



Personnel

**SELECTION OF SURVIVAL, EVASION, RESISTANCE, AND  
ESCAPE (SERE) TRAINING INSTRUCTORS**

----- **Compliance with this publication is mandatory** -----

This instruction implements AFD 36-21, *Utilization and Classification of Air Force Military Personnel*. It establishes responsibilities and procedures for screening and selecting career and nonprior service (NPS) airmen for the award of Air Force specialty code (AFSC) 1T011 and entry into course S-V81-A, SERE Training Instructor, and course S-V81-B, SERE Training Instructor Indoctrination. It also prescribes procedures for conducting course S-V81-B. This instruction applies to 19th Air Force (19 AF) staff activities, 342d Training Squadron (342 TRS), and 319th Training Squadron (319 TRS).

This instruction involves the collection and maintenance of information protected by the Privacy Act of 1974. The authority to collect and maintain the records prescribed in this instruction is 10 U.S.C. 8013. Privacy Act Statement required by AFI 37-132, *Air Force Privacy Act Program*, is in AETC Form 213, **Survival Training Instructor Screening and Selection Record**.

**SUMMARY OF REVISIONS**

Adds records review (para 3.6) and changes 342 TRS Combat Operational Flight SERE to 342 TRS Combat Training Flight SERE.

**1. General Responsibilities:**

1.1. The 19th Air Force Specialized Flying Training (19 AF/DOOS) will:

1.1.1. Establish requirements and guidance for the SERE training instructor selection process and course S-V81-B.

1.1.2. Establish course S-V81-B selection cycle production goals. Goals are based on the trained personnel requirements document, career field manning, and S-V81-A attrition.

1.1.3. Monitor the selection process.

1.2. The 342 TRS Resource Management (TTOR) will manage the acquisition and disposition of resources required to conduct the SERE training instructor selection process. Minimum manning requirements are one AFSC 1T071 and three AFSCs 1T051. Prior instructor experience in course S-V81-A is desirable.

1.3. The 342 TRS Combat Training Flight SERE (CTFS) Element will:

1.3.1. Select basic military trainees for entry into course S-V81-B.

1.3.2. Approve AFSC 1T0X1 special duty applications submitted under AFMAN 36-2110, *Assignments*, and schedule retraining applicants for course S-V81-B.

1.3.3. Send RCS: AETC/DOT(SA)9601, SERE Instructor Selection Report, to 19 AF/DOTS at the end of each selection cycle. The report format is at attachment 1.

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[CMSgt S. Sellers])

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**NOTE:** Emergency status and precedence category for the RCS report is "C"--continue under emergency conditions; essential to the initiating agency during emergency conditions with the following precedence: "C-3," delayed; required, but only after preparation and submission of those assigned C-1 and C-2. MINIMIZE is not applicable.

1.4. The 319 TRS will provide facilities and access to the students for screening activities during basic military training.

**2. Basic Military Training Airmen Selection.** The 342 TRS/CTFS will:

2.1. Establish selection cycle dates and procedures and coordinate them with applicable offices.

2.2. Ensure applicants meet the prerequisite requirements of AFMAN 36-2108, *Airmen Classification*; AFMAN 36-2110; AFI 48-123, *Medical Examinations and Standards*; and AFCAT 36-2223, *USAF Formal Schools*, for AFSC 1TOX1 and AETC courses S-V81-A and S-V81-B.

2.3. Identify and screen basic military training candidates. Thoroughly inform candidates about the career field and course S-V81-A. Review personnel records. Conduct personal interviews. Schedule physical, psychological, and reading comprehension testing and schedule selectees for course S-V81-B. Ensure S-V81-B graduates are scheduled for course S-V81-A and receive PCS station orders.

**3. Career Airmen Selection.** The 342 TRS/CTFS will:

3.1. Ensure applicants meet the prerequisite requirements of AFMAN 36-2108, AFMAN 36-2110, AFI 48-123, AFCAT 36-2223, and AFI 36-2209, *Survival and Code of Conduct*, for AFSC 1TOX1 and AETC courses S-V81-A and S-V81-B.

3.2. Provide applicants an opportunity to view video 611439DF, *Survival Instructor Training*.

3.3. Conduct telephone interviews.

3.4. Arrange psychological evaluation through Behavioral Analysis Services (BAS), Wilford Hall Medical Center (WHMC), Lackland AFB TX. (Psychological screening will be accomplished by the applicant's local mental health personnel, and the results will be forwarded to BAS for an approval or disapproval recommendation.)

3.5. Schedule applicants to attend course S-V81-B or

disapprove the application. Inform the applicant's MAJCOM and local military personnel flight (MPF) of actions required upon successful completion of the course.

3.6. Career airmen selected for retraining who are subsequently delayed at home station and do not report by the directed date will be reverified to ensure their eligibility into AFSC 1TOX1. The 342 TRS/CTFS will obtain an additional commander's verification of suitability and perform a current records review.

**4. Course S-V81-B.** This course prepares airmen for course S-V81-A by assessing their behavior in both an onbase and field environment to determine their potential to successfully perform in course S-V81-A and the SERE instructor career field. The 342 TRS/CTFS will:

4.1. Take every opportunity to familiarize the student with the stressors and rigors of course S-V81-A and the career field.

4.2. Assess the student's ability to perform the tasks listed in attachment 2. Each task tests specific character traits required during S-V81-A. The student's performance level of the behaviors listed in attachment 3 will indicate whether or not the student possesses these character traits. Applicants must willingly exhibit each character trait to successfully complete S-V81-B. A student's performance is assessed on a relative scale, using a 1 (none) to 10 (all) continuum.

4.3. Document assessments as the tasks are completed. Students are not expected to correctly perform technical tasks without instructor intervention and assistance.

4.4. Evaluate retrainee applicants only during the course.

**5. Records.** The 342 TRS/CTFS will:

5.1. Document each step of the basic military trainee screening process on a locally produced control log and AETC Form 213.

5.2. Retain AETC Form 213 and course assessment forms for 1 year.

5.3. Maintain special duty application documentation according to AFR 4-20, volume 2 (projected to be AFI 37-138, *Disposition of Air Force Records--Records Disposition Schedule*), and AFMAN 36-2110.

**6. Form Prescribed.** AETC Form 213.

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Director of Plans and Operations

***3 Attachments***

1. Format for RCS: AETC/DOT(SA)9601,  
SERE Instructor Selection Report
2. Listing of Tasks and Characteristics Measured  
Before and During Course S-V81-B
3. Course S-V81-B Character Trait Behavior Assessment

**FORMAT FOR RCS: AETC/DOT(SA)9601, SERE INSTRUCTOR SELECTION REPORT**

The report format will focus on statistics for the selection process of nonprior service (NPS) applicants, retrainee (XTNG) applicants, and S-V81-B students as follows:

**1. Statistics for NPS:**

- a. Number contacted during selection process
- b. Number disqualified for Airman Qualifying Examination (AQE) or physical profile
- c. Number scheduled for interview
- d. Number disqualified in the following categories:
  - (1) Self-initiated elimination
  - (2) Reading comprehension
  - (3) Physical evaluation
  - (4) Psychological evaluation
  - (5) Interview
  - (6) Other basic military training school actions
- e. Number of applicants selected for S-V81-B

**2. Statistics for Retrainee Applicants:**

- a. Number of applicants considered
- b. Number ineligible to retrain by MAJCOM or AFPC
- c. Number disqualified in the following categories:
  - (1) Not meeting minimum qualifications (AQE, clearance, etc.)
  - (2) Self-initiated elimination
  - (3) Reading comprehension
  - (4) Physical evaluation
  - (5) Psychological evaluation
  - (6) Past performance (EPR or interview)
- d. Number of applicants selected for S-V81-B

**3. Statistics for Course S-V81-B:**

- a. Number of students entered
- b. Number of self-initiated elimination: NPS/XTNG
- c. Number of medical disqualifications
- d. Number of students disqualified by staff: NPS/XTNG (list by elimination category)
- e. Number eliminated for other action
- f. Number accepted for S-V81-A: NPS/XTNG

**4. Significant Factors, Suggested Improvements, or Problem Areas.**

**LISTING OF TASKS AND CHARACTERISTICS MEASURED  
BEFORE AND DURING COURSE S-V81-B**

**DORMITORY LIFE (Basic Training Airmen Only)**

- Leadership
- Discipline
- Teamwork
- Motivation and initiative
- Physical abilities

**DEPARTURE AND LOAD ACTIVITIES**

- Teamwork
- Leadership
- Motivation and initiative
- Physical abilities

**TRAVEL WITH PACKS**

- Motivation and initiative
- Physical abilities
- Ability to handle stress
- Teamwork

**CAMP/SHELTER SETUP/IMPROVISATION**

- Motivation and initiative
- Teamwork
- Leadership
- Discipline
- Ability to handle stress
- Physical abilities

**FOOD PREPARATION**

- Ability to cope with killing/butchering
- Food aversions

**IMPROMPTU SPEAKING**

- Speaking abilities
- Ability to incorporate feedback

**PROBLEM "X" AND EVACUATION EXERCISE**

- Motivation and Initiative
- Discipline
- Leadership
- Teamwork
- Ability to handle stress
- Physical abilities

**COURSE S-V81-B CHARACTER TRAIT BEHAVIOR ASSESSMENT****GENERAL IMPRESSION**

Mature  
Responsible  
Able to live or work outdoors  
Military bearing and discipline

**MOTIVATION/INITIATIVE**

Displays positive attitude  
Persists  
Tackles unpleasant task  
Starts without being told

**DISCIPLINE**

Follows instructions  
Maintains military image  
Accepts responsibility  
Budgets time

**LEADERSHIP**

Assumes responsibility  
Delegates  
Asserts himself or herself  
Establishes and maintains control  
Communicates with group  
Organizes tasks logically

**TEAMWORK**

Participates in group activities  
Helps others

**ABILITY TO HANDLE STRESS**

Maintains morale  
Regroups after setback  
Views demands and obstacles as challenges  
Exhibits judgment under pressure

**ABILITY TO INCORPORATE FEEDBACK**

Listens with an "open mind"  
Able to restate directions  
Strives to improve behavior

**SPEAKING ABILITIES**

Articulates thoughts  
Uses words in context  
Uses gestures  
Organizes material logically  
Displays comfort while speaking

**PHYSICAL ABILITIES**

Handles pack and equipment with ease  
Maintains pace during travel or exercises  
Exhibits dexterity and coordination