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Department of the Air Force

Air Force Recruiting Service



**Chief Recruiter
June 2024**

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DACOWITS RFI #1.4

- How do delays or disqualifications at MEPS impact the recruitment process? Please provide figures for FY22 compared to FY23, so we have context to see if things are better, worse, or the same:
 - Average MEPS Initial Success Rates: FY21 – 60.6% , FY22 – 53.9% , FY23 – 52.0%
 - The average days from initial MEPS appointment to DEP-in for return processors decreased from 95 days in FY22 to 80 days in FY23
 - Total Initial Processors increased 30% from 26,828 in FY22 to 34,763 in FY23

- To date for FY24, what percentage of your fiscal year recruiting goal have you met? How does this compare to the same point in time for FY23?
 - RegAF – 100.1% YTD (17% increase YoY), AFR – 101% (38% increase YoY), ANG – 96.4% YTD (14% increase YoY)

- To date, what percent of your FY24 recruits are women and men? How does this compare to the same point in time for FY23?
 - 22% of FY24 recruits YTD are women (maintaining 22% over the last 5 years)



DACOWITS RFI #1.4 (cont'd)

- What barriers/inhibitors/challenges, and/or concerns are recruiters encountering when engaging with potential female applicants? What specific strategies are or could be used to address/mitigate these barriers/challenges?
 - **Perceptions & Stereotypes**
 - Showcasing successful women in leadership roles
 - Recruiter Assistance Program
 - **Career field access**
 - Ambassadors within the Air Force
 - Media content
 - **Work-life balance**
 - AFFORGEN
 - Flexible work schedules
 - Telework
 - **Fitness**
 - Age & gender appropriate standards
 - Pregnancy exemptions/Post-partum recovery
 - Education/phys therapy/adaptive programs
 - **Career Progression**
 - Mentorship
 - Symposiums
 - Equal Opportunity
 - **Harassment & Assault**
 - Zero tolerance policies
 - Awareness & prevention training
 - Reporting
 - Support systems
 - **Family Support**
 - Caregiver leave
 - Maternity convalescent leave
 - Parental leave



DACOWITS RFI #1.4 (cont'd)

- What are the facilitators that impact your Service's ability to recruit women:
 - **Resourcing**
 - Congressional increase
 - Manning plus-ups
 - FY24 Initial Enlistment Bonuses
 - **Outreach & Marketing**
 - Organizational partnerships
 - Promoting STEM participation
 - Targeting female athletes