



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE

MEMORANDUM FOR AFPC/DP3 and AF Career Field Managers (CFMs)

FROM: AF/A1PT

SUBJECT: Clarification of Crossflow/Retraining Policy for Air Force Special Warfare (AFSPECWAR) and Combat Support Candidates

Crossflow/Retraining is a force management program used to balance officer and enlisted career field inventories across all Department of the Air Force AFSCs, ensuring sustainability of career fields in support of Department of the Air Force mission priorities. Members can volunteer to crossflow/retrain into vacancies identified by AF/A1P provided they meet career-field entry criteria. The process includes a standards review and recommendation by the losing career field manager before AF/A1PT renders the final decision (IAW AFI 36-2626, paras 1.2.1 and 3.1).

Due to unique challenges in finding Airmen who can meet initial qualifications for our critically short AFSPECWAR and Combat Support 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. First Term Airmen may apply for retraining under this policy no earlier than the first duty day of the month during which they complete 24 months of their current enlistment. If an Airman does not pass initial qualifications such as the Phase 2 one week pre-assessment course, or the Airman does not pass their approved Special Warfare training pipeline, the Airman will be reinstated into their prior career field without prejudice. Members serving in overseas assignments will be considered on a case-by-case basis, depending upon their DEROS. Final approval of exceptions to policy will be retained at AF/A1PT.

The AFSPECWAR and Combat Support AFSCs covered under this policy are Special Tactics Officer (13CX), Combat Rescue Officer (13DX), Tactical Air Control Party Officer (13LX), Pararescue (1Z1X1), Combat Control (1Z2X1), Tactical Air Control Party (1Z3X1), Special Reconnaissance (1Z4X1), Survival, Evasion, Resistance and Escape (1T0X1), and Explosive Ordnance Disposal (3E8X1).

There are many competing priorities and understand the risk and impact this may have on other critically manned career fields. History has shown challenges in finding individuals who qualify for, and demonstrate the desire to serve in, AFSPECWAR and Combat Support AFSCs, leading to extremely high training pipeline attrition. Therefore, the need to maximize Airmen's opportunities to serve in these critically manned career fields.

My POC on this matter is Mr. John 'JJ' Batdorf, AF/A1PT, and can be reached at (703) 695-6711 (DSN 225), or via email at john.batdorf.1@us.af.mil.

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