



DEPARTMENT OF THE NAVY
CHIEF OF NAVAL AIR TRAINING
250 LEXINGTON BLVD SUITE 102
CORPUS CHRISTI TX 78419-5041

CNATRAINST 3710.15
N7
21 SEP 2018

CNATRA INSTRUCTION 3710.15

Subj: SELECTIVELY RETAINED GRADUATE (SERGRAD) SELECTION

1. Purpose. To establish standard procedures for the selection, designation and integration of SERGRADs into Chief of Naval Air Training (CNATRA) Training Squadrons (TRARON) as flight instructors.
2. Background. Maintaining optimum manning levels of Navy flight instructors within CNATRA is essential to mission accomplishment. The SERGRAD program is one method to address shortfalls in instructor staffing within the Training Squadrons. When the requirement is identified, instructor staffing may be partially filled by SERGRADs who have recently completed advanced flight training and have been designated naval aviators. The intent of this program is to address instructor shortfalls as well as provide the opportunity for newly winged naval aviators facing an extended delay before starting airframe specific flight training at the FRS, to spend that time as IPs within CNATRA.
3. Scope. This instruction establishes a policy for SERGRAD assignments and will remain in force until cancelled by CNATRA.
4. Action. Commanders shall implement policy per this instruction to ensure maximum training effectiveness through standardized procedures.
 - a. SERGRAD Selection / Approval requirements:
 - (1) Must be able to serve as a SERGRAD for 12 months.
 - (2) Formalized request by SNA on a platform selection sheet.
 - (3) Letter of Recommendation from TRARON Commanding Officer based upon performance in the program and suitability for role as an Instructor Pilot.
 - (4) Approval by TRAWING Commander and CNATRA.
 - b. Upon selection as a SERGRAD, TRAWING Commanders will notify CNATRA, CNATRA STAFF (N1, N3, N7), and PERS-43 for action as required.
 - (1) Provide CNATRA N7 with individual's initial SERGRAD Training Plan, including conditional qualifications IAW governing MCG and expected timelines.
 - (2) Service Obligation for SERGRADs commences upon Winging.

(3) CNATRA N7 will approve SERGRAD selections, including Training Plans and modifications to Training Plans.

c. CNATRA, upon receiving each SERGRAD selection notification, will balance post-airframe selection applicants against projected FRS start dates. Each SERGRAD will serve a minimum of twelve months, while the maximum SERGRAD tour length will be determined based upon career timing and follow-on fleet requirements. Tour length will include time as an Instructor Under Training (IUT), commencing the day after graduation from the Naval Training Command (NATRACOM). Upon selection as a SERGRAD, a target FRS class date will be determined and the SERGRAD tour shall be completed in time to make that class date.

d. Assignment of SERGRADs to duty as flight instructors will be made primarily on a volunteer basis. Non-volunteers will be selected only when the TRAWING Commander has determined that volunteers are not available to meet SERGRAD requirements and will only be assigned with CNATRA concurrence.

e. SERGRADs will be assigned to the TRAWING from which they received their Wings. Any exceptions will be handled on a case-by-case basis.

f. Upon selection, SERGRADs will be administratively transferred to the TRAWING Flight Instructor Training Unit (FITU) for instruction until designated as an IP. Upon designation, the SERGRAD will normally be reassigned to the same unit for tour completion.

g. Any recommended modification to this policy will be submitted to CNATRA for approval.

h. No portion of the IUT syllabus may be waived for a SERGRAD. However, the TRAWING Commander may waive portions of the NATOPS syllabus for SERGRADs. Refer to applicable pipeline IUT MCG for further restrictions.

5. Summary. This instruction will serve as the basis for future SERGRAD selections and assignments.

6. Effective data. This instruction is effective upon signature. Once in effect, this instruction shall continue until revised or cancelled.


S. B. STARKEY
Chief of Staff