

Department of the Air Force

One Team, One Fight!

DACOWITS RFI 3 Permeability (On/Off Ramp Between the Active and Reserve Components)



Space Force

SAF/SG

Dec 2024



DACOWITS RFI # 3

- The R&R Subcommittee will explore the ability of Service members to transfer seamlessly between the Active and Reserve Components and whether there is a need for increased flexibility and permeability to enable Service members, particularly women to temporarily serve in a less-than full time status when needed; in addition, identify potential barriers to implement permeability polices and present findings with actionable recommendations to improve the overall retention of servicewomen
- The Committee is interested in actions being taken, as directed by the FY24 National Defense Authorization Act, to implement the [Space Force Personnel Management Act \(PMA\)](#); the PMA authorizes the Space Force to implement permeability, which will create a single service construct, enabling flexible scheduling opportunities that will enhance its ability to find, develop, and retain individuals with a diverse set of skills
- The Committee requests a **briefing** from the **USD (P&R) via Military Personnel Policy (MPP) and the Military Services (Army, Navy, Marine Corps, Department of the Air Force (Air & Space), and Coast Guard)** on policies and processes that impact Service members ability to transfer back and forth between the Active Component and Reserve Component; What does the process look like today? Are their challenges for the Service member and the Services? Are there any lessoned learned from Career Intermission Program (CIP) that could be applicable to a more effective permeability policy?



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- In addition, the Committee requests the **Department of the Air Force (Space Force)** include within their briefing, current initiatives underway and planned with respect to permeability, with a specific focus on:
 - a. Utilization of the 2024 RAND Corporation report, “*Integrating Variable-Time Work Within a U.S. Space Force Component*,” recommendations, key findings, efforts to date, and planned actions.
 - b. The Space Force’s approach on the following:
 - i. Personnel available to work variable schedules with job- and mission-sharing, and full-time manpower can still be directed where needed.
 - ii. Available talent retained in a less-than-full-time status, when those personnel are no longer able to serve full-time (temporarily or permanently), because of the permeability provided by the construct.
 - iii. The construct allows participation of individuals who bring unique skills and abilities not organic to USSF.
 - iv. The construct provides supplemental and complementary talent and manpower to fill gaps or surge requirements.



USSF RESPONSE

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Changing Workforce



Generational Employee Values

Today's workers desire **flexibility**



Military Family Dynamics

Dual-income households challenge talent retention



Personnel Capabilities

Inefficient use of **diverse** population available



Personnel Management Act

What it Is

- A single military personnel management system that integrates active-component Guardians and Air Force Reservists (AFR) into a unified service, offering both full- and part-time service options
 - Streamlines participation, reduces barriers to service
 - Authorization for 1,600 additional Guardians (300 FT/1,300 PT)
- Guardians continue their careers in a sequence of full- and part-time assignments
 - Each assignment matches needs of USSF, member experience, and career goals

It is Not

- ***It is not*** changing pay, benefits, or retirement calculations
- ***It is not*** replicating current AF Reserve structure – ***it is a new unified concept***

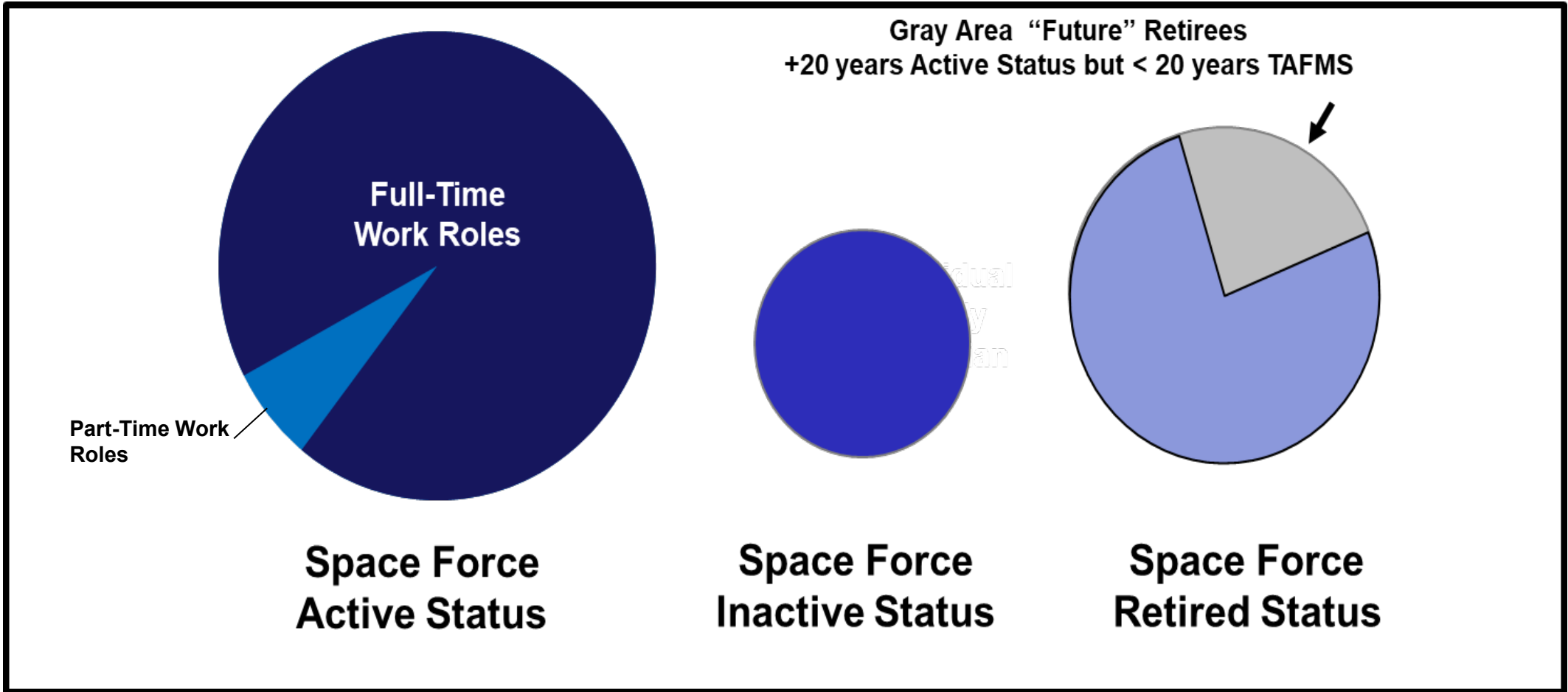
Why it is Important

- DoD alternative to established personnel systems by offering a new model for talent management
- Necessary for unity of command encompassing USSF Guardians and AF Reserve Space Professionals
- Tailored to meet the unique missions in the space domain
- Retains certain critical Guardian skillsets by offering targeted part-time opportunities
- Attracts candidates with desirable skillsets, experiences, and diverse backgrounds

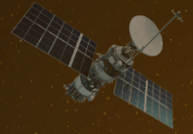
Offers a new model of service to the Nation in a time of declining propensity to serve



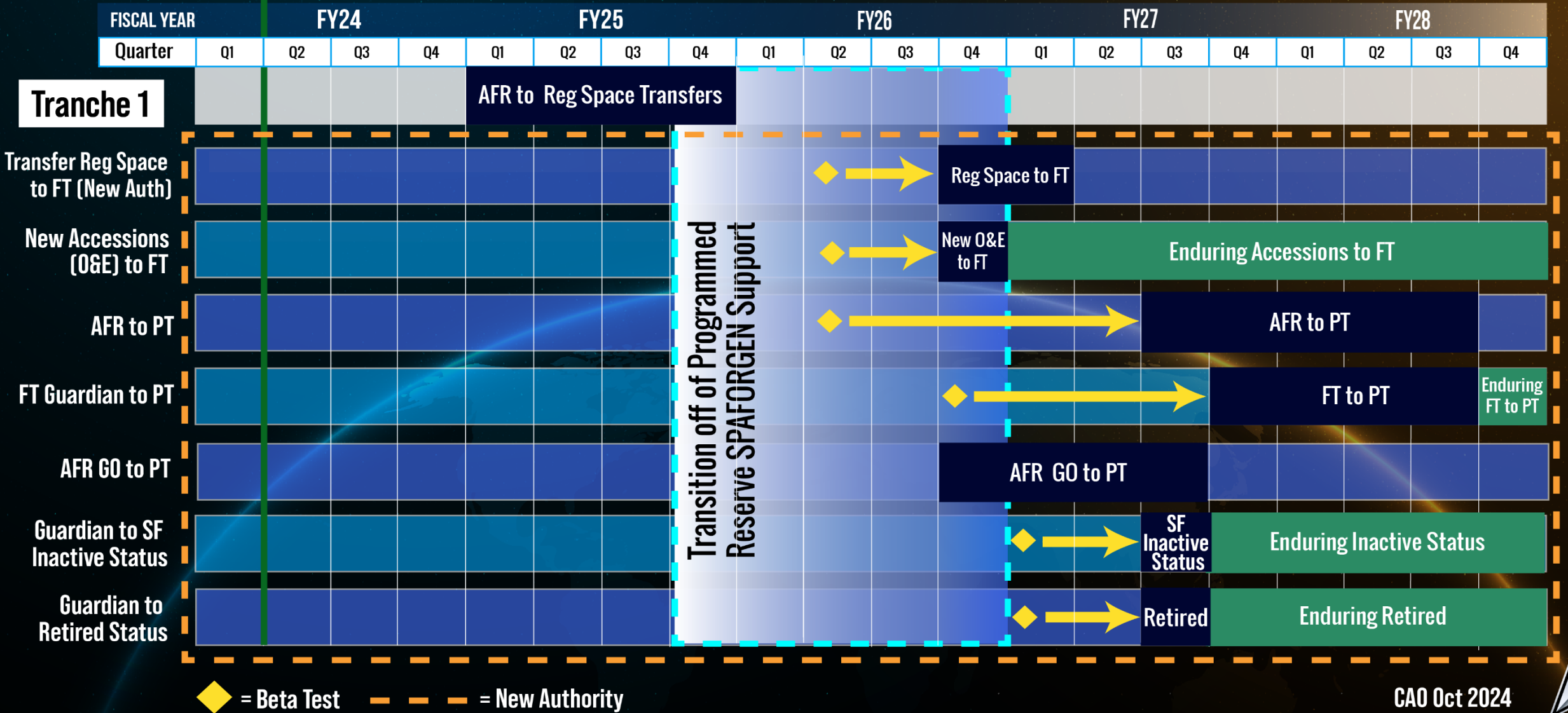
Space Force PMA Categories



PMA TRANSITION POAM



PMA NDAA



PMA FOCUS AREAS

SYSTEMS

- Complex legacy DAF systems and data environments make modifications cost prohibitive and time consuming
- Service partner systems do not support PT Guardians or Guardians retired or inactive statuses (e.g., IRR equivalent)
- USSF requires a modern, integrated HR Management System (HRMS) to support a flexible personnel construct

STRUCTURE

- Force Structure – FT / PT Apportionment
- Determine SPAFORGEN Support Requirements
- Unit Manning Document Updates

POLICIES

- Establish/update pertinent Agreements (e.g., MOAs, MOUs) for continued support
- Review pertinent guidance and instructions to address FT and PT requirements

PROCESSES

- Adapt Inter-Service Transfer Process for AF Reserve Transfer Requirements
- Ensure policy, process and system integration

PEOPLE

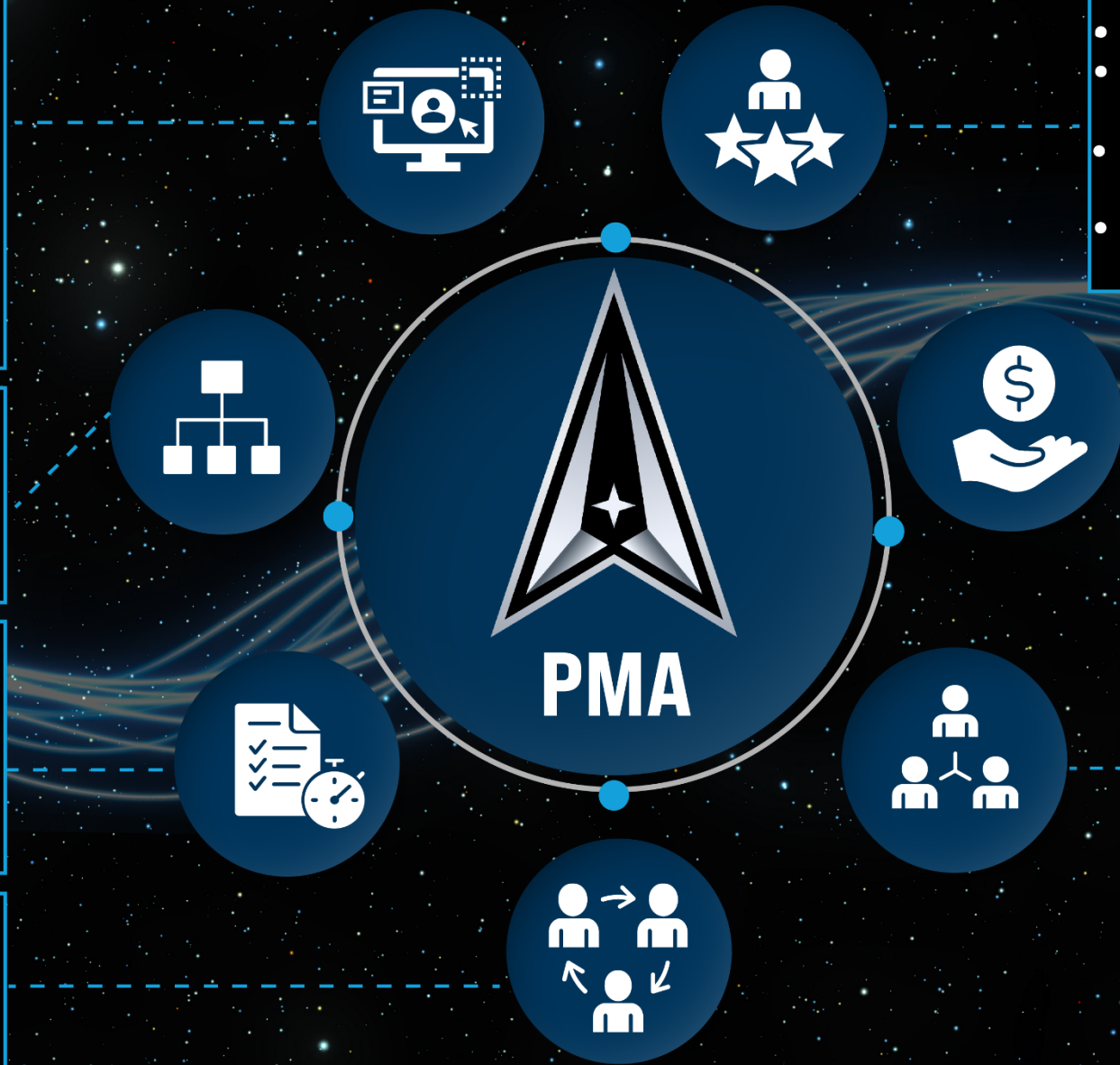
- Transfer, obtain, staffing billets
- Define and assign additive work roles for execution of a flexible force
- Ensure personnel and functional support roles are available
- Foster buy-in and sense of shared identity

RESOURCES (NON-MANPOWER)

- Coordinate Year of Execution Funding Transfer for FY25
- Determine System Change Funding Requirements

GOVERNANCE & COMMUNICATION

- Clear/timely communication to Reservists, Guardians & Key Stakeholders
- Define roles, responsibilities, and authorities for PMA Implementation
- Balance priorities, data/knowledge management business rules
- Satisfy reporting requirements





AF SURGEON GENERAL RESPONSE



- **Overall, DAF Permeability Efforts are Total Force input, heavy on personnel**
- **SG's Equity: RegAF transfer to ARCs by Palace Chase or Palace Front**
 - SG's efforts are focused on efficiency, quality, and speed
 - SG's previous process was AF 422 followed by Separation Health Examination (SHPE) once OS or Confirmed DOS has been granted
 - SG's WG achieved consolidating AF422/SHPE in parallel complete (4/25/24)
 - SG ensured DAFMAN 48-123 and DAFI 36-2011 were congruent
 - SHPE self-assessment no later than 120 to 180 days prior to requested date of separation with an exam scheduled no later than 90 to 120 days from requested date of separation
 - There is no difference from an SG perspective between genders upon those temporarily serving in a less-than full time status
 - DAF system of accountability indicates very high approval rates (74%*) and medical doesn't appear to be a factor for disapprovals



LOE 1 – Barrier: Medical Screening Cross LOE/Activity Cooperation

Problem Statement: Assumption Airmen are unable to transfer due to inconsistent standards

■ Solutions/Opportunities:

- Retention standards, not accession standards for all transfers **Complete**
- Fortified policy for component adherence/of retention standards **Complete**
- SHPE vs AF 422 (Medical Clearance) **Complete**
 - ASIMS and AFGM – complete
- ARC Standardization (medical centralization for waiver tolerance AFRC/SGP & NGB/SGP) **Proposed****
- DODI [6040.46] directs SHPE, transfers are not separating, chance with OSD TFP to modify language **Proposed****

■ Decisions/Resources requires:

- Risk tolerance of gaining component, member should be deployable/accepted by ARC components to avoid impact to deployment/unit readiness, should meet retention standards; leaders must provide acceptable level of risk

■ Challenges:

- Transferring Airmen can identify all medical conditions for VA entitlement benefit ratings. New or previously unadjudicated medical conditions may prevent worldwide duty resulting in disqualification from service
- Differencing of standardization between National Guard and Air Force Reserve for transfer processing



Successes and Way Forward

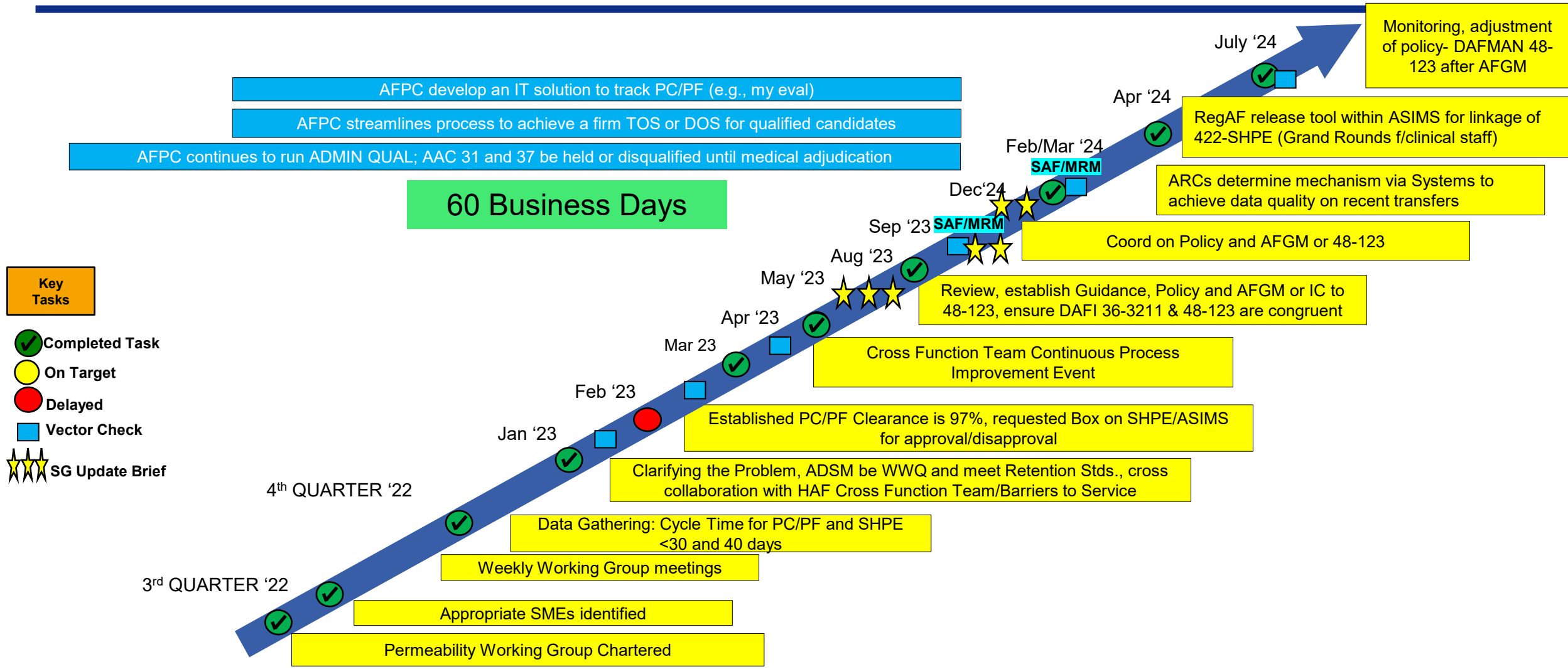
- **As of 10/3/2024 PCPF applicants = 2,313**
 - 1241 closed, averaging 31.0 days (53.6%)
 - 1072 open, averaging 46.6 days (46.3%)
- **As of 10/9/2024 (1 Jul thru 30 Sep), AFPC revealed 573 applicants processed**
 - 291 approved (51% approval rate)
 - 103 disapproved
 - 179 returned without actions (RWOA)
 - Approval Rate is 74% when removing RWOA from total applications
 - Medical equity, 1 disapproval
- **Continue to monitor, seek input from ARC partners – ad hoc meetings**



BACKUP SLIDE



SG Permeability Efforts Plan of Action & Milestones (POAM)



Efficiency, Quality, Speed