OPNAV INSTRUCTION 1000.24D

From: Chief of Naval Operations

Subj: PERSONNEL RECOVERY

Ref: (a) E.O. 10631
(b) DoD Directive 3002.01 of 16 April 2009
(c) CJCSI 3270.01B
(d) DoD Instruction O-3002.05 of 12 April 2016 (NOTAL)
(f) DoD Instruction 3002.04 of 17 November 2014
(g) JP 3-50 of October 2015
(h) Geneva Conventions Relative to the Treatment of Prisoners of War, 12 August 1949
(i) PPD-30, U.S. Nationals Taken Hostage Abroad and Personnel Recovery Efforts, June 2015
(j) DoD Instruction 3002.03 of 15 July 2013
(k) Navy Regulations, 1990
(l) SECNAVINST 1000.9A
(m) CJCSM 3500.11
(n) DoD Instruction 3115.10E of 24 March 2006
(o) OPNAV M-F3500.42 of January 2018
(p) DoD Instruction 3003.01 of 26 September 2011
(q) Department of Homeland Security, National Search and Rescue Plan, August 2007
(r) DoD Instruction 2310.05 of 31 January 2000

Encl: (1) Risk of Isolation Categorization and Training Requirements
(2) Specialized SERE Required Training
(3) Personnel Recovery Required Training
(4) Joint Services Training Program

1. **Purpose.** To issue policy, provide guidance, and align organizational roles and responsibilities within the U.S. Navy to implement Executive Order, Department of Defense (DoD), and Chairman, Joint Chiefs of Staff policy, directives, and doctrine for personnel recovery (PR). This instruction formalizes relationships between Navy organizations and commands for organizing, training, and equipping Navy forces to execute PR responsibilities. This version updates several of the organizational responsibilities and incorporates enclosures that describe unit specific survival, evasion, resistance, and escape (SERE) and PR training requirements. This instruction is a complete revision and should be reviewed in its entirety.
2. **Cancellation.** OPNAVINST 1000.24C.

3. **Scope and Applicability**
   
a. The provisions of this instruction apply to all members of the U.S. Navy, Department of the Navy (DON) civilian employees, DON contractors, and other U.S. Government (USG) personnel assigned, attached, or deploying with U.S. Navy organizations or units and other civilian personnel designated by the President or Secretary of Defense.

   b. This guidance complements Navy programs related to the support of isolated personnel. Other directives govern Navy support for search and rescue (SAR), civil SAR, or related operations.

4. **Background**
   
a. Reference (a) establishes the code of conduct (CoC) for members of the Military Services.

   b. Reference (b) defines the responsibilities for PR regarding the preparation of forces and operational planning and ensures that DoD PR responsibilities and procedures adapt to meet emerging requirements.

   c. Reference (c) implements DoD PR policy responsibilities delineated in reference (b).

   d. Reference (d) establishes policy, assigns responsibilities, and prescribes procedures for PR education and training of commanders and staffs; and recovery forces and SERE education and training for individuals.

   e. Reference (e) provides procedures and assessment criteria to standardize the implementation of references (b) and (d), ensures continuity of training with a common knowledge of SERE education and training principles and concepts, and establishes minimum joint training standards for conducting SERE education and training.

5. **Discussion**
   
a. One of DoD’s highest priorities is preserving the lives and well-being of U.S. Military Service members, DoD civilians, DoD contractor personnel, and others designated by the President or Secretary of Defense to accompany the Military Services, who are in danger of becoming, or already are, beleaguered, besieged, captured, detained, interned, or otherwise missing or evading capture (hereafter referred to as ‘isolated’) while participating in U.S. sponsored activities or missions. A sponsored military activity includes leave status for military
and civilians. Contractors authorized to accompany the force who are on leave, are allowed to be on leave based on the contracting company’s statement of how they run their company and what benefits are provided to their employees.

b. Adversaries purposely seek to isolate, capture, and detain U.S. personnel for tactical, operational, and strategic advantage. Isolation may occur across the continuum of operations. Both military and civilian isolated personnel must be capable of evading adversaries and in the event of capture, survive captivity with honor until they are successfully recovered and repatriated. The Navy PR program trains and prepares personnel on how to persevere in such an environment until they are reintegrated.

c. The Navy PR program encompasses five areas, as per the following subparagraphs 5c(1) through 5c(5).

(1) Individual Preparation. CoC training; SERE training; risk of isolation briefs; and the provisioning of potential isolated personnel with survival, evasion, location, and communications capabilities, as well as area of responsibility-specific isolated personnel guidance.

(2) Pre-mission Planning. Consider the possibility of capture and isolation during pre-mission planning and conduct a thorough mission analysis that takes into consideration all operational and mission variables. Examine the synchronization and coordination of the PR architecture, and develop a plan that identifies responsibilities, force placement, and response capabilities.

(3) PR Execution. Ensure operations and supporting capabilities are designed to affect the recovery of isolated personnel in support of component-level operations. Navy PR missions include, but are not limited to, SAR, combat search and rescue (CSAR), and nonconventional assisted recovery, as directed in reference (f). It is essential to exercise command and control (C2) over assigned recovery forces, and coordinate the execution of PR tasks.

(4) Reintegration. Provide medical care and psychological decompression to allow the conduct of appropriate debriefings and family support to ultimately return recovered personnel back to duty and their families.

(5) Adaptation. Adjust to an ever changing world by integrating lessons learned from previous PR events. Lessons learned must be passed down to help prevent the same mistakes from happening perpetually.

6. Policy. Navy PR policy is outlined below in subparagraphs 6a through 6j.

a. The Navy will preserve the lives and well-being of U.S. Military Service members, DON civilians, and DON contractor personnel authorized to accompany the Military Services who are in danger of becoming isolated while participating in U.S. sponsored activities or missions.
b. The Navy will train, equip, and protect its personnel, prevent their capture and exploitation by adversaries, and reduce the potential for using isolated personnel as leverage against U.S. security objectives. Commanders and commanding officers must link force protection programs and PR as a means of preserving the force. PR training organizations will align curriculum to the best practices outlined in references (b), (c), (e), and (g).

c. All Navy personnel at risk of isolation as outlined in enclosure (1) will receive the applicable level of CoC, SERE training, and risk of isolation briefs per the training matrix included in enclosure (2) prior to conducting the associated military operation placing them at risk of capture. All Navy and combatant command (CCMD) CoC, SERE, and risk of isolation briefs training requirements will be satisfied prior to the arrival of Navy personnel into theater.

(1) If ever isolated, Navy Service members will execute their responsibilities under the CoC for the Military Services and the Geneva Conventions outlined in reference (h).

(2) Applicable deploying Navy civilians and authorized contractors, if isolated, must have the foundation necessary to evade adversaries, cope with possible capture, resist exploitation, endure psychological hardships, and return with honor.

d. The program objective memorandum development process will address and integrate Navy specific resources and requirements for individual survival, evasion, location, signaling, and communication capabilities.

e. Operational commanders will consider risk of capture, exploitation, and isolation during mission planning and ensure their personnel are accurately designated into a risk category in enclosure (2). Commanders will ensure their personnel, the command, and operational chain of command are prepared for such an event. Commanders will review PR standard operating procedures when a mission is determined to possess a moderate risk of isolation or high risk of isolation (HRI).

f. Navy forces will maintain the capability to recover isolated personnel, as directed, during component-level operations. To support PR execution responsibilities, the Navy will:

(1) ensure that Navy-specific PR forces are regularly exercised and qualified to meet CCMD requirements; and

(2) develop other recovery capabilities, doctrine, and tactics to meet expeditionary requirements, Navy shaping operations, or other emerging Navy missions.

g. Navy component commanders (NCC) and carrier strike group (CSG), expeditionary strike group (ESG), and amphibious ready group-Marine expeditionary unit staffs must maintain a personnel recovery coordination cell (PRCC) or a rescue coordination team (RCT), which is
the Navy’s functional equivalent of a component PRCC. PRCCs are trained and capable of coordinating the five PR execution tasks. The Navy will:

(1) ensure that requirements and resources for PR C2 equipment are fed up the chain of command into the program objective memorandum development process; these capabilities include, but are not limited to: digital isolated personnel report, PR mission software connectivity with joint PR architectures, and systems capable of exploiting location and signaling equipment for isolated personnel;

(2) ensure Navy personnel performing PRCC or RCT duties have received PR training per enclosures (2) through (4);

(3) establish requirement to develop level B SERE, tailored training, for specified units and personnel, as required;

(4) ensure that Navy PRCC staffs are qualified in joint PR C2, per reference (g);

(5) develop PR C2, up to PRCC-level, capabilities for units or expeditionary staffs per reference (g); and

(6) through established U.S. Navy sourcing processes, provide augmentation (equipment and personnel) to Navy PRCCs for their employment as joint PR centers when necessary to meet operational requirements.

h. In order to meet its reintegation requirements per references (i) and (j), as well as to augment service casualty assistance systems, the Navy will:

(1) establish pre-planned procedures and assign roles and responsibilities to meet Service-led (phase III) reintegation of Navy personnel or those individuals designated by the Secretary of Defense,

(2) ensure that Navy strategic communications and public affairs related to isolated personnel are aligned with operational support requirements, and

(3) exercise Navy phase III reintegation plan annually.

i. Per reference (k), Navy military personnel will receive CoC training annually as part of general military training. Additionally, per references (d), (e), and (l), all Navy personnel (military and civilian) will be trained on SERE in support of the CoC to the levels required by the respective geographic CCMD before deployment to theater.

(1) This section details CoC SERE training and education requirements.
(a) Level A SERE education and training provides DoD personnel the minimum level of SERE knowledge and skills necessary to meet theater entry requirements. Level A training imparts an understanding of the six articles of the CoC and the corresponding principles of behavior for DoD personnel, their application and implications, and a basic understanding of the DoD PR system and capabilities. After completing level A SERE education and training, DoD personnel will have a basic knowledge of preparing for isolation, signaling, evasion and recovery procedures, and the ability to gain and maintain a level of situational awareness that fosters behavioral adaptation during isolation. Military Departments develop level A SERE education and training to achieve Joint Personnel Recovery Agency (JPRA)-established joint standards based on reference (d), CCMD requirements, and assessment of risk. All DoD personnel must complete level A SERE education and training before a duty assignment, permanent or temporary, outside the United States and Puerto Rico, unless exempted by the CCMD concerned.

(b) Level B SERE education and training programs are developed by the Military Departments to address specific education and training or education gaps. Level B SERE education and training allows each Military Department to tailor its PR or SERE training based upon many factors, such as level of experience of each individual; the geographic region where forces may be deployed; specific threats; and current or forecasted capabilities of deploying forces. Military Departments and United States Special Operations Command develop level B SERE education and training to emphasize one or more SERE capability areas. The capability areas include: planning and preparation for isolation, survival, evasion, resistance, captivity resolution, or support to recovery. Level B SERE may include experiential SERE education and training.

(c) Level C SERE education and training consists of experiential education and training. DoD personnel who have been determined by their commander, based on their duties, specialties, missions, or assignments that expose them to an HRI or significantly increased threat of exploitation if captured, must receive level C SERE education and training before duty assignments, permanent or temporary, outside the United States to ensure they are capable of countering enhanced adversary exploitation efforts.

(d) Personnel may be considered at risk of isolation, depending on the area of operations, due to enemy operations, environment, equipment malfunction, or hostile nation actions. Individuals determined to be at moderate risk of isolation or HRI may be provided additional training or briefings to supplement level A, B, or C training. Moderate risk of isolation training is available via Joint Knowledge Online (JKO) at https://jkodirect.jten.mil. HRI training can be found on Secret Internet Protocol Router Network (SIPRNET) JKO (https://jkholms.jten.smil.mil). In-person HRI training can be scheduled by contacting the Navy risk of isolation briefs point of contact at (207) 438-4773.

(2) Risk of isolation, SERE (level A, level B, level C, specialized SERE) and PR course briefing requirements are detailed in enclosures (2) through (4).
j. A coordinated, horizontally integrated, and responsive organization will be in place to coordinate PR policy issues. PR, especially in the context of non-traditional warfare, crosses the entire spectrum of doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy efforts. Planned missions, tasks, and responsibilities supporting PR areas span a wide range of Navy claimants and require close collaboration among the Office of the Chief of Naval Operations (OPNAV), NCCs, numbered fleet commanders (NFC), and type commanders (TYCOM).

(1) The Deputy Chief of Naval Operations for Operations, Plans and Strategy (CNO N3N5) functions as the Navy lead for synchronization and integration of the Navy PR program.

(2) The Navy will establish and maintain a cross-functional PR working group, led by the Director, Operations and Plans Division (OPNAV N31), to advise commanders and resource sponsors on PR-related issues, and provide Navy input to joint PR guidance and directives.

(a) PR working group membership will consist of: OPNAV N31; Director, Expeditionary Warfare (OPNAV N95); Director, Air Warfare (OPNAV N98); U.S. Fleet Forces Director, Personnel Development and Allocation (N1); Navy Personnel Command; Naval Education and Training Command (NETC); NCCs; and Commander, Naval Aviation Warfighting Development Center.

(b) An O-6 or GS-15 level PR working group will meet semi-annually to coordinate PR issues across Navy and consolidate issues for the flag-level PR working group to review and approve. The flag-level PR working group will convene at least annually.

7. Responsibilities

a. Deputy Chief of Naval Operations for Manpower, Personnel, Training, and Education (CNO N1)

(1) Coordinate and fund PR and SERE training course attendance for both officers and enlisted personnel such that they attend courses en route via the detailing permanent change of station process. Conduct annual reviews of quota control administration and procedures.

(2) Resource Navy Joint Services Training Program (JSTP) instructor and support personnel billets at JPRA training units at 100 percent of the validated joint manning documents requirement, and ensure Service required administrative and logistical support to Navy JSTP instructors are met.

(3) Serve as Navy reintegration office of primary responsibility (OPR). Liaise directly with JPRA, geographic CCMD PR cells, NCC PRCCs, and the isolated personnel’s chain of command, as required, to execute Navy reintegration tasks per reference (b). In this capacity, CNO N1 will perform the duties in the following subparagraphs 5a(3)(a) through 5a(3)(j).
(a) Establish phase III reintegration plans according to reference (j) and in coordination with Chairman of the Joint Chiefs of Staff guidance. Integrate Navy and geographic CCMD reintegration plans during reintegration operations to ensure a seamless transfer from phase II to phase III operations.

(b) Per reference (j), be prepared to provide phase III reintegration services to all contractors authorized to accompany the force and explain the benefits of reintegration to defense contractors, their employees and, if appropriate, their families.

(c) In conjunction with JPRA, provide the next of kin of isolated Navy Service members and civilians with support and informational updates throughout the isolation events. Be prepared to provide guidance, information, and support to the next of kin of isolated defense contractors.

(d) Support and comply with the qualification standards per reference (m) in the DoD SERE psychology guidance.

(e) Support and comply with Joint PR education and training standards for reintegration operations, as directed by the Joint Staff (JS).

(f) Designate a SERE psychologist to assist the casualty assistance officer in providing support to family members throughout the duration of the isolating event and reintegration.

(g) Ensure that the appointed casualty assistance calls officer, in coordination with the public affairs officer, discusses with family members the need to protect information that could be used against captured or detained individuals during the period of their captivity and the consequences of speaking about that same information. A public affairs officer will be made available to provide guidance and advice to the family on how to respond to press inquiries.

(h) Per reference (j), transfer all phase III SERE debriefing material to JPRA. SERE debriefings will be classified according to the JPRA PR security classification guide or the original classification authority.

(i) In conjunction with Navy Bureau of Medicine and Surgery (BUMED), ensure SERE-certified psychologists are coded and billeted at U.S. Navy-designated phase II and phase III reintegration sites.

(j) Ensure the Navy phase III reintegration team has a minimum of three members who have completed Reintegration Team Responsibilities (PR 106) (J3OP-US1233), available via JKO at https://jkodirect.jten.mil.
b. Deputy Chief of Naval Operations for Information Warfare (CNO N2N6)

(1) Support and integrate program requirements for PR mission software (digital isolated personnel report) and the joint Search and Rescue Satellite Aided Tracking System, individual location, and other communications equipment.

(2) Provide intelligence officer and intelligence specialist, both qualified as strategic debriefers, to CNO N1 in support of PR reintegration, as requested, per reference (n).

c. CNO N3N5

(1) Serve as PR OPR, per reference (b), to coordinate Navy PR policy and function as the Navy lead for synchronization and integration of the Navy PR program. The PR OPR will coordinate with the Deputy Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict, JPRA, geographic CCMD PR OPRs, and NCC PR OPRs on matters relating to PR policy and requirements.

(2) Coordinate the implementation and periodic review of this guidance.

(3) Coordinate Navy representation at inter-Service, interagency, and multi-national PR conferences, working groups, and other forums.

(4) In the event of isolation or capture involving Navy personnel or those designated by Office of the Secretary of Defense, coordinate Navy headquarters reintegration responsibilities, per reference (j), with CNO N1, Navy Casualty Assistance Office, CNO N2N6, Navy Chief of Information, and other stakeholders as required.

(5) Synchronize PR efforts across the doctrine, organization, training, materiel, leadership and education, personnel, facilities, and policy spectrum.

(6) Ensure procedures are in place to collect, store, use, and share biometric data to support PR.

(7) Develop inter-Military Department and interagency support agreements, memorandums of understanding, and other written arrangements to support a whole of government PR system, determine PR requirements, and address the responsibilities assigned in this instruction.

(8) Coordinate with CNO N1, NCCs and other commands to ensure all information related to isolated personnel and the circumstances surrounding the isolation event is collected, and sent to JPRA. Related information includes operational and intelligence reports, OPREP-3, operations center records, imagery, story boards, after action reports, and debriefing records.
(9) Coordinate with Navy systems commands (SYSCOM), NCCs, and other stakeholders to develop and implement comprehensive strategies and risk mitigation to address PR requirements for DoD personnel at risk of becoming isolated and being exploited.

(10) Ensure funding visibility of PR capabilities is maintained throughout the Planning, Programming, Budgeting, and Execution System (PPBES) process and keep the Chairman of the Joint Chiefs of Staff informed of all actions involving PR funding changes.

(11) Coordinate with the JS, NETC, NCCs, and other stakeholders to resolve issues pertaining to PR doctrine or training.

(12) Arrange to provide representatives with operational expertise to advise the Deputy Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict during meetings of the National Search and Rescue Committee, as requested.

(13) Provide flag officer or senior executive service representation to the PR action group senior executive group, and appropriate representation to the PR action group O-6 and action officer groups.

(14) Within 60 days of completion, submit to the Undersecretary of Defense for Policy, via the Deputy Assistant Secretary of Defense for Special Operations and Counter-Terrorism, and to JPRA, via the Chairman of the Joint Chiefs of Staff, the results of all Military Department SERE course inspections and evaluations for a policy compliance review.

(15) Coordinate with CNO N1 and NCCs to forward all PR event information to JPRA for analysis and recordkeeping and inclusion in the Joint Universal Lessons Learned System.

(16) Coordinate with NCCs to update required operational capabilities and projected operational environment guidance, OPNAVINST C3501.2L, to ensure PR related capabilities are appropriately codified.

d. Deputy Chief of Naval Operations for Integration of Capabilities and Resources (CNO N8)

(1) Ensure sufficient PR capabilities are developed, programmed, and budgeted to meet Navy PR requirements.

(2) Ensure funding visibility of PR capabilities is maintained throughout the PPBES process and keep CNO N3N5 informed of all actions involving PR funding changes.

e. Deputy Chief of Naval Operations for Warfare Systems (CNO N9). Integrate warfighting and program requirements for PR across warfare areas, doctrine development, and resource sponsors. CNO N9 will:
(1) ensure sufficient PR capabilities are developed and programmed into sponsor program proposals to meet Navy PR requirements, and

(2) ensure funding visibility of PR capabilities is maintained throughout the PPBES process and keep CNO N3N5 informed of all actions involving PR funding changes.

g. Commander, U.S. Fleet Forces Command (COMUSFLTFORCOM). In collaboration with the NCCs and NFCs, include PR in maritime operations center (MOC) training and assessments, per reference (o).

h. COMUSFLTFORCOM; Commander, Pacific Fleet (COMPACFLT); Naval Special Warfare Command; Navy Reserve Forces Command; Commander, Navy Installations Command; BUMED; and Other Echelon 2 Commands with PR SERE Training Requirements. Annually consolidate and forward to JPRA, via Anti-Terrorism and Force Protection Division (OPNAV N314), the items listed below in subparagraphs 7g(1) and 7g(2).

(1) School and mobile training team (MTT) quota requirements for Personnel Recovery Education and Training Center (PRETC) PR courses based on training requirements in enclosure (3).

(2) School and MTT quota requirements for PR academy specialized SERE courses based on training requirements addressed in enclosures (2) through (4).

h. NCCs

(1) Designate a staff PR OPR.

(2) Consolidate CCMD and any additional NCC theater CoC training requirements, delineating these requirements by unit type and mission. In coordination with NCC training office (N7 or equivalent office code), include PR training requirements in the annual JPRA PR and specialized SERE education, training, and operational support requirements data call message and forward to OPNAV N314. Review the requirements in this paragraph at least annually.

(3) Notify OPNAV N314 of changes to the training matrixes, in enclosures (1) through (3), based on CCMD theater entry requirements.

(4) Ensure assigned units comply with CCMD training requirements and establish their own theater PR training requirements, as required.

(5) Ensure Navy personnel identified in subparagraph 6i(1)(d) receive PR training commensurate with their level of risk for becoming isolated or exploited.
(6) Establish and maintain a PRCC that is trained and equipped to coordinate and execute the five PR tasks, per reference (o).

(a) Be prepared to plan and execute PR operations with other interagency partners when supporting or conducting operations under chief of mission authority.

(b) Be prepared to conduct interoperable and mutually cooperative PR operations with partner and host nations, including leveraging host-nation capabilities to recover DoD personnel unilaterally whenever possible.

(c) Be prepared to plan and execute PR operations with other Military Services when supporting or conducting operations under combatant commander authority.

(d) Be prepared to conduct phases I and II reintegration operations or augment reintegration teams, as required.

(7) Support civil SAR efforts according to references (p) and (q), and per CCMD guidance. This support will not interfere with the primary military duties, roles, and missions of the DoD and will occur according to national military strategy and applicable national directives, plans, guidelines, policies, and agreements.

(8) Ensure assigned units conduct PR mission analysis to determine the risk associated with units and personnel employed (low risk of isolation, moderate risk of isolation, HRI) and ensure any additional CCMD mandated training or equipment requirements are satisfied. Ensure that units reevaluate risk of isolation as missions and operating environments change.

(9) Comply with provisions of reference (r) for determining the status of missing persons and for comprehensive and timely collection, analysis, review, dissemination, and periodic update of information related to such persons.

(10) Ensure contracted employees authorized to deploy with military services in support of their command or Service:

(a) are properly identified, prepared, and accounted for per with reference (d),

(b) are provided PR training and equipment to meet CCMD theater entry requirements, and

(c) specify which civilians and contractors require SERE training and manage the attendance process.

(11) Ensure the collection, retention, and preservation of all significant PR related data to provide accurate, thorough, and objective accounts of circumstances surrounding the isolation of
DoD personnel. Contribute current operational and historical PR-related data to the central historical repository, archive, and reference library managed by JPRA, when requested.

(12) Enter PR observations, insights, and lessons (to include reintegration and post-isolation support activities) into the Joint Lessons Learned Information System.

(13) Ensure intelligence capabilities support PR throughout the range of military operations. Identify and provide relevant training for intelligence personnel whose duties will, or are likely to, involve support to PR.

(14) Include PR-related events in exercises. Establish criteria for conducting exercises as part of theater entry requirements for deploying units.

(15) Coordinate with OPNAV N314 to update required operational capabilities and projected operational environment guidance, OPNAVINST C3501.2L, to ensure PR related capabilities are appropriately codified.

i. NETC

(1) Designate a Navy CoC SERE model manager to execute CoC SERE training guidance per reference (d). Ensure that Navy SERE curricula are conducted per geographic CCMD and NCC training requirements, JPRA joint training standards, and other relevant guidance.

(2) Coordinate with OPNAV N314, CNO N9, JPRA, and U.S. Fleet Forces Command for routine matters concerning CoC SERE training development and requirements.

(3) Develop and maintain CoC SERE training (levels A and C), as required, that is in compliance with joint standards per reference (e). Develop and maintain level B SERE training solution(s), as required, based on Service requirements.

(4) Conduct internal reviews of CoC SERE training every 2 years.

(5) Within 45 days of receiving any JPRA assessment report of a NETC-delivered Navy SERE course, submit the report with NETC’s response to any noted deficiencies to JPRA via OPNAV N314.

(6) In coordination with BUMED, establish and maintain the Navy SERE psychology program to support both level C SERE training and the reintegration post-isolation support activities phase.
7) In coordination with BUMED, provide SERE psychology and operational debriefing support, and other relevant support, as required, to CNO N1 in support all phases of reintegration operations.

8) In collaboration with COMUSFLTFORCOM and COMPACFLT, provide Corporate Enterprise Training Activity Resource Systems (CeTARS) support for Navy and Joint PR and SERE courses. Provide capability to record Navy student completions of JPRA courses.

9) In coordination with the Center for Security Forces (CENSECFOR), designate an HRI and moderate risk of isolation briefing manager.

10) In coordination with CENSECFOR, establish standardized, Web-based HRI and moderate risk of isolation briefs, as required, that are accessible to all deployable Navy personnel, identified by CCMD, NCC, and unit commanders.

j. **BUMED**

1) Provide medical support to CNO N1 reintegration operations, as requested.

2) Coordinate with NETC to maintain the Navy SERE psychology program for level C SERE training and reintegration operations.

3) Coordinate with NETC to provide SERE psychology and operational debriefing support to CNO N1 for reintegration operations.

k. **TYCOM**

1) Designate a staff PR OPR.

2) Annually consolidate and forward to OPNAV N314 via appropriate echelon 2 chain of command the following requirements per subparagraphs 7k(2)(a) and 7k(2)(b).

   a) School and MTT quota requirements for PRETC PR courses based on training requirements in enclosure (3). PRETC Course Catalog can be downloaded at https://public.jpra.mil/EducationTraining/Forms?Folder%20View.aspx.

   b) School and MTT quota requirements for PR PRA specialized SERE courses based on training requirements addressed in enclosures (2) and (4).

3) Track and enforce JSTP sustainment requirements for designated personnel.
(4) Provide an annual report to OPNAV N31 via appropriate echelon 2 chain of command to include personnel who are discontinuing JSTP sustainment training and a valid reason.

(5) Track and enforce PR SERE training requirements and the specialized SERE requirement percentages defined in enclosure (2) as part of pre-deployment readiness assessments.

(6) Provide PR equipment and PR SERE training recommendations to NCCs.

(7) Maintain requirements in fleet management and planning system for PR SERE courses with course identification numbers managed through CeTARS.

(8) Establish a mission essential task list for all missions applicable to PR; identify standards and conditions appropriate for each task; and ensure units report applicable readiness and resource data for PR in the Defense Readiness Reporting System, per reference (b) and other relevant instructions or guidance.

(9) Establish requirements for SERE aids and PR equipment, as appropriate. Submit requirements for the development of unique communications devices to Commander, Naval Air Systems Command (COMNAVAIRSYSCOM) and Commander, Space and Naval Warfare Systems Command.

(10) Forward to JPRA and the Defense Intelligence Agency quantitative requirements for published PR SERE intelligence.

1. NFC, Commander, Task Force-80

   (1) Designate a staff PR OPR.

   (2) Annually forward own staff school quota requirements for PR training and support products to their associated NCC.

   (3) Provide PR equipment and PR SERE training recommendations to NCCs.

   (4) Establish and maintain a PRCC that is trained and equipped to coordinate and execute the five PR tasks per reference (o).

m. CSG and ESG

   (1) Designate a staff PR OPR.
(2) Establish and maintain an RCT, which is the Navy’s functional equivalent of a component PRCC. RCTs are trained and equipped to plan, coordinate, control, and recover downed aircrews in combat operations per reference (g).

(3) Maintain and report theater entry requirements per theater and CCMD policies.

n. **Naval Aviation Warfighting Development Center**

(1) Serve as the Navy CSAR model manager. In coordination with Navy Warfighting Development Command, develop CSAR doctrine, tactics, techniques, and procedures (TTP).

(2) Advise the PR working group on emerging CSAR-related technologies and requirements.

(3) Sponsor carrier air wing level CSAR training and tactics development.

(4) Provide PR equipment and PR CoC training recommendations to NCCs.

o. **Commander, Navy Warfighting Development Command**

(1) Manage the development of supporting doctrine and coordinate the development of TTPs for PR.

(2) Coordinate Navy input to joint and combined PR doctrine and TTPs.

p. **COMNAVAIRSYSCOM**

(1) In coordination with the OPNAV staff (CNO N2N6, CNO N9, and the PR working group), serve as the SYSCOM lead for individual survival radio and signaling equipment for aircrews (COMNAVAIRSYSCOM, Aircrew Systems (PMA-202)).

(2) Develop, facilitate, assess, and oversee other PR technologies to meet Navy and CCMD PR requirements, when directed.

q. **Commander, Space and Naval Warfare Systems Command**

(1) In coordination with the CNO N2N6, CNO N9, and the PR working group, serve as the SYSCOM lead for individual survival radio, friendly force tracking, and signaling equipment for expeditionary and naval special warfare (NSW) forces.

(2) Develop, facilitate, assess, and oversee other PR technologies to meet Navy and CCMD PR requirements, when directed.
8. **Records Management**

   a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned for the standard subject identification codes 1000 through 13000 series per the records disposition schedules located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management Division (DRMD) portal page at https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx.

   b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the DON/AA DRMD program office.

9. **Review and Effective Date.** Per OPNAVINST 5215.17A, CNO N3N5 will review this instruction annually on the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, DoD, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

   STEFFANIE B. EASTER
   Director, Navy Staff

Releasability and distribution:
This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, https://www.secnav.navy.mil/doni/default.aspx
## RISK OF ISOLATION CATEGORIZATION AND TRAINING REQUIREMENTS

<table>
<thead>
<tr>
<th>UNIT CATEGORY</th>
<th>Risk of Isolation</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low Risk</td>
<td>Moderate Risk</td>
</tr>
<tr>
<td>SPECIAL WARFARE</td>
<td></td>
<td></td>
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<tr>
<td>SEALs</td>
<td></td>
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<tr>
<td>Special Warfare Combatant – Craft Crewman (SWCC)</td>
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<td>X</td>
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<tr>
<td>NSW Enabler Support</td>
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<tr>
<td>AVIATION</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Aviation Air Crews (Active Duty)</td>
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<tr>
<td>Aircraft Carrier</td>
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<tr>
<td>SURFACE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Combatant (CG, DDG, LCS, LHD, LHA, LPD, LSD, LCC, MCM)</td>
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<td></td>
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<tr>
<td>Patrol Coastal</td>
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<td>X</td>
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<tr>
<td>SUBSURFACE</td>
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<tr>
<td>SSN and SSGN</td>
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<tr>
<td>COMBAT SUPPORT</td>
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<tr>
<td>Auxiliary Combat Logistics Force Ships</td>
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<tr>
<td>Mobile Mine Assembly</td>
<td>X</td>
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<tr>
<td>NAVY EXPEDITIONARY COMBAT COMMAND</td>
<td></td>
<td></td>
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<tr>
<td>Explosive Ordnance Disposal (EOD) (EOD Unit, Dive Salvage Unit)</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Coastal Riverine Force</td>
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<tr>
<td>Naval Expeditionary Intelligence Command</td>
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<td>X</td>
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<tr>
<td>Human Intelligence Teams</td>
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<td>Combat Camera</td>
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<td>Naval Construction Force</td>
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<tr>
<td>Naval Expeditionary Logistics Support Group</td>
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Enclosure (1)
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<th>UNIT CATEGORY</th>
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<td>Low Risk</td>
<td>Moderate Risk</td>
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<tr>
<td>COMBAT SERVICE SUPPORT</td>
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<tr>
<td>Fleet Hospitals</td>
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<td>All Others</td>
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<tr>
<td>SHORE BASED</td>
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<td>U.S. Territory</td>
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<tr>
<td>Overseas</td>
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<tr>
<td>Naval Information Operations Command (NIOC) - Shore</td>
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<tr>
<td>OTHER</td>
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<td>NCCs</td>
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<tr>
<td>Intelligence</td>
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<tr>
<td>Attaché</td>
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<tr>
<td>Band, Foreign Schools, Medical</td>
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<td></td>
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<tr>
<td>Naval Criminal Investigative Service</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Navy Civilians and Contractors</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

Notes:
1. Personnel designated as HRI due to mission require SERE level C.
2. SERE 230 is required attendance as part of the Defense Intelligence Agency training program for attachés.
3. EOD personnel is HRI if attached to NSW and Army special operations forces.

Note:

CG = guided missile cruiser
DDG = guided missile destroyer
LCC = amphibious command ship
LCS = littoral combat ship
LHA = amphibious assault ship
LHD = amphibious assault ship (multipurpose)
LPD = amphibious transport dock
LSD = dock landing ship
MCM = mine countermeasure
SSN = nuclear powered submarine
SSGN = guided missile submarine (nuclear-powered)
1. **Minimum Training Briefing Requirements Based on Risk Designation in Risk of Isolation**

   a. **Low Risk.** Level A SERE 100.2 training (or updated version as directed).

   b. **Moderate Risk.** Level A SERE 100.2 training and moderate risk of isolation brief. Level B SERE CoC training if required by TYCOM. Moderate risk of isolation brief can be found on unclassified JKO portal.

   c. **High Risk.** Level A SERE 100.2, level C SERE CoC training (DoD SERE School), and HRI brief. HRI brief for certain areas can be found on classified JKO portal or can be scheduled for in-person training by contacting the CENSECFOR risk of isolation brief coordinator at: Navy: (207) 438-4773; USMC: (207) 438-4793.

   **Note:** Satisfying additional requirements may be necessary; check CCMD theater entry requirements, foreign clearance guides, etc. before deploying.

2. **CoC SERE Training Level Requirements**

   a. **Level A.** Represents the minimum level of CoC understanding and is mandatory for all personnel on deployment or assignment outside the United States and Puerto Rico.

   b. **Level B.** Represents the training required to fulfill a specific training gap and is tailored to meet the individual and unit requirements based on the experiences of the individuals and the specific threat environment. Level B may include experiential SERE education and training.

   c. **Level C.** Represents the training required for personnel whose assignments or specialties entail a high risk of capture or possess highly exploitable information.

3. **HRI.** HRI and moderate risk of isolation is not determined by rate or rank but environments and risk. This requires ongoing assessments by trained PR personnel. Outside the continental United States requires assessment, planning, and preparation, including training to mitigate risk and improve response. Unit commanders ensure personnel receive training in the continental United States and outside the continental United States before employed or temporary assigned duty into risk environments. Contact the geographic NCCs for additional information on theater entry requirements.

4. **The Training.** In this matrix sets the required level of SERE for specified Navy communities. Individuals at a higher risk of isolation will require a commensurate level of training before deploying, as directed by theater instruction.
SPECIALIZED SERE REQUIRED TRAINING

### ADDITIONAL SERE COURSE REQUIREMENTS

<table>
<thead>
<tr>
<th>UNIT CATEGORY</th>
<th>SERE 220</th>
<th>SERE 245</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPECIAL WARFARE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SEALs</td>
<td></td>
<td>20%</td>
<td>1</td>
</tr>
<tr>
<td>SWCC</td>
<td></td>
<td>20%</td>
<td>1</td>
</tr>
<tr>
<td>AVIATION</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tactical Air (VFA, VAQ, VAW, HSC, HSM, HM)</td>
<td></td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Non-Tactical Support (VR, VRC)</td>
<td></td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Reconnaissance Aircrew (VQ)</td>
<td>100%</td>
<td>20%</td>
<td>1</td>
</tr>
<tr>
<td>NIOC Aircrew attached to VP, VPU, or VQ</td>
<td>100%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>VP or VPU</td>
<td>100%</td>
<td>20%</td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**
This table details the specific percentage of each operational unit that requires individual training.

1. Additional specialized SERE courses are required for select individuals based on mission type and location.

**Note:**
VFA = fighter attack squadron  
VAQ = electronic attack squadron  
VAW = carrier airborne early warning squadron  
HSC = helicopter sea combat  
HSM = helicopter maritime strike  
HM = helicopter mine countermeasures  
VR = fleet logistics support  
VRC = fleet logistics support carrier  
VP = patrol squadron  
VPU = patrol squadron special unit  
VQ = fleet air reconnaissance squadron
1. **Course Description**

   a. **Senior Leadership Seminar, SERE 201.** The Senior Leadership Seminar, SERE 201 provides interactive, adaptable SERE training for selected O-6, flag officers, and senior executives on an as requested basis. Organizational requests and requirements determine course content and duration. Submit training requests to JPRA.

   b. **Specialized Survival for Select Personnel, SERE 215.** Course is tailored to mission profiles and vulnerabilities of selected DoD and USG personnel. The annual JPRA PR and specialized SERE education, training and operational support requirements data call message provides course content and duration information.

   c. **Specialized SERE Training for Sensitive Reconnaissance Operations Intelligence Surveillance and Reconnaissance Personnel, SERE 220.** Specialized SERE training for sensitive reconnaissance operations intelligence surveillance and reconnaissance personnel, SERE 220 builds on principles learned in service level C SERE training programs in support of sensitive reconnaissance operation intelligence surveillance and reconnaissance personnel mission profiles and vulnerabilities, as directed by CJCSI 3270.01B-1 (classified supplement to reference (c)).

   d. **Advanced Skills Training, SERE 245.** Advanced skills training, SERE 245 is a specialized course of instruction within the JSTP in which a limited number of selected HRI personnel participate at the direction of the Chairman of the Joint Chiefs of Staff, as directed by CJCSI 3270.01B-1.

   e. **Joint SERE Leaders Seminar.** An interactive adaptable seminar for personnel responsible for the oversight and conduct of SERE training, and those assigned to PR OPR billets. Topics include, but not limited to: policy, guidance, standards and Service and JPRA responsibilities and capabilities. Organizational requests managed via the annual JPRA PR training, education, and operational support requirements submission process.

   f. **Train-the-Trainer Course Modules.** These modules include the following JPRA courses for designated SERE training providers: SERE 348, SERE 350, SERE 360, SERE 370. The annual JPRA PR and specialized SERE education, training and operational support requirements data call message provides course content and duration information.

   **Note:**

   SERE 348 – Leaving Evidence of Presence  
   SERE 350 – Specialized Escape Training  
   SERE 360 – Joint Resistance Training Instructor Course  
   SERE 370 – Joint Urban Evasion Training Instructor Course
## PERSONNEL RECOVERY REQUIRED TRAINING

<table>
<thead>
<tr>
<th>UNIT CATEGORY</th>
<th>Course Number Training Level</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
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<td>PR 102</td>
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<td>PR OPR Director</td>
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<tr>
<td>PR OPR Alternate Deputy Director</td>
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<tr>
<td>Watch Supervisors</td>
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<tr>
<td>Controllers</td>
<td>X X</td>
<td>X</td>
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<tr>
<td>Reintegration Team</td>
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<table>
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<tr>
<td>PR OPR Alternate Deputy Director</td>
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<tr>
<td>Controllers</td>
<td>X X</td>
<td>X</td>
</tr>
<tr>
<td>Reintegration Team</td>
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<tr>
<td>Intelligence PR Subject Matter Expert (SME)</td>
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<tr>
<td>MOC Chief Battle Watch Captains</td>
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<table>
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<tr>
<th>SEVENTH FLEET</th>
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<tbody>
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<tr>
<td>Reintegration Team</td>
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<tr>
<td>Intelligence PR SME</td>
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<td>MOC Chief Battle Watch Captains</td>
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<td>Reintegration Team</td>
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<tr>
<td>UNIT CATEGORY</td>
<td>Course Number Training Level</td>
<td>Note</td>
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<tr>
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<td>PR 350</td>
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<tr>
<td></td>
<td>PR 397</td>
<td></td>
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</tbody>
</table>

**FOURTH FLEET PRCC**

*Director*  
X X

*Watch Supervisors*  
X X

**SIXTH FLEET THEATER JOINT PR CENTERS**

*Director*  
X X X X X X X X X X X

*Deputy Director*  
X X X X X X X X X X X X

*SERE Specialist*  
X X X X X X X X X X X X

*PR Controller*  
X X X X X

*PR Technical Specialist*  
X X X X X X X X X X X

**CSG, ESG, AMPHIBIOUS READY GROUP-MARINE EXPEDITIONARY UNIT BASED RCT**

*PR SME*  
X X

*Intelligence Debriefer*  
X X

**CENSECFOR**

*SERE PR debrief support*  
X X X X X X X X X X X

**Notes:**

1. PR 397 Supersedes PR 296 and 297
2. PR 300 Supersedes PR 292, but PR 300 is preferred and recommended
3. PR 292 is recommended but not required
4. Minimum of two controllers are required
5. Minimum of one Intelligence PR SME required

**Note:** Class titles:

- PR 102 – Fundamentals of Personnel Recovery (online through JKO)
- PR 106 – Reintegration Team Responsibilities (online through JKO)
- PR 289 – PR Responsibilities for Senior Leaders and Commanders
- PR 290 – Joint Personnel Recovery for Commanders and Staffs
- PR 292 – Joint Personnel Recovery Execution for Components
- PR 294 – Joint PR Fundamentals for Commanders and Staff (Emphasis on nonconventional assisted recovery)
- PR 296 – Reintegration Team Responsibilities
PR 297 – Joint Personnel Recovery Debriefer
PR 300 – Personnel Recovery Execution
PR 303 – Non-Conventional Assisted Recovery Plans and Operations
PR 309 – Intelligence Operations and Planning for Personnel Recovery
PR 350 – Personnel Recovery Planning
PR 397 – Joint Personnel Recovery Advanced Debriefer
JOINT SERVICES TRAINING PROGRAM

1. **Purpose.** To provide guidance concerning the JSTP, SERE 245, as it relates to the U.S. Navy.

2. **Background.** The JSTP is a closely coordinated specialized course of instruction in which selected personnel participate at the direction of the Joint Chiefs of Staff, Services, and United States Special Operations Command. The Director, JPRA, manages JSTP on behalf of the Chairman, Joint Chiefs of Staff. SERE 245, a course of instruction within JSTP, is conducted at three JPRA training locations: Fairchild Air Force, Washington; Pope Army Airfield, Fort Bragg, North Carolina; and Naval Air Station North Island, San Diego, California.

3. **Security of the Program**
   a. All JSTP training is classified by an alternative compensatory control measures (ACCM) program. Participants have no C2 or read in authority regarding ACCM material. Information concerning JSTP must be held on a strict need-to-know basis. Every precaution must be taken to ensure complete security of this course. Contact the JPRA ACCM program control officer (at SIPRNET e-mail: js.fairchild.jpra.mbx.pra-accm-program-manager@mail.smil.mil) for clarification of JSTP matters.
   b. Personnel attending the JSTP receive classified training. Prospective students are given no description of the course of instruction, other than the fact that they are to receive classified training. JSTP students are prohibited from divulging any information concerning their participation in the JSTP to any individual not cleared for access to the course regardless of rank or position. Graduates will not be interrogated, pressured in any way, or expected to divulge the nature of JSTP or training they received.

4. **Quota Control**
   a. JS issues guidance for the PR requirements submission and coordination process, which identifies the procedures that DoD, combat support agencies, and the USG will use for submitting specialized SERE training requirements and annual submission deadlines. All quota allocation is managed via the JS process and allocation is based on Service and CCMD requirements.
   b. The JSTP is specifically aimed at increasing the combat readiness of all Services.
   c. Quota allocation is managed by JS via JPRA. Quota requirements are established each fiscal year and are allocated to the Services and CCMDs via the annual JS message. The Navy PR OPR (OPNAV N314) facilitates submission of Navy validated training requirements. Echelon 2 commands submit validated JSTP quota requests to OPNAV N314. Placement
officers and units should make quota reservations directly to enterprise Naval Training Reservation System; contact the fleet liaison, Training Support Center San Diego at (619) 556-9159 for assistance with this process.

d. The minimum number of JSTP-trained Navy personnel is detailed in enclosure (2).

e. Commands should contact the Bureau of Personnel Air Force Quota Manager Production Management Office at (901) 874-4689, DSN: 882-4689, e-mail: air_force_requests@navy.mil; or JPRA at (509) 247-9681 or 9735, or e-mail: js.fairchild.jpra.list.pra-requirements-and-plans@mail.mil, for student reporting instructions.

5. **Student Selection and Eligibility.** Student selection is a matter to which all commands must give particular attention in order to make best use of school facilities and travel funds. The selection criteria are derived from the special requirements of the JSTP experience in training personnel. The Navy PR OPR has authority to grant exceptions and waivers to Navy student selection criteria. Current clearance requirements in subparagraph 5a(4) cannot be waived. Personnel reporting to the school who do not meet the criteria will be returned to the sponsoring unit without enrollment. Rejection of a candidate does not relieve the unit of quota obligation. All candidates must:

a. be identified as an HRI personnel meeting attendance criteria as outlined in reference (c) and as directed by Service guidance;

b. be assigned to, or be sponsored by, one of the units listed in subparagraph 4d;

c. be a U.S. citizen;

d. possess a final adjudicated secret clearance, with a favorable national agency check less than 10 years old; and a current adjudicated top secret background investigation, less than 5 years old, at class start date;

e. have no negative actions or derogatory information in their personnel file and no security incidents of any sort; and

f. be mature and emotionally stable, with demonstrated leadership ability.

6. **Orders and Records.** Attendance at a JSTP school may be reflected in individual Service records; however, no information regarding the nature of the school or instruction received is to be recorded on orders, in Service records, or in personnel files.

7. **Administrative Matters.** Personnel attending any JSTP school must be scheduled and cleared through JPRA PR Academy at (509) 247-9681 or 9735, or DSN: 657-9681 or 9735. To facilitate prompt commencement of classes and minimize check-in delays, participating commands will
ensure each student reads this instruction and all applicable administrative notices before departing the parent command. Direct communication with the appropriate school is authorized for the purpose of coordinating local student administrative matters. Point of contact for the Naval Air Station, North Island JSTP School is (619) 545-9930 (DSN: 735-9930); point of contact for the Pope Army Airfield JSTP School is (910) 394-6395 or 5170 (DSN: 424-6395 or 5170); and point of contact for the Fairchild Air Force Base JSTP School is (509) 247-9681 or 9735 (DSN: 657-9681 or 9735).