

# COMBAT RESCUE OFFICER APPLICATION—FY 2023



## Application Deadlines

Fall Assessment: 19 Aug 2022

Spring Assessment: 20 Jan 2023

Submit questions and applications to CRO org box: [CRO.Selection@us.af.mil](mailto:CRO.Selection@us.af.mil)

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## 1. INTRODUCTION

Thank you for your interest in the Combat Rescue Officer (CRO) career field. This document outlines the application and assessment procedures for becoming a CRO. For additional information, please email CRO org box – [CRO.Selection@us.af.mil](mailto:CRO.Selection@us.af.mil)

The United States places a lot of faith in ensuring Personnel Recovery Specialists are prepared to bring home U.S. citizens and expects the highest caliber of leaders to be out in front. Preserving the lives and well-being of U.S. personnel is one of the highest priorities of the nation and Department of Defense (DoDD 3002.01). In support of this priority, the USAF holds Personnel Recovery (PR) as one of the service core functions, the fundamental tasks the service performs for the nation and its citizens. USAF Combat Rescue Officers fulfill this function by leading and advising operations across the full spectrum of military operations and during all phases of joint, coalition, and combined operations. Combat Rescue Officers work side-by-side with USAF and joint forces, as well as interagency partners to carry out one of the most challenging tasks—*saving lives and safeguarding the honor of our nation and its citizens*.

Combat Rescue Officers (CROs) are Special Warfare (AFSPECWAR) Airmen charged with rescuing personnel, recovering national assets, and managing PR activities. The CRO Air Force Specialty Code (19ZXC) is a non-rated aircrew officer that leads and commands PR as a direct combatant. Combat Rescue Officers are the focal point during the four PR functions (Prepare, Plan, Execute, Adapt) and provide expertise to command and battle staffs on recovery operations, to include survival, evasion, resistance, and escape (SERE) programs.

## 2. CAREER FIELD ELIGIBILITY

CROs require high levels of physical fitness, mental agility, professionalism, leadership, interpersonal skills, initiative, psychological stability, motivation, and technical competency. Additional eligibility criteria are listed below:

- Male or females may apply
- Security clearance: Applicant must be eligible to obtain a Top Secret clearance
- **Retention: Six years (CRO trainees will incur six year active duty service commitment, upon completion of training pipeline)**
- Volunteer for Hazardous Duty: Parachute (Static-line and Freefall), Combat Diver (SCUBA) Open and Closed Circuit
- Background: Outstanding resume and no negative personal history
- Medical/Physical: IFC III Flying Physical (SWIC), according to AFMAN 48-123
- Physical Fitness: At a minimum, candidates must satisfactorily complete the minimum scores on the PT Evaluation

## 3. APPLICATION PROCEDURES

Two assessments are conducted each year. Each assessment has two phases: Phase I and Phase II. In Phase I, a panel of career field experts review and stratify applications submitted by the deadline. The top applicants are invited to attend Phase II Screening. Phase II consists of a one-week evaluation conducted after Phase I. Candidates must attend Phase II in TDY status and funding is provided.

Upon completion of the Phase II evaluated events, the hiring board makes selection of new CROs. Applicants will be provided feedback on their select/non-select status. The schedule for the two selection cycles is as follows:

Mid – January	Phase I applications due (Phase II likely in March)
Mid – August	Phase I applications due (Phase II likely in October)

Receiving an invitation to Phase II means the Phase I selection board would like to take a closer look at your potential to become a CRO. Your decision to attend is voluntary and non-binding. Being selected at Phase II means the selection board president has approved your entry into the career field and pipeline training. It is ultimately up to you to accept the challenge.

**AFROTC/USAFA Cadets:** Cadets should submit a Phase I package before they are classified in another AFSC. ROTC cadets must have successfully completed Field Training before applying. USAFA cadets can apply in their Second Class year. Senior cadets are not prohibited from applying; however, these applications will be handled on a

case-by-case basis with the Line Officer Accessions Program Manager at AFPC. In most cases, cadets will be allowed to attend Phase II on a contingent release from their assigned career field.

**Inter-Service Transfers:** Officers in other services seeking to apply should reference AFMAN 36-2032, Military Recruiting and Accessions, Section 5.9. Interservice Transfer are handled by each services personnel commands. The process is rather lengthy, taking upwards of one year to complete. Officers wanting to transfer over to be CROs, STOs and TACPOs are currently only approved on a case-by-case basis. Recommend submit your application to the Phase I selection board before a service transfer is approved. However, you must include in your application a letter from your commander supporting this transfer. Selection at Phase II does not guarantee an approved inter-service transfer; the processes are independent of each other. It is highly recommended that this process be started at least six months in advance of Phase II due to the time required to complete a transfer. For additional information, contact MSgt Michael Gann who is an AFSPECWAR recruiter at email [michael.gann.1@us.af.mil](mailto:michael.gann.1@us.af.mil).

**Officer Training School:** Enlisted members who desire to attend Officer Training School (OTS) should first ensure they are eligible. This link outlines requirements: <https://www.recruiting.af.mil/About-Us/AFRS-Line-Officer-Accessions/>. Candidates will be required to clear AFRS/RSOC before being invited to attend Phase II. Upon selection from Phase II, you will submit an OTS package. Selection at Phase II doesn't guarantee acceptance into OTS, you must still meet the requirements outlined by AF Recruiting Service (AFRS) to enter OTS and earn a commission.

**Active Duty USAF:** Applicant must be no older than 32 if OTS attendance is required or no higher in rank than a Capt/O-3 with 2 years' time-in-grade (TIG). Member should notify their appropriate career field/functional manager of their intent to become a CRO if selected from Phase II. The candidate must also receive an endorsement letter from their commander. If the applicant is invited to Phase II, but was not selected, the applicant will return to their previous assignment and career field.

**Civilians:** It is Air Force policy that civilian college graduates and civilian college seniors within 12 months of graduation from an accredited school will be eligible to be placed on active duty under the Special Warfare Airman Program (SWAP) for the purpose of completing Phase II selection process if the civilian completes Phase I of the CRO selection process. After successful completion of Phase II, the SWAP participant will remain contracted in SWAP and will attend Officer Training School (OTS) prior to beginning initial skills training. Individuals interested begin the process by contacting an active duty Air Force Special Warfare Recruiter in their local area. Civilian recruits must meet the following criteria to be eligible:

- Be between 18 and 32 years of age at the time of commissioning.
- Possess a minimum 2.5 GPA on a 4.0 scale for all college-level studies, as well as their academic major, and be in good academic standing (i.e. not be on probation at time of enlistment)
- Attain a minimum score of 15 on the verbal and 10 on the quantitative sections of the AFOQT. No exceptions to policy will be entertained for scores that do not meet the minimum requirements.
- Provide, through his/her school, official transcripts of his/her completed course work. College seniors must provide an official letter from the school, certified by the university/college registrar, indicating courses taken by academic term, which verifies degree to be awarded and graduation to coincide with the SWAP. College graduates must provide a copy of his/her college graduation degree and certified copy of official transcripts from the university/college registrar.
- Those selected at Phase II will have to complete USAF Officer Training School (OTS) prior to beginning CRO training. Phase II selection does not guarantee acceptance into OTS. The OTS application process is separate from Phase I and Phase II. The recruiter and/or SWAP Program Manager will provide the application, information and OTS requirements needed at the conclusion of Phase II.
- Interested civilians should contact the SWAP Program Manager @ [AFRS.AF.SWAP@us.af.mil](mailto:AFRS.AF.SWAP@us.af.mil) for further details.

**First-Time Non-Selects:** Candidates who attend Phase II but are not selected are not guaranteed a Phase II invitation in future selection cycles. If the cadre identify deficiencies/weaknesses that they would like to see corrected before accepting you into the CRO community, you must submit an updated application that addresses those deficiencies.

#### 4. **PHASE I**

Phase I applications are due by the date posted on the top of each cycle's application. The Program Manager conducts an initial review of the applications to ensure required information is included. The Program Manager convenes a review board consisting of CROs. The board ranks the applications, identifying the candidates most likely to succeed. Once invitations are sent, the Program Manager contacts the individuals with Phase II reporting instructions.

The Program Manager designates the candidate team leader. At that time, the team is encouraged to begin team building via email and other means. The more cohesive the team is prior to arrival, the better the team interaction will be during Phase II, enhancing everyone's chances to be selected. The team leader is the primary means of contacting the Program Manager for assessment-related matters. The Program Manager is your definitive resource for all policy, continuity, and information on Phase II.

Applications from candidates are stored for Phase II cadre to gain an initial impression of the team members. All non-invited applicants may request feedback on their applications from the Assessment Director. If you do not hear from the Program Manager within 45 days of submitting your application, contact the CRO org box for details.

**Read through ANNEX A for complete instructions and guidance on constructing your Phase I package.**

#### 5. **PHASE II**

Phase II Screening is conducted in person at a designated evaluation location. The purpose of Phase II is to assess each candidate in the Special Warfare attributes for the purpose of determining if you have the raw skills to operate in the Special Warfare environment. Your performance will be evaluated as a team member and as an individual. The schedule is designed to stress you. The cadre will observe and take notes on everything you do. These observations will be the basis for a hiring recommendation. The data will also be used to provide critical feedback to enhance your personal and professional growth.

Candidates must be prepared for a physically and mentally demanding week. Feedback from most candidates indicates this week is more demanding than they expected. The cadre will push you physically and mentally to assess critical attributes in adverse situations. You will be expected to perform and meet specific standards in all events.

Billeting will be coordinated for all candidates. Candidates will be billeted together for the duration of Phase II. The candidate team leader is responsible for passing travel and contact information for all candidates. The first person to check in will be responsible for facilitating in-processing of additional candidates. When the candidate team leader arrives, he or she must check in with the Project Officer (PRJO) for further instructions.

There are five ways to be dismissed during Phase II:

- 1) Failure to meet minimum physical fitness standard; Member did not meet the minimum fitness standards required for entrance into CRO and complete the assessment.
- 2) Medical DQ; disqualification based on recommendation of medical personnel or failure to complete a major event due to medical evaluation or treatment.
- 3) Quit by Action (QBA); Failure to Train (FTT) occurs when an instructor informs the candidate to train at an event or perform some action and he/she refuses. Three FTTs given by Cadre will result in elimination from assessment as QBA. When FTT is given, the candidate is pulled from training and provided individualized counseling to discuss the deficiency with the Cadre lead before returning to the training event.
- 4) Self-Initiated Elimination; defined as candidate verbalizing to the cadre "I quit," "I no longer want to be here," or any statement/action indicating that a candidate is unwilling to continue. Candidates will confirm their decision by verbalizing to a Cadre member.
- 5) Committing any offense punishable under the UCMJ or violation or assessment policies demonstrating inability to uphold the standards of excellence required by the Air Force and the Department of Defense. This includes integrity and safety violations.

Candidates should be prepared for the following:

- Extensive psychological testing and interviews
- Briefing and writing skills evaluations
- Problem solving events
- Leadership ability evaluations

- Ruck-marches with 50 – 70 lbs. of weight at distances up to 12 miles
- Running for distances up to 8 miles at a time
- Calisthenics sessions of various exercises
- Water confidence evaluations to include:
  - o Under water swim intervals
  - o Mask and Snorkel recovery
  - o Buddy breathing
  - o Treading water
  - o Drown proofing
  - o Surface swimming

**Note: Practicing sub surface water confidence is highly encouraged, but practicing without a swim buddy is dangerous and not condoned.**

Candidates who successfully complete Phase II and are selected can expect PCS orders to Kirtland AFB, NM. PCS timeframe will be coordinated with the losing command via AFPC. The Program Manager will work with you throughout this process.

After you PCS, you will maintain a physical training regimen and complete various in-house training between pipeline schools. This arrangement is designed to enhance your awareness of Special Warfare and Personnel Recovery missions, maintain your motivation and foster professional development as a CRO. After the Training Office schedules your training courses, you will enter the training pipeline and will be returning to Kirtland AFB after each school.

**--A final note about CRO commitment and service--**

The assessment and training process is difficult. Once an officer qualifies, the position of leadership, sustainment training and deployment is demanding. There are significant personal dangers involved with the operational mission and, very often, extended periods of duty away from home. The decision to enter the CRO career field should not be made alone, regardless of an applicant's conviction and personal commitment. The family should be considered. Spouses and children often experience anxieties, fears, loneliness and pressures associated with the service member's profession. Those who do adjust find an exciting and rewarding life that they may share with fellow operators and their families.

# ANNEX A

## Phase I Application Instructions & Example

### PHASE I APPLICATION INSTRUCTIONS

Proof read your application for accuracy, format, grammar, and spelling. In Phase I, the selection board relies solely on information and impressions made through your application. Incomplete or poorly crafted applications are a reflection of the applicant's professionalism. As a general rule, successful Phase I applications are concise, easy to understand, and are not filled with extra "fluff." Your success in the Special Warfare community begins with this application.

**The application will include the following in this order:**

1. Cover page – Typed, using Times New Roman, black text, and Font size 10. Candidate signature must be hand signed.
2. Personal Narrative – One page in length (See example for format and specifics)  
**Note:** Candidates who have previously attended Phase II, but were not selected, must provide a statement on their identified problem areas and what have been done to improve their readiness.
3. One page résumé, emphasize leadership experience. (See example for format) **Note:** USAF military members must also include their SURF.
4. One signed recommendation letter from your commander, no more than one-page in length. The letter should comment on your leadership abilities including relevant examples.
5. Copies of the three most recent performance or training reports, cadet evaluations, etc. If your time in service is too short to have three reports, include what is available.
6. A signed statement from a medical authority documenting the medical facility and date of your most recent physical examination.

**Every effort** should be made to accomplish an IFC III/SWA Physical Examination prior to applying to Phase I. If this is not possible, include details of the type of examination administered. Include the name and contact information of the Flight Surgeon (or sister service equivalent) that accomplished the examination.

You may attend Phase II with an incomplete IFC III/SWA physical, however your selection at Phase II will be contingent upon its completion and certification. Do not include any portion of your medical records or any privileged medical information in your application. The Pararescue Medical Program Manager will review your records electronically, if possible. If host base Force Health/Flight Medicine is unfamiliar with SWIC physical procedures, please have them refer to AFMAN 48-123 or contact the CRO org box.

When complete, your application should be scanned into a PDF file as ONE DOCUMENT, and sent via signed official email (.gov or .mil) to [CRO.selection@us.af.mil](mailto:CRO.selection@us.af.mil) Put your last name and "CRO Application" in the subject line of the email, such as "Johnson-CRO Application". For cadets that do not have access to official email, have an active duty leader send it in for you. **Additional Notes:**

- The format on the next pages is not an option. Follow the example. Do not include the footer you see below that says: "Current as of DATE". Page numbers are not needed.
- If the header or section does not apply to your situation, delete that section.
- Be sure that all signature blocks are hand signed either by wet ink or a stylus.
- The top of the first page of the application should read "CRO APPLICATION PACKAGE", whichever you are applying for.

**Rank/Name:** 1Lt John B. Doe

**SSN:** xxx-xx-xxxx

**Work Address:** 123 Main Street, Denver, CO 12345

**Email:** [john.doe@us.af.mil](mailto:john.doe@us.af.mil)

**Phone:** 850-555-1234

**Duty Title:** Logistics Training Flight Commander

**Branch of Service:** USAF      **AFSC/MOS:** 21A1

**Commissioning Source:** USAF Academy

**Commissioning Date (Month / Year):** May 2010

**Cumulative GPA:** 3.2    **Major:** B.S. Humanities

**Attended Phase II/SOCOM Training:** Yes / No If yes, when: (Month, Year) CRO, STO, TACPO, STOC, CROSHOW, etc:

**INSERT YOUR PHOTO HERE.**

The photo should be an official forward facing portrait against a white background. You should be in service dress and the photo should extend from the bottom of your name tag/bottom of your ribbon rack to the top of your head.

If an official photo lab is not available, use a digital camera and stand against a white wall with nothing in the background.

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**Commander Name/Rank:** Major John Smith  
**Email/Phone:** [john.smith@us.af.mil](mailto:john.smith@us.af.mil) / 850-678-1234

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**Fitness Assessment Score:** (Pass / Fail)      **PT Test Date:** \_\_\_\_\_

**Pull-ups**\_\_\_**Sit-ups**\_\_\_**Push-ups**\_\_\_      **3 Mile run**\_\_\_mins\_\_\_secs

**25 meter underwater swim (Pass / Fail)**      **1500 meter swim**\_\_\_mins\_\_\_secs

**Administrator Name/Rank:**

**Contact (Email/Phone):**

Candidate acknowledgment statement: "I, (Insert Name Here), hereby apply to become a Combat Rescue Officer and volunteer to perform the hazardous duties inherent to Special Warfare. I acknowledge that I can be removed from further assessment for any of the following reasons: 1) quitting through words or actions, 2) becoming a medical or safety risk, 3) committing an integrity violation such as lying, cheating, or stealing, or 4) failing to meet specified fitness standards. I further acknowledge that upon graduation of training, I will incur a six-year active duty service commitment in accordance with AFMAN 36-2100 *Active Duty Service Commitments*, Rule 25, Note 16. The information contained in this application is true to the best of my knowledge.

**Candidate Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_



MEMORANDUM FOR COMBAT RESCUE ASSESSMENT BOARD

FROM: 1SOMXG/MXMG

SUBJECT: Personal Narrative

1. This document is provided to give the selection board an overall understanding of your character and personality. It should be clear, concise, and free of extra “fluff” statements. It should include your personal background, such as where you grew up, significant jobs/positions held, an explanation of your experiences and involvements before and during military service, an explanation of your perceived strengths and weaknesses, a discussion on what attracts you to become a Combat Rescue Officer, and why this is the right career for you.
2. The narrative will be formatted with 1 inch margins on the bottom, left, and right sides. The top margin will be between 1 inch and 1.5 inches depending on the heading you establish.
3. The heading format you see above should be followed with your own information entered in the FROM portion. The document may not exceed more than one page in length. Use Times New Roman with font size 12. Include a crest in the upper left hand corner of your header similar to an official memorandum for record. See AFH 33-337 *The Tongue and Quill* or sister service equivalent for examples of an Official Memorandum for Record.



JOHN A. DOE, 1st Lieutenant,  
USAF Logistics Training Flight  
Commander

## PERSONAL RESUME

John Doe      SSAN: XXX-XX-XXXX   1st Lt, USAF      DOB: XX DEC XX      AGE: XX

### SERVICE HISTORY

#### Sept 14 – Present

*Logistics Training Flight Commander*, 33LSS, Eglin AFB, FL. Leads 15 personnel in five function elements. Manages all logistics training programs. Ensures dissemination of higher headquarters training directives throughout the wing. Develops monthly training plans and schedules training events for 2,200 wing personnel. Monitors and directs the on- the-job training program for over 1,600 enlisted personnel. Provides monthly status of training briefing for all commanders. Maintains and controls over \$50M in training assets. Advisor to Wing Commander on issues.

#### Jan 14 – May 14

*Cadet Squadron Commander*, US Air Force Academy, supervised discipline, training, and safety of 104 cadets...

**Cadets from USAFA and AFROTC should highlight any applicable leadership experiences or participation in any preparation programs in this section as well. Use Times New Roman, font size 10.**

### EDUCATION

B.S. Professional Aeronautics	Embry Riddle Aeronautical University	2010
A.A.S. Industrial Management	Northwest Florida State College	2010
A.A.S. Airway Science	Community College of the Air Force	2008

### PROFESSIONAL MILITARY EDUCATION (If applicable)

Non Commissioned Officer Academy	2010
Airman Leadership School	2007

### CERTIFICATION/AWARDS

USAFA Distinguished Graduate  
Army Air Airborne  
EMT Basic Certification  
PADI Open Water Diver Certification  
USAFA Superintendents List (Fall 08, Spring 09, Fall 10, Spring 10)

### PERSONAL INTERESTS

Fly Fishing, fitness, reading, skiing, rock climbing

Additional Parts of Application:

- Letter of Recommendation will be formatted according to AFH 33-337 *The Tongue and Quill* or sister service equivalent.
- Training reports for active duty members are already formatted using an Air Force form.
- Cadet training reports do not have a required format, but should have three separate documentations of available Field Training reports for AFROTC or CPR-II items for USAFA.
- A signed statement documenting the medical facility and date of your most recent physical examination.

**INITIAL FITNESS TEST (IFT) WORKSHEET**

**I. TEST INFORMATION**

DATE	START TIME	TEST SITE (NAME/ADDRESS)			
RECRUITER/ EVALUATOR ( <i>Rank, Last, First, MI</i> )		RIC CODE	UNIT	Circle: NPS PS RET/Crossflow   AD Guard/Reserve	

**II. APPLICANT'S INFORMATION**

NAME ( <i>Last, First, Middle Initial</i> )	Applicant ID:	Flight
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**III. TEST RESULTS**

TEST COMPONENT	Final Results	Applicant AFS (Circle AFS column title)					
		SWOE	PJ/CCT/TACP/SR	TACPO	STO/CRO	EOD	SERE
<b>Pull-ups in 2 Minutes (1 Minute STO/TACPO/CRO)</b> Total Repetitions:		8 P F	8 P F	12 P F	12 P F	3 P F	8 P F
2-Minute Rest Period							
<b>Sit-ups in 2 Minutes</b> Total Repetitions:		50 P F	50 P F	75 P F	75 P F	Not Tested	48 P F
2-Minute Rest Period							
<b>Push-ups in 2 Minutes</b> Total Repetitions:		40 P F	40 P F	64 P F	64 P F	Not Tested	40 P F
10-Minute Rest Period							
<b>1.5 Mile Run or 3 Mile Run (STO/TACPO/CRO)</b>							
Lap Times ( <i>Use spaces as needed for test facility</i> )							
1.	2.	3.	4.	5.			
6.	7.	8.	9.	10.			
11.	12.	13.	14.	15.			
16.	17.	18.	19.	20.			
21.	22.	23.	24.	25.			
Lap Distance _____	Finish Time:	10:20 P F	10:20 P F	22:00 P F	22:00 P F	11:00 P F	11:00 P F
30-Minute Rest Period							
<b>25m Underwater Swim 1</b>		Finish P F	Finish P F	Finish P F	Finish P F	Not Tested	Not Tested
3-Minute Rest Period							
<b>25m Underwater Swim 2</b>		Finish P F	Finish P F	Finish P F	Finish P F	Not Tested	Not Tested
10-Minute Rest Period							
<b>500m Surface Swim or 1500m Surface Swim (STO/CRO)</b>							
Lap Times ( <i>Use spaces as needed for test facility</i> )							
1.	2.	3.	4.	5.			
6.	7.	8.	9.	10.			
11.	12.	13.	14.	15.			
16.	17.	18.	19.	20.			
21.	22.	23.	24.	25.			
26.	27.	28.	29.	30.			
31.	32.	33.	34.	35.			
Lap Distance _____	Finish Time:	15:00 P F	12:30 P F	12:30 P F	32:00 P F	Not Tested	Not Tested
<b>IFT QUALIFIED FOR CAREER FIELD</b>		Yes No	Yes No	Yes No	Yes No	Yes No	Yes No

**IV. CERTIFICATION**

APPLICANT: I certify that I was administered the IFT and have validated all information on this worksheet.	APPLICANT'S SIGNATURE	DATE:
TEST ADMINISTRATOR CERTIFICATION:	ADMINISTRATOR ( <i>Printed Name</i> )	DATE:
I certify that I am trained and certified to conduct the IFT and that the applicant named above was tested at the recorded time and location, and performed as recorded above.	ADMINISTRATOR SIGNATURE:	UNIT:
	EMAIL:	PHONE:
COMMANDER or SUPERINTENDENT ENDORSEMENT: I certify that the Test Administrator above is fully qualified to administer the Initial Fitness Test (IFT).	Name, Rank ( <i>Printed</i> ):	UNIT:
	SIGNATURE:	DATE:

## AIR FORCE SPECIAL WARFARE/SERE/EOD Initial Fitness Test (IFT) Instructions

Purpose of the IFT is to assess a candidate's physical abilities for entry into an AF career field. This test is comprised of several events which candidates must pass every event. Candidate will complete all portions of the test even if they do not meet standards on all components in order to determine physical condition status. Failure of any event will result in overall IFT failure. Test administrators will explain IFT procedures to include an explanation and/or demonstration of proper calisthenics form prior to starting the IFT. Test administrators must conduct the IFT in the order and time limits listed on this form. Test administrators (PTL in absence of functional personnel) will sign, have commander/superintendent endorse test results, and provide a copy to member.

1. **Calisthenics:** Three components are evaluated for SW and SERE candidates while EOD only completes the pull-up component. EOD candidates conducting a IFT with SW and SERE candidates will be allotted the 16 minutes between the pull-up component and the run to prepare for the run. Candidates will perform each component to either muscle failure or time completion, whichever occurs first. The test administrator will start the stop watch upon directing the candidates to start the component and announce the time remaining, in 30 second intervals. The counter will count the number of repetitions out loud. If the candidate breaks correct form, the counter repeats the last correct number (e.g., one, two, two, three, etc.), as well as gives instruction on what was done incorrectly (e.g., you are not extending your arms fully, chin not above the bar, keep your back straight, etc.).
  - 1.1. **Pull-ups:** Pull-ups are a two-count exercise. Starting position is hanging from a bar, palms facing away from the candidate with no bend in elbows ("dead-hang") and the head in the neutral position (eyes facing forward). Hand spread is approximately shoulder width apart. Count one; pull the body up until the chin is above the highest point of the horizontal plane of the bar maintaining the neutral position. Count two; return to starting position. Legs are allowed to bend, but must not be kicked or manipulated to aid upward movement. The only authorized rest position is the starting position. Adjustment of the hands is permitted, but if the candidate falls off, releases from the bar or the candidate uses the ground to rest or assist in the exercise, the exercise is terminated. If the candidate's feet inadvertently touch the ground, the repetition will not be counted. If the exercise is terminated, the repetitions performed prior to termination will be recorded.
  - 1.2. **Sit-ups:** Sit-ups are a two-count exercise. Starting position is back flat on the surface, fingers interlocked behind the head, head off the surface, and knees bent at approximately a 90-degree angle. Candidate's feet will be placed under a "toe-hold" bar or held by another individual. Count one; sit up so that the back is perpendicular to the surface. Count two; return to the starting position. The exercise is continuous. If the member's buttocks rises from the surface or his fingers are not interlocked behind his head during the repetition, the repetition is not counted. There is no authorized rest position, so if the member stops, the exercise is terminated. If the exercise is terminated, the repetitions performed prior to termination will be recorded.
  - 1.3. **Push-ups:** Push-ups are a two-count exercise. Starting position is hands, approximately shoulder width apart, arms, back, and legs must remain locked straight and feet together. Count one; lower the body until the elbows are bent at a 90-degree or lower angle and parallel (shoulder to elbow) to the ground. Count two; return to the starting position. The only authorized rest position is the starting position. If the knees touch the ground the exercise is terminated. The exercise will also be terminated if the candidate raises their buttocks in the air, sags their middle to the surface, or raise any hand or foot from their starting position. If the exercise is terminated, the repetitions performed prior to termination will be recorded.
2. **1.5 or 3 Mile Run:** Physical training (PT) clothes and running shoes are the only required items. The run must be conducted on an accurately measured course with no more than a 2% incline on any portion of the course, preferably a running track. The test administrator start the timing device upon instructing the candidates to start and will announce and annotate the time elapsed to each candidate as they complete each lap.
3. **Subsurface/Surface water:** Only SW candidates complete the swim components of the IFT. Swimsuit, sports bra, and goggles/scuba mask are the only authorized equipment items.
  - 3.1. **2 x 25 Meter Underwater Swim:** This exercise is two-3 minute cycles consisting of an underwater swim and surface swim back to the starting point. Candidate will take a breath, submerge, push off the pool wall and swim 25 meters underwater. Candidate will then surface swim, any stroke, to the starting point. The second underwater cycle starts at the end of the first 3 minute period. Complete the second cycle as listed above. If candidate breaks the water's surface during any portion of the underwater swim, the component will be completed but considered a failure of this event.
  - 3.2. **500 or 1500 Meter Surface Swim:** This swim is conducted using the freestyle, breaststroke or sidestroke. The swim is continuous. If a member stops (e.g. rests holding on the side of the pool) any time or uses the bottom of the pool to assist, the test will be stopped and considered a failure of this event.

SWOE - Candidate must successfully complete all SWOE IFT components to be eligible to enter the Air Force as a 9T500, Basic Special Warfare Enlisted Airman. This IFT will be conducted by an Air Force Recruiting Service designated test administrator. The IFT will also be administered by the SWTW as a prerequisite for SW Prep and may be used to washback (vector to development) or possible removal from training.

PJ/CCT/TACP/SR, TACPO, and STO/CRO - Candidate must successfully complete all IFT components to be eligible to enter the Air Force (Prior Service and ARC), crossflow or retrain into a SW AFS, or be reclassified from a 9T500 into a 1ZXX1 AFSC. The PJ/CCT/TACP/SR applies to enlisted (1Z) AFSCs. TACPO applies to 19ZXB AFSC. STO/CRO applies to 19ZXA and 19ZXC AFSCs respectively. This IFT is conducted by a designated test administrator (Prior Service, Officer crossflow, and retraining candidates).

SERE - Candidate must successfully complete all SERE IFT components to be eligible to enter the Air Force or retrain into SERE AFS.

EOD - Candidate must successfully complete all EOD IFT components to be eligible to enter the Air Force or retrain into EOD AFS.

Any modifications of the IFT will be coordination with the OPR (AETC/A3S) and coordinated with the DAF functional manager and career field managers for approval.