



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS, UNITED STATES AIR FORCE  
WASHINGTON, DC

APR 25 2016

MEMORANDUM FOR AFPC/CC and AF Career Field Managers (CFMs)

FROM: AF/A1P

SUBJECT: Clarification of Crossflow/Retraining Policy

1. Crossflow/Retraining is a force management program used primarily to balance the officer and enlisted career force inventories across all AFSCs ensuring sustainability of career fields in support of Air Force mission priorities. Currently members can volunteer to crossflow/retrain into vacancies identified by AF/A1P so long as they meet program criteria. That process includes a standards review and recommendation by the losing career field manager (CFM) before the final decision is determined by AF/A1P IAW AFI 36-2626 paragraphs 1.2.1 and 3.1.
2. Because of unique challenges in finding Airmen who can meet initial qualifications to retrain or crossflow into our critically short Battlefield Airmen career fields, any Airman who meets initial qualifications will be released from their current career field to pursue crossflow/retraining regardless of manning levels within their current career field. In the event the Airman does not pass further initial qualifications such as the Phase 2 one-week preassessment course or the Airman does not pass or get recycled in the Battlefield Airmen training pipeline, he/she will be reinstated into his/her prior career field without prejudice. The Battlefield Airmen career fields are: Special Tactics Officer (13CX), Combat Rescue Officer (13DX), Air Liaison Officer (13LX), Combat Controller (1C2X1), Pararescue (1T2X1), Special Operations Weather (1WOX2), and Tactical Air Control Party (1C4X1).
3. There are many competing priorities and we understand the risk and impact this may have on other critically manned career fields. History has shown challenges in finding individuals who have the desire along with the physical and mental toughness to be a Battlefield Airmen, which leads to high attrition rates during training. Coupled with these being voluntary only career fields, finding an Airman with the drive and motivation to be a Battlefield Airman and one who meets the initial qualifications is already a difficult task. Therefore, we will not deny any Airman the opportunity to pursue becoming a Battlefield Airman.
4. My POCs on this matter are Mr. Bob Kerr, AF/A1PT, 703-614-6831/DSN 224-6831 or Mr. Rick Engle, AF/A1PT, 703-697-5631/DSN 227-5631.

A handwritten signature in black ink that reads "B.T. Kelly".

BRIAN T. KELLY, Brig Gen, USAF  
Director, Military Force Management Policy