

24 SOW

FY26 Special Tactics Initial Familiarization Course (IFAM) Execution Plan



OPR: 24th Special Operations Wing Special Tactics Training Squadron (AFSOC)

24SOWSTTS.ASSESSMENTS.RAS@us.af.mil

850-884-8094

CAO: 13 JAN 25

TABLE OF CONTENTS

CHAPTER	PAGE
CHAPTER 1 – PROGRAM DESCRIPTION	3
CHAPTER 2 – PROGRAM RESPONSIBILITIES	3
CHAPTER 3 – ELIGIBILITY	3
CHAPTER 4 – APPLICATION PROCESS	4
CHAPTER 5 – SUMMARY OF SUSPENSES	4
ATTACHMENT	
ATTACHMENT 1 – IFAM APPLICATION PACKET	5
ATTACHMENT 2 – IFAM APPLICATION COVER SHEET	8
ATTACHMENT 3 – PERSONAL NARRATIVE EXAMPLE	9
ATTACHMENT 4 – IFT EVAL WORKSHEET	10

CHAPTER 1 – PROGRAM DESCRIPTION

1.1. The Special Tactics Initial Familiarization Course (IFAM) will be held at Hurlburt Field, FL for select service members considering applying for the Combat Controller (CCT), Special Reconnaissance (SR), or Special Tactics Officer (STO) career fields. IFAM is designed to provide a motivational experience and to guide enlisted in making an informed career choice.

Candidates should arrive hydrated and ready to begin training immediately upon arrival to Hurlburt Field. Sunday/Saturday will be traveling days and members will be shuttled to/from the airport.

CHAPTER 2 – PROGRAM RESPONSIBILITIES

2.1. The following information is used to administer the program:

2.1.1. 24th Special Operations Wing

2.1.1.1. Maintains program oversight, administration, funding, and overall responsibility for IFAM.

2.1.1.2. Ensures selected candidates are provided a Line of Accounting (LOA) and DTS travel information.

2.1.1.3. Will provide proportional per diem (approx. \$30 a day) so out of pocket expense for personnel will be limited; they will have access to dining facilities and field rations.

CHAPTER 3 – IFAM ELIGIBILITY

3.1. The candidate **MUST** meet the following requirements to be eligible for IFAM:

3.1.1. Complete and pass the AFSPECWAR CCT/SR/STO Initial Fitness Test (IFT).

NOTE: IFT may be administered by a PTL or an AFSPECWAR operator. The administrator must be familiar with IFT procedures. Refer to the following website for specific administration: <http://www.youtube.com/watch?v=0zdKD0VMKWg&feature=plcp&context=C3f31946UDOEgsToPDskJY7F3h01Zie0ZF9II5EP11>

3.1.2. Be of the highest moral character and professionalism.

3.1.3. Be able to fully participate in physically challenging events and not have any known disqualifying medical conditions.

NOTE: Candidates should attempt to obtain an Initial Special Warfare Physical (SW). Candidates are not required to complete this physical to attend the IFAM, but candidates with known medical conditions that would prevent them from gaining should not apply.

CHAPTER 4 – APPLICATION PROCESS

4.1. Review the IFAM information packet (Attachments beginning on page 5).

4.1.1 Complete IFAM application process according to the IFAM program information packet.

4.1.2 The application will include:

- A completed application cover sheet (clearly printed or typed) with photo.
- One page memorandum written by the nominee explaining why they should be invited to the IFAM and their interest in becoming a Combat Controller, Special Reconnaissance, or Special Tactics Officer.
- Individual Career Brief- (SURF)

4.1.3 Obtain approval from squadron commander to participate in IFAM before submitting application.

4.1.4 Submit completed application package to:

File name must be: **Last Name- IFAM Application**

24SOWSTTS.ASSESSMENTS.RAS@us.af.mil NLT 2359 CST 01 NOV 25.

4.1.5 Candidates will be notified if selected to attend IFAM by 24 SOW via email no later than **05 NOV 25**. This notification will include procedures for creating orders, a packing list, and specific reporting instructions.

4.1.6 Direct questions concerning eligibility, orders, and scheduling to 24SOWSTTS.ASSESSMENTS.RAS@us.af.mil

NOTE: DTS travel orders will be cross-org'd for 24 SOW funding and 24 SOW processing.

CHAPTER 5 – SUMMARY OF SUSPENSES

01 Nov – Application Deadline for IFAM

05 Nov – Selection Notifications from 24 SOW

07 Dec – Travel to IFAM

13 Dec – Return from IFAM

20 Dec – DTS Vouchers Completed

USAF SPECIAL TACTICS

INITIAL FAMILIARIZATION COURSE APPLICATION

Winter 2025

(Due 2359 CST 01 NOV 2025)



“First There... That Others May Live”

Special Tactics Initial Familiarization Course

1. INTRODUCTION

Thank you for your interest in the Special Tactics CCT/SR/STO career fields. Special Tactics operators work with special operations forces behind enemy lines to conduct the nation's most demanding missions. Decisive and determined, they operate within Special Tactics teams in combat, seizing and controlling airfields, guiding deadly airstrikes and rescuing friendly personnel in harm's way. These disciplined warriors never quit. They are "First There".

The Special Tactics Squadrons are comprised of highly skilled Combat Control Team (CCT), Pararescuemen (PJ), Special Reconnaissance (SR), Tactical Air Control Party (TACP) led by Special Tactics Officers (STO). These specialized airmen require leadership of the highest caliber. A career in Special Tactics will constantly challenge your physical and mental abilities. You will routinely work alongside Air Force and joint-SOF teammates, such as Army Special Forces, Rangers, and Navy SEALs. **This introduction is not intended for personnel who are considering PJ or TACP.**

The Special Tactics Initial Familiarization Course (IFAM) is a 5-day program at Hurlburt Field, Florida for select candidates that are considering Combat Control Team, Special Reconnaissance or Special Tactics Officer as a career choice. IFAM will consist of 1 week of training with travel days on the Sunday prior to and Saturday after execution week. The RNLT time on the Sunday prior will be 2000 CST. Personnel will be shuttled to and from the airport on both travel days, coordinated through the candidate Team Leader. This program is hosted and funded by the 24th Special Operations Wing. The IFAM has no bearing on the application process or selection boards but will help identify likely future applicants. The week will include mission briefs, interviews with leadership, physical training, equipment demonstrations, and field training events.

Being part of Special Tactics comes with significant personal risk and sacrifice. This program is designed to assist in making an informed choice. It will also motivate and prepare candidates for success in the Special Tactics selection process. Opportunities to meet Special Tactics operators at all levels of leadership will offer unparalleled insight into what makes Special Tactics forces so important to the nation's defense. Feedback will be given to each participant to foster personal and professional development.

To ensure safety during "open water" events, only candidates that are proficient swimmers will be invited. The 500m (CCT/SR) / 1500m (STO) swim test should be accomplished wearing goggles/mask and swim shorts. Candidates must not stop during the test. It can be administered by a PTL or AFSPECWAR operator and should only be performed in accordance with local pool use policies and safety guidelines.

2. ELIGIBILITY

This is a competitive process, and not every candidate that applies will be invited to attend the IFAM. To be eligible, candidate must:

- Be in good standing with United States Air Force.
- Complete Initial Fitness Test (IFT) successfully
 - IFT may be administered by a squadron PTL or a Special Tactics operator. The administrator must be familiar with IFT procedures.
 - Refer to <http://www.youtube.com/watch?v=0zdKD0VMKWg&feature=plcp&context=C3f31946UDOEgsToPDskJY7F3h01Zie0ZF9II5EP1I> for specific administration.
 - IFT guidance and instructions will be included in this message in written form.
- Be able to fully participate in physically challenging events.
- Have no *known* disqualifying medical conditions*.

*ST candidates should attempt to obtain an Initial Special Warfare Physical (SWA). However, candidates are not required to complete this physical to attend the IFAM. Candidates with known medical conditions that would prevent them from clearing a SWA should not apply.

3. APPLICATION PROCEDURES

Qualified applicants must meet the highest standards expected by the Air Force and Special Operations Forces (SOF). We expect only those candidates who are specifically interested in Special Tactics to apply and attend this training. Those interested in attending the IFAM must submit the PDF-scanned application via email. Send completed applications to

24SOWSTTS.ASSESSMENTS.RAS@us.af.mil. Applications must be sent no later than 2359 CST on the advertised due date (see section 4.1.4). Name the file LAST NAME- IFAM Application. The file will only include the following (**do not include any pages not specified below**):

- Page 1: A completed application cover sheet (clearly printed or typed)
 Insert a forward-facing portrait against a solid colored background. Be in service dress and crop the photo from the bottom of your name tag/bottom of your ribbon rack to the top of your head. If an official photo lab is not available, use a digital camera and stand against a white wall with nothing in the background. If deployed, wear the appropriate uniform of the day.
- Page 2: One page memorandum written by the candidate explaining why they should be invited to the IFAM and their interest in becoming part of Special Tactics.
- Page 3: Individual Career Brief (SURF).
- Page 4: Completed Initial Fitness Test (IFT) worksheet.

Candidates selected to attend will be notified approximately 3 duty days after the applications are due (see section 4.1.5). This notification will include procedures for creating orders, a packing list, and specific reporting instructions. Direct questions concerning eligibility, orders, scheduling, questions about the ST career field and ST selection process to:

Special Tactics Assessment Director
 24th Special Operations Wing Recruitment and Selection
 DSN: 579-6500
 COM: (850) 884-6500/8119
24SOWSTTS.ASSESSMENTS.RAS@us.af.mil
<http://www.24sow.af.mil/>



Special Tactics Initial Familiarization Course Application



<p>2 inch x 2 inch Passport size photo</p>	Rank/Name:				
	Full SSN:				
	Unit Physical Address:				
	Email Address:				
	Cell Phone:				
	Current AFSC:				
	AFSC of Interest:				
Do you have prior pipeline experience(yes/no):					
If yes, which AFSC & what was the reason & date of removal:					
Are you currently eligible to retrain(yes/no, if no date of eligibility):					
Do you currently have a retraining package for CCT/SR submitted in MyFSS(enlisted only):					
<u>Initial Fitness Test Results</u>				IFT Test Date: (dd/mm/yy)	
500m/1500m Swim: (mm:ss)		Pullups:		Situps:	
1.5/3.0 Mile Run: (mm:ss)		Pushups:		2x25m Underwaters: (pass/fail)	
Candidate acknowledgment statement: <i>"I hereby volunteer for the Special Tactics IFAM. If chosen to attend, I will perform all IFAM activities to the best of my ability. I acknowledge that I can be removed from the IFAM for any of the following reasons: 1) quitting through words or actions, 2) becoming a medical or safety risk, or 3) committing an integrity violation such as lying, cheating, or stealing. To the best of my knowledge, the information contained in this application is true."</i>				Commander recommendation statement: <i>"I hereby recommend the above airman to attend the Special Tactics Initial Familiarization Course."</i>	
Date: (dd/mm/yy)		Commander Rank/Name:			
Candidate Signature:		Contact (Email & Phone):			
		Date: (dd/mm/yy)			
		Commander Signature:			

“USE UNIT LETTERHEAD”

Date

MEMORANDUM FOR SPECIAL TACTICS IFAM COURSE

FROM: 1SOMXG/MXMG

SUBJECT: Personal Narrative

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



JOHN A. DOE, SrA, USAF
Logistics Training Flight Apprentice

INITIAL FITNESS TEST (IFT) WORKSHEET											
I. TEST INFORMATION											
DATE		START TIME		TEST SITE (NAME/ADDRESS)							
RECRUITER / EVALUATOR (Rank, Last, First, MI)				RIC CODE		UNIT		Circle: NPS PS RET/Crossflow AD Guard/Reserve			
II. APPLICANT'S INFORMATION											
NAME (Last, First, Middle Initial)				Applicant ID			Flight		Projected Enter AD/Trng		
III. INITIAL FITNESS TEST											
AIR FORCE SPECIAL WARFARE/SERE/EOD Initial Fitness Test Worksheet: The purpose of the Initial Fitness Test (IFT) is to assess a candidate's physical abilities for entry into Air Force Special Warfare (AFSPECWAR), Explosive Ordnance Disposal (EOD), or Survival, Evasion, Resistance and Escape (SERE). This assessment is comprised of several timed events based on the candidate's desired Air Force Specialty. Candidates must pass every test component in one uninterrupted evaluation. Failure of any event will result in overall IFT failure. Prior to starting the IFT, test administrators will brief all of the IFT component instructions to the candidates, include a detailed explanation and/or demonstration of proper calisthenics form, and ensure basic first aid is available throughout the assessment. The test administrators must conduct the IFT in the order and time limits listed on this form. When the IFT is complete, the test administrator should provide a signed copy of the worksheet to the candidate. Modifications to the IFT may be submitted to the OPR (AETC/A3LS) and will be coordinated with the DAF functional manager and career field managers for approval.											
TEST COMPONENTS				Final Results	Pass Fail	Air Force Specialty (AFS) IFT Standard - Circle AFS column title					
						Basic SW EA 9T5	PJ/CCT/TACP/SR 1Z1/1Z2/1Z3/1Z4	EOD 3E8	SERE 1T0	TACPO 19ZXB	STO/CRO 19ZXA/C
Pull-ups in 2 Minutes (1 Minute for STO/TACPO/CRO) Total Repetitions:					P F	8	8	3	8	12	12
2-Minute Rest Period											
Sit-ups in 2 Minutes Total Repetitions:					P F	50	50	Not Tested	48	75	75
2-Minute Rest Period											
Push-ups in 2 Minutes Total Repetitions:					P F	40	40	Not Tested	40	64	64
10-Minute Rest Period											
1.5 Mile Run / 3 Mile Run for STO/TACPO/CRO Finish Time:					P F	10:20	10:20	11:00	11:00	22:00	22:00
30-Minute Rest Period											
25m Underwater Swim 1 Go/No Go:					P F	Finish	Finish	Not Tested	Not Tested	Finish	Finish
3-Minute Cycle											
25m Underwater Swim 2 Go/No Go:					P F	Finish	Finish	Not Tested	Not Tested	Finish	Finish
3-Minute Cycle											
500m Surface Swim / 1500m for STO/CRO Finish Time:					P F	15:00	12:30	Not Tested	Not Tested	12:30	32:00
IV. INITIAL FITNESS TEST ADDITIONAL REMARKS											
CANDIDATE QUALIFIED FOR AIR FORCE SPECIALTY: Yes No						Lap Times (Use spaces if needed) Component:					
TEST ADMINISTRATOR COMMENTS:						1.		11.		21.	
						2.		12.		22.	
						3.		13.		23.	
						4.		14.		24.	
						5.		15.		25.	
						6.		16.		26.	
						7.		17.		27.	
						8.		18.		28.	
						9.		19.		29.	
						10.		20.		30.	
Lap Distance:						Finish Time:					
V. CERTIFICATION											
APPLICANT: I certify that the applicable IFT was administered, and that all the information entered on this worksheet is accurate. Enlisted candidates must pass the IFT within 60 calendar days prior to entering active duty or initial skills training.				APPLICANT (Printed Name)				DATE:			
				APPLICANT SIGNATURE:							
				EMAIL:			PHONE:				
TEST ADMINISTRATOR: I certify that the IFT administered was conducted per the instructions on this form. I also certify the applicant named above was properly briefed and evaluated per the IFT instructions provided.				ADMINISTRATOR (Printed Name)				DATE:			
				ADMINISTRATOR SIGNATURE:				UNIT:			
				EMAIL:			PHONE:				

VI. INITIAL FITNESS TEST ADMINISTRATION INFORMATION

Air Force Special Warfare (AFSPEWAR) applies to Basic Special Warfare Enlisted Airman (BSWEA)/9T5, Pararescue (PJ)/1Z1, Combat Control (CCT)/1Z2, Tactical Air Control Party (TACP)/1Z3, and Special Reconnaissance (SR)/1Z4 enlisted candidates. AFSPEWAR also applies to Special Tactics Officer (STO)/19ZXA, Tactical Air Control Party Officer (TACPO)/19ZXB, and Combat Rescue Officer (CRO)/19ZXC officer candidates. Explosive Ordnance Disposal (EOD) applies to EOD/3E8 enlisted candidates. Survival, Evasion, Resistance and Escape (SERE) applies to SERE/1T0 enlisted candidates.

Basic Special Warfare Enlisted Airman (BSWEA): All non-prior service active duty enlisted AFSPEWAR candidates will enter the Air Force as a 9T500. BSWEA candidates must pass all 9T500 IFT components to be eligible to enter the Air Force. Air Force Recruiting Service will designate an IFT Test Administrator for all BSWEA candidates. Candidates may be required to perform multiple IFTs during development sessions. All BSWEA candidates must pass an IFT within 60 calendar days prior to entering active duty.

PJ/CCT/TACP/SR: All candidates identified with an AFSPEWAR AFS (Air Reserve Component, Prior Service, Retrainee) must pass all applicable AFS IFT components to be eligible for AFSPEWAR. Air Reserve Component, and prior service candidates will have a designated Test Administrator provided by Air Force Recruiting Service. The Active Duty Retraining application IFT will be conducted by any Airman with a AFSPEWAR control AFSC, an Air Force Physical Fitness Assessment administrator, or commander appointed Physical Training Leader. All Retrainee candidates must also pass an IFT within 60 calendar days prior to initial training start date administered by a designated Candidate Development Sport Services (CDSS) Field Developer. Contact your AFSPEWAR Retraining point of contact for more information as needed.

STO/CRO and TACPO: Candidate must pass all applicable AFS IFT components to be eligible to enter the Air Force, or cross-flow into 19ZX. IFT will be conducted by a designated test administrator. Contact your AFSPEWAR 19Z Application point of contact for more information as needed.

EOD and SERE: All candidates identified with an EOD/SERE AFS must pass all applicable AFS IFT components to be eligible for EOD or SERE. Air Force Recruiting Service will designate an IFT Test Administrator for all non-prior service active duty candidates, and candidates must pass an IFT within 60 calendar days prior to entering active duty. Contact your EOD/SERE Retrainee Application point of contact for more information as needed.

VII. INITIAL FITNESS TEST INSTRUCTIONS

1. **Calisthenics:** Physical training (PT) clothes and running shoes are the only required clothing items. The first portion of the IFT consists of three calisthenics components; pull-ups, sit-ups, and push-ups. Each Air Force Specialty has a different standard or requirement. All candidates will perform each exercise to muscle failure or time completion, whichever occurs first. AFSPEWAR and SERE candidates are evaluated on all three components, while EOD candidates are evaluated on the pull-up component. The test administrator will designate counters if needed. The test administrator will start the timing device upon directing the candidates to begin the component, and will announce the remaining time, in 30 second intervals. The counter will count the number of correct repetitions out loud. If the candidate breaks correct form, the counter will repeat the last correct number performed (e.g., one, two, two, three, etc.), as well as give instruction on what was done incorrectly (e.g., chin not above the bar, keep your back straight, etc.). EOD candidates conducting the IFT with AFSPEWAR and SERE candidates will be allotted 18 mins between the pull-up component and the 1.5 mile run as the AFSPEWAR and SERE candidates complete the IFT sequence. EOD candidates conducting an IFT without other Air Force Specialties will at a minimum take the listed 10-minute rest period before the 1.5 mile run.

1.1. Pull-ups: Pull-ups are a two-count exercise. Starting position is hanging from a bar, palms facing away from the candidate with no bend in elbows and the head in the neutral position (dead-hang with eyes facing forward). Hand spread is approx shoulder width apart. Count one; pull the body up until the chin is above the highest point of the horizontal plane of the bar, maintaining the neutral position. Count two; return to starting position. Legs are allowed to bend, but must not be kicked or manipulated to aid upward movement. The starting position is the only authorized rest position. Adjustment of the hands is permitted; however, if the candidate falls off, releases from the bar or the candidate uses the ground to rest or assist, the exercise is terminated. If the candidate's feet inadvertently touch the ground, the repetition will not be counted. If the exercise is terminated, the repetitions performed prior to termination will be recorded.

1.2. Sit-ups: Sit-ups are a two-count exercise. Starting position is back flat on the ground or mat, fingers interlocked behind the head, head off the surface, and knees bent at approximately a 90-degree angle. Candidate's feet will be placed under a "toe-hold" bar or held by another individual. Count one; raise the upper torso until the back is perpendicular to the surface. Count two; return to the starting position. The exercise is continuous, if the candidate's buttocks rises from the surface or fingers are not interlocked behind the head during the repetition, the repetition will not be counted and feedback will be provided. There is no authorized rest position, so if the candidate stops, the exercise is terminated. If the exercise is terminated, the repetitions performed prior to termination will be recorded.

1.3. Push-ups: Push-ups are a two-count exercise. Starting position is the up position; hands approximately shoulder width apart, arms, back, and legs must remain locked straight with feet together. Count one; lower the body to the ground until the elbows are bent at a 90-degree or lower angle and parallel (shoulder to elbow) to the ground. Count two; return to the starting position. The only authorized rest position is the starting position. If the knees touch the ground the exercise is terminated. The exercise will also be terminated if the candidate raises their buttocks in the air, sags their middle to the surface, or raise any hand or foot from their starting position. If the exercise is terminated, the repetitions performed prior to termination will be recorded.

2. **1.5 or 3 Mile Run:** PT clothes and running shoes are the only required clothing items. The run must be conducted on an accurately measured course that is as level and even as possible, preferably a maintained running track. If a standard 400 meter track is used, the 1.5 mile timed run will be six laps plus 46 feet, or 12 laps plus 92 feet for the 3 mile timed run. If a non-standard 400 meter track or alternative route is used, the 1.5 mile timed run will be 2,640 yards (2,414 meters), or 5,280 yards (4,828 meters) for the 3 mile timed run. Route should not have exposure to traffic, a continuous incline or decline or rolling hills; and avoid slopes exceeding two degrees. If using a road course, where possible, the start and finish should be at the same location. Clearly mark the start and finish lines (and half-way point for road courses). The test administrator will start the timing device upon instructing the candidates to begin and will announce and annotate the time elapsed to each candidate as they complete each lap or specified section of the course.

3. **Subsurface/Surface Swim:** Only AFSPEWAR candidates complete the swim components of the IFT. Swimsuit, sports bra, and goggles/scuba mask are the only authorized equipment items. All swim components will be conducted in an aquatic facility, not open water. It is the responsibility of the Test Administrator to ensure the aquatic facility has a life guard or medical support on duty.

3.1. 2 x 25 Meter Underwater Swim: This exercise is two-3 minute cycles consisting of an underwater swim and surface swim back to the starting point. When instructed, the candidate will take a breath, submerge, push off the pool wall and swim 25 meters underwater. When 25 meters has been reached, the candidate will then surface swim, any stroke, back to the starting point. The second underwater cycle starts at the end of the first 3 minute period. Complete the second cycle as listed above. If candidate breaks the water's surface during any portion of the underwater swim, the component will be terminated and considered a failure. Candidate must pass both cycles.

3.2. 500 or 1500 Meter Surface Swim: This swim is conducted using the freestyle, breaststroke or sidestroke. The swim is continuous. If a member stops (e.g. rests holding on the side of the pool) any time or uses the bottom of the pool to assist, the test will be terminated and considered a failure of this event.