



**Teamwork - Integrity - Initiative - Innovation**

## **INTRODUCTION TO AIR FORCE SPECIAL WARFARE AND COMBAT SUPPORT DEVELOPMENT**

You are about to embark upon a great journey and an adventure that will probably be the most difficult undertaking of your life; Air Force Special Warfare (SW) or Combat Support (CS) training. Air Force Special Warfare, consists of the Pararescue Jumper (PJ), Combat Control Team (CCT), Special Reconnaissance (SR), Tactical Air Control Party (TACP) specialties. Combat Support, consists of the Explosive Ordnance Disposal (EOD), and Survival Evasion Resistance and Escape (SERE) specialties. As an operator, you will deliver specialized Air Force expertise from the ground environment across the full spectrum of operations; from peacetime, to major conflict anywhere on the planet. You will do this in small teams and sometimes by yourself. You can find more information at [www.afswdev.com](http://www.afswdev.com), your official online source for Air Force Special Warfare Development information.

These specialties require extremely high levels of mental toughness, physical fitness, intelligence, and self-discipline. The path you have chosen is very demanding. The selection and training courses that make up your Pipeline will push you to your limits every day.

This document will provide you information on the roles of Recruiter, Developer, and SW/CS Candidate, the development process itself, and tips to help you achieve success.



### **ARE YOU READY FOR THE CHALLENGE?**

## **RECRUITER, DEVELOPER, AND CANDIDATE (YOU)**

Your Recruiter and Developer work together as a team to ensure you are aware of all the opportunities the Air Force has to offer. We will work with you to find the right career path, to improve your chances of success, and to launch you into the Air Force. The Candidate is expected to attend the offered PASTs and development sessions, while devotedly working towards improving his/her physical abilities and mental resiliency.

**The Development process will provide you the tools to succeed but your actions will determine success or failure.**

[www.t3iservices.com](http://www.t3iservices.com)



## THE SW/CS RECRUITER'S ROLE

Your Special Warfare Recruiter (SWR) is the expert on all aspects of entering the Air Force. It is their responsibility to prepare you for entry into your combat calling but to also prepare you to be a great Airman first. They will work with you from day one of recruitment through your entry into the Air Force. SWRs provide information on all six SW/CS specialties, reference the [Special Warfare Information Packet](#). They will initiate and follow through the many steps of enlisting, from paperwork and contracts, to the ASVAB, to physical exams.

**Your Recruiter can only help you if you help yourself!**



## THE FIELD DEVELOPER'S ROLE

The T3i Field Developer is a former SW/CS Operator in one or more of the career fields and is the expert on all aspects of duties, responsibilities, preparation, and Pipelines for all specialties. Your Developer's primary focus is to help you reach your greatest mental and physical potential, and aid you to secure a chosen career path. They will begin to prepare you for the military courses required to become an operator (collectively known as "The Pipeline"). They will provide you with advice and workouts to improve your mental and physical abilities so you can maximize your potential. They will help develop your situational awareness, personal responsibility, and self-belief. They will provide guidance on physical training, water skills, mental resiliency, nutrition, and teamwork. Their goal is to use all appropriate means to help you develop the winning recipe of willpower, speed, strength, endurance, and skill. They will NOT hold your hand, instead they will use everything they have learned and experienced throughout their years of service to help you.

**The Developer is your guide; success is up to you!**



## THE CANDIDATE'S ROLE

**You are responsible for your own success!** Choose a career path based upon your personal desires, knowledge, skills, and abilities. Then determine how much personal developmental effort and growth is required to succeed. Your Developer will help; they will coach and mentor you to become more self-aware, to improve your fitness, to take personal responsibility, and increase your self-confidence. But we cannot *make* you succeed— that is up to you.

You must take charge of your effort and growth, and you must pass the PAST within 90-120 days. If at that point you have not passed the PAST, a decision will be made to either keep you in development or release you to a regular Air Force Recruiter. Candidates who have not passed the PAST may be extended in Development, but only if they have demonstrated superior commitment and have extenuating circumstances

**We expect you to commit with every fiber of your being - or choose a less demanding path.**

# THE DEVELOPMENT PROCESS

## Your success in the Development program rests on you!

The goal of the Recruiters and Field Developers is that you pass the PAST within the first 90-120 days. We will help you but we cannot make you succeed. To unlock your highest potential you must do three things: **become aware, take responsibility, and have self-confidence.**

**Awareness** is the first key element that a Candidate needs. Awareness is a clear understanding of what is going on and the ability to prepare for what might happen. This is the product of focused attention, concentration, and critical thinking. Developers attempt to improve each Candidates' awareness so that they have clear perceptions about their career options. What they are experiencing now, and what they'll experience in the future so they can meet the challenges that lie ahead.

How do Developers make Candidates aware of their career choices, training needs, and the importance of fitness, nutrition and mental resiliency? We do this through offering our knowledge as a coach and mentor. We help Candidates improve their own knowledge through alertness in observing or in interpreting what they read, hear, see, feel, etc. This can be accomplished many ways, but the most powerful are the training challenges and the Field Developers' personal stories and experiences. Developers may also suggest books, magazines, videos, podcasts, or operator award citations that inspire and increase awareness of the challenges and rewards ahead.

**Responsibility** is the second key concept and it is crucial for high performance. When a Candidate truly accepts, chooses, and takes responsibility for his/her thoughts and actions, their commitment rises and so does their performance. Developers will attempt to persuade the Candidate through a series of questions or challenges to take responsibility for their own feelings and actions.

**Self-confidence** is the third key concept. The underlying intent of every Developer interaction is to build a Candidates self-confidence because it is the greatest factor in a Candidate's success. Self-confidence refers to trusting your abilities, capacities, and judgments; the belief that you can meet the demands of development and the Pipeline. It must be a realistic and optimistic evaluation that you can trust your judgement, decision making, and ability to overcome challenges. Self-confidence is evident in a Candidate's words, body language, and actions.

Part of your development is taking time to explore your awareness, responsibility, and self-confidence. Field Developers expect at some point the Candidate will have an "aha!" moment. The "aha!" moment is when the Candidate becomes aware, takes responsibility, and shows self-confidence. This becomes evident through the Candidate's tone of voice, body language, self-expression and actions.

## PIPELINE PREPARATION & PRACTICING

Physical and mental preparation helps a great deal, as does practicing the skills and technique that you will use in the Pipeline. It is important to note that anyone who meets the minimum PAST standards can keep up with the rate of progression in the physical training found in the Pipeline, but meeting the minimum standards means you will have to work that much harder later.

The real challenge is mental resiliency; **nobody can help you if you quit.** Field Developers and Pipeline Instructors will use physical and mental challenges to train and assess your mental resiliency.

Developers spend most of their time building the skills and abilities that help build your confidence and mental resilience, but they engage in a lot of physical activities to do so. Developers will focus on exercises that build your confidence, self-awareness, motivation, and mental toughness but it is up to you to use what you learn when the chips are down.



## MATERIALS THAT ARE REQUIRED AT PAST AND DEVELOPMENT SESSIONS

- A great attitude!
- Official identification (state driver's license or ID)
- Workout clothing for both land and pool
- Water — no less than 1 quart
- Snacks and/or lunch
- Notepad and pen



## PAST EXPECTATIONS

- You must pass the Physical Ability and Stamina Test (PAST) within 90 days of being accepted into development
- Expect to test every 4-6 weeks
- You will take a required final PAST 45-15 days prior to your BMT (U.S. Air Force Basic Military Training) ship date
- You will improve each time you take the assessment



## THE PAST

The PAST is the minimum acceptable fitness standard for entry into SW/CS Pipelines. The PAST standards are easily attainable through consistent hard work but not so easy that most people can just show up and pass.

PAST Standards are:

- **SWOE:** 8 pull-ups, 50 sit-ups, 40 push-ups, 10:20 1.5-mile run, 2 x 25-meter underwaters, and a 15-minute 500-meter swim
- **SERE:** 8 pull-ups, 48 sit-ups, 40 push-ups, and an 11-minute 1.5-mile run
- **EOD:** 3 pull-ups, and an 11-minute 1.5-mile run

You must pass each event of the PAST. The exercise order, duration, passing scores and rest times are fixed. The rest periods are long enough to allow adequate recovery if you have trained specifically for the PAST but short enough to degrade performance if you have not.

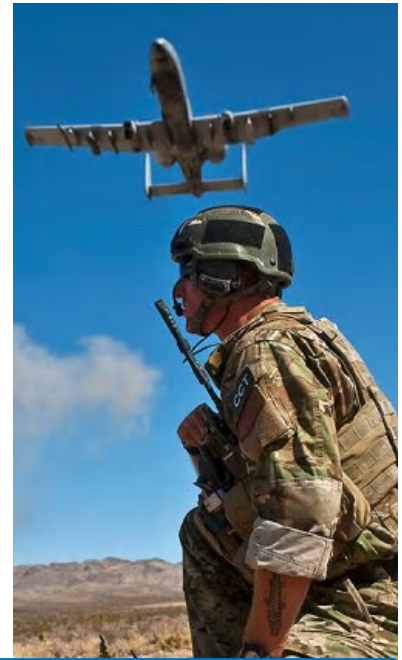
Your PAST score is stratified (ranked) against all Candidates nationwide seeking SWOE, SERE, and EOD careers. Your efforts should be directed at meeting these standards, then on achieving the highest score possible to secure a BMT slot. But training does not stop there, you must continue to improve your fitness abilities to increase your chances of completing and graduating the Pipeline.

## OPTIMAL PAST SCORES

The Air Force often has more Candidates than positions. Higher PAST Scores are indicative of physical ability, mental toughness, and dedication to training. The higher your score, the more competitive you are to earn a slot to BMT. The bullets below point out *Optimal to Good PAST scores*. Lower scores are less competitive and *may not* earn you a slot to BMT.

- **SWOE:** 13-20 pull-ups, 65-70 sit-ups, 60-70 push-ups, 9-9:30 1.5-mile run, and 9:30-10:30 500-meter swim
- **SERE:** 12-15 pull-ups, 60-70 sit-ups, 55-65 push-ups, and run 1.5 miles in 9:30-10:20
- **EOD:** 6-12 pull-ups, 45-50 sit-ups, 40-50 push-ups, and run 1.5 miles in 9:30-10:20

**A symbolic statement of the SW/CS careers is,  
“Exceeding the standard is the standard.”**



*“Winners Never Quit and Quitters Never Win!”  
Vince Lombardi*

## THE PAST FATIGUE CURVE REMAINS CONSTANT

**Pull Ups** - Most people get 75-90% of their repetitions before taking their first rest while hanging on the bar.

**Sit Ups** - Most people who can do sit ups for 2 minutes will achieve 60% of reps in first minute.

**Push Ups** - Most people get 60-70% of pushups before their first break in the front leaning rest.

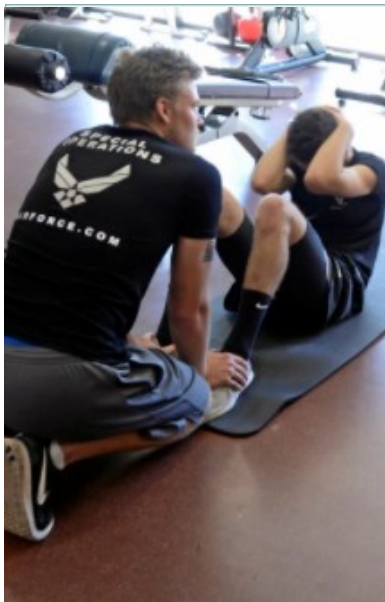
**Run** - Most people are slower on the second half of the run than the first. To correct this, divide the run into three or four parts and work harder each segment. Start fast but relaxed at about 90% effort and work increasingly harder each segment. You should be at maximum effort the last 400 meters of the run. If you have energy for a big sprint at the end, the chances are you ran too slow earlier.

**Underwaters** - Learn good underwater swim form to make these easier. Become extremely proficient.

**Swim** - The better your swim technique (freestyle, breaststroke, or sidestroke), the less you will fatigue during the event. Become a proficient swimmer.

**\*NOTE** - Never swim or do underwaters alone, always have a life-guard present.





## 4 Strategies to pass the PAST

You must develop strategies for maximizing your PAST score. Ask your Developer for helpful tips.

1. Set SMART Goals (Specific, Measurable, Attainable, Relevant, and Time Bound) for your PAST.
2. Before the PAST prepare yourself mentally, physically, and nutritionally.
3. Execute your plan during the PAST and give 100% effort.
4. Track your progress and work with your Developer to adjust your workout plan and/or SMART Goals to maximize results.

## DEVELOPMENT SESSION EXPECTATIONS

- Expect to attend a development session every 2-6 weeks
- You will participate in both fitness and academic training
- You will be a valuable member to the team — **“Teammate”**
- You will pay attention to detail
- You will have a sense of urgency
- You will have a positive attitude and situational awareness



## DEVELOPMENT SESSIONS

Development sessions offer the best opportunity to learn from your Field Developer and increase your knowledge of Air Force Special Warfare/Combat Support, to improve your knowledge, skills, and abilities, perfect exercise form, and to develop mental toughness.

SW/CS Airmen are selected and trained for their ability to perform complicated tasks under pressure. The SW/CS Pipelines will teach you to apply increasingly complex skills in ever more stressful environments. The selection process began when you first talked to a Special Warfare Recruiter and it continues with your Developer. The stress will grow exponentially as you progress through development and throughout the Pipeline, but so will your ability to deal with it. Those who cannot adapt will be directed to less strenuous Air Force careers.

At the Development sessions your Developer will offer you all the tools required to succeed, but it is up to you to learn them and to put them into action. Development sessions often use fitness training to build the mental toughness essential to Pipeline success. Your Developer will provide inputs to better your self awareness, goal setting skills, ability to visualize success, formulate positive self-talk, and control your emotions; all to improve your chances of success. Your Developer will offer academic and practical exercises to put these skills to the test.



## THE CANDIDATES WEEKLY TASKS

- Check your email twice weekly, especially a day before/after a PAST or Development session.
- Check the Air Force Special Warfare Development website for personal ranking from across the nation and for new interesting items at [www.afswdev.com](http://www.afswdev.com).
- Record your workouts, self-PASTs, and review them weekly.
  - Workout Example: date, exercise name, workload (sets, reps, or time/distance, load (weight), rest period), notes (tired, injury, good/bad nutrition, need to work on form)
  - Example self-PAST: date, # pull-ups, # sit-ups, # push-ups, (time) 1.5-mile run, (time) 500-meter swim, notes (tired, injury, good/bad nutrition, need to work on form)
  - Weekly Review: take the time and discover your most current strengths and weaknesses, areas of improvement, and set challenges and goals for the next week

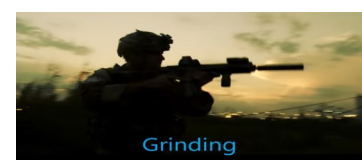
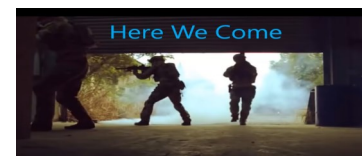
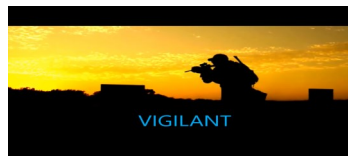
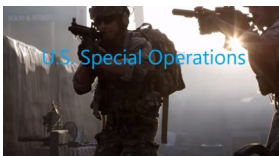
## WORKOUT PLANS

Failing to plan is planning to fail! You must train specifically for the PAST to maximize your scores. There are thousands of workouts to help you pass the PAST and many thousands more that will do you no good. Talk with your Developer for help creating or choosing the best plan for you.

- **Strength and Conditioning**—the plan you chose to follow should primarily focus on improving pull-ups, sit-ups, and push-ups. The effort should be focused on improving technique/form, repetition count, strength, power, and endurance
- **Running**—the plan you chose to follow should primarily focus on improving your speed, endurance, power, and running technique/form in both the 1.5 mile run and at least 20 minutes of submaximal effort
- **Swimming** (SWOE/AFSPEWAR Only) —the plan you chose to follow should primarily focus on improving swim (freestyle, breaststroke, sidestroke, and finning) technique/form, endurance level, speed, and power
- **Water Skills** (SWOE/AFSPEWAR Only) —the plan you chose to follow should primarily focus on improving your overall comfort in the water. Specific events should be treading water, flooded mask clearing, flooded mask flutter kicks on the pool deck, buddy breathing, drown proofing without straps, and mask and snorkel recoveries. Underwater training, especially events that focus on 25-meter underwaters or extended breath holds should only be done in a controlled environment with a lifeguard watching over you

## MOTIVATIONAL VIDEOS

(WARNING EXPLICIT LANGUAGE)



# RUNNING SHOES

Procure a good pair of running/athletic shoes. Go to a running store and tell them your goals. Have them look at your stride, your current shoes, and make an assessment of your needs. Try on several pairs they recommend.

## PROPER SHOES ARE THE SINGLE MOST IMPORTANT STEP TO AVOIDING INJURY

**Running shoes are designed to provide three types of cushioning and control.**

- **Neutral/Cushion**

- For the Runner that does not pronate or has very little pronation
- Heal strike to mid shoe wear pattern
- Solid color foam (white in picture) on the inner sole



- **Stability**

- Most runners require this shoe type
- Arched foot with slight-moderate pronation
- Heal strike to inner forefoot wear



- **Motion Control**

- For flat footed runners that over pronate
- Heavy runners with collapsed arches
- Heal strike with extreme forefoot wear
- Heavy shoe



**Shoes are also optimized for running on certain surfaces so consider this when choosing a pair.**

- **Road Shoe**

- Best for roads due to more cushion
- Less aggressive tread
- Less responsive to lateral movement



- **Trail Shoe**

- Best on gravel to dirt trails
- Aggressive tread
- Better traction for lateral motion



- **Racing/Track Shoe**

- Best for speed work on track/firm surfaces
- Less weight
- Minimal tread, cushion, or motion control
- Better response to turns on the track







***A good plan, violently executed now,  
is better than a perfect plan next week."***

**General George S. Patton, US Army**

## 12 STEPS TO DEVELOPMENT SUCCESS

1. Own the process; this is your development and your career.  
**TAKE RESPONSIBILITY!**
2. Understand what about your chosen specialty motivates you.  
**KNOW YOUR WHY!**
3. Create a training log—add SMART Goals, set personal challenges, and aspire to be an Operator.
4. Develop a personal training schedule that includes work, school, fitness training, rest, meals, etc.
5. Choose your workout programs and follow them. **COMMIT!**
6. Eliminate all obstacles or threats to preparing for your Pipeline.
7. Obtain whatever you need to achieve success: coaching, pool access, a pull-up bar, etc.
8. Workout regularly with a focus on maximizing PAST scores, not other fitness goals.
9. **BECOME AWARE:** read books, magazines, watch videos, listen to podcasts, or read operator award citations that inspire.
10. **Attend PAST and Development** as much as possible.
11. **Interact with your Developer** at least twice per month by phone, text, email, online, or in person.
12. **NEVER QUIT!!!**

Daily Schedule			
Week: 10/14/2020			
Start Time: 5:00 AM			
Time	Mon	Tue	
6:30 AM		Run Training with Strides	
7:00 AM	Strength and Conditioning	Strength and Conditioning	
7:30 AM	Strength and Conditioning	Strength and Conditioning	
8:00 AM	Cool-down	Cool-down	
8:30 AM	Shower	Shower	
9:00 AM	Work/School	Work/School	
9:30 AM	Work/School	Work/School	
10:00 AM	Work/School	Work/School	
10:30 AM	Swim Training	Work/School	
11:00 AM	Swim Training	Work/School	
11:30 AM	Water Skills Training	Work/School	
12:00 PM	Lunch with Push-ups	Lunch with Sit-ups	
12:30 PM	Lunch	Lunch	
1:00 PM	Work/School	Work/School	
1:30 PM	Work/School	Work/School	
2:00 PM	Work/School	Work/School	

**Air Force Special Operators work with all sorts of other military units including U.S. and foreign Special Forces.**

**Therefore, they need to be in physical condition to match if not exceed, all other military units' abilities.**





**Teamwork - Integrity - Initiative - Innovation**

## MESSAGE FROM THE SW/CS DEVELOPMENT PROGRAM MANAGER—DALE YOUNG

Many brave men and women have willingly answered the call of duty to defend our nation and our way of life. The actions of our servicemen and women have changed the course of history, touched lives, and spread freedom and democracy to nations around the world. As Americans and future Airman, during peace and war, you must demonstrate a steadfast commitment to safeguarding the principles upon which our nation was created. Thank you for answering the call of duty on behalf of all Americans. I am deeply thankful to have served our country with great honor and I am grateful for your willingness to uphold the Air Force Core Values we cherish so much, Integrity, Service, and Excellence.

The price of freedom is paid for by the courage of those who are willing to fight for what they believe in. The greatness of America is found in the bravery and heroism of men and women who stand strong in the face of oppression and conflict. Your journey of serving this great country will be filled with risk, reward, challenge, and adversity, and your true character will be revealed. You will be surrounded by people you respect, united in purpose and determined to succeed.

Do you long to pit yourself against formidable challenges, push yourself to your limits...and beyond?

Are you willing to bet your life and those of your teammates on your ability to think under pressure and employ the knowledge, skills, and abilities acquired through hard work and tenacity to achieve a worthy objective?

Our mission is to identify and develop the next generation of Air Force Special Warfare and Combat Support Warriors. We have assembled a team of the finest Air Force Special Warfare and Combat Support Operators with the best Air Force Recruiters to help you on your quest. It is imperative that you give this process your all and remain committed to your calling. Our Special Warfare Developers will provide you with the most professional coaching, mentoring, and development in the industry. The rest is up to you.

