission deployments due to sanitized environment conditions. During these instances records will continue to be maintained within the unit training office.

**16.2. Non-Aircrew Training Records.** All CAAs will have their training accomplished and documented utilizing the training forms listed in AFSOCI 36-2601. **(T-3).**

16.2.1. Non-USAF Training Documentation. Training records from the provider may be used if they fulfill unit requirements. Unit training will retain AF Forms 4109, *SOF/CSAR Aircrew Training Record*, other US training folders, FAA or contract training folders, and PN provided training folders for the entire time of the member's assignment to the unit in the member's CAA/Training Records. **(T-3).**

16.2.1.1. These copies will then be transferred and/or maintained in the CAA Training Folder.

16.2.2. Supervisory Review Process. Prior to the flight training cycles, flight commanders and immediate supervisors will review training folders of personnel under their supervision. **(T-3).** The unit functional manager of each specific career field is responsible for conducting periodic reviews of the training folders of all personnel in that same career field to include the CAA Training Folder and AFSC specific training folders maintained in applicable electronic databases.

**16.3. Aircrew Flying Training Records.** Aircrew flying training records will be maintained IAW AFSOCI 11-219, Vol 1, or the AFI 11-2MDS, Vol 1, series. **(T-2).** CAA specific training records will be maintained IAW AFI 36-2670. **(T-2).** Civilian certifications and qualifications will be annotated on the aircrew members AF Form 4348, IAW AFI 11-202, Vol 2. **(T-2).**

16.3.1. Non-USAF Inventory Qualification Required (NIQ) and Non-USAF Inventory Certification Required (NIC) Aircraft. Training Records will be maintained IAW AFSOI 11-219, Vol 1. **(T-2)**.

16.3.1.1. Non- USAF Training Documentation. Training records from the provider may be used if they fulfill unit requirements. Unit training will retain AF Forms 4109, other US training folders, FAA or contract training folders, and PN provided training folders for the entire time of the member's assignment to the unit in the member's CAA/Training Records. **(T-3)**.

16.3.1.2. When a unit member receives training in a non-USAF school, the individual must provide documentation of training to unit training. This documentation will include copies of certificates of training and any other form of documentation received. **(T-3)**.

16.3.1.2.1. These copies will then be transferred to the CAA Training Folder.

16.3.2. Supervisory Review Process. Flight commanders and immediate supervisors should review training folders of personnel under their supervision. The functional manager of a specific career field is responsible for conducting periodic reviews of the training folders of the personnel in that same career field.

**16.4. CAA Training Records.** These folders should consist of the following items:

16.4.1. Workcenter JQS/797, Job Qualification Standard (if applicable)

16.4.2. Initial Orientation Checklist (Career Enlisted Aviators only)

16.4.3. Initial Evaluation Checklist (Career Enlisted Aviators only)

16.4.4. CAA Mentorship Checklist, previous Supervised Deployment Checklist, or associated AF Form 803, *Report of Task Evaluations* (if applicable)

16.4.5. MC/TS Upgrade Deployment Checklist, or associated AF Form 803 (if applicable)

16.4.6. CAA Attribute-Based Performance Feedback Forms

16.4.7. Training Certificates.

## Chapter 17

### CAA AUGMENTERS

**17.1. CAA Augmenters.** CAA augmenters are other personnel who augment CAA missions but do not receive the same level of training. Examples of CAA augmenters include C-145A maintainers assigned to the 919 MXS and 492 SOW as well as AFSOC members with specialized skills necessary for CAA specific missions. Designated augmenters are a part of the OAD and fulfilling a role in a CAA capacity. Non-designated augmenters provide a capability outside of the CAA construct.

#### **17.2. Augmenter Training Requirements.**

17.2.1. Designated Augmenter. Augmenters are normally identified in advance, provided mission-specific training, and are listed against specific mobility positions. Designated augmenters must receive advanced weapons training, advanced medical training (e.g. TCCC for medical provider course, CASEVAC, ATLS, AMP 101/201/202 or equivalent), defensive driving training, small unit tactics, and tactical force protection training. **(T-3).**

17.2.1.1. Isolation/Spin-Up. All designated augmenters will participate in mandatory mission spin-up training and isolation prior to and after missions IAW AFSOCMAN 10-4301, Volume 3. If sourced from outside of AFSOC, augmenters are to be cut to ensure attendance. **(T-3).**

17.2.2. Non-Designated Augmenter. Non-designated augmenters are employed when their capabilities are not available or resident within CAA or AFSOC units and their participation is required to facilitate mission execution or unit self-training during Joint Chiefs of Staff exercises, JCETs, counter narcotics-funded missions, and the like (e.g. Office of Special Investigations or medical professionals outside of CAA MED).

17.2.2.1. Non-designated augmenters can deploy as a member of an OAD, but must meet theater and USAF deployment requirements. Additionally, they must receive theater/country-specific orientation briefings prior to departure. This briefing will include such issues as, but not limited to, local customs, cultural practices, medical considerations, current political/military situations, threats, and military insignia. Any PDT will be AOR-specific and the level of training will be coordinated with the OAD MC for risk mitigation purposes prior to joining the OAD. **(T-3).**

17.2.2.2. Isolation/Spin-Up. All non-designated augmenters will participate in mandatory mission spin-up training and isolation prior to and after missions IAW AFSOCMAN 10-4301, Volume 3. If sourced from outside of AFSOC, augmenters must be cut to ensure attendance. **(T-3).**

MICHAEL E. MARTIN  
Brig Gen, USAF  
Director of Operations

**Attachment 1****GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFDA 3-05, *Special Operations*, 1 February 2020

AFDA 3-22, *Foreign Internal Defense*, 1 February 2020

AFDA 3-24, *Irregular Warfare*, 10 August 2020

AFDA 3-50, *Personnel Recovery*, 18 March 2020

AFI 10-403, *Deployment Planning and Execution*, 17 April 2020

AFI 10-4301V1, *Air Advisor Education and Training*, 13 December 2020

AFI 10-4301V3, *Air Advisor Operations*, 13 December 2020

AFI 11-202V2, *Aircrew Standardization/Evaluation Program*, 6 December 2018

AFI 11-202V2\_AFSOCSUP, *Aircrew Standardization/Evaluation Program*, 3 October 2019

AFI 16-1301, *Survival, Evasion, Resistance, and Escape (SERE) Program*, 3 August 2017

AFI 16-1301\_AFSOCSUP, *Survival, Evasion, Resistance, and Escape (SERE) Program*, 19 March 2019

AFI 31-117, *Arming and Use of Force by Air Force Personnel*, 6 August 2020

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

AFI 36-2107, *Active Duty Service Commitments (ADSC)*, 22 October 2018

AFI 36-2646, *Security Forces Training and Standardization Evaluation Programs*, 19 December 2019

AFI 36-2650, *Maintenance Training*, 2 May 2019

AFI 36-2654, *Combat Arms Program*, 16 April 2020

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

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AFPD 10-43, *Air Advising/Security Force Assistance*, 03 April 2020

AFPD 11-2, *Aircrew Operations*, 31 January 2019

AFPD 11-4, *Aviation Service*, 12 April 2019

AFPD 36-26, *Total Force Development and Management*, 18 March 2019

AFSOCI 36-2601, *Air Commando Development*, 20 August 2020

AFSOCI 48-1010, *Aeromedical Special Operations*, 8 March 2016

AFSOCMAN 11-219V1, *Combat Aviation Advisor Aircrew Training*, 7 May 2020

AFSOCMAN 11-219V2, *Combat Aviation Advisor Aircrew Evaluation Criteria*, 25 March 2020

AFSOCMAN 11-219V3, *Combat Aviation Advisor Operations Procedures*, 5 February 2020

AFSOCMAN 10-4301V3, *Combat Aviation Advisor (CAA) Operations*, 7 April 2021

AFTTP 3-4.5, *Air Advising*, 20 April 2017

AFTTP 3-2.76, *Advising, Multi Service TTP for Advising Foreign Security Forces*, 19 June 2018

AFTTP 10-43, *Air Advising/ Security Force Assistance*, 2 April 2020

DAFPD 16-1, *Security Cooperation*, 5 February 2021

JP 1-02, *Department of Defense Dictionary of Military and Associated Terms*, 8 November 2010

JP 3-22, *Foreign Internal Defense*, 12 July 2010

USSOCOM Manual 350-17, *The Special Operations Forces Language Program Training Standards*, 22 April 2019

### ***Prescribed Forms***

None

### ***Adopted Forms***

AF Form 63, *Active Duty Service Commitment (ADSC) Acknowledgement Statement*

AF Form 679, *Air Force Publication Compliance Item Waiver Request/Approval*

AF Form 803, *Report of Task Evaluations*

AF Form 847, *Recommendation for Change of Publication*

AF Form 1098, *Special Task Certification and Recurring Training*

AF Form 4109, *SOF/CSAR Aircrew Training Record*

AFSOC Form 679A, *AFSOC A3 Waiver Request/Approval*

Workcenter JQS/797, *Job Qualification Standard Continuation/Command Joint Qualification Standard (JQS)*

### ***Abbreviations and Acronyms***

**ABDR**—Aircraft Battle Damage Repair

**ACD**—Air Commando Development

**ACI**—Air Commando Indoctrination

**ACLS**—Advance Cardiac Life Support

**ADO**—Assistant Operations Officer

**ADSC**—Active Duty Service Commitment

**AFDA**—Air Force Doctrine Annex

**AFE**—Aircrew Flight Equipment

**AFI**—Air Force Instruction

**AFMAN**—Air Force Manual  
**AFPD**—Air Force Policy Directive  
**AFRC**—Air Force Reserve Command  
**AFRCI**—Air Force Reserve Command Instruction  
**AFSC**—Air Force Specialty Code  
**AFSOC**—Air Force Special Operations Command  
**AFSOI**—Air Force Special Operations Command Instruction  
**AFSOF**—Air Force Special Operations Forces  
**AFTTP**—Air Force Tactics, Techniques, and Procedures  
**AIE**—Alternate Insertion Extraction  
**ANG**—Air National Guard  
**AOR**—Area of Responsibility  
**AP**—Aerospace Physiology  
**APG**—Aircraft General  
**A&P**—Airframe and Powerplant  
**ARMS**—Aviation Resource Management Systems  
**ARPC**—Air Reserve Personnel center  
**AT2**—Anti-Terrorism Level 2 Certification  
**ATR**—Advanced Tactical Readiness  
**ATS**—Air Transportation Specialist  
**C2**—Command and Control  
**C4I**—Command, Control, Communications, Computer, and Intelligence  
**CAA**—Combat Aviation Advisor  
**CAA AFE**—Combat Aviation Advisor Aircrew Flight Equipment  
**CAA ATS**—Combat Aviation Advisor Air Transportation Specialists  
**CAA COMM**—Combat Aviation Advisor Communications Personnel  
**CAA FP**—Combat Aviation Advisor Force Protection Personnel  
**CAA INTEL**—Combat Aviation Advisor Intelligence Personnel  
**CAA MED**—Combat Aviation Advisor Medical Personnel  
**CAA MQC**—Combat Aviation Advisor Mission Qualification Course  
**CAA MX**—Combat Aviation Advisor Maintenance Personnel  
**CAA SERE**—Combat Aviation Advisor Survival, Evasion, Resistance, and Escape Personnel

**CAA TACP**—Combat Aviation Advisor Tactical Air Control Party Personnel

**CAS**—Close Air Support

**CASEVAC**—Casualty Evacuation

**CBRNE**—Chemical, Biological, Radioactive, Nuclear, and Explosives

**CE&T**—Continuing Education and Training

**CFETP**—Career Field Education and Training Plan

**CFF**—Call for Fire

**CFR**—Code of Federal Regulations

**CJQS**—Command Job Qualification Standard

**CLPM**—Command Language Program Manager

**CMR**—Combat Mission Ready

**COIN**—Counterinsurgency

**COMSEC**—Communications Security

**CRO**—COMSEC Responsible Officer

**CSEL**—Combat Survivor/Evader Locator

**CSO**—Combat Systems Officer

**CT**—Counter Terrorism

**CTF**—Career Training Folder

**CUT**—Cross Utilization Training

**DIT**—Dynamics of International Terrorism

**DLPT**—Defense Language Proficiency Test

**DO**—Operations Officer

**DOC**—Design Operational Capabilities

**DoD**—Department of Defense

**DoDD**—Department of Defense Directive

**DoDI**—Department of Defense Instruction

**DZ**—Drop Zone

**FAA**—Federal Aviation Administration

**FFT**—Friendly Forces Tracking

**FID**—Foreign Internal Defense

**FLIR**—Forward Looking Infrared

**FMP**—Full Mission Profile

**FSS**—Force Support Squadron  
**GA**—General Aviation  
**GEOINT**—Geospatial Intelligence  
**HAZMAT**—Hazardous Materials  
**HF**—High Frequency  
**HSI**—Hot Section Inspection  
**HQ AFSOC/A3T**—Headquarters, Training  
**HQ AFSOC/A3V**—Headquarters, Standardization and Evaluation  
**IA**—Inspection Authority  
**IAT**—Initial Acquisition Training  
**IAW**—In Accordance With  
**IDMT**—Independent Duty Medical Technician  
**ISR**—Intelligence, Surveillance, and Reconnaissance  
**IVES**—INSITU Video Exploitation System  
**IW**—Irregular Warfare  
**JP**—Joint Publication  
**JQS**—Joint Qualification Standard  
**JSOU**—JointSpecial Operation University  
**JTAC**—Joint Terminal Attack Controller  
**JTS**—JointTargetingStaff  
**LET**—Live Environment Training  
**LREC**—Language, Regional Expertise, and Culture  
**LZ**—Landing Zone  
**MAJCOM**—Major Command  
**MC**—Mission Commander  
**MCC**—Mission Commander Course  
**MDG**—Medical Group  
**MDS**—Mission Design Series  
**METL**—Mission-Essential Task List  
**MFF**—Military Free Fall  
**MIT**—Massachusetts Institute of Technology  
**MOIC**—Methods of Instruction Course

**MTTL**—Master Training Task List  
**NAVSCIATTS**—Naval Small Craft Instruction and Technical Training School  
**NCOIC**—Non-Commissioned Officer In Charge  
**NIC**—Non-USAF Inventory Certification Required  
**NIPR**—Non-Secure Internet Protocol Router  
**NIQ**—Non-USAF Inventory Qualification Required  
**NSA**—Nonstandard Aircraft  
**NVG**—Night Vision Goggles  
**OAD**—Operational Aviation Detachment  
**OG/CC**—Operations Group Commander  
**OPI**—Oral Proficiency Interview  
**OPR**—Office of Primary Responsibility  
**OSINT**—Open Source Intelligence  
**OST**—Off Station Trainer  
**PAI**—Publicly Available Information  
**PDT**—Pre-Deployment Training  
**PED**—Processing, Exploitation, and Dissemination  
**PN**—Partner Nation  
**PR**—Personnel Recovery  
**PWC**—Pratt and Whitney Canada  
**RAP**—Ready Aircrew Program  
**RDS**—Records Disposition Schedule  
**RSC**—Reserve Service Commitments  
**RTM**—Ready Aircrew Program Tasking Memo  
**SC**—Security Cooperation  
**SDI**—Special Duty Identifier  
**SDN**—SOF Deployable Node  
**SERE**—Survival, Evasion, Resistance and Escape  
**SFA**—Security Force Assistance  
**SIPR**—Secure Internet Protocol Router  
**SLICC**—Sling Load Inspector Certification Course  
**SMA**—Special Mission Aviator

**SME**—Subject Matter Expert  
**SOF**—Special Operations Forces  
**SORN**—Systems of Record Notice  
**SPECAT**—Special Category  
**SQ/CC**—Squadron Commander  
**ST**—Special Tactics  
**STRB**—Squadron Training Review Board  
**STTP**—Standards, Tactics, Techniques, and Procedures  
**sUAS**—Small Unmanned Aerial Systems  
**TACP**—Tactical Air Control Party  
**TBA**—Training Business Area  
**TCCC**—Tactical Combat Casualty Care  
**TS**—Team Sergeant  
**TSOC**—Theater Special Operations Command  
**TTL**—Tagging, Tracking, and Locating  
**TTP**—Tactics, Techniques, and Procedures  
**UHF**—Ultrahigh Frequency  
**USAF**—United States Air Force  
**USAFSOS**—United States Air Force Special Operations School  
**USC**—United States Code  
**USSOCOM**—United States Special Operations Command  
**UW**—Unconventional Warfare  
**VALEX**—Validation Exercise  
**VHF**—Very High Frequency  
**VPE**—Verification Planning Exercise  
**WG/CC**—Wing Commander

### *Terms*

**Advising**—Advisory assistance (advising), as applied to the CAA mission, is provided to foreign aviation units, US combatant commands, and other US agencies, and is conducted within the context of specific times, places, and situations. It includes such product subsets as the development and use of airpower doctrine; i.e., how to employ airpower (as opposed to how to operate airplanes), force planning, operational sustainment methods, basing concepts, tactical employment, and C4 development for specific times, places, and situations.

**Advisory Mission Ready**—Combat Aviation Advisors are considered MR after achieving MR training requirements. Additionally, aircrew members must be mission capable in their primary aircraft to be MR as a combat aviation advisor.

**Air Force Specialty Code (AFSC)**—An alpha-numeric code which identifies an individual's duties.

**Aviation Foreign Internal Defense (AvFID or Aviation-FID)**—FID is defined in JP 102, *DOD Dictionary of Military and Associated Terms*, as “participation by civilian and military agencies of a government in any of the action programs taken by another government to free and protect their societies from subversion, lawlessness, and insurgency.” It is a joint, interagency activity involving the total political, economic, informational, and military assistance the United States provides to help host governments deal with internal threats and crises. AvFID focuses on advisory assistance and training aimed at helping partner nations develop or improve their ability to employ and sustain aviation resources. Mission specific subjects include air doctrine, operational planning, command and control, tactics, airbase defense, air-ground operations, and combat search and rescue.

**Augmenter**—A person external to the unit who provides a specific skill not organic to the unit.

**Coalition Support**—Actions taken to facilitate the cooperation, coordination, and integration of US and foreign military forces during combined operations supporting mutual campaign objectives. Includes training and advising coalition partners on tactics, techniques, and procedures promoting combat effectiveness, safety, and interoperability.

**Combat Mission Ready**—Combat Aviation Advisors are considered CMR after achieving all MR training requirements (CMR Phase I-IV). Additionally, aircrew members must be mission capable in their primary aircraft to be MR as a combat aviation advisor. Once CMR, an individual is considered fully deployable as part of an OAD.

**Counterinsurgency (COIN)**—Those military, paramilitary, political, economic, psychological, and civic actions taken by a government to defeat insurgency.

**Federal Aviation Administration (FAA)**—The United States organization responsible for governing all aspects of United States civil and military aviation.

**Federal Aviation Regulations (FAR)**—Regulations governing all aspects of United States civil and military aviation.

**FAA Designated Examiner**—A person who is not an FAA employee but who is authorized to administer flight evaluations on behalf of the FAA in accordance with the FARs.

**FAA Inspector**—An FAA employee authorized to administer flight evaluations in accordance with the FARs.

**Language Proficient**—Personnel who have achieved a DLPT score within the past 12 months equal to or higher than that required by this manual.

**Language Skilled**—Personnel who have demonstrated an ability to communicate in a foreign language at any recognized ILR proficiency level regardless of acquisition method.

**Mission Essential Task List**—List of tasks considered essential to accomplishment of a unit's mission. The METL establishes the specific focus of unit training; i.e., the unit trains to the METL to prepare for execution of its mission.

**Multiple Qualification**—A crew member who maintains qualification in more than one MDS/aircraft IAW AFSOCMAN 10-4301 Volume 3.

**Operational Aviation Detachment - A (OAD-A)**—The basic deployment team for aviation advisory operations. Each team is organized to address the aviation-advisory requirements for its theater; however, teams may be specially tailored in both size and composition to meet specific mission needs.

**Operational Aviation Detachment - B (OAD-B)**—The command and control team. When multiple OAD-A's are deployed into the field, an OAD-B is also deployed as a headquarters, C3, and administrative support element. These teams may also be tailored to meet specific mission needs.

**Partner Nation**—For the purposes of this manual, a foreign nation with which the AvFID units performs training and advisory duties. Does not refer to a nation such as United Kingdom or Canada where contract training may be conducted.

**Primary Aircraft**—A primary aircraft, as applies to this operating manual, must be a USAF aircraft and is an aircrew member's aircraft of expertise. The unit operations officer designates the aircrew member's primary aircraft.

**Unconventional Warfare**—“A broad spectrum of military and paramilitary operations, normally of long duration, predominantly conducted by indigenous or surrogate forces who are organized, trained, equipped, supported, and directed in varying degrees by an external source. It includes guerrilla warfare and other direct offensive, low visibility, covert, or clandestine operations, as well as the indirect activities of subversion, sabotage, intelligence activities, and evasion and escape.” Joint Pub 1-02.

**Attachment 2**

**COMBAT AVIATION ADVISOR COMMAND JOB QUALIFICATION STANDARD.**

**A2.1.** On file at AFSOC/A3T.

### Attachment 3

#### CAA MENTORSHIP GUIDE

**A3.1. CAA Mentorship.** This checklist serves as a guide in order to formalize mentorship amongst new and more experienced CAAs in preparation of and during an initial deployment. It assumes CAAs are certified CMR complete and personnel are tasked to deploy as part an OAD on their first deployment or as part of a CAA requalification program and will be conducted IAW [paragraph 2.7](#)

Figure A3.1. CAA Mentorship Guide Overprint (Sheet 1 of 3).

Mentee: \_\_\_\_\_ Mentor: \_\_\_\_\_

<b>1. <u>Prerequisites</u></b>	<u>Initials/Date</u>
a. All CMR requirements complete per AFSOCMAN 16-101 Volume 1.	_____
b. CAA Combat Mission Ready Workbook Complete	_____
c. CMR certification date.	_____
<b>2. <u>Strategy to Task</u></b>	
a. (Strategic Guidance and Operational Design)	
(1) Review NSS, NDS, NMS	_____
(2) Review Integrated Country Strategy	_____
(3) Review Theater Plans (GCC and TSOC)	_____
(4) Explain how operation fits into NSS, NDS, and Theater Plans.	_____
b. (Tasking Process)	
(1) Tasking Process: Discuss GPEL vs GREP (SOCOM 350-50)	_____
(2) SOCOM 350-50 Tasking Process highlights	_____
(3) Review funding, authorities, and limitations to this particular Op.	_____
c. Embassy / Country Team Interaction.	
(1) Explain interaction with US Embassy	_____
i. Defense Attache Office	_____
ii. Office of Security Cooperation	_____
iii. Special Operations Liaison Officer (SOLO)	_____
iv. Special Operations Forces Liaison Element (SOFLE)	_____
v. Special Operations Command-Forward (SOCFWD)	_____
(2) Explain roles and responsibilities of AMEMB WRT this operation	_____
d. Joint Partnerships	
(1) Review SFA commonalities IAW SOCOM 350-35	_____
(2) Comprehend capabilities of conventional forces and SOF partners applicable to the Op:	_____
<b>3. <u>OAD Concept</u></b>	
a. Review OAD UTCs/Specialties. Explain the role of each in an advisory capacity as well as team-internal capacity.	_____
(1) Mission Commander (C2)	
(2) Team Sergeant (C2)	
(3) Communications (C2)	
(4) Pilot (SOF MOB, ISR, APS)	

Figure A3.2. CAA Mentorship Guide Overprint (Sheet 2 of 3).

- (5) Combat Systems Officer (ISR, APS)
  - (6) Special Mission Aviator (SOF MOB)
  - (7) Maintenance (Surface Integration [SI])
  - (8) AFE / Rigger (SI)
  - (9) SERE (SI)
  - (10) Intelligence (SI)
  - (11) Force Protection (SI)
  - (12) Tactical Air Control Party (Fires)
  - (13) Flight Surgeon/Individual Duty Medical Technician (Medical)
  - b. Mentoree's Role in OAD per UTC \_\_\_\_\_
  - c. Review relevant AFSC knowledge (i.e. AFSOCMAN 11-219v1 & v3) \_\_\_\_\_
- 4. OAD Team Operability.**
- a. Command, Control, & Communications \_\_\_\_\_
    - (1) Review and understand all TOC checklists for the operation
    - (2) Review and understand the operation-specific COMREL
    - (3) Review and understand the role of the C2 UTC during an emergency
    - (4) Review and understand active and passive team blue force tracking SOPs
    - (5) Review and understand all of the team's LOS and BLOS communication capabilities and their place in the communications PACE plan
    - (6) Review and understand team ESSR SOPs
    - (7) Review and understand the team's sensitive item list and emergency plans
  - b. Intelligence Preparation of the Operating Environment \_\_\_\_\_
    - (1) Review and understand threats to air operations at the deployed location.
    - (2) Review and understand threats to ground operations at the deployed location.
  - c. Force Protection and Recovery. \_\_\_\_\_
    - (1) Review and understand routes identified for team movements at the deployed location.
    - (2) Review and be able to identify safe havens along routes and IVO operating locations.
    - (3) Review and identify off-limits areas at the operating location.
    - (4) Review and understand the team's weapons SOPs and ROEs at the deployed location.
    - (5) Review and understand team SOPs for vehicle loadouts, bailouts, and transloading.
    - (6) Review and understand team SOPs for active shooter response at the deployed location.

Figure A3.3. CAA Mentorship Guide Overprint (Sheet 3 of 3).

- (7) Review and identify team SOPs & requirements for go-bags. \_\_\_\_\_
  - (8) Review and understand team SOPs for QRF, minimum essential equipment and personnel and criteria for employment.
  - (9) Review and identify the legal status of US personnel when deployed to the operating environment (SOFA, etc.)
  - d. Medical Procedures. \_\_\_\_\_
    - (1) Review and understand team medical PACE plan at the deployed location.
    - (2) Review and identify the level of care available at each medical facility in the PACE plan and whether each facility is HLZ capable.
    - (3) Review and identify if the PACE plan changes depending on operating area in the deployed country.
    - (4) Review and understand expected response time for PN AF assistance in a medical emergency.
  - e. Programs of Instruction (POI) Preparation
    - (1) POIs reviewed for quality and content by SME \_\_\_\_\_
    - (2) POI reviewed by MC/TS for congruence w/ Team Operational Design \_\_\_\_\_
    - (3) Lesson plans completed and translated (if applicable) \_\_\_\_\_
    - (4) Explain FDO Process. \_\_\_\_\_
    - (5) POIs approved by FDO \_\_\_\_\_
  - f. Partner Nation & Team Interaction
    - (1) Over-the-shoulder observation & feedback of mentee interaction with PN counterparts in country (military and/or civilian).
    - (2) Over-the-shoulder observation & feedback of mentee interaction with joint partners in country (if applicable to the deployed location).
    - (3) Discussion, observation, feedback WRT adherence to team survivability SOPs (FP, Med, Communications)
    - (4) Discussion, observation, and feedback of mentee's demonstrated ability to work with OAD teammates towards team endstate for the operation.
    - (5) Discussion, observation, and feedback of mentee's execution of MC intent.
  - g. Redeployment and Recovery
    - (1) Prepare AAR IAW MC guidance and current AAR standards. \_\_\_\_\_
    - (2) Understand & participate in CAA community lessons-learned process. \_\_\_\_\_
5. **Mentorship Completion and Training Record Management.**
- a. SQ/DO for review and initials. \_\_\_\_\_
  - b. Mentor completes CAA Feedback Form IAW Attachment 6. \_\_\_\_\_
  - c. Mentor ensures DOT receives completed checklist for CAA folder documentation. \_\_\_\_\_

Attachment 4

MISSION COMMANDER UPGRADE OVERPRINT

Figure A4.1. Mission Commander Upgrade Overprint (Sheet 1 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Initial Administration and Planning 1. Did the MCUG review and satisfactorily back-brief applicable TSOC Theater and/or Regional Campaign Plans, Country Security Cooperation Plan, and Deployed C2 Node (DC2, such as TF, SOCFWD, or JSOAC) OPORD/operational approach prior to PDSS? 2. Did the MCUG coordinate with force providing squadrons to source an initial OAD roster appropriate for the tasking? 3. Did the MCUG develop RFLs specific to the advisory effort operating environment w/OAD to inform PDSS objectives? 4. Did the MCUG establish DIRLAUTH w/TSOC/JS, TSOC DC2 Node, SOLO/SOFLE, and/or SCO through Wg/XP prior to PDSS?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 5. Did the MCUG query the TSOC/SCO to identify whether deployments of any joint SOF partners, other USAF Air Advisors, NATO/ Allied advisors, or State Partnership Program teams will coincide with OAD deployment? 6. Did the MCUG demonstrate a thorough understanding of US Embassy organization and operations when planning and scheduling PDSS activities? 7. Did the MCUG demonstrate a thorough understanding of the fiscal & operational authorities applicable to deployment and what these specifically allow?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 8. Did the MCUG establish a plan to evaluate the airworthiness of PN aircraft to be flown on the deployment?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A4.2. Mission Commander Upgrade Overprint (Sheet 2 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Pre-Deployment Site Survey (PDSS) 1. Did the MCUG coordinate with the TS to ensure PDSS met all country & theater entry requirements? 2. Did the MCUG create or validate FP, medical PR, and Internal & External COMM PACE plans for the PDSS? 3. Did the MCUG coordinate with DC2 Nodes and/or SCO to arrange meetings with relevant Partner Nation officials at the unit, base, and HQ levels? 4. Did the MCUG negotiate with the PN to secure sufficient facilities for OAD operations and training activities?			
<b>RESULTS</b> <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 5. Did the MCUG negotiate with the PN to secure bed-down facilities if staying on PN installation or did MCUG ensure viable off-base bed-down and evaluate FP considerations? 6. Did the MCUG establish DIRILAUTH with relevant PN officials for further planning with approval from the DC2 Node or SCO? 7. Did the MCUG outbrief the DC2 Node and/or SCO to synchronize OAD & PN efforts towards TSOC/GCC objectives? 8. Did the MCUG make all reasonable efforts to satisfy OAD RFIs with the PN, DC2 Node, or SCO? 9. Did the MCUG establish an initial timeline for the operation that satisfies OAD, PN, DC2 Node, & country team time constraints?			
<b>RESULTS</b> <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 10. Did the MCUG produce & submit a PDSS After Action Report (AAR) IAW CAA standards? 11. Did the MCUG effectively disseminate RFI answers and PDSS results to the OAD?			
<b>RESULTS</b> <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A4.3. Mission Commander Upgrade Overprint (Sheet 3 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)		GRADE	AFSC
			IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
Mission Planning			
1. Did the MCUG finalize the OAD roster, establish and communicate a pre-deployment timeline, and set OAD expectations?			
2. Did the MCUG submit requests for any applicable augmentees according to PDSS results and establish a plan to mitigate and/or waive augmentee training shortfalls?			
3. Did the MCUG create clear and workable Lines of Effort (LOE) nested within TSOC/GCC campaign objectives?			
4. Did the MCUG clarify COMREL w/the TSOC & ensure all parties in split OPCON/TACON COMREL understand TSOC intent?			
RESULTS		<input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)		GRADE	AFSC
			IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
5. Did the MCUG, in conjunction with OAD subject-matter experts, create a realistic operational design to accomplish team LOEs?			
6. Did the MCUG communicate and validate the OAD's operational design with the applicable D2C node?			
7. Did the MCUG make all reasonable efforts to synchronize OAD operational design with those of joint units of action?			
8. Did the MCUG direct an IPOE that analyzed threats to ground & air operations for PN aircraft & relevant geopolitical fault lines?			
9. Did the MCUG assess risk to force and mission IAW with current CAA risk management matrices and conduct remaining mission planning items to mitigate risk to both?			
RESULTS		<input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)		GRADE	AFSC
			IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
10. Did the MCUG establish a viable COMM PACE plan for a) Ground Movements, b) Flight Operations, c) external HHQ COMM?			
11. Did the MCUG establish PR, medical, FP, and sensitive item procedures appropriate to the environment?			
12. Did the MCUG incorporate PN aircraft into PR, medical, and FP plans and coordinate possible use with PN via DC2 Node?			
13. Did the MCUG identify any relevant CONPLANs and coordinate OAD responsibilities with TSOC/Country Team?			
14. Did the MCUG establish viable COAs for moving both the team and all team equipment into and out of the deployed country?			
RESULTS		<input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE

Figure A4.4. Mission Commander Upgrade Overprint (Sheet 4 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Pre-Deployment Spin-up Training 1. Did the MCUG execute qualification & tactical training on all deploying weapons systems, concealed carry TTPs, and NVD employment (as applicable)? 2. Did the MCUG execute tactical driving training tailored to the operating environment and the specific types of vehicles the deploying OAD will use? 3. Did the MCUG execute vehicle extrication training tailored to tools available and off-road, armored driving, and recovery (if applicable)?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 4. Did the MCUG establish & practice vehicle loadout standards for weapons, COMM, medical, vehicle repair, and extrication items as appropriate for the operating environment? 5. Did the MCUG execute small unit tactics training tailored to the operating environment? 6. Did the MCUG execute Tactical Combat Casualty Care refresher training? 7. Did the MCUG execute CASEVAC training simulating PN/US Theater & SOF/coalition real-world assets, to include HLZ/LZ marking and briefs, casualty loading & unloading, and in-flight care?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 8. Did the MCUG ensure that all OAD members possess and have optimized PPE/kit & go-bag items IAW CAA/team and DC2 Node/Theater standards? 9. Did the MCUG develop a TOC Book tailored to the operating location and ensure all OAD members are familiar with it? 10. Did the MCUG establish and rehearse procedures for split operating locations (if applicable)? 11. Did the MCUG execute 40 hours of a Language & Regional Cultural Expertise Course (LREC) for the deployed location? 12. Did the MCUG execute refresher training on negotiation tactics, mission interruptions, and SERE?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	



Figure A4.6. Mission Commander Upgrade Overprint (Sheet 6 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 9. Did the MCUG ensure that squadron ARMS generated a flight authorization letter and secure appropriate permissions to fly from both TSOC and PN leadership?			
RESULTS		<input type="checkbox"/> SATISFACTORY	<input type="checkbox"/> UNSATISFACTORY
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Deployment Arrival 1. Did the MCUG conduct in-briefs with DC2 Node, relevant country team members, embassy RSO and medical section, TSOC representative, and/or JSOAC (as applicable) in which he/she presented the OAD's operational design to support TSOC LOEs? 2. Did the MCUG ensure that he/she received sufficient turnover from departing MC if at an enduring location? 3. Did the MCUG conduct in-briefs with PN leadership at the squadron, base, and headquarters level (as applicable)? 4. Did the MCUG meet with team leaders from joint units of action (as applicable) to synchronize complementary objectives?			
RESULTS		<input type="checkbox"/> SATISFACTORY	<input type="checkbox"/> UNSATISFACTORY
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 5. Did the MCUG ensure establishment of a TOC and validate the COMM PACE plan? 6. Did the MCUG ensure that FP, PR, Vehicle and Medical plans established prior to deployment are appropriate for the situation on the ground and that the OAD adhered to them? 7. Did the MCUG ensure OAD received adequate area familiarization? 8. Did the MCUG verify the procedures for incorporating PN air assets (RW or FW) into the OAD's emergency plans and did the MCUG verify the PACE plan, if one exists, to request such assets?			
RESULTS		<input type="checkbox"/> SATISFACTORY	<input type="checkbox"/> UNSATISFACTORY
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A4.7. Mission Commander Upgrade Overprint (Sheet 7 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 9. Did the MCUG verify and comply with the format, frequency, and distribution of SITREPs with the DC2 Node/TSOC?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Deployed Team Leadership 1. Did the MCUG give clear, concise guidance on ROEs, daily activities, and team goals? 2. Did the MCUG conduct himself/herself in a professional manner with PN, joint, and DC2 Node officials? 3. Did the MCUG establish a robust working relationship and division of labor with the Tm Sgt? Did the MCUG empower team leads to appropriately direct efforts on their assigned LOEs?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 4. Did the MCUG conduct team meetings with appropriate frequency and synchronize intelligence and FP, operations along LOEs, logistics, near and long-term plans, communications, and any applicable team-internal training? 5. Did the MCUG ensure that deployed contracting/paying agents adhered to regulations and expended funds IAW the bounds of the operation's funding source? 6. Did the MCUG adapt to external limitations and unforeseen difficulties to meet TSOC intent as much as possible? 7. Did the MCUG establish a battle rhythm for meeting with PN officials at squadron, base, and headquarters levels (as applicable)?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A4.8. Mission Commander Upgrade Overprint (Sheet 8 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 8. Did the MCUG synchronize talking points and objectives with Tm Sgt, OAD members, and others prior to key leader engagements? 9. Did the MCUG ensure that the team received intelligence updates to the threat picture on a continuous basis? 10. Did the MCUG ensure the security and accountability of sensitive items and classified equipment? 11. Did the MCUG establish and ensure C2 and LOE synchronization between OAD split operating locations (as applicable)?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 12. Did the MCUG query the OAD for obstacles to mission success and use access at PN HHQ and DC2 Node/Country Team to mitigate/solve them? 13. Did the MCUG ensure that the OAD adhered to SOCOM and US Embassy guidance on media/Public Affairs interactions while deployed? 14. Did the MCUG ensure that the OAD conducted opening and closing ceremonies with the PN professionally and in a manner that furthers bilateral relations (if applicable)?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Post Deployment: 1. Did the MCUG conduct turnover briefs (PN, DC2 Node, TSOC, etc.) with the incoming MC if at an enduring location? 2. Did the MCUG outbrief the PN, DC2 Node, Country Team, TSOC, and/or JSOAC (as applicable) and provide clear and objective assessments of PN capabilities, success of the operation, and the OAD's assessment of the way ahead? 3. Did the MCUG ensure accountability of all team equipment and ensure success of the redeployment plan for kit and personnel?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	



Figure A4.10. Mission Commander Upgrade Overprint (Sheet 10 of 10).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Attachment 5

TEAM SERGEANT UPGRADE OVERPRINT

Figure A5.1. Team Sergeant Upgrade Overprint (Sheet 1 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Initial Administration and Planning 1. Was the TSUG able to brief applicable TSOC Theater and/or Regional Campaign Plans, Country Security Cooperation Plan, and Deployed C2 Node (i.e. DC2, such as TF/AOB or SOCFWD) OPORD/operational approach prior to PDSS? 2. Did the TSUG draft a proposed OAD force list appropriate for the tasking? 3. Did the TSUG query the OAD for RFI's specific to the advisory effort operating environment to inform PDSS objectives?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 4. Did the TSUG assist the MC in developing a plan to evaluate the airworthiness of applicable PN aircraft and obtain approval to fly on them from PN and TSOC authorities?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Pre-Deployment Site Survey (PDSS) 1. Did the TSUG ensure PDSS team met all country & theater entry requirements? 2. Did the TSUG create FP, Medical, PR, and Internal & External COMM PACE plans for the PDSS? 3. Did the TSUG identify team space requirements and assist MC to negotiate with the PN/local vendors to secure sufficient facilities for OAD operations and training activities? (i.e. logistic needs such as food, beds, water, etc.)? 4. Did the TSUG establish an initial timeline for the operation that satisfies OAD, PN, DC2 Node, & country team time constraints?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A5.2. Team Sergeant Upgrade Overprint (Sheet 2 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 5. Did the TSUG assist in developing a PDSS trip reports IAW AFSOCMAN 16-101 V3 8.2.2.2? 6. Did the TSUG ensure dissemination of RFI answers and PDSS results to the OAD?			
<b>RESULTS</b> <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Mission Planning 1. Did the TSUG finalize the OAD force list, create a pre-deployment timeline and communicate the OAD's Lines of Effort (LOE) as nested within TSOC/GCC campaign objectives to the team? 2. Did the TSUG establish a viable COMM PACE plan for a) Ground Movements, b) Flight Operations, and c) external HHQ COMM? 3. Did the TSUG establish PR, medical, FP, and sensitive item procedures appropriate to the environment?			
<b>RESULTS</b> <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 4. Did the TSUG assist in conducting risk assessment for the overall operation IAW with the CAA risk management matrix? 5. Did the TSUG establish viable COAs for moving both the team and all team equipment into and out of the deployed country? 6. Did the TSUG exhaust all avenues in efforts to incorporate joint SOF units in pre-deployment training who will be simultaneously operating in the deployed location? 7. Did TSUG communicate/educate the team on applicable authorities and fiscal/legal responsibilities associated with the authorities? 8. Did the TSUG assist the MC to verify that the deployment's Foreign Disclosure requirements have been met?			
<b>RESULTS</b> <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A5.3. Team Sergeant Upgrade Overprint (Sheet 3 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 9. Did the TSUG coordinate all transportation and bed-down reservations for deploying members? 10. Did the TSUG ensure TPFDD worksheets were properly submitted with appropriate line remarks and orders received?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Pre-Deployment Spin-up Training 1. Did the TSUG ensure OAD members met all 16-101 V3, theatre specific requirements, and AFSC Just in Time (JIT) training requirements? 2. Did the TSUG ensure that all OAD members possess and have optimized PPE/kit & go-bag items IAW CAA/team SOPs? 3. Did the TSUG develop a TOC Book tailored to the operating location, ensure all OAD members are familiar with it and exercise it during Spin-up?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Pre-Deployment Administration and Departure 1. Did the TSUG assist with delivering a squadron-level Murder Board addressing all aspects of mission planning? 2. Did the TSUG assist in briefing the SOG/CC on the OAD's plan and obtain approval to depart CONUS? 3. Did the TSUG ensure that all OAD members met deployment requirements or had them waived? 4. Did the TSUG oversee movement of OAD equipment IAW the established or updated plan? 5. Did the TSUG ensure team followed UDM established pre deployment out processing time line?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A5.4. Team Sergeant Upgrade Overprint (Sheet 4 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 6. Did the TSUG identify necessary additional duties (paying agent, Financial Ordering Officer, and weapons, classified, cargo, and Narcotics couriers) ensure that training was properly completed and documented? 7. Did the TSUG ensure Squadron out-processing check list was completed and turned into CSS?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Deployment Arrival 1. Did the TSUG verify that OAD received adequate area familiarization? 2. Did the TSUG assist in-briefs with DC2 Node, relevant country team members, TSOC representative, and/or JSOAC (as applicable) in which MC presented the OAD's operational design to support TSOC LOEs? 3. Did the TSUG ensure that he/she received sufficient turnover from departing TS if at an enduring location? 4. Did the TSUG conduct in-briefs with PN leadership at the squadron, base, and headquarters level (as applicable)?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 5. Did the TSUG meet with team leaders from joint SOF units (as applicable) to synchronize complementary objectives? 6. Did the TSUG direct the establishment of a TOC and validate the TOC Book procedures, check lists and contact rosters? 7. Did the TSUG verify the procedures for incorporating PN air assets into the OAD's emergency plans and did the TSUG incorporate PN into the PACE plan (if one exists) to request such assets? 8. Did the TSUG identify and comply with TACON and OPCODE reporting requirements?			
RESULTS <input type="checkbox"/> SATISFACTORY		<input type="checkbox"/> UNSATISFACTORY	
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A5.5. Team Sergeant Upgrade Overprint (Sheet 5 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Deployed Team Leadership 1. Did the TSUG communicate clear, concise guidance on ROEs, daily activities, and team goals? 2. Did the TSUG conduct himself/herself in a professional manner with PN, joint, and DC2 Node officials? 3. Did the TSUG establish a robust working relationship and division of labor with the Mission Commander? 4. Did the TSUG facilitate and execute team meetings with appropriate frequency and synchronize intelligence and FP, operations along LOEs, logistics, near and long-term plans, communications, and any applicable team-internal training?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 5. Did the TSUG enforce the deployed contracting/paying agents to follow appropriate regulations, mission commander's guidance, and expenditure of funds IAW the bounds of the operation's funding source? 6. Did the TSUG work with the mission commander to adapt to external limitations and unforeseen difficulties to adjust the OAD's daily operations schedule? 7. Did the TSUG communicate a battle rhythm for all OAD activities? 8. Did the TSUG synchronize talking points and objectives with MC, OAD members, and others prior to key leader engagements?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 9. Did the TSUG ensure that the team received intelligence updates to the threat picture on a continuous basis? 10. Did the TSUG assist MC with C2 and LOE synchronization between OAD split operating locations (as applicable)? 11. Did the TSUG ensure the security and accountability of sensitive items and classified equipment? 12. Did the TSUG query the OAD for obstacles to mission success and assist MC to use access at PN HHQ and DC2 Node/Country Team to mitigate/solve them? 13. Did the TSUG ensure the OAD to adhered to SOCOM & US Embassy guidance on media/PA interactions while deployed?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE

Figure A5.6. Team Sergeant Upgrade Overprint (Sheet 6 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 14. Did the TSUG ensure that the OAD conducted opening and closing ceremonies with the PN professionally and in a manner that furthers bilateral relations (if applicable)? 15. Did the TSUG ensure the OAD followed appropriate chain of command to streamline the decision making process. 16. Did the TSUG ensure to brief the OAD to complete an individual daily running synopsis of personnel trained/training accomplished when completing of the Daily Situation Report (DSR), IOT ease completion of the After Action Report (AAR)?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED Redeployment and Post Redeployment 1. Did the TSUG conduct turnover briefs (PN, DC2 Node, TSOC, etc.) with the incoming TS if at an enduring location? 2. Did the TSUG assist out briefing the PN, DC2 Node, Country Team, TSOC, and/or JSOAC (as applicable) and provide clear and objective assessments of success and PN capabilities? 3. Did the TSUG ensure accountability of all team equipment and ensure success of the redeployment plan for kit and personnel?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 4. Did the TSUG coordinate writing an AAR that tied LOEs to TSOC strategy and intent, objectively assessed LOE success, and that identified lessons learned for teams returning to the operating location in the near and distant future? 5. Did the TSUG assist out briefing the Sq and applicable chain of command on mission success, lessons learned, and impediments that the force provider can mitigate for future operations? 6. Did the TSUG ensure that any current team feedback procedures have been accomplished (hotwash, questionnaires, or other mechanism)?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR	SIGNATURE	

Figure A5.7. Team Sergeant Upgrade Overprint (Sheet 7 of 7).

REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED 7. Did the TSUG ensure Squadron and base in-processing checklist was completed by OAD to include travel voucher, CTO, and medical in processing requirements? 8. Did TSUG ensure OAD members that qualified were given all required documentation to receive post deployment benefits such as civilian clothing allowance and property tax exemptions? 9. Did TSUG ensure all post mission paper work, feedback worksheets, and supervised/upgrade checklists were turned into Operations Officer?			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE
REPORT OF TASK EVALUATIONS			
NAME (Last, First, Middle Initial)	GRADE	AFSC	IN UGT <input type="checkbox"/> YES <input type="checkbox"/> NO
JQS TASK ITEM (S) EVALUATED			
RESULTS <input type="checkbox"/> SATISFACTORY <input type="checkbox"/> UNSATISFACTORY			
REMARKS			
DATE	TYPE OR PRINT NAME OF EVALUATOR		SIGNATURE

## Attachment 6

### CAA ATTRIBUTE-BASED PERFORMANCE FEEDBACK

**A6.1. CAA Attribute-Based Feedback Purpose.** The CAA Attribute-Based Performance Feedback System provides the individual, OAD, and squadron leadership the ability to track, quantifiably document, and serve as a tool when making potential leadership decisions within the OAD. Reference [paragraph 2.5](#) for additional guidelines concerning CAA feedback.

**A6.2. CAA Attribute-Based Feedback URL.**

A6.2.1. The CAA Attribute-Based Performance Feedback can be found at: <https://forms.osi.apps.mil/Pages/ResponsePage.aspx?id=jbExg4ct70ijX6yIGOv5tBTIEJy68VNCIQRgF2Na6dhUOUk1WkdNNEg0NjIYTkozR0NFQTEzSFZJU4u>.

**Figure A6.1. CAA Attribute-Based Performance Feedback Overprint (Sheet 1 of 10).**

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Preview

Questions Responses

CAA Performance Feedback Shell, Version 2.0,  
Dated: October 2020

Prototype for capturing operational CAA performance

1. Your name \*

Enter your answer

2. Who are you reviewing? \*

Enter your answer

3. On this operation, I was this person's: \*

Supervisor

MC

TS

Figure A6.2. CAA Attribute-Based Performance Feedback Overprint (Sheet 2 of 10).

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Preview

Questions Responses

3. On this operation, I was this person's: \*

- Supervisor
- MC
- TS
- Peer / teammate
- None of the above. This person was my MC/TS/Supervisor
- Other

4. This person remains calm when things are stressful. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

**Figure A6.3. CAA Attribute-Based Performance Feedback Overprint (Sheet 3 of 10).**

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved Preview

Questions	Responses
<p>5. This person solves problems effectively and makes sound decisions. *</p> <p><input type="radio"/> Strongly agree</p> <p><input type="radio"/> Agree</p> <p><input type="radio"/> Neutral</p> <p><input type="radio"/> Disagree</p> <p><input type="radio"/> Strongly disagree</p> <p><input type="radio"/> I haven't worked enough with this person to answer the question</p>	
<p>6. This person delegates tasks appropriately. *</p> <p><input type="radio"/> Strongly agree</p> <p><input type="radio"/> Agree</p> <p><input type="radio"/> Neutral</p> <p><input type="radio"/> Disagree</p> <p><input type="radio"/> Strongly disagree</p> <p><input type="radio"/> I haven't worked enough with this person to answer the question</p>	

Figure A6.4. CAA Attribute-Based Performance Feedback Overprint (Sheet 4 of 10).

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved Preview

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**Questions** **Responses**

7. This person effectively organizes and prioritizes work. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

8. This person provides timely and effective written and verbal communication. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

Figure A6.5. CAA Attribute-Based Performance Feedback Overprint (Sheet 5 of 10).

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Preview

Questions Responses

9. This person builds effective working relationships with partner nation teammates. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

10. This person is good at building rapport, de-escalating conflict, and motivating and persuading others. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

**Figure A6.6. CAA Attribute-Based Performance Feedback Overprint (Sheet 6 of 10).**

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Questions Responses

11. This person delivers honest and constructive feedback to both peers and supervisors. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

12. This person speaks up with ideas or elicits others' ideas about how to solve problems. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

**Figure A6.7. CAA Attribute-Based Performance Feedback Overprint (Sheet 7 of 10).**

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Questions Responses

13. This person makes decisions independently when required or appropriate. \*

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

I haven't worked enough with this person to answer the question

14. This person routinely steps up to take on tasks, projects, or learn something new. \*

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

I haven't worked enough with this person to answer the question

**Figure A6.8. CAA Attribute-Based Performance Feedback Overprint (Sheet 8 of 10).**

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Preview

Questions Responses

15. This person portrays a professional demeanor and behaves in an ethical manner. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

16. I can take problems or concerns to this person in good faith. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

Figure A6.9. CAA Attribute-Based Performance Feedback Overprint (Sheet 9 of 10).

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Preview

Questions Responses

17. This person remains flexible to change, while effectively working toward the mission. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question

18. If I could, I would recommend this person for MC/TS upgrade. \*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question
- Not applicable

Figure A6.10. CAA Attribute-Based Performance Feedback Overprint (Sheet 10 of 10).

CAA Performance Feedback Shell, Version 2.0, Dated: October 2020 - Saved

Pre

Questions Responses

- Neutral
- Disagree
- Strongly disagree
- I haven't worked enough with this person to answer the question
- Not applicable

19. If you answered affirmatively to question 18, provide a brief write-up about this person, their performance, and why you endorse their upgrade.

Enter your answer

20. If you answered "Disagree" or "Strongly disagree" to question 18, please provide a few short statements their strengths and potential areas for growth.

Enter your answer