COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

This instruction implements Air Force Policy Directive (AFPD) 11-4, *Aviation Service,* and is consistent with DAFPD 10-2, *Readiness*, which establishes internal AF policy and assigns responsibility to AF/A3 (Deputy Chief of Staff for Operations) to establish and oversee the Air Force's flying programs. This DAFI provides guidance and procedures for the management of all aircrew members in the USAF and USSF. This instruction applies to Regular Air Force (RegAF), Space Force, Air Force Reserve (AFR), and Air National Guard (ANG) personnel, to include aircrew managers, commanders of flying units, and organizations with aircrew personnel. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction (AFI) 33-322, *Records Management and Information Governance Program*, and are disposed using the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to the OPR using DAF Form 847, *Recommendation for Change of Publication*; route DAF Form 847s from the field through the appropriate functional chain of command to AF/A3TT (Aircrew Training and Management Division), 1480 Air Force Pentagon, Washington DC 20330-1480. This publication may be supplemented at any level, but all supplements must be routed to the OPR of this publication for coordination prior to certification and approval. The authorities to waive wing or 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 Department of the Air Force Manual (DAFMAN) 90-161, *Publishing Processes and Procedures*, 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 requestor's commander for non-tiered compliance items. This instruction requires the collection and or maintenance of

information protected by the Privacy Act of 1974 authorized by 5 USC § 552a, records maintained on individuals (Privacy Act of 1974). The applicable System of Records Notice(s) Aviation Resource Management System (ARMS)(March 04, 2011, 76 FR 12084) is available at: **https://dpcld.defense.gov/privacy/SORNS.aspx** (T-0).

SUMMARY OF CHANGES

This instruction has been completely revised and must be reviewed in its entirety. Chapters have been reorganized to follow a more logical flow. Added chapters on aircrew ecosystem and strategic communications. Added new requirements to document and report training requirements and training capacity methodologies. Establish standardized manpower (requirements) for applying instructor (K-prefix) and evaluator (Q-prefix) to Unit Manning Document authorizations.

Chapter 1

OVERVIEW

1.1. Purpose. This instruction provides Air Force guidance for managing the Lt Col- and-below career aircrew force (pilots, combat systems officers [CSOs], air battle managers [ABMs], remotely piloted aircraft [RPA] pilots, and career enlisted aviators [CEAs]), specialized aircrew requirements (P/N-prefix), and non-career aircrew members (personnel with an X-prefix on their Air Force Specialty Code (AFSC) and operational support fliers). It lays out the Air Force's approach to aircrew management, assigns responsibilities, and details processes and methodologies. (**Note**: Unless otherwise stated in this AFI, 'combat systems operator' or 'CSO' includes navigator, CSO, weapons system officers [WSO], and electronic warfare officers [EWO].)

1.2. Aircrew Member. AFPD 11-4, *Aviation Service,* is the source document for defining "aircrew." Pilots, CSOs, ABMs, and RPA pilots are rated officer aircrew members. Enlisted members holding AFSC 1AXXX and 1UXXX are considered career enlisted aviators. Rated officer aircrew members and career enlisted aviators make up the career aircrew force. While considered a rated officer aircrew member, Flight surgeons are managed differently and within the surgeon general's area of responsibility. Some officer and enlisted aircrew members (e.g., 46FX flight nurse; 1N5X1 airborne intelligence technician, etc.) are non-career aviators, and are referred to as non-career aviators in this DAFI. A list of all non-career aviators can be found in the *Air Force Officer Classification Directory* and the *Air Force Enlisted Classification Directory.*

1.3. Aircrew Management. The objective of aircrew management is to meet near-term readiness and long-term requirements while building a sustainable inventory and future leaders thereby ensuring a healthy aircrew force. To ensure this strategic objective, aircrew managers are responsible for Lt Col-and-below career aircrew requirements. Colonel aircrew requirements are managed by AF/A1LO (AF Colonels Group) and General Officer aircrew requirements are managed by AF/A1LG (AF General Officer Management Office). Though there are multiple local-level layers involved in effective aircrew management (e.g., current operations scheduling; training resources; aviation resource managers (ARMs) inputs), aircrew managers are responsible for developing policy guidance and executing disciplined processes at the strategic level to provide for the overall health and stability of the aircrew force today and in the future. Strategic aircrew managers are Headquarters Air Force (HAF), Headquarters Space Force, and Major Commands (MAJCOM), to include National Guard Bureau (NGB) and Air Force Personnel Center (AFPC). If an issue or initiative impacts numbers/types of aircrew, aircraft, or aircrew training resources, it has aircrew management implications that require coordination with the appropriate aircrew management offices as described in this instruction.

1.4. Aircrew Requirements. Aircrew requirements are validated Lieutenant Colonel-and-below funded manpower authorizations and man-year allocations for pilots, CSOs, ABMs, RPA pilots and career enlisted aviators. Optimally, these requirements enable the AF to perform line and support functions associated with accomplishing the AF's operational flying missions, as well as meeting institutional requirements and professional development. Requirements are established based upon several factors, to include: operational tasking, force structure, formal training requirements, overhead staff, test, and professional development. It is everyone's responsibility to ensure adequate need for career aircrew requirements both in creating new requirements as well

as turning in requirements which are no longer required. In addition to the guidance in this instruction, AFI 38-101, *Manpower and Organization,* and AFI 65-503, *U.S. Air Force Cost and Planning Factors*, contain responsibilities and procedures for establishing and justifying aircrew requirements.

Chapter 2

ROLES AND RESPONSIBILITIES

2.1. CSAF (Chief of Staff of the Air Force). The CSAF oversees the aircrew management enterprise, and periodically convenes senior leader aircrew summits to address critical aircrew issues.

2.2. SF/COO (Space Force, Chief Operations Officer). The SF/SOO oversees the Space Force-specific aircrew management enterprise, including astronauts.

2.3. AF/A3 (Deputy Chief of Staff for Operations). AF/A3 is the office of primary responsibility (OPR) for aircrew management. AF/A3 develops strategy, policy, guidance, plans and processes/methodologies for functionally managing the aircrew force. For aircrew requirements/manning purposes, this office is specifically responsible for the AF Flight Standards Agency, AF National Security Emergency Preparedness Agency, AF Operations Group, and any other field operating agencies (FOAs)/direct reporting units (DRUs)/organizations aligned under AF/A3. The A3 periodically convenes an Air Force operations conference with MAJCOM/A3s, and equivalents, to address serious aircrew issues. Additionally, AF/A3 is the functional authority for rated officer and 16G/R (Air Force Operations Staff Officer/Planning and Programming) Air Force Specialties (AFS) with responsibilities designated in DAFI 36-2670, *Total Force Development.*

> 2.3.1. AF/A3T (Directorate of Training and Readiness). AF/A3T develops and oversees implementation of CSAF and AF/A3 policy/guidance governing aircrew training, readiness, and aircrew requirements/manning via the aircrew management approach and processes/procedures outlined within this AFI. Unless otherwise directed by CSAF or AF/A3, AF/A3T is approval authority for aircrew absorption/production levels and distribution plans; rated allocation methodology and oversight; and any other areas that have significant aircrew management implications. The A3T approves and signs the annual program flying training (PFT) program guidance letters (PGLs) for both undergraduate and graduate training. Additionally, AF/A3T is responsible for career field functional manager/authority for rated/career enlisted aviator (CEA) and 16G/R AFSCs with responsibilities designated in DAFI 36-2670 and DAFI 36-2110, *Total Force Assignments.* AF/A3T may delegate career field management responsibilities to AF/A3T divisions.

>> 2.3.1.1. AF/A3TT (Aircrew Training and Management Division). AF/A3TT is responsible for integrating the day-to-day conduct of aircrew management matters affecting the total force (RegAF, AFRC, and ANG). This includes formulating policy/guidance and processes/methodologies for the following: operational flying unit readiness parameters (experience mix, average time on station, and manning levels); aircrew manpower requirements; undergraduate flying training (UFT) production guidance; distribution plans; graduate level flying training requirements; and aircrew qualification programs.

>>> 2.3.1.1.1. Aircrew Management Guidance. AF/A3TT, in coordination with AF/A1PP (Military Force Policy Division) and MAJCOMs, develops and publishes aircrew management guidance (including HAF, Joint Staff, and Office of the Secretary of

Defense) approved by CSAF and designed to meet near-term operational as well as long-term leadership requirements.

2.3.1.1.2. Aircrew Management Analytical Products. AF/A3TT develops and publishes analytical products in support of accurate aircrew management. This includes, but is not limited to: operational unit experience and actual manning level data for the end of the fiscal year; requirements and actual inventory data for the end of the fiscal year; total force AFS requirements vs. inventory projections (redline/blueline or manning charts); retention statistics; UFT planned and actual data; distribution planned and actual data; forecast allocation and actual data.

2.3.1.1.3. PFT Documents. AF/A3TT develops and submits programmed requirements documents (PRDs) and PGLs for undergraduate and graduate flying training to the AF/A3T (Directorate of Aircrew Training and Readiness) for approval.

2.3.1.1.4. Rated Management Directive (RMD). AF/A3TT develops the RMD to provide assignment and manning guidance for MAJCOMs and AFPC use. The RMD is approved by the CSAF or AF/A3 annually, or as required. While the RMD sets desired manning percentages, actual manning may vary due to assignment length, availability, and qualification constraints. Authority to approve requests for exception to policy related to the RMD is delegated to the AF/A3.

2.3.1.1.5. Aircrew Requirements. AF/A3TT is the focal point for, and has oversight responsibility for, all RegAF lieutenant colonel-and below career aircrew requirements. Regardless of how an aircrew position is established (by aircrew ratio, manpower standard, or validated AF Form 480, *Aircrew AFSC/Active Flying Justification*), each RegAF aircrew manpower authorization requires AF/A3TT coordination and AF/A1MR (Manpower Requirements Division) approval. NGB/A1 (Manpower, Personnel, and Services Directorate) is the focal point for, and has oversight responsibility for, all ANG lieutenant colonel and below aircrew requirements. Each ANG aircrew manpower authorization requires NGB/A3/10 (Air, Space, and Information Operations Directorate) coordination and approval. AFRC/A3 (Directorate of Air, Space, and Information Operations) is the focal point for, and has oversight responsibility for, all Air Force Reserve (AFR) lieutenant colonel and below aircrew requirements. Each AFR aircrew manpower authorization requires AFRC/A3 coordination and approval.

2.3.1.1.5.1. AF/A3TT oversees aircrew requirements (including P/N prefixed positions) as directed in this AFI and in AFI 38-101, *Manpower and Organizations,* to include producing official Air Force aircrew manpower requirements projections (redlines) and approving/maintaining AF Forms 480, *Aircrew AFSC/Active Flying Justification,* or electronic equivalents for SAF, OSD, JCS, and any other positions that do not fall under MAJCOM purview (Reference: AFMAN 36-2100, *Military Utilization and Classification*).

2.3.1.1.5.2. AF/A3TT, in coordination with AF/A3TM, is the approval authority for new X-prefix, non-career aircrew position requirements, validating whether full-time in-flight duties specific to an aircraft's primary mission are in compliance with DAFMAN 11-401, *Aviation Management* and AFMAN 11- 402, *Aviation and Parachutist Service.*

2.3.1.2. Rated Career Field Managers. There are four divisions in AF/A3T that, in coordination with MAJCOMs designated as Lead MAJCOMs (L-MAJCOM) in AFPD 10-9, develop operational policy, guidance and oversight of service-level "organize, train and equip" responsibilities to ensure readiness of units and personnel under their purview. This includes, but is not limited to monitoring the following: operational flying unit readiness parameters (experience mix, average time on station, and manning levels); aircrew manpower requirements; UFT production guidance; absorption calculations; distribution plans; and graduate level flying training requirements.

2.3.1.2.1. AF/A3TC (Combat Air Forces Management Division) holds CFM responsibilities for bomber pilot/CSO (11B/12B), fighter pilot/CSO (11F/12F), rescue pilots/CSO (11H/12H), and special operations pilot/CSO (11S/12S).

2.3.1.2.2. AF/A3TM (Mobility Air Forces Division) holds CFM responsibilities for mobility pilot/CSO (11M/12M) and aviation resource management systems(ARMS).

2.3.1.2.3. AF/A3TY (Command and Control (C2) Division) holds CFM responsibilities for command & control/intelligence/surveillance/reconnaissance/electronics warfare pilot/CSO (11R/12R) and air battle managers (13B).

2.3.1.2.4. AF/A3UQ (Remotely Piloted Aircraft (RPA) Division) holds CFM responsibilities for attack RPA pilots (18A/11U), reconnaissance RPA pilots & CSOs (18R/11U/12U), and special operations RPA pilots (18S/11U).

2.3.1.2.5. AF/A3TS (Career Enlisted Aviator Management Division) holds CFM responsibilities for all CEAs (1AX/1UX).

2.4. AF/A1 (Deputy Chief of Staff for Manpower, Personnel, and Services). AF/A1 assists the Secretary of the Air Force and the CSAF in carrying out manpower and personnel programs by preparing policies and issuing official guidance/procedures for implementing these policies. AF/A1 develops and administers policies for identification and adjustment of Air Force manpower and personnel requirements.

2.4.1. AF/A1M (Directorate of Manpower, Organization and Resources). AF/A1M is responsible for defining AF manpower requirements and managing corporate AF manpower and personnel programming and resource distribution. AF/A1M also ensures corporate AF manpower requirements link mission capabilities to programmed resources. From an aircrew management perspective, AF/A1M ensures all manpower authorization changes and organizational adjustments that involve aircrews are coordinated/approved by AF/A3TT using this instruction and AFI 38-101. (AF/A1MT (Personnel and Training Panel); responsible for personnel and training resource allocation issues, to include funding for undergraduate flying training).

2.4.2. AF/A1P (Directorate of Force Management Policy). AF/A1P is responsible for developing objectives, performing analysis, and developing force management policies to effectively shape and balance the AF's total force workforce (RegAF, guard, reserve, and civilian).

2.4.2.1. AF/A1PP (Military Force Policy Division). Serves as the A1 focal point for aircrew management personnel issues including accession planning (based on the AF rated

distribution plans published by AF/A3TT) and implementation guidance (trained personnel requirement – TPR), inventory projections, and retention analysis, programs, and policy. Manages alternate aircrew manning efforts (e.g., retired recall and limited period recall initiatives) and works with AFPC to provide updates to AF/A1P and AF/A3T on the level of participation by each MAJCOM/FOA/DRU/organization. AF/A1PPR (Rated Force Policy Branch), is the single-point rated point of contact within AF/A1. AF/A1PP, in coordination with AF/A3TT, develops and publishes rated allocation plans (including HAF, Joint Staff, and OSD) approved by CSAF and designed to meet near-term operational as well as long- term leader requirements.

2.4.3. AF/A1X (Plans and Integration Directorate). AF/A1X develops plans and designs for future systems to ensure availability of personnel services for the Air Force war fighter. AF/A1X also integrates personnel policies and objectives in a human resources strategy.

  2.4.3.1. AF/A1XP (Personnel and Training Panel). AF/A1XP develops and supports personnel and training resource allocation strategies through the AF corporate structure program. The panel provides oversight and analysis for Total Force accessions, initial and technical training, and United States Air Force Academy (USAFA) support programs.

2.4.4. AFPC (Air Force Personnel Center). FOA reporting to the AF/A1. Integrates and executes personnel operations to develop airmen and meet field commanders' requirements. Directs the overall management and distribution of military officers, lieutenant colonel and below; enlisted, senior master sergeant and below; and civilian personnel at grades GS-15 (or equivalent) and below. AFPC serves as the primary user of the military and civilian personnel data systems covering RegAF, reserve, guard and civilian personnel under the total force management concept.

  2.4.4.1. AFPC/DPM (Directorate of Military Personnel Operations). Executes personnel policies/procedures set forth by AF/A1 to implement senior Air Force leadership guidance/instructions/priorities regarding active duty officer and enlisted assignments and force development. Utilizes AF distribution guidance and rated allocation plans provided by AF/A3TT in determining how to fill aircrew requirements. Contributes to and coordinates on the development and an annual vetting the models used to build those allocation plans.

    2.4.4.1.1. AFPC/DPMO (Operations and Special Duty Airmen Career Management Division). Responsible for Air Force Lieutenant Colonel-and-below officer and Senior Master Sergeant-and-below CEA assignments to include filling aircrew school/flying training quotas with qualified officer/enlisted personnel. AFPC/DPMO ensures aircrew assignments are made using Air Force guidance/instructions, priorities (i.e., RMD), and established readiness objectives (unit manning and experience levels). Additionally, AFPC/DPMO ensures programmed flying training is utilized/executed using the guidance as laid out in the AF aircrew distribution plan, undergraduate program guidance letter (UPGL)/graduate program guidance letter (GPGL), and other PFT documents provided by AF/A3TT and MAJCOMs.

      2.4.4.1.1.1. AFPC/DPMOC (Combat Air Force Airmen Career Management Branch). Responsible for all wing level and below line aircrew assignments for fighter, bomber, RPA, helicopter/rescue and C2ISREW aircrew.

2.4.4.1.1.2. AFPC/DPMOM (Mobility & Special Operations Air Force Airmen Career Management Branch). Responsible for all wing level and below line aircrew assignments for mobility aircrew, special operations aircrew, and CEAs. **Note:** The CEA AF/CFM provides functional recommendations to AF/A1LE (Chief's Group) on CMSgt assignments.

2.4.4.1.1.3. AFPC/DPMOE (Rated Engagement and Support Airmen Career Management Branch). The USAF office of primary responsibility for assigning all career Air Force RegAF aircrew candidates and aircrew members to formal survival and flying training schools/courses using AF distribution plans, undergraduate program guidance letter (UPGL)/graduate program guidance letter (GPGL), and other PFT documents. Additionally, AFPC/DPMOE is the USAF OPR for assigning all regular AF officers to the majority of above-wing-level rated and operations staff positions, and provides current/projected data on rated staff manning levels to AF/A1PP, AF/A3TT, and MAJCOMs every 6 months after completion of a PCS assignment cycle match. Finally, AFPC/DPMOE is actively engaged with rated officers in the field with retention-focused interviews and produces a commander-focused tool kit with retention data. This branch is the AFPC focal point for executing officer aircrew management policies and procedures.

2.5. AF/A5 (Deputy Chief of Staff, Strategy, Integration and Requirements). AF/A5 provides formulation and execution of Air Force strategy, Air Force implementation guidance for the National Defense Strategy, operational plans development, operational concept development, war gaming, strategic international engagement, global force posture, future force design, capability development guidance, and operational capability requirements.

2.6. AF/A8 (Deputy Chief of Staff, Strategic Plans and Programs). AF/A8 provides long-term planning and programming for the Air Force. Develops, integrates and analyzes the Air Force future years defense program (FYDP) and long range plan to support the national military strategy. Formulates and evaluates options relating to readiness, sustainability, force structure and modernization for SECAF/CSAF. It is also responsible for all program change requests (PCR). Additionally, AF/A8 facilitates the Air Force corporate structure (integrated product teams, mission and mission support panels, Air Force Group, Air Force Board, and Air Force Council), and provides the chairs of the Air Force Group and the Air Force Board.

2.6.1. AF/A8P (Directorate of Programs). Manages the Air Force corporate process and is responsible for developing, integrating, analyzing, and defending options relating to force structure, readiness, sustainability, and modernization. AF/A8P provides AF/A3TT official force structure data, and advises AF/A3TT of any anticipated changes that have not yet been programmed.

2.7. SAF/SA (Studies and Analysis Directorate). Advises senior AF leaders on resource allocation and the ramifications of corporate Air Force decisions on desired force structure capabilities. SAF/SA provides analyses of manpower and force structure resources on rated management, total force program and total force issues. SAF/SA conducts studies to provide insight on specific force structure alternatives in support of annual Air Force program objectives memorandum (POM) development.

2.8. AF/A10 (Assistant Chief of Staff for Strategic Deterrence and Nuclear Integration). Has oversight authority to ensure uniformity of nuclear policy, guidance, requirements and advocacy across the HAF staff and throughout the broader nuclear enterprise. AF/A10 functions as the program element monitor (PEM) for intercontinental ballistic missile (ICBM) helicopter support; and is the validation, adjudication, and final approval authority for key nuclear billets (KNB).

2.9. MAJCOMs, to include ANG (Air National Guard), AFRC (Air Force Reserve Command), and AFDW (Air Force District of Washington). MAJCOMs have key aircrew management responsibilities maintaining an aircrew force whose size and readiness enable it to accomplish the Air Force mission. When necessary, Lead MAJCOMs will consolidate aircrew/aircraft inputs, report data, and make policy recommendations to the air staff, in coordination with, and on behalf of other MAJCOMs/agencies with the same type of weapon system. **(T-2)**

2.9.1. MAJCOM functional managers (MFM) are the primary focal point and liaison between the MAJCOM and air staff on all matters relating to the aircrew career fields and aviation resource management. This includes, but is not limited to, responsibility for aircrew training programs, coordination on aircrew resource allocation, absorption calculations, and within the aviation resource management functional community, aviation and parachutist database management.

2.9.1.1. The CEA MFMs should be Chief Enlisted Managers (CEM) or civilian equivalents and reside within the MAJCOM/A3 aircrew management organization.

2.9.1.2. Training. Training ensures aircrew are qualified and that they are a sustainable force. Training also facilitates joint/combined operations by providing training to sister services, international partner nations and other agencies. All Lead MAJCOMs and AETC have formal aircrew training responsibilities.

2.9.1.3. Manpower Requirements. All MAJCOMs are responsible for limiting or strictly controlling aircrew staff/test requirements growth for organizations/functions within their purview, and for providing AF/A3TT the results of their annual aircrew requirements review as required by AFI 38-101.

2.9.2. AFRC/A3 (Air Force Reserve Command Air, Space and Information Operations Directorate). AFRC/A3 has oversight responsibility for the Air Force Reserve Command aircrew management function, to include ensuring AFR data comparable to that required of the active component is provided to AF/A3TT and AF/A1PP to facilitate total force aircrew management.

2.9.2.1. AFRC/A3R (Operations and Training Division). AFRC/A3R is the OPR within the Air Force Reserve Command for aircrew management. AFRC/A3R works closely with AF/A3TT, AF/REP and AFRC/A1 to ensure AFR aircrew management is integrated into AF/A3TT's aircrew management efforts and to ensure coordination (when required) with AF/A3T.

2.9.3. NGB/A3/10 (Air Operations Directorate). NGB/A3/10, working in concert with NGB/A1PF has oversight responsibility for the Air National Guard (ANG) aircrew management function, to include ensuring ANG data comparable to that required of the active component is provided to AF/A3TT and AF/A1PP to facilitate Aircrew Management.

2.9.3.1. NGB/A3/10T (Operations and Training Division). NGB/A3/10T is the OPR within the Air National Guard for aircrew management. NGB/A3/10T and A3/10O (Current Operations Division) work closely with AF/A3TT and NGB/A1PF (Rated Management Branch) to ensure ANG aircrew management is integrated with AF/A3TT's aircrew management efforts and to ensure any changes are coordinated with/approved by AF/A3T.

2.10. SAF/IA (Deputy Under Secretary of the Air Force, International Affairs). SAF/IA provides long-term planning for international training and provides advocacy for international training requirements via the Air Force corporate structure (AFCS). SAF/IA is responsible for collecting, documenting, and submitting international flying training requirements for the aircrew training and distribution requirements (ATDR) process outlined in **chapter 5** of this instruction. It is their responsibility to advocate, prioritize, and educate the requirements process community of the importance and reimbursable nature of international training.

2.10.1. SAF/IAPA (International Airmen Division). Prepares and places a corps of international-skilled airmen to build partnerships and support global operations. Provides executive oversight and management of: military personnel exchange program (MPEP); international affairs specialist (IAS) program; USAF attaché program; international affairs civilian career field (IACF); international professional military education (IPME). Monitors selection and training of personnel in all programs; manages human resources and manpower functions for SAF/IA.

2.10.2. SAF/IAPX (Security Assistance Policy and International Training and Education Division). Develops, implements, and oversees international security assistance policy to support current and future US Air Force international partnerships. Builds, sustains, and expands international partner relationships through US Air Force international training and education opportunities.

Chapter 3

THE AIRCREW ECOSYSTEM

3.1. Overview. The aircrew ecosystem encompasses all components of an Air Force aviation career. This includes accession, pre-requisite training, undergraduate flying training (UFT), intermediate training, graduate-level major weapons system (MWS) formal training unit (FTU) training, upgrade training, and retention.

3.2. Accessions. The accession process begins with AF/A3T determining the career aircrew trained personnel requirement (TPR). The TPR is submitted to AF/A1P with current UFT attrition rates to determine the number of new crewmembers to be accessed. This is further divided into targets for the sources of commissioning and cross-flow for rated officers and non-prior service and prior service requirements for CEAs. Accessions for rated officers is based on either a) providing sufficient company grade officer manning, or b) meet annual requirements during the UFT ADSC period, as determined by AF/A3.

3.3. Pre-Requisite Training. Prerequisite training includes all training prior to UFT. This includes introductory flight training (IFT) and survival, evasion, rescue, and escape (SERE) training. Accomplishing SERE prior to UFT is desired to minimize the break-in-training (BIT) between UFT and FTU training.

3.4. UFT. All aircrew-specific training prior to the aircraft FTU.

3.5. Intermediate Training. Miscellaneous training required to attend FTUs, typically centrifuge, IFF, and SERE (if not accomplished during pre-requisite training).

3.6. FTU Training. Training to award qualification in a MDS. Awards the partial or fully qualified level (2/3) for rated officers. The appropriate rated distribution training & management (RDTM) code will be applied upon graduation. **(T-1)**

3.7. Upgrade Training. Upgrade to higher crew positions is critical to enable the absorption engine to operate efficiently and provide the correct level of combat/mission readiness. These upgrades include aircraft commander, flight lead, and instructor. Failure to upgrade to aircraft commander or flight lead is a disqualifying event per AFMAN 11-402.

3.8. Retention. Retention is focused on either a) retaining to meet field grade officer requirements in both line and staff or b) meet post-initial ADSC requirements, as determined by AF/A3.

Chapter 4

AIRCREW MANPOWER REQUIREMENTS

4.1. Overview. Per AFI 38-101, MAJCOMs perform an annual aircrew authorization requirements review and report the results to AF/A3TT NLT 31 January each year. In addition, MAJCOMs with air component roles are charged with limiting/controlling AF aircrew requirements, including PCS military personnel exchange program (PEP), extended training service support (ETSS) billets and continuously-manned temporary duty (TDY) slots within the area of responsibility, in unified commands.

4.1.1. The A480S is a web-based application within manpower programming and execution system's (MPES) aircrew requirements review module (ARRM) providing multi-level coordination and approval of new and changed aircrew staff manpower authorizations. The application maintains a record of aircrew staff requirements for review and analysis, and sets rated staff baselines. An AF Form 480 or electronic equivalent, is created for all Lt Col and below aircrew requirements above wing level (to include pilot/CSO-prefixed billets). Wing level and below will have Air Force manpower standards (AFMS) in place to account for rated aircrew. **(T-1)** Positions not accounted for in an AFMS must have an AF Form 480 or electronic equivalent. **(T-2)** AF/A3TT maintains oversight responsibility for AF Form 480s for HAF, OSD, JCS, combatant commands (CCMD), FOAs/DRUs, and any other positions that do not fall under MAJCOM purview. AF/A3TT, in close coordination with the MAJCOMs and other 480 users, will ensure a management system is in place to effectively and efficiently manage the AF Form 480 program. **(T-1)**

4.2. MAJCOMs will:

4.2.1. Ensure career aircrew positions in the MAJCOMs (to include numbered air forces (NAFs) and wings) have unit manning documents (UMDs) and AF Form 480s to validate aircrew positions. **(T-1)**

4.2.2. Submit changes to aircrew billets using AFI 38-101. **(T-1)**

4.2.3. Limit AF aircrew requirements in unified commands, including both MPEP/ETSS billets and continuously manned TDY slots within their areas of responsibility. [MAJCOMs with air component roles] **(T-1)**

4.2.4. Validate requested changes to manpower and ensure MAJCOM aircrew managers or AF/A3TT (as appropriate) concur prior to updating UMDs. **(T-1)**

4.2.5. MAJCOMs with operational flying units will submit aircrew ratio/composition change requests with justification using AFI 38-101 for approval. **(T-1)**

4.2.5.1. Submit proposed aircrew ratios/composition and associated justification as part of the initial capabilities document (ICD) for aircraft scheduled to enter the AF's operational inventory. This will be accomplished by the lead MAJCOMs, in close coordination with other affected MAJCOMs and AF/A5R, and will be approved by AF/A3TT. ANG and AFR will also submit the breakout between active, technician, and drill status guard/traditional reserve authorizations and provide by-squadron total line aircrew authorization data to AF/A3T and AF/A1M for approval/coordination. **(T-1)**

4.2.5.2. MAJCOM requests will include a detailed aircrew ratio/composition analysis/justification that addresses both mission tasking levels and aircrew readiness (i.e., shows that hours or sorties/crewmember/month available meets/exceeds hours or sorties per crewmember per month (HCM or SCM) required to maintain mission ready status). **(T-1)**

4.2.5.3. If approved, MAJCOMs will include the new crew ratio in budget computations to compete for funding. **(T-1)**

4.2.5.4. If funded, AF/A3TT will:

4.2.5.4.1. Submit changes to AFI 65-503, tables A36-1/A37-1/A38-1 to AF/A8P. **(T-1)**

4.2.5.5. Submit instructor aircrew authorization manning requirements (based on expected PFT student load) and UMD change requests to AF/A1M for coordination and to AF/A3T for approval. Instructor authorizations should be based on a standard 10% Q-prefix and 15% K/W-prefix (See **paragraph 4.3.3**). **(T-1)**

4.3. Force Manpower Requirements. Wing and below aircrew authorizations for operational flying units. In aggregate, these positions comprise the Air Force's aircrew requirements for conducting its operational flying missions.

4.3.1. Primary: Line aircrew position indicator (API) 1/2/A career aircrew authorizations required for the employment of operational aircraft. These are normally based on crew ratio/crew composition plus any special additive positions to address special mission, alert requirements, and/or advanced student pipeline.

4.3.2. Aircrew ratio/composition processes. This section applies only to MAJCOMs (including ANG) with operational units; i.e., organizations that have units equipped with primary mission aircraft inventory (PMAI) and in a few cases primary other aircraft inventory (POAI), and thus have their manpower authorizations determined by aircrew ratios/compositions. MAJCOM/ANG responsibilities for coordinating, submitting, and obtaining approval of requests to change or establish an aircrew ratio/composition are outlined in AFI 38-101. MAJCOM/ANG requests must include a detailed aircrew ratio/composition analysis/justification that addresses both mission tasking levels and aircrew readiness (i.e., show that sorties/crewmember/month (SCM) or hours/crewmember/month (HCM) available will meet/exceed the HCM/SCM required to maintain mission ready status for all line aircrew members). (**T-1**) Once an aircrew ratio/composition has been approved by the Air Staff, MAJCOMs should seek funding approval through the normal budget process. AF/A3TT incorporates approved and funded aircrew ratios/compositions into AFI 65-503 *USAF Cost and Planning Factors Guide*, Tables A36-1, A37-1, and A38-1 (authorized aircrew composition for active, reserve, and ANG forces, respectively). Additionally, ANG and AFRC are required to submit to AF/A3TT and AF/A1M for approval/coordination the breakout between active, technician, and traditional guard/reserve authorizations and provide by-squadron total line aircrew authorization data.

4.3.3. Evaluator and instructor manpower authorizations. To establish a standardized method of reporting evaluator and instructor manning, the following manpower authorization standards are established. This does not preclude commanders from upgrading the actual

number of evaluators and instructors required to meet assigned missions, absorption, and upgrades. This only applies to force/line squadrons possessing PMAI and POAI aircraft.

4.3.3.1. Evaluator authorizations (Q prefix). Unit may apply a "Q" AFSC prefix up to 10% of API-1 authorizations per crew position based on the total number of authorized positions in that crew position in the squadron.

4.3.3.2. Instructor authorizations (K and W prefix). Unit may apply a "K" AFSC prefix up to 15% of API-1 authorizations per crew position (minus "W" prefixed positions authorized by AFI 11-415, *Weapons and Tactics Program,* table 6.6) based on the total number of authorized positions in that crew position in the squadron. (**T-2**)

4.3.4. Support: Wing-and-below operational flying unit command and staff positions (API-3/6/B/C codes). Examples include squadron commander, squadron operations officer, and wing/operations group staff positions (weapons and tactics, stan/eval, safety, et al).

4.4. Training Manpower Requirements. Wing-and-below aircrew authorizations for formal flying training units.

4.4.1. Primary: Line career aircrew instructor authorizations required for the execution of program flying training (i.e., formal flying training, such as basic/initial, requalification, upgrade, and special mission courses) and are designated with API-1/2/9/A codes. The AF programs, and applies flying training resource analysis and programming (FTRAP) logic, to graduate training (e.g., training conducted at FTUs). The FTRAP model is a set of integrated resource and capacity models used by the commands to translate Air Force tasking (as documented in the PGL and approved syllabi) into the resources (instructors, aircraft, simulators, aircrew training devices, flying hours, etc.) needed to execute that tasking. The FTRAP outputs form the basis for POM submission and allocation/distribution of resources for these programs. **Exception**: Per international agreement, the instructor pilot requirements for the Euro-NATO joint jet pilot training (ENJJPT) program, including instructor training are determined by the ENJJPT steering committee and the ENJJPT plan of operations (PO). ENJJPT is a fighter/bomber program, and its USAF instructor pilot requirements are considered to be fighter/bomber authorizations. Annually, 19 AF/A3R will determine requirements for instructor aircrews in UFT programs and submit to AF/A3TT. (**T-1**) AF/A3TT validates and approves the total requirements; then, after AFR and joint billets are factored out, apportions the remaining RegAF requirements among the AFS' based on their relative absorption levels. AF/A3TT publish with the annual RMD.

4.4.1.1. AETC will provide the latest version of the FTRAP to AF/A3TT. This will inform the rated management directive, GPGL first assignment instructor pilots (FAIP) distribution, and PIT requirements. (**T-1**)

4.4.2. Included in the active instructor pilot requirements category is FAIP. The number of FAIP requirements is driven by training squadron instructor mix/dynamics and the number of experience line aircrews available for reassignment to UFT instructor duty. Senior AF leadership approves the total number of FAIP requirements, including their AFS breakout, at aircrew summit, for incorporation in the rated management directive.

4.4.3. Support: Wing and below flying training unit command and staff positions and are designated with API-/6/B codes. All API codes are listed in AFMAN 11-402. Examples include squadron commander, squadron operations officer, and wing/operations group staff
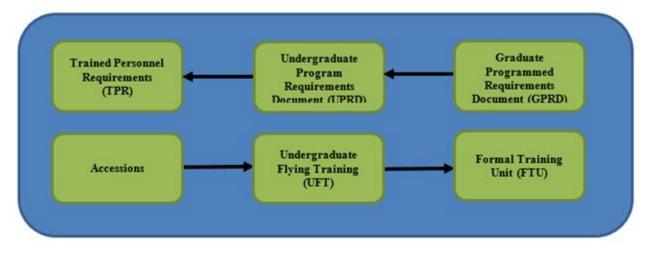
positions (stan/eval, safety, et al). Additionally, a small number of API-1/2 line flying positions are non-PFT justified authorizations that directly support the primary training force missions (e.g., T-6/38 CTP instructors, initial flight training instructors, etc.).

4.5. Test Manpower Requirements. These are wing-and-below (or equivalent) aircrew authorizations for test flying units.

4.5.1. Primary: Line career aircrew authorizations required for the flight testing of weapon systems (e.g., aircraft, munitions, tactics); they have API-1/2/9/A/F codes.

4.5.2. Support: Wing-and-below (or equivalent) test flying unit command and staff positions; they have API-3/6/B/C codes. Examples include squadron commander, squadron operations officer, and wing/operations group staff positions (stan/eval, safety, et al).

4.6. Staff Manpower Requirements. Staff requirements are flying and non-flying aircrew manpower authorizations that either directly or indirectly lead/support line force/training/test flying units. All RegAF staff aircrew authorizations are defined by a specific AFMS or by AF/A3TT-approved AF Form 480s using guidance in AFI 38-101 and include aircrew position indicator (API)-3/4/6/8/B/C/D/E authorizations not covered by line/training/flying test categories. Normally, "staff" is used to refer to only those API-3/4/6/8/B/C/D/E positions outside/above the operational unit level.

4.6.1. Rated staff growth. Public Law 101-189, Sec 633 establishes specific restrictions on rated aircrew manpower authorizations. To comply with these restrictions, all organizations must strictly control rated aircrew authorization growth. Air Force policy is to strictly limit/control growth in aircrew requirements, except for that growth associated with absorbable force structure (e.g., adding an operational airlift squadron and the associated rated staff billet). In order to establish a new overhead aircrew requirement, an offset of an already-existing funded authorization must be provided. (**T-1**) AFI 38-101 establishes the procedures for justifying and maintaining career aircrew requirements. The requisite criterion for an aircrew authorization is that the duties of the position principally require aircrew expertise. The aircrew requirements process provides detail on the policies and procedures associated with aircrew requirements oversight.

4.6.2. Aircrew position indicator (API) codes and special experience identifiers (SEIs). Each aircrew authorization requires a single-digit API code that identifies the type and level of flying duty or responsibility associated with that aircrew position. A complete listing of API Codes can be found in AFMAN 11-402, Table 3.1. Career enlisted aviator career field (AFSC 1AXXX and 1U0XX) requirements are identified by both API codes and/or SEIs as listed in the Enlisted Classification Directory, reference AFMAN 36-2100.

4.6.3. Rated aircrew categories. Rated aircrew categories are developed using core AFSCs (11F, 11B, 11M, etc.) to facilitate effective aircrew management. The rated aircrew Categories are fighter, bomber, mobility, C2ISREW, rescue, trainer, special operations, RPA, and unspecified. Rated authorizations are identified by rated category to the maximum extent possible. Authorizations that can be filled by any rated AFS aircrew member are placed in the "unspecified" category.

4.6.4. Specific aircrew requirements. Specific aircrew requirements are aircrew funded authorizations that require AFS-specific or aircraft-specific (also termed mission design series, or MDS-specific) expertise.

4.6.4.1. Use of API-8/D for staff positions above wing level. API-8/D should normally be used to support stan/eval, training, tactics, and flight safety functions. These APIs may be used for other staff categories provided a valid, position-related, active flying requirement is justified and annotated on an AF Form 480 and approved by the MAJCOM/A3T, or aircrew management equivalent, and AF/A3TT. The impact of staff flying must be considered in how it impacts absorption, upgrade training, and continuation training of API-1/As. **(T-1)** Commanders should reject attachment requests if approval would disrupt the absorption capability and readiness of the unit.

4.6.5. Unspecified (generalist) requirements. Unspecified, or generalist, requirements are those that are not tied to a specific AFS and can be filled from the general inventory (e.g., 11G, pilot generalist billets, can be filled by any pilot;12G, CSO generalist billets, can be filled by any navigator/CSO/WSO/EWO).

4.6.6. Career aircrew manpower requirement subgroups. Each aircrew category has subgroups that include Force, Training, Test, and Staff requirements. The force, training, and test subgroups are further subdivided into primary and support areas.

4.6.7. Positions with pilot/CSO-prefixed non-rated AFSCs. By definition, non-career positions do not require rated expertise (e.g., aeronautical engineer, certain group commander and IG authorizations); however, some require rated knowledge/background. Using the Air Force Officer Classification Directory, AF/A3TT may authorize "P" (pilot required) or "N" (CSO/ABM required) prefixes in these cases. Pilot/CSO-prefix positions are included in the aircrew manpower authorizations category.

4.7. Aircrew Man-Year Requirements. In addition to specific career aircrew funded manpower authorizations, man-year requirements are determined to account for the average annual number of aircrew members in student (TDY for formal flying training/PCS for in-residence PME), transient (leave/travel between PCS moves), prisoner, or patient status. AF/A3TT works with AF/A1M/A1P, AFPC, and MAJCOM counterparts to determine the man-year allocations, including breakout by AFS.

4.8. CEAs. CEA authorizations are aircrew member positions coded with a 1AXXX or 1UXXX AFSC.

4.9. Non-Career Aircrew Member Authorizations. Some officer and enlisted aircrew authorizations are non-career (career aircrew are AFSCs 11x/12x/13Bx/18x/1Ax/1Ux). All non-career aircrew positions are identified by an 'X' prefix such as X1NX (intel), X4N0 (aeromedical), ect.. Non-career aircrew member positions are identified by API 0 (officer) and API Z (enlisted). New non-career aircrew requests are submitted through MAJCOM channels with justification on AF Form 480s for AF/A3TT approval using AFMAN 11-402. All earned aircrew (including non-career aircrew) crew ratios/compositions are outlined in AFI 65-503. **Note:** ANG and AFR validates X-prefix and non-career authorizations within the ANG and AFR.

Chapter 5

AIRCREW PRODUCTION MANAGEMENT

5.1. Overview. This chapter deals with training and production both as a key elements in the USAF aircrew management system and as a mechanism for supporting the training requirements of outside customers of Air Force flying training programs (such as international training and training provided for other services/agencies). All career aircrew members will be assigned a primary aircraft assigned for management/utilization purposes. **(T-1)** As an element of aircrew management, training (and the associated throughput requirements) provides graduates with the required skills and the Air Force with sufficient quantity to sustain ready aircrew force. Training/production and recruiting/accessions are tied to the absorption capability of the operational units and to the numbers required to sustain the overall aircrew force while meeting CSAF goals. While training has both a throughput (production quantity) and content aspect (syllabus task and knowledge requirements), this chapter focuses on the process by which the production throughput requirements are established, collected, validated, approved and documented.

5.2. Accession and production relationship. The central objective of the processes outlined in this chapter is to provide a predictable and efficient flow of qualified graduate aviators to operational units to sustain combat capability and the overall aircrew force. Understanding the linkage between force structure, recruiting/accession requirements, training/production requirements, and aging/absorption capability is critical to maintaining a healthy aircrew force. **Figure 5.1** below diagrams these key relationships and becomes the foundation for the guidance provided in subsequent paragraphs.

Figure 5.1. Recruiting/Accessions - Training/Production Dynamics.

5.3. Career Aircrew Accession Planning.

5.3.1. Rated accession plan. Overarching accession guidance is laid out in AFPDs 36-20, *Recruiting Programs and Accession of Air Force Military Personnel,* 36-21, *Utilization and Classification of Military Personnel*, and 36-26, *Total Force Development*. AFI 36-2100, *Military Utilization and Classification,* specifies that AF/A3TT, as delegated from AF/A3, establishes rated specific career field goals and stop limits in the trained personnel

requirements (TPR). AF/A3TT applies the 19 AF/A3R-provided UFT attrition rates, to determine how many new aircrew members should be accessed, and submits the rated aircrew TPR to AF/A1PT. AF/A1PT coordinates with AF/A3TT to adjust accession goals for intra/inter-service transfers, and allocates the remaining quotas to the commissioning sources. For example, if the TPR is 1000 and the attrition rate is 10%, then the accession requirement is 1111 (1000/0.90) and applied to the accession program guidance letter (APGL).

5.3.2. CEA accession plan. CEA accession plan is developed as part of the TPR process. Based on the AF/A3TS TPR and other functional inputs, AF/A1PT develops the accession and production PGLs for AF/A1 approval. It is published during the first two months of the first and third fiscal quarters. The TPR document is a statement of the gains to each AFSC, special duty identifier (SDI), and reporting identifier (RI), by fiscal year, needed to maintain the active enlisted airmen force at programmed manning levels. It is used at the training flow management conference and the training planning meeting to develop the enlisted training program. Authorizations used to determine requirements are based on programs reflected in the current budget cycle. The adjustments are based on program element code changes that either have not been allocated as changes or extended on the manpower files. Amendments to the TPR are submitted by AF/A3TT to AF/A1PT when changing authorizations, accessions, losses, or production adversely impact programmed manning levels.

5.3.3. Cross-flow and inter-service transfers (ISTs). Most aircrew candidates enter the Air Force as new accessions; exceptions include Air Force crossflow, IST and voluntary extended active duty for reserve component commissioned officers. In cases where the accessions are already rated (e.g., U.S. Army helicopter pilot ISTs), their AF aeronautical ratings and training needs are determined via an aeronautical review board using AFMAN 11-402. ISTs are included in the total accession numbers; e.g., if the AF needs to access 1100 pilots and has 50 ISTs, it would need 1050 new accessions. Not factoring in ISTs would overload training and cause over-absorption in the operational units.

5.4. Awaiting Permanent Change of Station (PCS) Training (APT) and Break in Training (BIT) Pools.

5.4.1. Awaiting PCS training (APT) pool. The APT pool is the group of UFT selectees who are waiting for an available quota to begin flying training. Having a reasonably sized APT pool is critical to providing training quota managers the flexibility to fill all, and minimizes empty, training quotas caused by last-minute dropouts/no-shows. Drawbacks of a large APT pool include: (1) long pre-UFT delays that result in these personnel counting against end strengths yet being of very limited utility; (2) adverse effects on accessions into other AFSCs if caused by over-accessing into aircrew career fields; (3) Force Development repercussions: and (4) a poor initial impression of the USAF. Conversely, too small of an APT pool results in training vacancies for last-minute dropouts/no-shows going unfilled. Members assigned to the APT Pool should be focused on developing operational and/or institutional competencies while awaiting training.

5.4.2. Breaks in training (BITs). Breaks in training are gaps between major sequential phases of the formal training pipeline for career aircrew. BITs can be built-in, such as temporary duty (TDY)/PCSs between phases of training, or unintended (commonly caused by production in one phase exceeding the available training quotas in the next phase). Built-in BITs are required to permit travel between training locations. Commands that provide formal training are

charged with continuous improvement efforts to built-in BITs. Drawbacks of large BIT pools include loss of perishable skills/currencies, delays in arriving at operational squadrons, increased TDY costs and potential negative impacts to morale. Drawbacks of too small a BIT include potential lost initial qualification training, inability to obtain survival training prior to initial qualification training, and additional stress on trainees.

5.4.3. Monitoring BIT and APT. AF/A3T, AF/A1P, and AFPC will track the current and predicted APT to ensure the best use of Air Force resources. **(T-2)** Training MAJCOMs (T-MAJCOM) will track the current and predicted BIT to ensure the best use of Air Force resources. **(T-2)** These metrics will be reported at the aircrew management executive council (AMEC). **(T-1)** Periodically updating attrition factors helps prevent the APT pool from growing too large. When the BIT or APT pool becomes either too large or too small, 19 AF/A3U, AF/A1PP and AF/A3TT in coordination with lead MAJCOMs will make adjustments to fix the problem in a timely manner. **(T-1)**

5.4.4. Adjusting BIT or APT. When APT or BIT exceeds the desired range, potential courses of action to accommodate the students waiting for training are to 1) increase training quotas, 2) redirect training, or 3) adjust future accessions/production. Increasing training quotas is typically done "out of hide" and could result in overworked instructors, reduced instructor continuation training and/or over-absorption in some AFS [reduces combat readiness]. Redirecting training should be made prior to AFS/MDS assignments.

5.5. Aircrew Training and Distribution Requirements (ATDR) process. The ATDR process provides a disciplined, time/sequence-based set of procedures for establishing, collecting, validating and documenting flying training production requirements for all formal training conducted by or for the Air Force. AF/A3TT has management responsibility for the ATDR process. Forecasting training/production requirements is critical, and the planning process begins at least 18 months prior to the execution year to ensure inputs are incorporated into AF programming/budgeting schedules. The process starts with a formal data call to "customer" agencies requesting unconstrained but realistic training requirements. A series of steps and accompanying documents lead to a constrained PGL which is the basis for the formal programming and funding activities that result in a funded, executable training program for the Air Force. The ATDR cycle parallels and syncs with the programming, planning, and budgeting system (PPBS) cycle. To align with the PRD, the capacity analysis starts with the budget year. Unless there has been significant changes in resources, the budget year data should be the same as the POM year data provided in the previous capacity analysis. The shortfall report informs the POM of resources required to meet the PRD while still enabling changes during budget year execution. **Table 5.1** outlines one complete cycle of the ATDR process from the initial data call through execution of the first year of the FYDP program covered by the data call.

5.5.1. Production requirements sources. Flying training production requirements originate primarily from eight basic sources.

5.5.1.1. AF/A3TT. AF/A3TT is responsible for consolidating all validated undergraduate and graduate requirements. AF/A3TT is responsible for determining overall undergraduate requirements, by Air Force specialty and providing those to L-MAJCOMs for weapons system breakout. AF/A3TT is also responsible for developing the linkage between the undergraduate and graduate production for all users of training in a Aircrew Distribution Plan. AF/A3TT will also capture any FOA/DRU training requirements directly. **(T-2)**

5.5.1.2. Lead MAJCOMs. Air Combat Command (ACC), Air Mobility Command (AMC), Air Force Global Strike Command (AFGSC), Air Force Special Operations Command (AFSOC), and Air Force Material Command (AFMC) as lead MAJCOMs, are responsible for providing RegAF graduate production requirements. In coordination with AF/A3TT, lead MAJCOMS shall review methodologies, consolidate, validate, and submit total force (excluding international and other requirements) production requirements to AF/A3TT with any comments of explanation. The lead MAJCOM should review component inputs and coordinate correction of any errors or unusual requirements. (**Note**: Validation entails clarifying the component requirement justification, but should not change component's final submission. Lead MAJCOM will submit to AF/A3TT dissenting justification). **(T-1)**

5.5.1.2.1. Force structure decisions. Commands that make force structure decisions (change crew ratios independently of lead command or require the use of training in support of recapitalization efforts, etc.) notify AF/A3TT and the lead MAJCOM and training MAJCOM for the affected weapon system to properly capture anticipated requirements. This will allow the lead command to update training resources required to support the updated force structure.

5.5.1.2.2. Lead MAJCOMs will collaborate with training MAJCOMs to ensure resources are available to meet training requirements. **(T-1)** Training MAJCOMs are MAJCOMs that conduct formal aircrew training.

5.5.1.2.3. Training MAJCOMs that conduct formal aircrew training will coordinate with lead MAJCOM A3T and AF/A3TT on any changes to formal training syllabi affecting student production levels/flow (e.g., changing the basic qualification course length because the increase changes a member's status from TDY to PCS), training resources/personnel (e.g., aircraft, simulators, instructors), etc. **(T-1)**

5.5.1.2.4. Training MAJCOMs will submit, or provide access to automated metric applications, a quarterly production report to AF/A3TT documenting planned versus actual requirements broken out by course and crew position. Provide justification for deviations from planned production requirements upon request. **(T-1)**

5.5.1.3. Air Education and Training Command (AETC). 19 AF/A3 is responsible for collecting and forwarding validated undergraduate and graduate production requirements necessary to operate each AETC-owned school house.

5.5.1.4. Air Force Personnel Center (AFPC). AFPC/DPMO is responsible for collecting and forwarding validated graduate production requirements necessary to meet crossflow, requalification and other training related to personnel actions. AFPC/DPMO, in coordination with AF/A3TT and lead MAJCOMs, also provide enlisted pipeline production requirements.

5.5.1.5. Air Force Reserve Command (AFRC). AFRC/A3R is responsible for collecting and forwarding validated AFR production requirements to AF/A3TT and appropriate lead MAJCOMs.

5.5.1.6. Air National Guard (ANG). NGB/A3/10T is responsible for collecting and forwarding validated Guard production requirements to AF/A3TT and appropriate lead MAJCOMs.

5.5.1.7. International requirements. SAF/IA is responsible for collecting, validating, and submitting international flying training requirements (e.g., foreign military sales (FMS) and MPEP) to AF/A3TT. Graduate requirements will be shared with lead MAJCOMs for review. **(T-2)**

5.5.1.8. Other requirements. This category encompasses sister service and other US agencies that require undergraduate or graduate training conducted by USAF formal training schoolhouses. AF/A3TT will collect these requirements for inclusion in the appropriate programmed requirements document (PRD) and will socialize the information with lead MAJCOM for review. **(T-1)**

Table 5.1. ATDR Cycle Event Sequence and Timeline.

Step/Product	Accountable Office	Timeframe (FY Prior to Execution Year)
Graduate Planning Program Guidance Letter	OPR: AF/A3TT	**As Required**
Undergraduate Production Targets	OPR: AF/A3TT	**January**
Undergraduate/Graduate Requirements Data Call and Distribution	OPR: AF/A3TT OCRs: L-MAJCOMs; AFRC; ANG; SAF/IA; Other Users	**February-March**
Undergraduate/Graduate Program Requirements Document	OPR: AF/A3TT	**April**
Capacity Analysis & Shortfall Report	OPR: T-MAJCOMs OCRs: L-MAJCOMs	**May-July**
Undergraduate Program Guidance Letter	OPR: AF/A3TT OCR: 19 AF/A3	**July**
PFT Conference	Chair: AF/A3TT OPRs: L-MAJCOMS; T-MAJCOM OCRs: Users	**August-September**
Graduate Program Guidance Letter	OPR: AF/A3TT OCRs: T-MAJCOMs; L-MAJCOMs	**December**
Build/Publish PFT	OPRs: T-MAJCOMs	**April**
Over/Under Production Plan	OPR: AF/A3TT	**May**
Execute Program	All	**October**

5.5.2. Undergraduate production targets. Career aircrew undergraduate production targets are derived from modeling by AF/A3TT. The overall production numbers are calculated using future requirements (CGO requirements for rated officers), inventory overages/shortfalls, and planned forces structure changes and refined to the AFS level. These targets are passed to the lead MAJCOM MFMs, AFRC/A3R, and ANG/A3/10T to further divide the target to MDS targets. These form the basis of the distribution plans.

5.5.3. Requirements data call. The data call for undergraduate and graduate training requirements initiates the annual ATDR cycle. It is a solicitation of valid, unconstrained, realistic, requirements that can be justified with an approved methodology. The data call is initiated by AF/A3TT and is sent to training consumers, normally with a 45-day suspense.

5.5.3.1. Lead MAJCOMs and other components/agencies requiring formal aircrew training will develop a supportable, repeatable methodologies to determine training

requirements. **(T-1)** Users submit their requirements following the data call instructions for inclusion in the aircrew distribution plan, UPRD, and GPRD, as applicable. Requirements methodologies will be documented with inputs, data sources, and supporting documentation. **(T-1)** These models will be provided to AF/A3TT with the data call results and retained for seven years to support audiability. **(T-1)**

5.5.4. The data call results in two program requirements documents (PRDs) that capture requirements for the next POM cycle and the budget year that precedes it (e.g., FY24 POM data call covers the FY23 budget year and FY24-29 POM years). The PRDs represent formal documentation of the unconstrained requirements for all flying training courses for which the Air Force has programming responsibility. Combined, these documents form the baseline from which the remaining ATDR activities are predicated. The requirements data call is typically initiated in the February-March timeframe every year. Additionally, the budget year information provides updated requirements for the PFT conference and identifies potential opportunities to modify near-term undergraduate training production.

5.5.4.1. Undergraduate program requirements document (UPRD). The UPRD data call applies to RegAF, AFRC, ANG, SAF/IA and other users (United States Navy (USN), United States Marine Corps (USMC), United States Coast Guard (USCG), etc.). The responsible offices develop methodologies, validate and submit their unconstrained requirements to AF/A3TT for consolidation and publication as the UPRD.

5.5.4.2. Graduate program requirements document (GPRD). The GPRD data call applies to all user MAJCOMs, AFDW, ANG, SAF/IA, and other users (e.g., USN, USMC, USCG). Each MAJCOM/agency that owns and controls quotas for flying training is responsible for developing methodologies to determine, and submit, their validated, unconstrained requirements. Lead MAJCOMs coordinate AFPC requirements with AFPC/DPMO. All users requiring training for initial pilots, RPA pilots, CSOs, ABMs, and CEAs will calculate, validate and submit future requirements during this data call. **(T-1)** Lead MAJCOMS will also submit first assignment instructor pilot (FAIP)/operational support airlift (OSA)/adversary air (ADAIR) requirements. **(T-1)** AF/A3TT may request a discussion with L-MAJCOM, T-MAJCOM, and any applicable users to ensure consistent methodologies are being used and address any anomalies during GPRD development.

5.5.4.2.1. Aircrew distribution plan (ADP). The ADP documents distribution and flow of all career aircrew personnel from undergraduate training to their specific AFS/MDS and is contained as tabs in ATDR documents. The ADP provides formal guidance to AFPC/DPMORT and AETC/A1K for the flow of new career aircrew personnel into AFS/MDS FTUs across the FYDP. For pilots it includes the distribution of FAIPs, OSA, ADAIR, and other select pilots. The varying lengths of the undergraduate flying training (UFT) pipelines means that each ADP year is fed by portions of two previous year's UFT production year groups. To assist MAJCOMs and AF/A3TT develop accurate distribution plans and link distribution to undergraduate production guidance, the distribution plan has added programmed UFT "available graduates" numbers from each of the previous year's graduates to (1) identify disconnects between desired distribution and available graduates and (2) allow adjustments to distribution and/or programmed UFT production to align distribution and production.

5.5.5. Capacity analysis. Training MAJCOMs will conduct a capacity and resource analysis based on the training requirements listed in the U/GPRDs. **(T-1)** The capacity analysis is an expansion of the PRD's to document actual capacities across the FYDP for each required course within the current funded resources. A copy of the capacity analysis, input definitions, resourcing calculationresults, and any supporting documentation will be submitted to the ATDR manager at AF/A3TT annually and retained for seven years. **(T-1)** The capacity analysis will normally have a 75 day suspense.

5.5.5.1. Shortfall report. Covers the FYDP starting with the POM year and is submitted simultaneously with the capacity analysis. When sufficient capacity does not exist to fulfill all requirements in the PRD, training MAJCOMs will prepare and submit a shortfall report. **(T-1)** The shortfall report is a narrative description of each shortfall along with a description of the limiting factors precluding meeting the full requirement. A description of resources required to overcome shortfalls, along with a quantification of the net shortfall for each applicable FTU where the shortfall exists shall be described. **(T-1)** These constraints may take the form of physical capacity limitations and/or resource constraints that limit the production capability by program, weapon system or course. This analysis also identifies what would be required to overcome these limitations (where possible). This shortfall report is submitted to the lead MAJCOM/A3 to fully inform their respective POM builds. Provide a courtesy copy to AF/A3TT. AF/A3TT will provide the shortfall report and PGLs to the AF personnel and training panel to inform POM discussions. **(T-1)**

5.5.6. Program flying training (PFT) allocation conference. AF/A3TT sponsors, and 19th AF normally hosts, a PFT conference annually. During the PFT conference, users prioritize and negotiate the distribution of available training for the budget year and establish an initial plan for the first year of the FYDP (e.g., the 2022 PFT conference addressed FY24 and FY25 training allocations). The conference is an AO-level event tasked with adjudicating unconstrained requirements (GPRD) with available training (actual FTU capacity per the capacity analysis). At the conclusion of the conference, a draft-GPGL is made available to all participants. Except in cases where post-conference discussions are still required to determine training priorities, this draft-GPGL may be used to begin drafting PFT schedules. These cases are specifically identified during the conference and are marked on the draft GPGL. PFT schedules should be complete and loaded into Oracle training administration (OTA) no later than 6 months after release of the GPGL. However, the first quarter of training should be loaded NLT 1 May. AFPC/DPMLWD is the office of responsibility for access to OTA.

5.5.6.1. PFT conference mission design series (MDS) breakouts. During MDS breakouts, each course is evaluated and where capacity doesn't meet GPRD requirements, a prioritized distribution is established. AF/A3TT, in consultation with the lead MAJCOM representative, makes final distribution decisions. Any user who does not receive a minimally acceptable level of training should 1) clearly make that known during the MDS breakout, and 2) inform AF/A3TT so a post-conference determination can be made on prioritization. Each MDS breakout should be attended by:

5.5.6.1.1. Lead MAJCOMs. Lead MAJCOM representation is mandatory. Lead MAJCOMs will validate/clarify user statements and when applicable provide their perspective of prioritizations. **(T-2)**

5.5.6.1.2. Training commands. Training MAJCOM representation is mandatory. Training commands are tasked with ensuring the training allocated at their MDS break-out is executable within their funded and available assets. Additionally, training MAJCOM representatives should be prepared to work changes in priorities (e.g. If capacity does not meet demand for a course and priorities are set appropriately, training MAJCOM representatives should be capable of assessing impacts of reducing other courses to provide the assets required to increase the critical course capacity). Training MAJCOMs will determine if FTU personnel are required to attend the PFT conference. **(T-2)**

5.5.6.1.3. Users. All training user organizations are welcome to have representation advocating their requirements. Unit commanders should weigh this invite against the likelihood they either require advocacy, or provide added value to the conference. If attendance exceeds facility capacity, a prioritization of attendance will be set by AF/A3TT.

5.5.7. Program guidance letters (PGLs). Program guidance letters provide the formal direction to the training MAJCOMs what training requirements by airframe will be trained in a given year. **(T-1)**

5.5.7.1. Undergraduate program guidance letter (UPGL). The UPGL is the production and distribution guidance for undergraduate flying training. Distribution between users may be changed based on the needs of the total force with concurrence of the AF/A3TT. This approved and funded guidance is published as UPGL, the final undergraduate step in the ATDR cycle for that PPBS sequence. The UPGL is the tasking of record for that cycle.

5.5.7.2. Graduate program guidance letter (GPGL). The GPGL is the production and distribution guidance for MDS-specific graduate flying training based on deliberations and prioritization of available capacity during the annual PFT conference. The GPGL is a two-year document covering the upcoming budget year and the following year to allow training MAJCOMs the ability to coordinate follow-on training. Training MAJCOMs ensure FTU production and distribution of the resultant course quotas are built using the GPGL. Subsequent minor changes agreed upon by all affected users can be negotiated and approved by AF/A3TT. All major changes (significant changes in FTU capacity etc.) or potential transfer of USAF quota to international customers are coordinated with lead MAJCOM and AF/A3TT and approved by the AF/A3T.

5.5.8. Over/under production plan. When anticipated UFT production significantly varies (over/under) from programmed requirements, AF/A3TT establishes priority guidance plan for AFPC and AETC to flow pipeline students to graduate training. This prioritization plan is a formal document in the ATDR process and is normally published after the PFT conference in coordination with the GPGL release each year. The plan should be briefed during an AMEC and/or aircrew training managers meetings.

5.5.9. Planning program guidance letter (PPGL). When necessary, AF/A3T will produce a PPGL directing an applicable training command to submit a POM that supports all of the training contained within the PPGL. **(T-1)** While this is not limited to being an undergraduate PPGL (UPPGL), it is not practical for AF/A3T to produce a graduate PPGL (GPPGL) because any graduate training issues would be managed by the applicable lead MAJCOM, who would prioritize funding for these requirements against their other requirements. Undergraduate

training however, falls under AETC, which doesn't have the ability to internally decide to reduce other training to produce more undergraduate flight training. Therefore, significantly changing undergraduate flight training (which services all AFS') is a corporate bill. The purpose of a UPPGL is to direct AETC to submit a POM that fully supports the UPPGL, which will require AETC to break the normal POM build instructions to bring in a balanced POM. **(T-1)** By signing a UPPGL, the AF/A3T is pledging his support in the AF corporate process, to help gain funding as a "corporate bill."

5.6. Training Metrics.

5.6.1. Training commands will provide capacity models, inputs, data sources, resourcing calculations, and supporting documentation annually to AF/A3TT enabling effective oversight of the aircrew training enterprise and comply with AF Audit requirements. **(T-1)** These should be submitted during the capacity analysis phase of the ATDR process. AF/A3TT will consult with appropriate training command when using capacity models to develop courses of action or recommendations to ensure models are up-to-date and used correctly. **(T-3)**

5.6.2. 19 AF provide AF/A3TT with access to automated report in ADSS. Other organizations providing formal aircrew training will report quarterly training accomplished, if not using a central repository (provide link to AF/A3TT if used), by class, with the following data elements: (**T-1**)

    5.6.2.1. Programmed entries

    5.6.2.2. Actual entries

    5.6.2.3. Gains and losses for each class

    5.6.2.4. Actual graduates

    5.6.2.5. Number of students eliminated

5.6.3. Training metrics can be provide via automated applications, accessible website, or e-mailed to AF/A3TT.

5.6.4. An end of fiscal year summary should be provided each year by 15 November.

Chapter 6

AIRCREW INVENTORY MANAGEMENT

6.1. Overview. The AF goal is to consistently match aircrew inventory and requirements; i.e. at a minimum, have the correct numbers and types (e.g., mission qualified, experienced, instructor) of aircrews to man all aircrew positions while also taking into account man-year requirements. This chapter outlines/addresses key terms and definitions associated with inventory management.

6.2. Career Aircrew Inventory. Career aircrew inventory is defined by career field category (Pilot, CSO, ABM, RPA Pilot, CEA) as the number of Lt Col-and-below qualified aircrew members in the USAF. For inventory purposes, an aircrew member is considered "qualified" when he/she completes all flight training and is FTU-complete. For example, although a CEA is awarded the basic badge and 1AXXX AFSC upon graduation from the CEA Center of Excellence, that individual is not counted in the CEA inventory until he/she successfully completes an AF Form 8, *Certificate of Aircrew Qualification,* check ride establishing initial aircraft qualification. Career aircrew members continue to be counted as inventory for as long as they retain an aeronautical rating. Permanently disqualified aircrew (to include ASC 02) are not part of the official career aircrew inventory for accounting purposes; however, they may continue to be employed in non-flying aircrew positions dependent upon AF needs.

6.2.1. Inventory data. AFPC, in coordination with AF/A1PF, provides a quarterly official aircrew inventory data for the RegAF, which includes, but is not limited to, manning, distribution by grade or year group, and gate months completed and coordinates on redline/blueline methodology and output. AFPC also measures and provides current and historical information concerning aircrew retention to AF/A3 and AF/A1 upon request.

6.2.1.1. MAJCOMs are responsible for managing their career aircrew force. Accurate and timely communications are critical in the coordination of aircrew management across MAJCOMs.

6.2.1.1.1. MAJCOMs will provide AF/A3TT, AF/A1PP, and AFPC/DPMO a current list of MAJCOM functional and assignment managers (AFSCs 11XX, 12XX, 13BX, 18X, 1AXXX, 1UXXX, and 1C0X2) by 30 September of each year. **(T-2)**

6.2.1.1.2. MAJCOMs ensure readiness and absorption are balanced to maintain a healthy force.

6.2.1.1.2.1. Readiness. Lead MAJCOMs, in coordination with all other MAJCOM's with operational units, will:

6.2.1.1.2.1.1. Establish experience definitions and experience objectives and review annually to ensure they remain current. Submit them along with any requests for changes to AF/A3TT to gain AF/A3T approval. **(T-1)**

6.2.1.1.2.1.2. Work closely with their respective personnel organization and AFPC to maintain unit manning using the rated management document (RMD) or 100% (for CEA) to the maximum extent possible while avoiding excessive over-manning, which could adversely impact readiness. **(T-1)**

6.2.1.1.2.1.3. Establish hours per crewmember per month (HCM) or sorties per crewmember per month (SCM) objectives for inexperienced API-1/2/9/A

aircrew members, and submit them (as well as any requests for changes once established) to AF/A3TT to gain AF/A3T approval. **(T-1)**

6.2.1.1.2.2. Absorption. Lead MAJCOMs with operational units will:

6.2.1.1.2.2.1. Determine maximum absorption data for the systems within their purview based on guidance in **chapter 2** and the procedures outlined in **chapter 4**. **(T-1)**

6.2.1.1.2.3. Use of FAC-6 (flying activity code). FAC-6 will not be used to justify active flying in the absence of an active API position. (**T-2**)

6.2.1.1.2.3.1. FAC-6 status should be restricted to permit inactive aircrew to accomplish and maintain currency/qualification/ requalification training prior to reassignment to active flying or flying deployment while occupying a non-flying manpower authorization (API-3, 4, C, E). For other uses, the impact of staff flying must be considered in how it impacts absorption, upgrade training, and continuation training of incumbent API-1/As. **(T-1)**

6.2.1.1.2.3.2. FAC-6 waivers will expire one year after approval. **(T-1)** Consecutive FAC-6 waivers should not be approved unless scheduled to attend training for a follow-on assignment. Commanders should reject attachment if approval would disrupt the absorption and readiness of the unit.

6.2.1.1.2.3.3. Use of FAC-6 is prohibited to justify generating a training requirement (TX, RQ, etc. courses).

6.3. CORE Air Force Specialty. CORE AFS will be assigned by AFPC upon completion of weapons system initial qualification training by AFPC using a course completion roster generated by the FTU registrar and lead MAJCOM aircrew manager coordination. **(T-1)** Once established, the CORE AFS will be managed using AFMAN 36-2100. **(T-1)**

6.3.1. Any flying evaluation board action recommending re-CORE will be coordinated with the recommend gaining lead MAJCOM and approved by AF/A3TT prior to implimentation. (**T-2**)

6.4. Rated Distribution and Training Management (RDTM) Codes. Career aircrew members are uniquely identified by their RDTM code (**Attachment 2**) for the purposes of inventory management. This code indicates the core weapons system expertise of each career aircrew member, and is assigned upon completion of weapons system initial qualification training by AFPC using a course completion roster generated by the FTU registrar and lead MAJCOM aircrew manager coordination. RDTM codes are assigned to each MDS (e.g. F-16) within an aircrew category. The RDTM code reflects the crewmember's appropriate MDS, but does not imply the member is actively flying or maintaining currency in that aircraft. AFPC/DPMO is OPR for the RDTM codes.

6.4.1. CORE RDTMs are those designating a career aircrew member's permanent core competency and are those RDTM codes ending in 10. Non-CORE RDTMs are those which designate assignments outside of or prior to the determination of a permanent core weapon system. Non-CORE RDTMs are those ending in 20 and 50 (e.g. FAIP assignments).

6.4.2. CORE RDTM code change (re-core). After initial assignment, the CORE RDTM for most career aircrew members does not change. Changes occur when an aircrew member

permanently cross-flows to a position with a different CORE RDTM code (e.g. F-15C pilot cross-training to F-22), or when an aircrew member is deliberately "re-cored," for example, by a crossflow or other board. Any career aircrew member re-core action will be documented by AFPC/DPMO using existing data systems and include correspondence with the crewmember's senior rater and lead MAJCOM functional manager. **(T-1)**

6.4.3. Career aircrew members assigned to a Non-CORE RDTM MDS or other Non-CORE RDTM duty are only assigned that RDTM if they have never before been awarded any CORE RDTM.

6.4.4. Changing an aircrew member's CORE RDTM outside of these guidelines requires AFPC/DPMO review and AF/A3TT approval. Assignment officers or organizational commanders do not change an officer's CORE RDTM; however, they can forward requests for change to AFPC/DPAL for review, who forwards to the lead MAJCOM aircrew manager for coordination and AF/A3TT for approval. Crossflow or other boards which result in changing an officer's CORE RDTM must obtain approval prior to releasing the results. (**T-1**)

6.5. Unique Qualifications. Aircrew members may also be identified by unique qualifications or codes. Examples of such identifiers include grade, currency, qualification, year group, special experience identifier (SEI), and completed operational flying duty accumulator (OFDA) gates.

6.6. Development. The Air Force needs aviators to be more than one-dimensional and their development is vitally important to both near-term occupational needs and longer-term leadership needs. Development tools generally fall under: assignments, education, and training.

6.6.1. Assignment guidance. AFPC is required to manage assignments to achieve the AF-approved readiness parameter objectives established for each MDS (e.g. unit experience mix, average time on station, and manning level objectives). All career aircrew members will be assigned a MDS for management/utilization purposes. In making each aircrew assignment, AFPC considers the effect on readiness parameters. (**T-1**)

6.6.2. Aircrews in non-aircrew manpower authorizations. AFI 38-101 requires that a rated AFSC only be designated for "positions with duties clearly requiring rated skills", therefore only aircrew members can be assigned to positions with an aircrew AFSC. DAFI 36-2110 requires that rated officers "…are assigned primarily to fill rated requirements." Air Force policy is that rated officers should not be assigned to non-rated billets. Exceptions to this policy are permitted when the assignment is determined to be in the best interests of the Air Force.

6.6.2.1. Medical disqualifications. Medically disqualified aircrews are not included in aircrew inventory statistics. AF/A3TT can approve, on a case-by-case basis, the use of medically disqualified aircrew for non-flying aviator jobs (e.g., ALO, Staff). Individuals selected are included in the aircrew inventory (i.e., blueline) but do not accrue additional gate months unless/until medically cleared and documented on DD Form 2992, *Medical Recommendation for Flying or Special Operational Duty*. Approval is based solely on "needs of the Air Force" as judged by AF/A3TT and DAFI 36-2110.

6.6.3. Service liaison officers. Service liaison officer billets (i.e., air liaison officer (ALO), air mobility liaison officer (AMLO), etc.) are filled as prescribed in the MOA between the Air Force and other services and at levels directed by approved allocation plans (e.g., the CSAF-approved RMD).

6.6.4. Not Used.

6.6.5. AETC undergraduate instructors.

6.6.5.1. First assignment instructor pilots (FAIPs).

6.6.5.1.1. CSAF policy is that FAIP tours be no longer than pilot instructor training (PIT) plus three years. Due to the number of PIT classes, and two output assignment cycles for output to a AFS, plus or minus of 3 months from the 36-month standard is acceptable. Flying training wing commanders may authorize one-year extensions for FAIPs if requested by the individual. Inform AETC/A1KO and AF/A3TT to enable the FAIP out adjustment.

6.6.5.1.2. FAIPs should be provided the AFS (bomber, fighter, mobility, SOF, C2ISREW, rescue) expected to be assigned upon completion of the FAIP assignment during UPT assignment night. Specific MDS (A-10, C-17, AC-130, RC-135) determination/assignment is made after observing FAIP performance for approximately two years. FAIPs maintain the 11Kx AFSC and xx20 non-CORE RDTM code until successful completion of MDS initial qualification training.

6.6.5.1.3. Any aircraft without a programmed FAIP out flow that desires to hire a FAIP must complete all records review, interview, and assignment actions prior to the assignment cycle the selected FAIP would normally receive an assignment. Once a FAIP receives an assignment, the FAIP will be considered unavailable to these organizations. **(T-2)**

6.6.5.2. MDS-experienced trainer IPs.

6.6.5.2.1. MDS-experienced IPs will be provided using the RMD, or other mechanism as determined by the AF/A3, as allocated to the various AFS. **(T-2)**

6.6.5.2.2. MDS-experienced AETC IP assignment length should be between 36 and 48 months depending on AETC IP manning, PIT capacity, student production surges, and MDS follow-on training. This provision does not apply to those IPs selected for a 2+2 assignment or accepted for a second in-place assignment. AFPC/DPMO is the final arbiter for assignment length.

6.6.5.2.3. MDS-experienced AETC IPs should be returned to the RDTM MDS upon completion of the AETC IP assignment. However, as a recruiting (for AETC IP duty) and retention tool, AFPC may, with the concurrence of the individual and lead MAJCOM aircrew manager crossflow the pilot to a different MDS.

6.6.6. Utilization of all aircrew instructors. As the result of an AF audit, the following tracking of instructor utilization is required:

6.6.6.1. T-MAJCOMs determine continuation training (CT) sortie requirements for IPs to maintain proficiency and maximize student production. These will be provided to the L-MAJCOM and included in the applicable AFMAN 11-2MWS, Volume 1, *Aircrew Training*. **(T-2)**

6.6.6.2. AF/A3T will validate these CT sortie requirements for IPs during the review and approval of each AFMAN 11-2MDS, Volume 1. **(T-2)**

6.6.6.3. T-MAJCOMs will report the number of student production sorties and the number of CT sorties flown by each instructor at the completion of each fiscal year. **(T-1)**

6.7. Retention. Retention affects virtually every aspect of aircrew management. The AF goal is to retain the proper number of aviators to maintain readiness and meet the AF requirements by utilizing sound aircrew management practices.

6.8. Total Active Rated Service (TARS). TARS is an expression in years, of the average number of years an officer serves in the rated force, from award of rating to separation, promotion to colonel, grounding or retirement based on current retention percentages. AFPC/DSYA calculated the historical TARS and publishes these figures in the annual rated officer retention analysis report. TARS may be used to predict future aircrew inventory levels.

6.9. Cumulative Continuation Rate (CCR). CCR is the percentage of rated officers who remain in service between two time references (6 and 14 years or 8 and 14 years).

6.10. Flight Surgeons, Pilot-Physicians, and Exchange Officers.

6.10.1. Total number of active flying (API-5) Air Force flight surgeons cannot exceed one flight surgeon per crew position per squadron and are assigned as determined by AFMOA guidance.

6.10.2. The maximum number of approved pilot-physicians that consist of a physician attending pilot training is five (5). Additional pilot-physicians that consist of pilots attending medical school is authorized. Training and MDS assignment will be coordinated between 711 HPW pilot-physician manager and AF/A3TT, then approved by AF/A3T. **(T-1)**

6.10.3. Any changes to the flight surgeon and pilot-physician assignment policies require AF/A3T and AF/SG3P coordination/approval. See AFI 11-405, *The Pilot-Physician Program,* for detailed guidance on pilot-physicians.

6.10.4. No more than one exchange officer per aircrew career field (e.g., pilot, CSO/EWO, ABM) is authorized per operational flying squadron, and no more than two exchange officers per career field per training squadron are authorized without AF/A3T approval. SAF/IAP maintains the CSAF-approved listing of the units and level of participation in the international exchange program and AF/A3T is OPR for sister service exchange programs. Any change to the exchange program list requires AF/A3T coordination/approval.

6.11. International Agreements. The USAF has entered into binding international agreements, usually associated with foreign military sales (such as extended training service specialists and technical assistance field teams) in which the partner nation pays the USAF for defense articles and services. These positions are "must fill" to prevent an international incident.

6.12. CEA Crossflow Management. The AF/A3TS CEA CFM is the controlling authority for all CEA crossflow actions. To facilitate healthy manning and when in the best interest of the Air Force, the CEA CFM may crossflow CEAs laterally into other CEA AFSCs in cases where similar skills would facilitate such a transition (e.g., from 1A1 to 1A2 and vice versa). Any projected assignment action resulting from crossflow requires coordination between AF/A1PT, AF/DPE (Chief's Group), AFPC/DPMO, AF/A3T (CEA CFM), and MAJCOM functional managers (MFMs). Training availability, OFDA gate credit, controlled duty assignment (CDA), and associated ADSCs are important considerations in managing this process. For Guard and Reserve, approval authority for CEA crossflows is NGB/A3/10 and AFRC/A3, respectively.

6.12.1. Effective manning and critical/crisis percentages. Effective manning is defined as the percentage of qualified and eligible mission ready crewmembers. Consider disqualifying crewmembers that are not mission ready. The reclassification process outlined in AFMAN 36-2100 provide guidance to move non-mission ready airmen out of an active billet to allow for replacement. The Air Force Enlisted Classification Directory (AFECD) provides retention requirements for CEAs. Critical manning levels are defined as overall manning percentages equaling 96% of the AFSC. Crisis manning levels are defined as overall manning percentages equaling 90% of the AFSC. Air Force Personnel Center (AFPC) assignment functional managers are responsible for leveling manning across the AFSCs. This includes the training required to match the leveling efforts.

6.12.2. To ensure experience at the unit level, CEAs completing formal MDS initial qualification training must serve a minimum of 36 months from the date of the IQT flight evaluation on that MDS before being considered for assignment to a different platform. (**T-2**) Exceptions must be approved by the CEA CFM. (**T-1**) Other requirements such as active duty service commitments are posted on the education and training course announcement webpage.

6.13. CEA Aircrew Operating Requirements. Assigned aircrew personnel typically work unusual shifts to support the unit's primary flying mission. While capabilities-based manpower standard provides core manpower authorizations to support this flying mission, it does not provide additional manpower for personnel to support unit/base details and augmentees for base exercises, etc. For this reason, aircrew personnel must not be used outside of their UMD authorized duties and responsibilities unless waived using AFMAN 36- 2100. (**T-2**)

6.13.1. Basic allowance for subsistence (BAS) authorization. Qualified CEAs assigned to a flying squadron that are required to perform flight and ground duties are authorized BAS due to assigned duties, unusual work hours, alert status, crew rest, or pre and post mission duties. Commanders will validate BAS authorization using guidance established in DoD 7000.14-R, Volume 7A, Chapter 25, *DoD Financial Management Regulation-Subsistence Allowance.* (**T-3**)

6.14. Criteria for Release CEAs to Special Duty Identifier (SDI) or Reporting Identifier (RI) Tours.

6.14.1. Not on a controlled duty assignment (CDA).

6.14.2. Not drawing an SRB or in an AFSC identified on the chronic critical skills listing.

6.14.3. Major weapons system manning and AFSC manning (overall and the grade or projected-grade of the requestor) is 96% or higher.

6.14.4. CEAs may be released by the CEA CFM for a special duty assignment, not to exceed 36 months (T-1). These include any of the 8XXXX SDIs listed in the Air Force Enlisted Classification Directory per AFMAN 36-2100. CEA CMSgts are released automatically to support the following commander involvement positions (CIP) positions:

6.14.4.1. 9C000, Chief Master Sergeant of the Air Force

6.14.4.2. 9E000, Command Chief Master Sergeant

6.14.4.3. 9G100, Group Senior Enlisted Leader

6.15. Other Development Tools. Other development tools are education and training, which may be provided by the Air Force or self-developed. Generally these tools promote occupational or institutional competencies. The AF needs aircrew members to develop for leadership positions which provides better promotion opportunities and enhanced retention.

6.16. RPA Pilots. The RPA pilot community is comprised of several different categories of rated officers and enlisted pilots. Collectively the community is identified by their AFS specific RDTM. However, to identify an officer pilots' previous flight training and experience an officer CORE AFS will be indicated as follows:

6.16.1. Enlisted pilots who have graduated from URT and maintain medical qualification will have a CORE AFS of 1U1. AFMAN 36-2100 **(T-2)**

6.16.2. Officers who were assigned to fly RPAs on a temporary status will retain their original CORE AFS and RDTM as described in AFMAN 36-2100. **(T-2)**

Chapter 7

AIRCREW MANAGEMENT TOOLS

7.1. The Following are Formulas Used in Aircrew Management. The most critical metrics are operational flying squadrons (force), as they are the basic war fighting units and identified and measured using AFI 10-201, *Force Readiness Reporting*. **Note:** The calculations in this section are samples intended for illustration. Thorough analysis would necessitate calculating the formulas for all crew positions and/or AFSC's for a given aircraft.

7.2. Authorizations.

7.2.1. *Squadron Line Authorizations*. Line authorizations in the force category (operational flying units) are determined based on calculations at the squadron (or smaller unit) level by crew position and/or by AFSC for aircrew management purposes.

7.2.1.1. **Force (operational) unit manning calculations:** # squadron authorized aircrew members for each aircrew position (e.g., pilot; copilot; navigator; flight engineer) = (# squadron PMAI or POIA) x (aircrew ratio) x (crew complement). **Note:** Calculations are for each aircrew specialty and not as aggregate crews.   **Note**: Crew ratio and crew complement can be found in AFI 65-503, Tables A-36-1, A37-1, and A38-1. **Note**: Some AFS/MDS do not calculate crew requirement against PMAI or POAI.

7.2.1.1.1. Examples:

7.2.1.1.1.1. F-16 squadron: 18 PMAI x 1.25 x 1 (pilot) = 22.5 rounded to 23 authorized pilots.

7.2.1.1.1.2. C-17 squadron: 12 PMAI x 2.50 x 2 (pilot complement) = 60 authorized pilots (30 AC + 30 CP) and 12 PMAI x 2.50 x 1.5 (LM complement) = 45 authorized LMs.   **Note**: For fractions, always round to next higher whole number at each stage.   **Note**: Line authorizations for wing, NAF, MAJCOM, or by AFS/MDS, are calculated by summing the squadron authorizations of all the units under/within the larger organization/category, e.g. F-16 wing API-1s are (18 PMAI x 1.25 x 1) + (18 PMAI x 1.25 x 1) = 23 + 23 = 46.

7.2.1.2. **Squadron Total Authorizations:** Include line authorizations above crew ratio formula and squadron leadership (i.e., commander and/or operations officer).

7.2.1.2.1. Examples:

7.2.1.2.1.1. F-16 squadron (18 PMAI): 23 API-1 + 2 API-6 (commander and operations officer) = 25

7.2.1.2.1.2. C-17 squadron (12 PMAI): 64 API-1 pilot (crew ratio earned) + 1 API-1 pilot (advanced pipeline student) + 4 API-1 pilot (special mission additive) + 2 API-6 pilot (CC and DO) = 71 total pilots and 64 API-A + 1 LM API-A (Advanced Student Pipeline) + 6 LM API-A (special mission additive) = 71 LMs

7.2.2. *Wing Authorizations*. Include squadron total authorizations from above and Lt Col and below staff positions earned by manpower standards (e.g., safety; current operations).

7.2.2.1. Examples:

7.2.2.1.1. F-16 wing (with two 18 PMAI squadrons, OSS, group, and wing staff): (25 in squadron 1) + (25 in squadron 2) + (OSS with 10 pilot authorizations) + (OG with 3 pilot authorizations) + (wing with 5 pilot authorizations) = 68 total pilots

7.2.2.1.2. C-17 wing (with three 12 PMAI squadrons, OSS, group, and wing staff): (71 pilot authorizations in squadron 1) + (71 pilot authorizations in squadron 2) + (71 pilot authorizations in squadron 3) + (OSS with 7 pilot authorizations) + (OG with 8 pilot authorizations) and (wing with 5 pilot authorizations) = 233 total pilots. (71 LM authorizations in squadron 1) + (71 LM authorizations in squadron 2) + (71 LM authorizations in squadron 3) + (OSS with 15 LM authorizations) + (OG with 4 LM authorizations) + (wing with 1 LM authorization) = 233 total LM.

7.3. Manning.

7.3.1. *Squadron Line Manning Percentages*. For aircrew management purposes, squadron manning percentages are calculated by crew position and/or by AFSC. Manning percentages are determined based on calculations at the squadron level. Manning for wing, NAF, MAJCOM, or by AFS/MDS is calculated by dividing the sum of the squadron assigned by the sum of the squadron authorized for all the units under/within the larger organization/category.

7.3.1.1. Squadron line manning percentage = (# API-1 assigned) ÷ (# API-1 authorized)

7.3.1.1.1. Examples:

7.3.1.1.1.1. F-16 squadron: 25 (# assigned API-1 pilots) ÷ 23 (# authorized API-1 pilots) = 109%

7.3.1.1.1.2. C-17 squadron: 66 (# assigned API-1 pilots) ÷ 60 (# authorized API-1 pilots) = 110%

7.3.1.1.1.3. Squadron manning notes:

7.3.1.1.1.3.1. **(1)** On loan from squadron should count against the squadron number? The key determinant is: Where is the billet the individual resides?

7.3.1.1.1.3.2. **(2)** Overmanning may be necessary to maintain squadron experience mix or when overproduction and/or a decrease in force structure occurs. If a wing is overmanned, the overmanning should normally be accounted for at the squadron level API-1/2/As.

7.3.1.1.1.3.3. **(3)** Manning percentages are rounded to the nearest whole number.

7.3.1.2. Squadron total manning percentage = (# API-1 + # API-6 assigned) ÷ (# API-1 + # API-6 authorized)

7.3.1.2.1. Examples:

7.3.1.2.1.1. F-16 squadron: 27 (# assigned API-1 and API-6 pilots) ÷ 25 (# authorized API-1 and API-6 pilots) = 108%

7.3.1.2.1.2. C-17 squadron: 70 (# assigned API-1 and API-6 pilots) ÷ 71 (# authorized API-1 and API-6 pilots) = 99%

7.3.2. *Wing Manning Percentage.*   For aircrew management purposes, wing manning percentages are calculated by crew position and/or by AFSC.

7.3.2.1. Wing manning percentage = (total wing assigned) ÷ (total wing authorized).

7.3.2.1.1. Examples:

7.3.2.1.1.1. F-16 wing (with two 18 PMAI squadrons, OSS, group, and wing staff): 70 pilots assigned ÷ 68 pilots authorized = 103% manning

7.3.2.1.1.2. C-17 wing (with three 12 PMAI squadrons, OSS, group, and wing staff): 235 pilots assigned ÷ 233 pilots authorized = 101% manning

7.3.2.1.1.3. Wing manning notes:

7.3.2.1.1.3.1. **(1)** If a wing is undermanned, the wing staff (including the operations support squadron) should normally bear the burden of any experienced aircrew shortfalls so that the operational flying squadrons can maintain full combat capability/readiness.

7.3.2.1.1.3.2. **(2)** Wing and/or base manning percentages are mainly used by AFPC; the more important number for aircrew managers is squadron manning level.

7.4. Experience Mix (or Level). Squadron Line Experience Mix (or Level).   For aircrew management purposes, squadron experience mix is calculated by crew position and/or by AFSC. Line authorizations for operational flying units (force) are determined based on calculations at the squadron level. Line authorizations for wing, NAF, MAJCOM, or by AFS/MDS are calculated by summing the squadron authorizations of all the units under/within the larger organization/category. Experience definitions are published in the AFMAN 11-2MWS, volume 1.

7.4.1. *Squadron Experience Mix.* Squadron experience = (# API-1 experience assigned) ÷ (# API-1 total assigned)

7.4.1.1. Examples:

7.4.1.1.1. F-16: (12 API-1 experienced pilots assigned) ÷ (23 API-1 total pilots assigned) = 52% experience

7.4.1.1.2. C-17: (35 API-1 experienced pilots assigned) ÷ (61 API-1 ACs & CPs) = 57%   **Note**: The squadron line formula is particularly useful as a programmatic formula (e.g., to determine the aging portion of MDS flying hour programs).

7.4.2. *Squadron Total Experience Mix.* Include line experience and squadron leadership (i.e., commander and/or operations officer).

7.4.2.1. Examples:

7.4.2.1.1. F-16: (12 API-1 experienced pilots assigned + 2 API-6 experienced pilots assigned) ÷ (23 API-1 total pilots assigned + 2 API-6 experienced pilots assigned) = 14 ÷ 25 = 56%

7.4.2.1.2. C-17: (36 API-1 experienced pilots assigned + 2 API-6 experienced pilots assigned) ÷ (61 API-1 ACs & CPs assigned + 2 API-6 ACs assigned) = 38 ÷ 63 = 60%

Note: The squadron total formula is particularly useful as an execution formula (e.g., to monitor the balanced distribution/assignment of UFT grads).

7.4.3. *Wing Experience Mix.* Wing experience mix = (total wing API-1 experienced assigned) ÷ (total wing API-1 assigned)

    7.4.3.1. Examples:

        7.4.3.1.1. F-16 wing (with two 18 PMAI squadrons, OSS, group, and wing staff): 44 API-1 experienced pilots assigned ÷ 70 API-1 pilots assigned = 63%

        7.4.3.1.2. C-17 wing (with three 12 PMAI squadrons, OSS, group, and wing staff): 161 API-1 experienced pilots assigned ÷ 235 API-1 pilots assigned = 69%   **Note:** Wing and/or base experience mix percentages are mainly used by AFPC; the more important number for aircrew managers is squadron experience mix.

    7.4.4. Objective/desired experience line crew ratios (EXP/INX).

        7.4.4.1. BMR55% / 45%**Note**: No lower than 50% / 50%

        7.4.4.2. FTR55% / 45%**Note**: No lower than 50% / 50%

        7.4.4.3. CSAR55% / 45%

        7.4.4.4. MOB57% / 43%

        7.4.4.5. C2ISREW55% / 45%

        7.4.4.6. SOF60% / 40%

7.5. Total Active Rated Service (TARS). The number of years an officer serves in the rated force, from award of wings to separation, promotion to colonel, grounding, or retirement. TARS is computed by summing 2 through 28 years of CCRs. TARS is one of the factors used in making inventory (blue line) projections. It can also be used to make simplified inventory projections. Two points to keep in mind are: 1) the TARS calculation is based on a projected steady state environment; and, 2) when any variable is changed that affects retention, TARS also changes.

7.6. Production Requirements Calculations. All Air Force organizations that establish an aircrew training requirement will provide a documented, standardized, documented methodology for forecasting aircrew training requirements (**T-1**) Manage and retain these requirement models using AFI 33-322, *Records Management and Information Governance Program.*

7.7. Absorption Calculations. All L-MAJCOMs will provide a documented, standardized, documented methodology for determining desired and maximum absorption capacity. (**T-1**) Manage and retain these absorption models using AFI 33-322.

7.8. Capacity Calculations. All Air Force organizations that provide a formal aircrew training capability will provide a documented, standardized, documented methodology for forecasting aircrew training capacity (overall and by course). (**T-1**) Include a standard capacity analysis framework, capacity input definitions, and data sources. Manage and retain these capacity models using AFI 33-322.

7.9. Descriptions. The following are descriptions of the approved models, systems, and tools used in Aircrew Management:

7.9.1. Aircrew 480 System (A480S). A480S is the web-based tool used to securely manage all of the active duty aircrew position descriptions worldwide. The capability automates the AF Form 480 process, defines all of the active duty parameters for each aircrew (flying and staff) position, and provides selectively-controlled review, update, and approval access to the information for the authorized, global user community.

Chapter 8

AIRCREW MANAGEMENT STRATEGIC COMMUNICATIONS

8.1. Aircrew Management Group. Periodically, AF/A3TT should convene a meeting of aircrew management practitioners to discuss areas of interest, proposed changes, prepare for other aircrew management forums, and share ideas.

8.2. Aircrew Management Executive Council (AMEC). AF/A3TT convenes AMEC quarterly. Attendees are O-6 A3Ts and aircrew managers from the operations and personnel communities across the Air Force. MAJCOM/A3Ts and equivalents are the voting members. AMEC is a decision forum that assesses the health of the aircrew force by reviewing key aircrew force decisions/guidance and trends/issues/concerns, discussing improvement options, and developing proposals/taskers for further coordination/approval in the formal AF staffing process. The AMEC also provides a forum for ensuring aircrew managers have a sufficient and consistent understanding of aircrew management. Aircrew issues normally discussed include: readiness parameters (experience mix, average time on station, and manning levels); manpower requirements; absorption; training/production; distribution; retention; rated allocation; requirements-inventory delta management; and any other issues or developments that may affect the aircrew force. The decisions made at AMEC will be further refined and brought forward to the Air Force operations conference and ultimately to the Chief of Staff of the Air Force's aircrew summit. (**T-2**)

8.3. Air Force Operations Conference. Led by the AF/A3, this is the key annual general officer steering group for aircrew management items of interest. Each flying organization is represented by the MAJCOM/A3, or equivalent or designee, and their aircrew manager. The operations conference should receive an update of the current state of the aircrew force, update on decisions and taskers from previous meetings, briefed on aircrew items of general interest, determine the disposition of items forwarded from AMEC, and develop the initial agenda for aircrew summit.

8.4. Aircrew Summit. Led by the CSAF, this forum is a decision forum for critical aircrew management items. Representation by flying MAJCOM commanders and Air Staff DCS' establish this as the top decision making body for aircrew management.

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Attachment 1

GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

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Abbreviations and Acronyms

AAMS—Automated Aircrew Management System

ABM—Air Battle Manager

ACC—Air Combat Command

ACTF—Aircrew Task Force

ADP—Aircrew Distribution Plan

ADSC—Active Duty Service Committment

AETC—Air Education and Training Command

AFCS—Air Force Corporate Structure

AFDW—Air Force District of Washington

AFGSC—Air Force Global Strike Command

AFIT—Air Force Institute of Technology

AFPC—Air Force Personnel Center

AFR—Air Force Reserve

AFRC—Air Force Reserve Command

AFS—Air Force Specialty

AFSC—Air Force Specialty Code

AFSOC—Air Force Special Operations Command

ALO—Air Liaison Officer

AMC—Air Mobility Command

AMEC—Aircrew Management Executive Council

AMF—Air Mobility Fundamentals

AMLO—Air Mobility Liaison Officer

ANG—Air National Guard

AO—Action Officer

API—Aircrew Position Indicator

APGL—Accession Program Guidance Letter

APT—Awaiting Permanent Change of Station Training Pool

ARM—Aviation Resource Manager

ARMS—Aviation Resources Management System

ATDR—Aircrew Training Distribution Requirements

BIT—Break in Training

BAS—Basic Allowance for Subsistence

CAF—Combat Air Forces

CA&SR—Capacity Analysis and Shortfall Report

CCR—Cumulative Continuation Rate

CDA—Controlled Duty Assignment

CEA—Career Enlisted Aviator

CEM—Chief Enlisted Managers

CFM—Career Functional Manager

CIP—Career Intermission Program

COCOM—Combatant Commander

CSAF—Chief of Staff of the Air Force

CSO—Combat Systems Officer

C2—Command and Control

DoD—Department of Defense

DRU—Direct Reporting Units

ENJJPT—Euro-NATO Joint Jet Pilot Training

ETSS—Extended Training Service Specialist

EWO—Electronic Warfare Officer

FAC—Flying Activity Code

FAIP—First Assignment Instructor Pilot

FBF—Fighter/Bomber Fundamentals

FMS—Foreign Military Sales

FOA—Field Operating Agencies

FTRAP—Flying Training Resource Analysis and Programming

FTU—Formal Training Unit

FYDP—Future Years Defense Program

GPGL—Graduate Program Guidance Letter

GPRD—Graduate Program Requirements Document

HAF—Headquarters Air Force

HCM—Hours per Crewmember per Month

IACF—International Affairs Civilian Career Field

IAS—International Affairs Specialist

ICBM—Intercontinental Ballistic Missile

ICD—Initial Capabilities Document

IFF—Introduction to Fighter Fundamentals

IFT—Introductory Flight Training

IPME—International Professional Military Education

IST—Inter-Service Transfers

JCS—Joint Chiefs of Staff

KNB—Key Nuclear Billet

LM—Loadmaster

L-MAJCOM—Lead MAJCOM

MAF—Mobility Air Forces

MAJCOM—Major Command

MDS—Mission Design Series

MFM—MAJCOM Functional Manager

MILPDS—Military Personnel Data System

MPEP—Military Personnel Exchange Program

MPES—Manpower Programming and Execution System

MOA—Memorandum of Agreement

MWS—Major Weapons System

NAF—Numbered Air Force

NGB—National Guard Bureau

OCR—Office of Coordinating Responsibility

OFDA—Operational Flying Duty Accumulator

OPR—Office of Primary Responsibility

OSA—Operational Support Aircraft

OSD—Office of the Secretary of Defense

PCR—Program Change Requests

PCS—Permanent Change of Station

PEM—Program Element Monitor

PEP—Personnel Exchange Program

PFT—Program Flying Training

PGLs—Program Guidance Letters

PIT—Pilot Instructor Training

PME—Primary Military Education

PPBS—Programming, Planning, and Budgeting System

PMAI—Primary Mission Aircraft Inventory

POAI—Primary Other Aircraft Inventory

POM—Program Objectives Memorandum

PPGL—Planning Program Guidance Letter

PRD—Programmed Requirements Document

PTAI—Primary Training Aircraft Inventory

RDTM—Rated Distribution and Training Management

RI—Reporting Identifier

RMD—Rated Management Directive

RPA—Remotely Piloted Aircraft

SCM—Sorties per Crewmember per Month

SDI—Special Duty Identifier

SEI—Special Experience Identifier

SOF—Special Operations Forces

SORTS—Status of Resources and Training System

SRB—Specialized Retention Bonus

STP—Student, Transient, and PME

SUPT—Specialized Undergraduate Pilot Training

TAFCS—Total Active Federal Commissioned Service

TARS—Total Active Rated Service

TDY—Temporary Duty

T-MAJCOM—Training MAJCOM

TOS—Time on Station

TPR—Trained Personnel Requirement

UAT—Undergraduate Air Battle Manager Training

UCT—Ungraduated Combat Systems Officer Training

UFT—Undergraduate Flying Training

UMD—Unit Manning Document

UPGL—Undergraduate Program Guidance Letter

UPPGL—Undergraduate Planning Program Guidance Letter

UPRD—Undergraduate Program Requirements Document

UPT—Undergraduate Pilot Training

URT—Undergraduate Remotely Piloted Aircraft Training

USAFA—United States Air Force Academy

USCG—United States Coast Guard

USMC—United States Marine Corps

USN—United States Navy

WSO—Weapons Systems Officer

Office Symbols

AF/A1LE—Air Force Chief's Group

AF/A1LG—Air Force General Officer Management Office

AF/A1LO—Air Force Colonels Group

AF/A1M—Air Force Directorate of Manpower, Organization, and Resources

AF/A1MR—Air Force Manpower Requirements Division

AF/A1P—Directorate of Force Management Policy

AF/A1PP—Air Force Military Force Management Division

AF/A1PPR—Air Force Rated Force Policy Branch

AF/A1X—Air Force Plans and Integration Directorate

AF/A1XP—Air Force Personnel and Training Panel

AF/A3—Air Force Deputy Chief of Staff for Operations

AF/A3T—Air Force Directorate of Aircrew Training and Readiness

AF/A3TC—Air Force Combat Air Forces Division

AF/A3TM—Air Force Mobility Air Forces Division

AF/A3TS—Air Force Career Enlisted Aviator Division

AF/A3TT—Air Force Aircrew Training and Management Division

AF/A3TY—Air Force Command and Control Division

AF/A3UQ—Air Force Remotely Piloted Aircraft Division

AF/A5—Air Force Deputy Chief of Staff for Strategy, Integration, and Requirements

AF/A8—Air Force Deputy Chief of Staff for Strategic Plans and Programs

AF/A8P—Air Force Directorate of Programs

AF/A10—Air Force Assistant Chief of Staff for Strategic Deterrence and Nuclear Integration

AF/ACTF—Air Force Aircrew Task Force

AFPC—Air Force Personnel Center

AFPC/DPM—AFPC Directorate of Military Personnel Operations

AFPC/DPMO—AFPC Operations and Special Duty Airmen Career Management Division

AFPC/DPMOC—AFPC Combat Air Forces Airmen Career Management Division

AFPC/DPMOE—AFPC Rated Engagement and Support Airmen Career Management Division

AFPC/DPMOM—AFPC Mobility Air Force Airmen Career Management Division

AFRC/A3—Air Force Reserves Directorate of Air, Space, and Information Operations

AFRC/A3R—Air Force Reserves Operations and Training Division

NGB/A1—National Guard Bureau Directorate of Manpower, Personnel, and Services

NGB/A1PF—National Guard Bureau Rated Management Branch

NGB/A310—National Guard Bureau Directorate of Air Operations

NGB/A310O—National Guard Bureau Current Operations Division

NGB/A310T—National Guard Bureau Operations and Training Division

SAF/IA—Deputy Assistant Secretary for International Affairs

SAF/IAPA—Deputy Assistant Secretary for International Affairs, International Airmen Division

SAF/IAPX—Deputy Assistant Secretary for International Affairs, Security Assistance Policy and International Training and Education Division

SAF/SA—Air Force Studies and Analysis Directorate

Terms

Absorption—Absorption is the process of gaining new undergraduate flying training (UFT) graduates and/or prior qualified (e.g., FAIP, OSA, ADAIR) aircrews, by career field (i.e., pilot, CSO, ABM, RPA, and CEA) into operational unit line flying positions (e.g., API-1/2/9/A) for their first operational assignment. Numerically, it is the total number of inexperienced aviators that operations units can take in each year and maintain the appropriate experience mix, combat capability, and develop/age the new aviator in a timely manner.

Air Force Specialty (AFS)—Identified by the first three characters of the Air Force Specialty Code as listed in AFMAN 36-2100 Tables 2.1. and 2.2.)

Air Reserve Component (ARC)—the combination of both AF Reserve and Air National Guard forces.

Aircrew Distribution Plans—Provides approved AF guidance to distribute UFT graduates and non-AFS/MDS pilots into initial-entry MDS training at FTUs. Formally issued by letter, normally as part of the GPGL.

Aircrew Management Executive Council (AMEC)—Division chiefs of aircrew management functions (O-6 and below). This council is a requirement for AF/A3TT personnel and MAJCOMs (usually MAJCOM A3T and MFMs) to attend and discuss/review aircrew plans and policies.

AMEC provides recommendations and actions to the Air Force operations conference and ultimately the CSAF's aircrew summit.

Aircrew Position Indicator (API)—Single digit code that identifies the type and level of flying duty or responsibility associated with a rated/CEA authorization. All non-career aircrew authorizations have default values of '0' (officers) and 'Z' (enlisted). The API code should be listed on all UMD positions that contain aircrew requirements.

Aircrew Training and Distribution Requirements (ATDR) process—The ATDR process provides a disciplined, time/sequence based set of procedures for establishing, collecting, validating and documenting flying training production requirements for all formal training conducted by or for the Air Force.

Attrition—Percentage of student entries into a training course who do not complete that course. Using historical attrition rates for a given course ensures more accurate training pipeline sizing (i.e., determining the number of students to access to ensure a required number of graduates from training).

Average Time on Station—The average tour length (e.g., 3.5 years) for operational (force) line aircrew members; calculated for each aircrew category (e.g., pilot, ABM, etc.).

Aviation Incentive Pay (AvIP)—Incentive pay for rated officers in a military aviation career, authorized under 37 U.S.C. § 334(a).

Authorizations—A funded manpower requirement with detail that defines the position in terms of its function, organization, location, skill, grade, and other appropriate characteristics that commands use to extend end strength manpower resources to their units. MPES is the system of record documenting AF manpower requirements. AF/A3TT extracts career aircrew requirements and is OPR for crew ratio changes and approval authority for all non-manpower-determined aircrew positions. Files are updated monthly and extracts of end fiscal year authorizations are used for planning purposes.

Awaiting PCS Training (APT) Pool—The pool of UFT candidates who are waiting for a training slot/quota to begin formal flying training.

Career Enlisted Aviators Career Field—Career field encompassing functions of program formulating, policy planning, inspecting, training and directing, and performing combat operations pertinent to enlisted primary aircrew activities. Encompasses the enlisted AFS' 1A and 1U.

Career Field Manager (CFM)—Individuals appointed by air staff DCS's to manage education, training, and resources for a specific career field(s). Normally, the CFM is a Colonel for rated officers and a CMSgt for CEAs.

Critical Skills Incentive Pay (CSIP)—Incentive pay for CEAs authorized under 37 U.S.C. § 353.

Cumulative Continuation Rates (CCR)—CCRs represent the product of multiple year retention rates. CCR is normally calculated using the 6 to 11 year groups (or 6 to 14) and represents an estimate of the percentage of officers entering their sixth year of service who, given current retention patterns, are expected to remain in the service through their 11th year. Continuation rates may also be used to assess the expected average service that is associated with a loss rate pattern. This computation yields our expected man-years of service. Data may be computed for either Total Active Rated Service (TARS) or Total Active Federal Commissioned Service (TAFCS).

Distribution—For purposes of this instruction only, AF/A3T-approved *g*uidance published by AF/A3TT which aligns the numbers of aircrew inputs to AFS/MDS training, including UFT graduates, and OSA/FAIP/ADAIR return assignments. MAJCOMs project openings, training capacity, and pipeline absorption requirements, all of which contribute to periodic distribution updates.

Experience—A measure of a unit's flying maturity which is a primary factor in determining overall unit readiness. Experience is comprised of two parts: 1) Criterion--minimum level of flying time and/or time in crew position, which a crew member must have in order to be "experienced" as defined in AFMAN 11-2MWS, Vol 1. 2) Objective--minimum number of crew ratio-earned unit authorizations which must be occupied by experienced crewmembers in order to meet readiness constraints. (Based on 100% manning and normally expressed as a percentage.)

Experienced Aviator Retention Incentive (EARI)—Retention program offered to attract and retain officers in a military aviation career by offering special and incentive pays in exchange for extended service. EARI is a strategic talent-management toll tailored annually to improve readiness and increase the lethality of the force by maintaining the correct balance of experienced aviators.

First Assignment Instructor Pilot (FAIP)—A new UPT graduate whose first assignment is as an UPT instructor pilot.

Formal Training Unit (FTU)—**A** permanent flying unit whose dedicated mission is to provide formal weapons system syllabus training at the graduate level using training (TF) coded assets.

Graduate-level Training—Training in a specific weapons system at a FTU.

Graduate Programmed Requirements Document (GPRD)—Reflects specific MAJCOM graduate-level formal flying course training requirements.

Hours per Crewmember per Month (HCM)—The number of primary/secondary hours an aircrew member flies per month. Average HCM data by MDS for line inexperienced aircrew members (API-1s/2s/9s/As) is compared with planned/programmed HCM to help assess aging/experiencing rates.   HCM is considered aircraft hours unless appropriately certified simulator hours are approved in the appropriate AFMAN 11-2MDS, Vol 1.

Inter—**Service Transfers -** Inter-service transfers are those career aviators from sister services (USN, USMC, etc.) that transfer into the USAF.

Inventory—Inventory is defined by career field category (pilot, CSO, ABM, RPA Pilot, CEA) as the number of Lt Col-and-below qualified aircrew members in the USAF. For inventory purposes, an aircrew member is considered "qualified" when he/she completes undergraduate flight training. Lt Col-and-below aircrew members continue to be counted as aircrew inventory for as long as they retain their aircrew rating and are medically qualified to perform duties.

Joint Duty Assignment List (JDAL)—The official listing of Lt Col-and-below aircrew positions for which "joint credit" is authorized in compliance with the Goldwater-Nichols Act of 1976.

Lead Command—The Command designated as the primary advocate for a weapon system assigned to more than one MAJCOM by AFPD 10-9. Also known as the MAJCOM of primary responsibility.

Loss Rates—Derived from historical data and used in forecasting inventories. Loss rate consists of losses due to separation, retirement, promotion to Colonel, grounding, change in aeronautical rating, and other reasons.

MAJCOM Functional Manager—For aircrew management purposes, individuals appointed by MAJCOM/A3s to manage education, training, and resources for aircrew career fields for that MAJCOM. From a wider AF viewpoint, functional managers are designated at the air staff for all AFSCs. For example, the Air Force pilot, CSO, ABM, and CEA career field managers reside in AF/A3T and the 1A8XX career field manager resides in AF/A2.

Major Weapon System (MWS)—One of a limited number of systems or subsystems which, for reasons of military urgency, criticality, or resource requirements, is determined by the Department of Defense as being vital to national interest, Non-major weapon systems are usually operational support (C-12, C-21, UH-1) or training (T-1, T-6, T-38) aircraft.

Man-year—A specific budgetary obligation of funds to support payment of incentive pay for one person, for one fiscal year.

Mission Design Series (MDS)—Specific aircraft designations (e.g., C-17A, A-10C). Several like MDSs comprise a major weapon system (MWS) category (e.g., the bomber MWS is comprised of the B-1, B-2, and B-52 MDS).

Non—**Career Aircrew Member -** A non-rated officer or non-CEA enlisted aircrew member qualified for aviation service, assigned to an approved aircrew prefixed position, listed in an aircraft's crew composition complement in AFI 65-503, Table A36-1 and required to perform aircrew duties on a full-time basis in order for the aircraft to perform its primary mission. They are responsible for the safe ground and flight operations of the aircraft and onboard systems. Identified by an X-prefix on the AFSC or operational support flier ISAW DAFMAN 11-401.

Operational Support Aircraft (OSA)—Aircraft, such as the C-12 and C-21, that are used for operational support missions.

Operational Support Aircraft (OSA) Pilot—For aircrew management purposes, a pilot whose initial assignment from UPT is to fly an OSA. An OSA pilot does not earn an MDS identifier until he/she is subsequently assigned to an MDS.

Primary Mission Aircraft Inventory (PMAI)—Aircraft assigned to a unit for the performance of its wartime mission; these aircraft are coded CC, CA, or IF.

Programmed Flying Training (PFT) Documents—Consolidated documents whose goals are to meet total force training requirements. MAJCOMs that provide training develop two-year PFT documents to facilitate smooth training flow through long-term planning. The first year of the PFT document contains detailed information with specific course information and projected student data. The second year of the PFT contain less specific data, but should provide projected course dates and training capacity information.

Program Guidance Letter (PGL)—Provides approved AF guidance to establish quotas for UFT and graduate courses. AF/A3TT publishes the PGL during the first quarter of the fiscal year. The PGL is used as the baseline for developing resource requirements. Formally updated several times a year when major changes occur.

Public Law 101-189, Section 633, Reduction in Nonoperational Flying Duty Positions—States that "No increase in the number of nonoperational flying duty positions in the Armed Forces (as a

percentage of all flying duty positions in the Armed Forces) may be made after September 30, 1992, unless the increase is specifically authorized by law." This is the source document for the "no rated staff growth" policy.

Rated Distribution and Training Management (RDTM)—The official term for rated management. RDTM formalizes the concepts of predicting requirements, projecting inventory, and establishing production and follow-on training for assignment into each MWS.

Rated Management Directive (RMD)—The RMD is the CSAF directive on management of aircrew in line, training, test, and staff functions. Based on inventory projections from the blueline model and rated redline requirements, AF/A3 produces a guidance memorandum directing AFPC to man specific functions to certain levels and produces staff tables outlining projected entitlements (manning) levels. AF/A3 produces the guidance memorandum yearly or on an as needed basis.

RDTM Code—An identifier initially established when a career aircrew member graduates from MWS FTU training. The RDTM code consists of two-characters: the first represents the MWS group and the second identifies the specific weapon system or MDS.

Redline/Blueline—Redline/blueline refers to the graphical depiction of the aircrew requirements versus inventory. The requirements are derived using MPES and the inventory from MILPDS. The AF/A3TT total force blue line model is used to create the future inventory projections.

Requirements—A requirement is a funded authorization. Most aircrew requirements (force, training, test, and staff) are expressed as funded authorizations since they can be documented with an authorized position number and AFSC. However, some requirements (advanced student/pipeline, transient, and AFIT/PME) are not authorizations but man-year allocations; they are not identified with position numbers. For analytical purposes, man-year allocations are treated as requirements.

Sorties per Crewmember per Month (SCM)—The number of sorties an aircrew member flies per month. Average SCM data by MDS for line aircrew members (API-1s/2s/9s/As) is compared with ready aircrew program and other sortie requirements. SCM is considered aircraft hours unless appropriately certified simulator hours are approved by the appropriate AFMAN 11-2MDS, Vol 1.

Total Active Rated Service (TARS)—TARS is an expression in years, of the average number of years an officer serves in the rated force, from award of aeronautical rating to separation, promotion to colonel, grounding, or retirement based on current retention percentages. AFPC/DSYA calculates the current TARS based on recent retention data and publishes it in the annual rated officer retention analysis report. AF/A1PF calculates a sustainment TARS based on the long-term projected retention data and publishes it in the Redline/Blueline. The greater the retention, the higher the TARS.

Total Force (TF)—The US Air Force organizations, units, and individuals that provide the capabilities to support the Department of Defense in implementing the National Security Strategy. The Total Force includes Regular Air Force, Air National Guard of the United States, and Air Force Reserve military personnel, US Air Force military retired members, US Air Force civilian personnel (including foreign national direct- and indirect-hire, as well as non-appropriated fund employees), contractor staff, and host-nation support personnel.

Trained Personnel Requirements (TPR)—The number of personnel programmed to be trained against Air Force requirements to maintain the force. 1) **Airmen:** The number of airmen, by AF specialty, to be trained or retrained to meet production requirements during the current and two subsequent years, as stated in the airman trained personnel requirements document by AF/A1P. 2) **Officer:** The number of officers, by AF specialty, to be trained to meet entry requirements during the current year, as stated in the officer trained personnel requirements document by AF/A1P.

Undergraduate Flying Training (UFT)—All flying training activities conducted prior to attending weapons system training. Includes, but not limited to IFT, UPT, FBF, AMF, UHT, UCT, UAT, URT, FBF, AMF, IFF, and SERE.

Undergraduate Programmed Requirements Document (UPRD)—Indicates the number of graduates required from each undergraduate formal flying training course.

Attachment 2

AFSC SUFFIXES FOR USE WITH P/N PREFIXES

Table A2.1. AFSC SUFFIXES FOR USE WITH P/N PREFIXES.

AFSC SUFFIXES FOR USE WITH P/N PREFIXES	
M	RPA
P	Fighter
Q	Trainer
R	Bomber
S	Mobility - Airlift
T	Mobility – Tanker
V	Rescue
W	Unspecified
V	Special Operations
Z	C2ISREW
Note: Provided for reference, refer to AFMAN 36-2100 and the officer classification directory.	

Attachment 3

RATED DISTRIBUTION AND TRAINING MANAGEMENT (RDTM) CODES

Table A3.1. RDTM Codes.

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11BXA	B-1	EB10	BMR		12BXC	B-1	EB10	BMR
11BXB	B-2	EA10	BMR					
11BXC	B-52	EC10	BMR		12BXE	B-52 NAV	EC10	BMR
					12BXD	B-52 EWO	EC10	BMR
11BXD	B-21	ED10	BMR					
11BXU	ALO	ZZ50	BMR		12BXU	ALO	ZZ50	BMR
					12BXW	EWO, GEN	ZZ50	BMR
11BXY	GEN	ZZ50	BMR		12BXY	GEN	ZZ50	BMR
11BXZ	OTHER	ZZ50	BMR		12BXZ	OTHER	ZZ50	BMR
Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11EXA	A-T-B	ZZ50	UNSPEC		12EXA	A-T-B	ZZ50	UNSPEC
11EXB	FTR	A510	FTR		12EXB	FTR	A510	FTR
11EXC	HELO	J510	RSQ					
11EXD	STRAT AL	G510	MOB		12EXD	STRAT AL	G510	MOB
11EXD	TACT AL	H510	MOB		12EXD	TACT AL	H510	MOB
11EXE	TANKER	F510	MOB		12EXE	TANKER	F510	MOB
11EXF	BMR	E510	BMR		12EXF	BMR	E510	BMR
11EXG	RPA	U510	RPA		11ECG	RPA	U510	RPA
11EXQ	MSN SPT	ZZ50	UNSPEC					
					12EXW	EWO, GEN	ZZ50	UNSPEC
11EXY	GEN	ZZ50	UNSPEC		12EXY	GEN	ZZ50	UNSPEC
11EXZ	OTHER	ZZ50	UNSPEC		12EXZ	OTHER	ZZ50	UNSPEC
Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11FXB	A-10	AN10	FTR					
11FXF	F-15C/D	AM10	FTR					
11FXG	F-15E	AJ10	FTR		12FXF	F-15E WSO	AJ10	FTR
					12FXG	F-15E EWO	AJ10	FTR
11FXH	F-16	AI10	FTR					
11FXJ	F-22	A710	FTR					
11FXN	F-35	A910	FTR					
11FXQ	IFF	AP10	FTR					
11FXV	EA-18	A820	FTR		12FXV	EA-18	A820	FTR
					12FXW	EWO, GEN	ZZ50	FTR

11FXU	ALO	ZZ50	FTR		12FXU	ALO	ZZ50	FTR
11FXY	GEN	ZZ50	FTR		12FXY	GEN	ZZ50	FTR
11FXZ	OTHER	ZZ50	FTR		12FXZ	OTHER	ZZ50	FTR

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11GX	GEN	ZZ50	UNSPEC		12GX	GEN	ZZ50	UNSPEC
					12GXW	EWO, GEN	ZZ50	UNSPEC

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11HXC	UH-1N	JA10	CSAR					
11HXE	HH-60	JH10	CSAR					
11HXG	MH-139	JP10	CSAR					
11HXJ	HC-130J	LZ10	CSAR		12HXJ	HC-130J	LZ10	CSAR
11HXP	HC-130P	HH10	CSAR		12HXP	HC-130P	HH10	CSAR
11HXY	GEN	ZZ50	CSAR		12HXY	GEN	ZZ50	CSAR
11HXZ	OTHER	ZZ50	CSAR		12HXZ	OTHER	ZZ50	CSAR

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11KXA	T-1	DG20	TRNR		12KXD	UCT	DZ20	TRNR
11KXD	T-38	DC20	TRNR					
11KXF	T-6	DB20	TRNR					
11KxQ	T-7	DK20	TRNR		12FXQ	T-7	DK20	TRNR
11KXJ	UHT	JT20	TRNR					
11KXY	GEN	ZZ50	TRNR		12KXY	GEN	ZZ50	TRNR
11KXZ	OTHER	ZZ50	TRNR		12KXZ	OTHER	ZZ50	TRNR

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11MXA	C-5	GN10	MOB					
11MXB	C-130H	HB10	MOB		12MXB	C-130H	HB10	MOB
11MXC	C-130J	HJ10	MOB					
11MXE	VC-25	GI20	MOB		12MXE	VC-25	GI20	MOB
11MXF	KC-135	FC10	MOB		12MXF	KC-135	FC10	MOB
11MXG	KC-10	FA10	MOB					
11MXJ	C-12	GP20	MOB					
11MXK	C-17	GJ10	MOB					
11MXL	C-37	GG20	MOB					
11MXM	C-21	GQ20	MOB					
11MXP	C-32	GH20	MOB					
11MXQ	C-40	GD20	MOB					
11MXR	KC-46	FN10	MOB					

11MXS	AL GEN	ZZ50	MOB		12MXS	AL GEN	ZZ50	MOB
11MXT	TK GEN	ZZ50	MOB		12MXT	TK GEN	ZZ50	MOB
11MXU	AMLO	ZZ50	MOB		12MXU	AMLO	ZZ50	MOB
11MXV	INTER	ZZ50	MOB		12MXV	INTER	ZZ50	MOB
11MXW	INTRA	ZZ50	MOB		12MXW	INTRA	ZZ50	MOB
11MXY	GEN	ZZ50	MOB		12MXY	GEN	ZZ50	MOB
11MXZ	OTHER	ZZ50	MOB		12MXZ	OTHER	ZZ50	MOB

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11RXA	E-3	FT10	C2ISREW		12RXA	E-3	FT10	C2ISREW
11RXB	E-4	FU10	C2ISREW		12RXB	E-4	FU10	C2ISREW
11RXC	CCALL	HM10	C2ISREW		12RXD	CCALL NAV	HM10	C2ISREW
					12RXC	CCALL EWO	HM10	C2ISREW
11RXE	WC-130	HG10	C2ISREW		12RXF	WC-130	HG10	C2ISREW
11RXG	RC-135	FG10	C2ISREW		12RXH	RC-135 EWO	FG10	C2ISREW
					12RXJ	RC-135 NAV	FG10	C2ISREW
11RXJ	U-2	EH10	C2ISREW					
11RXL	E-8	FR10	C2ISREW		12RXL	E-8	FR10	C2ISREW
11RXM	MC-12	LG10	C2ISREW					
11RXN	RC-26	LY10	C2ISREW		12RXN	RC-26	LY10	C2ISREW
					12RXW	EWO, GEN	ZZ50	C2ISREW
11RXY	GEN	ZZ50	C2ISREW		12RXY	GEN	ZZ50	C2ISREW
11RXZ	OTHER	ZZ50	C2ISREW		12RXZ	OTHER	ZZ50	C2ISREW

Pilot					CSO (Navigator, EWO, WSO)			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
11SXC	AC-130H	H610	SOF		12SXA	AC-130H EWO	H610	SOF
					12SXB	AC-130H FCO	H610	SOF
					12SXC	AC-130H NAV	H610	SOF
11SXD	AC-130U	HF10	SOF		12SXD	AC-130U EWO	HF10	SOF
					12SXE	AC-130U FCO	HF10	SOF
					12SXF	AC-130U NAV	HF10	SOF
11SXE	MC-130P	H210	SOF		12SXG	MC-130P	H210	SOF
11SXG	MC-130H	HC10	SOF		12SXK	MC-130H EWO	HC10	SOF
					12SXL	MC-130H NAV	HC10	SOF
11SXI	CAA	H721	SOF					
11SXJ	CV-22	JM10	SOF					
11SXM	AIR CMDO	H420	SOF		12SXM	AIR CMDO	H420	SOF
11SXN	AC-130W	H310	SOF		12SXN	AC-130W NAV	H310	SOF
					12SXO	AC-130W FCO	H310	SOF
11SXP	MC-130J	H910	SOF		12SXP	MC-130J	H910	SOF
11SXQ	AC-130J	HY10	SOF		12SXQ	AC-130J CSO	HY10	SOF

AFSC	MDS	RDTM	WS	AFSC	MDS	RDTM	WS
				12SXR	AC-130J WSO	HY10	SOF
11SXS	EC-130J	LU10	SOF	12SXS	EC-130J	LU10	SOF
11SXX	U-28	H710	SOF	12SXX	U-28	H710	SOF
11SXU	ALO	ZZ50	SOF	12SXU	ALO	ZZ50	SOF
11SXY	GEN	ZZ50	SOF	12SXY	GEN	ZZ50	SOF
11SXZ	OTHER	ZZ50	SOF	12SXZ	OTHER	ZZ50	SOF

Pilot				CSO (Navigator, EWO, WSO)			
AFSC	**MDS**	**RDTM**	**WS**	**AFSC**	**MDS**	**RDTM**	**WS**
11UXB	MQ-9	UB20	RPA	12UXB	MQ-9	UB20	RPA
11UXC	RQ-4	UG20	RPA	12UXC	RQ-4	UG20	RPA
11UXE	RQ-170	UW20	RPA	12UXE	RQ-170	UW20	RPA
11UXS	SOF	US20	RPA	12UXS	SOF	US20	RPA
11UXU	ALO	ZZ50	RPA	12UXU	ALO	ZZ50	RPA
11UXY	GEN	ZZ50	RPA	12UXY	GEN	ZZ50	RPA
11UXZ	OTHER	ZZ50	RPA	12UXZ	OTHER	ZZ50	RPA

RPA Pilot				Astronaut			
AFSC	**MDS**	**RDTM**	**WS**	**AFSC**	**MDS**	**RDTM**	**WS**
18AXB	MQ-9	UA20	ATTACK	13AXA	PILOT	SY10	ASTRO
18AXU	ALO	ZZ50	ATTACK	13AXB	MSN SPEC	SZ10	ASTRO
18AXY	GEN	ZZ50	ATTACK				
18AXZ	OTHER	ZZ50	ATTACK	Air Battle Manager			
				AFSC	**MDS**	**RDTM**	**WS**
18EXA	ATTACK	U520	ATTACK	13BXB	E-3	WA10	AWACS
18EXB	RECCE	U520	RECCE	13BXC	AIR DEFENSE	WG20	GND
18EXC	SOF	U520	SOF	13BXD	MOBILE	WG20	GND
18EXY	GEN	ZZ50	UNSPEC	13BXK	E-8	WJ10	JSTARS
18EXZ	OTHER	ZZ50	UNSPEC	13BXM	TRAINER	WT20	UNSPEC
				13BXU	ALO	ZZ50	UNSPEC
18RXC	RQ-4	UG20	RECCE	13BXY	GEN	ZZ50	UNSPEC
18RXE	RQ-170	UW20	RECCE	13BXZ	OTHER	ZZ50	UNSPEC
18RXY	GEN	ZZ50	RECCE				
18RXZ	OTHER	ZZ50	RECCE				
18SXB	MQ-9	US20	SOF				
18SXU	ALO	ZZ50	SOF				
18SXY	GEN	ZZ50	SOF				
18SXZ	OTHER	ZZ50	SOF				

Boom Operators				Flight Engineers			
AFSC	**MDS**	**RDTM**	**WS**	**AFSC**	**MDS**	**RDTM**	**WS**
1A1X2I	KC-10	FA	MOB	1A1	AC-130U	HF	SOF

AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
1A1X2G	KC-46	FN	MOB		1A1	AC-130W	H3	SOF
1A1X2H	KC-135	FC	MOB		1A1X2A	C-5	GN	MOB
1A0	OTHER	ZZ	UNSPEC		1A1X8D	C-37	GG	MOB
					1A1X2L	C-130H	HB	MOB

Loadmasters					1A1X2F	E-3	FT	C2ISREW
AFSC	MDS	RDTM	WS		1A1X8G	E-4	FU	C2ISREW
1A1X2B	C-5	GN	MOB		1A1X2K	E-8	FR	C2ISREW
1A1X2C	C-17	GJ	MOB		1A1X2O	EC-130H	HM	C2ISREW
1A2	C-32	GH	SOF		1A1	HC-130P	HH	CSAR
1A1X2N	C-130H	HB	MOB		1A1X2J	KC-10	FA	MOB
1A1X2D	C-130J	HJ	MOB		1A1	MC-130H	HL	SOF
1A2	C-145	H4	SOF		1A1X8J	VC-25	GI	MOB
1A1X3H	C-146	H7	SOF		1A1	OTHER	ZZ	UNSPEC
1A1X3D	HC-130J	LZ	CSAR					
1A2	HC-130P	HH	CSAR					
1A2	MC-130H	HL	SOF					
1A1X3E	MC-130J	H9	SOF					
1A1X2E	WC-130J	HG	C2ISREW					
1A2	OTHER	ZZ	UNSPEC					

Airborne Mission Sys Specialists					Flight Attendants			
AFSC	MDS	RDTM	WS		AFSC	MDS	RDTM	WS
1A3	AC-130U	HF	SOF		1A6	C-17	GJ	MOB
1A3	C-17	GJ	MOB		1A1X8A	C-32	GH	MOB
1A1X8B	C-32	GH	MOB		1A1X8C	C-37	GG	MOB
1A1X8F	C-37	GG	MOB		1A1X8A	C-40	GD	MOB
1A1X8B	C-40	GD	MOB		1A1X8H	E-4	FU	C2ISREW
1A3	C-130H	HB	MOB		1A6	E-8	FR	C2ISREW
1A3	C-145	H4	SOF		1A1X8K	VC-25	GI	MOB
1A3	E-3	FT	C2ISREW		1A6	OTHER	ZZ	UNSPEC
1A1X8I	E-4	FU	C2ISREW					
1A3	E-8	FR	C2ISREW					
1A3	CCALL	HM	C2ISREW					
1A3	HC-130P	HH	CSAR					
1A3	KC-135	FC	MOB					
1A3	MC-12	LO	SOF					
1A3	RC-135	FG	C2ISREW					
1A1X8L	VC-25	GI	MOB					
1A3	WC/OC-135	FJ	C2ISREW					
1A3	OTHER	ZZ	UNSPEC					

	Airborne ISR				Special Mission Aviators		
AFSC	**MDS**	**RDTM**	**WS**	**AFSC**	**MDS**	**RDTM**	**WS**
1A8	E-8	FR	C2ISREW	1A1X3A	AC-130J	HY	SOF
1A8	CCALL	HM	C2ISREW	1A1X3B	CV-22	JM	SOF
1A8	RC-135	FG	C2ISREW	1A1X3F	HH-60	JH	CSAR
1A8	DSO/TSO	ZZ	UNSPEC	1A1X3G	MH-139	JP	CSAR
1A8	OTHER	ZZ	UNSPEC	1A1X3C	UH-1	JA	CSAR
				1A9	OTHER	ZZ	UNSPEC
	RPA Sensor Operator				RPA Pilot		
AFSC	**MDS**	**RDTM**	**WS**	**AFSC**	**MDS**	**RDTM**	**WS**
1U0	MQ-9	UB	RPA	1U1	MQ-9	UB	RPA
1U0	RQ-4	UG	RPA	1U1	Other	ZZ	RPA
1U0	Other	ZZ	RPA				

Note: Provided for Reference, refer to AFMAN 36-2100.