

MILPERSMAN 1220-010

AIRCREW AND AVIATION RESCUE SWIMMER PROGRAMS

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References	(a) CNAF M-3710.7 of July 2017
	(b) SECNAVINST 5510.30C
	(c) COMNAVCRUITCOMINST 1130.8K
	(d) BUPERSINST 1326.4E

1. **Background.** The Aircrew (AIRC) and Aviation Rescue Swimmer (AIRR) Programs provide opportunities for recruits and fleet personnel to become career enlisted aircrew. This article applies to Active Component (AC), full-time Support (FTS), and Selected Reserves (SELRES) personnel. AIRC and AIRR Programs are 6-year obligation advanced technical fields that guarantee class "A" school, as well as follow-on advanced schools (Naval Aircrewman Mechanical (AWF), Naval Aircrewman Operator (AWO), Naval Aircrewman Tactical Helicopter (AWR), Naval Aircrewman Helicopter (AWS), or Naval Aircrewman Avionics (AWV)) for recruits. Applicants must volunteer for flying duty (see [MILPERSMAN 1220-020](#)), be capable of performing swim qualifications per reference (a), and pass an aviation flight physical.

2. **Qualifications Required**

a. **Age.** Applicants must be 30 years of age or less at the time of enlistment or reenlistment. Waivers for AC, FTS, and SELRES fleet volunteers will be considered by Bureau of Naval Personnel (BUPERS) Aviation Enlisted Community Manager (ECM) (BUPERS-323) or SELRES ECM (BUPERS-352), respectively, on a case-by-case basis. Initial accession age waivers will be considered by Navy Recruiting Command (NAVCRUITCOM) AIRR Program Manager (N323) on a case-by-case basis.

b. **Physical Conditioning.** AIRC and AIRR are high risk and physically demanding programs that require above average physical fitness standards and strong swimmer skills. Applicants must pass the Navy physical fitness assessment (PFA) with a grade of "satisfactory" in all categories prior to commencement of Naval Aircrew Candidate School (NACCS). Service members must pass a PFA with a "good" in all categories for their respective age and gender to graduate from NACCS. Additionally, this same standard must be maintained throughout the aircrew training cycle. Non-swimmers cannot successfully complete the program; therefore, they should not apply.

c. **Security Clearance Required.** Applicants must be adjudicated and be able to maintain a secret security clearance. Some billets may require a "top secret/sensitive compartmented information" security clearance and or Personal Reliability Program (PRP) as specified in reference (b).

d. **Armed Services Vocational Aptitude Battery (ASVAB).** Applicants must meet ASVAB requirement per current ASVAB naval message.

3. **AIRC and AIRR Statements of Understanding for Initial Accessions.** ALL initial accession applicants applying for the AIRC must read and sign the Aircrew Program Statement of Understanding (exhibit 1) via [NAVPERS 1070/613](#) Administrative Remarks entry. All initial accession applicants applying for AIRR must read and sign the Aircrew Program Statement of Understanding and the Aviation Rescue Swimmer Program Statement of Understanding (exhibit 2) via [NAVPERS 1070/613](#) entry. Classifiers must sign as witness, per reference (c), as part of the applicant's enlistment process. This document must be filed in the enlistment package forwarded to Recruit Training Command (RTC) when Service member is shipped. AIRR initial accession applicants must pass a physical screening test as per [MILPERSMAN 1220-410](#).

4. **AIRC and AIRR Statements of Understanding for Fleet Accessions.** ALL fleet volunteers and those converted or reclassified into AIRC must read and sign the Aircrew Program Statement of Understanding on [NAVPERS 1070/613](#) entry. All fleet volunteers and those converted or reclassified into the AIRR must read and sign the Aircrew Program Statement of Understanding and the Aviation Rescue Swimmer Program Statement of Understanding via [NAVPERS 1070/613](#) entry.

5. **Service School Assignments.** For all applicants, the AIRC and AIRR provide assignment to a class "A" and or "C" school (as applicable) in any of the career aircrew source ratings listed below. The specific training assigned is based on the Service member's qualifications, personal desires, and needs of the Navy.

Career Aircrew Source Ratings (new accessions and fleet volunteers)	AWF, AWO, AWR, AWS, AWV
Non-Career Aircrew Source Ratings (fleet volunteers only and assigned flight orders as per reference (d))	Cryptologic Technician Interpretive, Cryptologic Technician Technical, Cryptologic Technician Collection, Hospital Corpsman, Culinary Specialist, Mass Communications Specialist

6. **Training Cycle.** The training pipeline for **all** aircrew candidates is:

- a. RTC;
- b. NACCS, Pensacola;
- c. Aviation Rescue Swimmer School (ARSS), Pensacola (rescue swimmers only);
- d. Class "A" School, Pensacola (if required);
- e. Fleet replacement squadron (FRS) at various locations, or class "C" school, Fort Worth (FTS/SELRES only); and
- f. Initial assignment to include follow-on in-flight training.

7. **Terms of Enlistment.** Applicants enlist in the U.S. Navy as AC, FTS, and SELRES for 4 years and concurrently execute [NAVPERS 1070/621](#) Agreement to Extend Enlistment or [NAVPERS 1070/622](#), Agreement to Recall or Extend Active Duty for 24 months using the following narrative for entry:

"Training in the Aircrew Program and accelerated advancement to pay grade E-4 per [MILPERSMAN 1220-010](#). Accelerated advancement to E-4 is authorized only after successful completion of NACCS, class "A" school and fleet replacement squadron training. I understand that this extension becomes binding upon execution and may not thereafter be cancelled, except as provided for in [MILPERSMAN 1160-040](#)."

[NAVPERS 1070/621](#) or [NAVPERS 1070/622](#) must be executed on the day Service member is enlisted (initial accession). Fleet applicants must obligate 5 years per [MILPERSMAN 1306-618](#).

8. Apprenticeship and Pay Grade

a. Individuals accepted into the AIRC or AIRR who successfully complete FRS training or follow-on in-flight training and are awarded the appropriate aircrew Navy enlisted classification (NEC) code are authorized accelerated advancement to pay grade E-4 per reference (c).

b. New accessions accepted for AIRC and AIRR must be enlisted at pay grade E-1. This is not to preclude enlistment at pay grade E-2 or E-3 per reference (c). Fleet applicants are accepted in present pay grade.

c. If a Service member is disqualified from aircrew duties prior to advancement to pay grade E-4, eligibility for accelerated advancement to E-4 is terminated. This must not preclude advancement to E-2 or E-3 based on normal advancement criteria.

d. Accelerated advancement to pay grade E-4 requires a 6-year total active duty obligation. If a Service member is reduced in rate subsequent to accelerated advancement to E-4, there is no reduction in active obligated service.

e. Time in rate requirement is waived for accelerated advancement to pay grade E-4.

9. Disqualification and Disenrollment

a. Those who fail to remain qualified for this program will be disenrolled from aircrew training per reference (d). Applicants must be specifically counseled if they attrite, drop on request (DOR), request removal from flight status, refuse a

set of aircrew orders, non-volunteer for any other reason per reference (d), or are found not desirable for continuation in the Aircrew Program.

b. Cancellation of extension of enlistment for disenrollment from AIRC and AIRR must be executed per [MILPERSMAN 1160-040](#) and [1510-030](#).

c. Applicants advanced to E-4 who subsequently attrite do retain their extension obligation.

d. Aircrew and aviation rescue swimmer personnel who are permanently disqualified after being rated for flying duties and fail to meet all training requirements must be revoked "duty involving flight as a crewmember (DIFCREW)" or removed from the program per reference (d). In addition, members must submit a forced conversion package per [MILPERSMAN 1440-011](#) within 30 days of receipt of revocation message.

e. Sailors having executed orders for conversion who subsequently fail to complete the formal training required for conversion may be processed for separation per [MILPERSMAN 1910-133](#).

f. Fleet accessions or fleet air warfare qualified Service members (i.e., AWF, AWO, AWR, AWS, or AWV) disqualified for medical reasons must submit a forced conversion package per [MILPERSMAN 1440-011](#). If Service member is within one 3-year tour of Fleet Reserve eligibility, the ECM may, on a case basis, retain Service member in rating to meet Fleet Reserve eligibility requirements. Service member must submit Fleet Reserve request 18 months for E-6 and below and 24 months for E-7 through E-9 prior to 20-year mark. If Service member fails to apply for the Fleet Reserve, Service member must submit a forced conversion package per [MILPERSMAN 1440-011](#) within 30 days of the 18 or 24 month mark.

g. DOR, AIRC, and AIRR are volunteer programs. Per reference (d), participants must sign [NAVPERS 1070/613](#) entry stating "I Volunteer to Fly." A DOR, at any time during training (e.g., military entrance processing station, RTC, NACCS, ARSS, class "A" school, FRS, or any subsequent training thereafter), is cause for disqualification and disenrollment from AIRC and AIRR.

h. Admitted pre-service drug use must be processed per [MILPERSMAN 1306-618](#) and be considered case-by-case by the ECM as to whether or not the Service member will be disqualified.

i. Applicants must pass an official or mock Navy PFA with a "good" in all categories for their respective age and gender prior to graduation from each phase of their training cycles. Service members who fail to maintain a "good" in all categories for their respective age and gender throughout the aircrew training cycles will be disenrolled from aircrew training per reference (d).

j. Sailors who have been successfully pre-screened and interviewed for billets under PRP and do not volunteer for PRP duties at any time when assigned to a valid PRP billet must be revoked DIFCREW or removed from the program per reference (d).

10. **Disposition of Service Members Disenrolled**

a. AIRC and AIRR are voluntary programs, participants may be disenrolled or may DOR at any time. Service members must submit a forced conversion package, per [MILPERSMAN 1440-011](#), within 30 days of receipt of revocation message.

b. Service members revoked DIFCREW or disenrolled from the program for any reason will not be eligible for reinstatement for 24 months. Reinstatement will be considered by BUPERS-323 for AC or BUPERS-352 for FTS/SELRES on a case-by-case basis. Additionally, Service members who do not volunteer to fly will not be eligible for reinstatement per reference (d).

c. Process disenrolled personnel as follows:

(1) RTC. Use NAVCRUITCOM reclassification guidance.

(2) NACCS. NACCS attrites will be disqualified from AIRC and AIRR and made available to meet the "needs of the Navy." New accessions are reclassified per [MILPERSMAN 1236-020](#); however, assignment to class "A" school is not guaranteed.

(3) ARSS. Service members disenrolled from ARSS training are not eligible for automatic advancement to E-4 and will not be retained in the Aircrew Program. Service members who fail to complete the school for academic reasons will be disqualified from AIRC and AIRR and made available to meet the

needs of the Navy. New accessions must be reclassified per [MILPERSMAN 1236-020](#); assignment to class "A" school is not guaranteed.

(4) Class "A" School and FRS. Service members who fail to complete class "A" school or FRS for academic reasons are disqualified from the AIRC and will be made available to meet the needs of the Navy. New accessions are reclassified per [MILPERSMAN 1236-020](#).

(5) All aircrew-related NECs must be administratively removed by Navy Personnel Command (NAVPERSCOM) Aviation Distribution Branch (PERS-404) via NAVPERSCOM Enlisted Placement Management Branch (PERS-4013) for Service members who fail to meet all training requirements. For suspension and revocation procedures for disqualified career enlisted flyers and non-career aircrew refer to reference (d).

(6) Aircrew members who are not physically qualified or DIFCREW-revoked are not eligible for participation in a Navy-wide advancement exam, consideration by an advancement selection board, or advancement in any naval aircrew rating. Service members who have requested a waiver of medical standards by the Naval Aerospace Medical Institute will remain eligible for advancement until adjudication of waiver request.

11. **Application Submission**

a. Fleet AIRC and AIRR applicants submit an application through use of a [NAVPERS 1306/7](#) Electronic Personnel Action Request to ECM BUPERS-323 for AC or BUPERS-352 for FTS/SELRES via their commanding officers, citing this article as a reference.

b. Include in the application package:

(1) Flight physical,

(2) Second class swim qualification,

(3) Physical screening test for AIRR, per [MILPERSMAN 1220-410](#), for AIRR candidates,

(4) Last two evaluations (Service member must have at least 3.0 on all performance evaluation traits and have been

recommended for retention as "promotable" or higher within the past 24 months),

(5) ASVAB scores,

(6) Signed copies of the Aircrew and Aviation Rescue Swimmer Statements of Understanding for AIRR and signed copy of Aircrew Statement of Understanding for AIRC,

(7) Score "good" in all categories for their respective age and gender on most recent PFA,

(8) Secret security clearance, and

(9) Have no non-judicial punishment in the past 24 months.

Note: AIRR/rescue swimmer candidates must sign the Aircrew and Aviation Rescue Swimmer Statements of Understanding.

Exhibit 1
Aircrew Program Statement of Understanding
(Use proper letter format containing the following)

"[DATE]: I, [Service member's name], am volunteering for the Aircrew Program. I understand the following concerning rigorous physical requirements of the Aircrew Program:

1. I am volunteering for aircrewman duty, which necessarily includes naval aircrewman candidate school. If I voluntarily disenroll from training as an aircrewman student, I will no longer be eligible for further aircrew training.

Initial: _____

2. I can swim. Initial: _____

3. I must pass the Navy physical fitness assessment (PFA) with a "satisfactory" in all categories to enter aircrew school. Initial: _____

4. I must meet the following minimum physical fitness requirements **to graduate** from aircrew school:

a. Be able to perform extensive daily calisthenics.

b. Pass a Navy PFA with a "good" in all categories for my age and gender.

c. Swim:

(1) 1 mile in flight suit in 80 minutes or less using sidestroke, breaststroke, or American crawl.

(2) 100 yards in full flight gear (flight suit, boots, helmet, gloves, and deflated life preserver) using each of the survival strokes for 25 yards (sidestroke, breaststroke, elementary backstroke, and American crawl), followed immediately by a 5-minute drown-proofing (face-down prone float).

(3) In full flight gear, tread water for 2 minutes followed immediately by 3 minutes of drown-proofing.

(4) 200 yards (50 yards each using breaststroke, elementary backstroke, sidestroke, and American crawl).

(5) Jump from a 12-foot tower and then swim 15 yards underwater wearing flight suit and boots using a modified breaststroke, immediately followed by floating using trouser inflation techniques.

(6) 75-yard flight equipment swim using breaststroke only.

(7) 100-yard swim using 25 yards sidestroke, 25 yards breaststroke, 25 yards elementary backstroke, and 25 yards American crawl. Initial: _____

(I must be able to pass a Navy PFA with a score of "good" in all categories for my age and gender at any time during the "training cycle".)

Signature (Aircrew Volunteer): _____ Date: _____

WITNESSED: _____ Date: _____

(Commanding Officer, Executive Officer,
Command Master Chief, or Command Career Counselor)

Enclosure (1)

Exhibit 2

Aviation Rescue Swimmer Program Statement of Understanding

(Use proper letter format containing the following)

"[DATE]: I [Service member' name] am/am not [circle one] volunteering for training as a helicopter rescue swimmer. I understand rescue swimmers may be required to risk their lives during a rescue at sea. They are trained to conduct rescues efficiently, effectively, and safely. In most rescue situations, the swimmer leaves the helicopter and enters the ocean. Upon reaching the survivor, the swimmer removes the parachute and prepares the survivor for hook-up to the rescue device. A survivor in a state of panic may force the swimmer underwater, but techniques taught to the swimmer will help to overcome this resistance. Once the swimmer and survivor are in the aircraft, the swimmer provides advanced first-aid until medical assistance is available.

Initial: _____

1. In order to commence training at Rescue Swimmer School, I must be able to complete the following:

- a. 500-yard or 450 meter swim in 12 minutes or less.
- b. 1.5-mile run in 12 minutes or less.
- c. 42 push-ups in 2 minutes or less.
- d. 50 sit-ups in 2 minutes or less.
- e. 4 pull-ups in 2 minutes or less. Initial: _____

2. **To graduate** from Rescue Swimmer School, I must do the following during the course of training:

- a. 90 minutes of intensive calisthenics and 30-35 minute cross-country runs daily.
- b. 800-meter swim in 20 minutes wearing rescue swimmer equipment (mask, fins, snorkel, short wetsuit, and search and rescue (SAR) harness with deflated floatation).
- c. 400-meter buddy tow in 16 minutes wearing rescue swimmer equipment.
- d. 2000-meter swim in 50 minutes wearing rescue swimmer equipment.
- e. 8 pull-ups in a flight suit and boots within 2 minutes.
- f. Carry two 50-pound dumbbells 100 yards on flat terrain over 4 obstacles 12-14 inches in height within 2 minutes.
- g. Walk 1 mile with a MEDEVAC litter within 16 minutes.
- h. Swim 500 meters in SAR gear immediately followed by 400-meter buddy tow within 27 minutes.
- i. Weekly strength training with free-weights and machines.
- j. Successfully complete CPR for professional rescuer. Initial: _____

The Aircrew Program and, in particular, the aviation rescue swimmer training are both physically demanding and requires strong swimmer skills. My success will depend upon my own physical preconditioning program, which I have established for myself prior to reporting. I understand that I must first meet all requirements set forth for the Aircrew Program in addition to those for rescue swimmer training.

Signature (Aircrew Volunteer): _____ Date: _____

WITNESSED: _____ Date: _____
(Commanding Officer, Executive Officer,

Command Master Chief, or Command Career Counselor)

Enclosure (2)