



CHAIRMAN OF THE JOINT CHIEFS OF STAFF MANUAL

J-7
DISTRIBUTION: A, B, C

CJCSM 3500.12A
28 February 2019

JOINT PERSONNEL RECOVERY EDUCATION AND TRAINING STANDARDS FOR COMMANDERS AND STAFFS

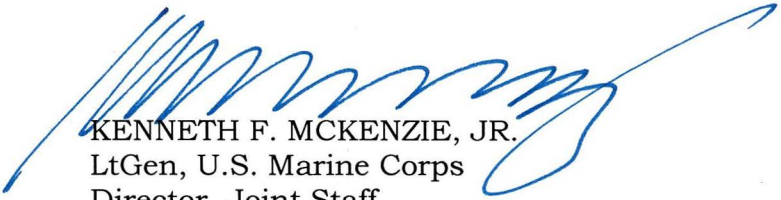
References:

See Enclosure C for References

1. Purpose. This manual establishes joint personnel recovery (PR) education and training (E&T) standards for commanders and staffs within the Department of Defense (DoD) as directed in references (a), (b), and (c).
2. Superseded/Cancellation. Chairman of the Joint Chiefs of Staff Manual (CJCSM) 3500.12, 30 August 2016 is hereby superseded.
3. Applicability. This manual applies to the Joint Staff, Services, Combatant Commands (CCMDs), and Defense Agencies, referred to as DoD Components. U.S. military, DoD civilians, and DoD contractor personnel authorized to accompany the U.S. Armed Forces are referred to as DoD personnel.
4. Procedures. The joint PR-E&T standards for commanders and staffs are organized into six E&T disciplines. Each discipline has an overall goal and associated tasks. Discipline proficiency is achieved by accomplishing each goal's associated tasks (Enclosure B). Joint PR-E&T for commanders and staffs has been developed with input and consensus from DoD Components in accordance with joint PR-E&T requirements. Joint PR-E&T will continue to evolve based on policy, guidance, and environmental changes. DoD Components developing and conducting joint PR-E&T for commanders and staffs shall ensure compliance with this manual.
5. Summary of Changes. Gaps in discipline, goals, and tasks identified during review has been updated. There are no substantive changes.
6. Releasability. UNRESTRICTED. This directive is approved for public release; distribution is unlimited on the Non-Secure Internet Protocol Router Network. DoD Components (to include the CCMDs), other Federal agencies, and the public, may obtain copies of this directive through the Internet from the CJCS Directives Electronic Library at <<http://www.jcs.mil/library>>. Joint Staff activities may also obtain access via the CJCS directives Electronic Library on the Secure Internet Protocol Network.

7. Effective Date. This MANUAL is effective upon receipt.

For the Chairman of the Joint Chiefs of Staff:



KENNETH F. MCKENZIE, JR.
LtGen, U.S. Marine Corps
Director, Joint Staff

Enclosures

- A - Disciplines for Joint PR-E&T for Commanders and Staffs
- B - Joint PR-E&T Disciplines, Goals, and Tasks for Commanders and Staffs
- C - References

ENCLOSURE A

DISCIPLINES FOR JOINT PR-E&T FOR COMMANDERS AND STAFFS

1. Disciplines. PR in the DoD is comprised of four comprehensive functions: preparation, planning, execution, and adaptation. Joint PR-E&T provides the tools to support these four functions. Commanders and staffs must demonstrate competence in six corresponding disciplines to prepare for, plan, and execute joint PR operations effectively.

a. PR Planning (PR-P). Personnel educated and trained to the PR-P standard will be able to develop a PR appendix (Appendix 5 to Annex C) for an operation plan (OPLAN), in coordination with joint planning groups and with interagency and multinational partners.

b. Intelligence Operations and Planning for PR (PR-I). Personnel educated and trained to the PR-I standard will be able to develop an intelligence concept of operations (CONOP) in support of PR operations at the operational level in joint environments, in coordination with interagency and multinational partners.

c. PR Execution (PR-E). Personnel educated and trained to the PR-E standard will be able to coordinate PR execution in a joint environment at the operational level, in coordination with interagency and multinational partners.

d. Non-Conventional Assisted Recovery (NAR) (PR-N). Personnel educated and trained to the PR-N standard will be able to plan, manage and execute NAR in a joint environment at the operational level, in coordination with interagency partners.

e. PR Reintegration (PR-R). Personnel educated and trained to the PR-R standard will be able to manage the reintegration process.

f. PR Debriefing (PR-D). Personnel educated and trained to the PR-D standard will be able to conduct PR debriefings.

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ENCLOSURE B

JOINT PR-E&T DISCIPLINES, GOALS, AND TASKS FOR COMMANDERS AND STAFFS

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| Discipline: PR Planning (PR-P) | |
| Goal: Conduct PR planning at the operational level across the range of military operations | |
| Ref: a, b, c, d, e, f, h, i and j | |
| This discipline supports Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery | |
| PR P-1 | Apply the fundamentals of PR to the Joint Planning Process (JPP) |
| PR P-2 | Apply the fundamentals of joint operations in PR planning |
| PR P-3 | Develop a PR joint task for (JTF) command and control (C2) architecture for a JTF |
| PR P-4 | Extract PR relevant data from an intelligence estimate |
| PR P-5 | Conduct personnel recovery force planning |
| PR P-6 | Identify operational guidance for PR planning |
| PR P-7 | Explain the planning activities in the adaptive planning and execution enterprise |
| PR P-8 | Extract PR key elements of the approach in a CONOPs |
| PR P-9 | Initiate the JPP for PR |
| PR P-10 | Conduct a PR Mission Analysis (MA) |
| PR P-11 | Conduct a course of action (COA) brief |
| PR P-12 | Develop an Appendix 5 to Annex C |
| Discipline: Intelligence Operations and Planning for PR (PR-I) | |
| Goal: Develop an intelligence CONOP in support of PR operations at the operational level | |
| Ref: a, b, c, d, e and g | |
| This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery | |
| PR I-1 | Apply PR fundamentals of Intelligence Support to PR |
| PR I-2 | Analyze the intelligence architecture's ability to support PR |
| PR I-3 | Analyze the human geography influence on PR |
| PR I-4 | Forecast the adversary's capability to influence PR |
| PR I-5 | Develop an intelligence estimate in support of PR |
| PR I-6 | Develop the intelligence sections of an OPLAN in support of PR |
| PR I-7 | Develop a collection strategy to support PR |
| PR I-8 | Adapt the intelligence process based on observations |
| Discipline: PR Execution (PR-E) | |
| Goal: Coordinate PR execution at the operational level in a joint environment | |
| Ref: a, b, c, d and j | |

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| This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery | |
| PR E-1 | Apply the fundamentals of PR to operations |
| PR E-2 | Apply command and control principles to PR execution |
| PR E-3 | Coordinate the report task |
| PR E-4 | Determine the location of isolated personnel |
| PR E-5 | Organize PR support |
| PR E-6 | Coordinate a PR recovery mission |
| PR E-7 | Facilitate reintegration |
| PR E-8 | Participate in-an after action review focused on PR execution |
| Discipline: Non-Conventional Assisted Recovery (PR-N) | |
| Goal: Plan, manage and execute NAR at the operational level in a joint environment | |
| Ref: a, b, c, d, f and i | |
| This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery | |
| PR N-1 | Apply the fundamentals of PR to NAR program management |
| PR N-2 | Apply the fundamentals of UW to NAR program management |
| PR N-3 | Identify the purpose of specified tasks of NAR in planning |
| PR N-4 | Identify the appropriate U.S. Code title and authority governing PR/NAR activities |
| PR N-5 | Identify US military, interagency, and multinational NAR capable forces |
| PR N-6 | Extract intelligence information related to the operational environment |
| PR N-7 | Apply the fundamentals of joint operations to NAR program management |
| PR N-8 | Identify operational guidance for NAR planning |
| PR N-9 | Explain the planning activities in the adaptive planning and execution enterprise (APEX) |
| PR N-10 | Conduct NAR MA |
| PR N-11 | Develop a Tab B to Appendix 5 to Annex C |
| PR N-12 | Determine appropriate funding activities for NAR |
| PR N-13 | Develop Expenditure Authorization Documents (EAD) for NAR activities |
| PR N-14 | Develop required funding reports for NAR activities |
| PR N-15 | Apply the appropriate authorities to develop an ACCM CONOPS |
| PR N-16 | Prepare a NAR requirement package |
| PR E-17 | Coordinate a NAR execution event |
| Discipline: PR Reintegration (PR-R) | |
| Goal: Manage the reintegration process | |
| Ref: a, b, c, d, g, j and k | |
| This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate | |

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| Personnel Recovery | |
| PR R-1 | Explain reintegration principles |
| PR R-2 | Manage a reintegration event |
| PR R-3 | Plan for reintegration |
| PR R-4 | Establish logistical support for reintegration |
| PR R-5 | Integrate media into the reintegration process |
| PR R-6 | Support the returnee's family during reintegration |
| PR R-7 | Describe post isolation Cs (PISA) |
| Discipline: PR Debriefing (PR-D) | |
| Goal: Conduct PR debriefings | |
| Ref: a, b, c, d, g, j and k | |
| This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery | |
| PR D-1 | Identify PR debriefing fundamentals |
| PR D-2 | Apply the fundamentals of PR to PR debriefing |
| PR D-3 | Identify PR debriefing dynamics |
| PR D-4 | Develop PR debriefing guides and associated question sets |
| PR D-5 | Conduct a time-sensitive debriefing |
| PR D-6 | Conduct a formal debrief |
| PR D-7 | Conduct a group debriefing |
| PR D-8 | Consolidate collected information into a final report |

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ENCLOSURE C

REFERENCES

- a. DoD Directive 3002.01, 16 April 2009, incorporating change 2 dated 24 May 2017, "Personnel Recovery in the Department of Defense"
- b. DoD Instruction O-3002.05, 12 April 2016, "Personnel Recovery (PR) Education and Training"
- c. CJCSI 3270.01 Series, "Personnel Recovery"
- d. Joint Publication 3-50, 02 October 2015, "Personnel Recovery"
- e. CJCSM 3122.01 Series, "Joint Operation Planning and Execution System (JOPES) Volume I, Planning Policies and Procedures"
- f. CJCSM 3130.03 Series, "Planning and Execution Planning Formats and Guidance"
- g. DoD Instruction 3115.10E, 24 March 2006, "Intelligence Support to Personnel Recovery"
- h. CJCS Notice 3500.01 Series, "Chairman's Joint Training Guidance"
- i. DoD Instruction 3002.04, 17 November 2014, incorporating change 1 dated 27 April 2016, "DoD Personnel Recovery - Non-conventional Assisted Recovery (NAR)"
- j. DoD Instruction 3002.03, 15 July 2013, incorporating change 1 dated 26 April 2016, "DoD Personnel Recovery - Reintegration of Recovered Personnel"
- k. CJCSM 3500.11 Series, "The Department of Defense Survival, Evasion, Resistance, and Escape Psychology Program"

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