



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

23 May 2024

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1670 Air Force Pentagon
Washington DC 20330-1670

SUBJECT: DAF DACOWITS RFI Response #5

QUESTION #5.1

5.1 – The Committee requests a written response from the Military Services how the associated Service ROTC programs on how they educate, inform, encourage cadets and future cadets on all career opportunities, but specifically on previously-closed positions, with understanding the Committee's purpose is to present recommendations to the Secretary of Defense on the assigned topic of key influencers to grow women's participation in previously-closed career fields. Written responses should include the following:

- a. Annual learning plans showing opportunities to educate and inform on previously closed positions to all current ROTC cadets. Request calendar for 2020 and beyond by FY and/or academic year.**
- b. Annual calendar of events showcasing specific topics on previously closed positions (e.g., monthly meetings with different members serving in those positions to educate cadets on the lifestyle, operations tempo of the career field, etc.). Request calendar for 2020 and beyond by FY and/or academic year.**

a. Responses below are for questions 5.1.a and 5.1.b

- i. As of 2015, all Air Force career fields have been open to accepting females from all ranks as needed per the career field requirements. AFROTC does not have specified learning plans showing opportunities. These opportunities are provided at the detachment's career days.
- ii. Since 2015, all AFROTC cadets, regardless of gender, receive briefings on all AFSCs, including previously closed ones like 13CX (Special Tactics Officer) and 13DX (Combat Rescue Officer), through locally organized detachment career days. These sessions typically take place during the Fall Semester of the academic year.

- iii. Since FY23, AFPC has implemented a "One Market" approach for AFROTC cadets, where their preferred career fields are shared with career field managers for cross-checking against requirements, leading to a higher rate of desired matches.
- c. **Metrics for ROTC graduates, by graduation year, for those applying for, being selected for previously closed positions. Provide data by year, gender, name, and specialty code (MOS/AFSC) of the previously closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.**
 - a. See Attachment 1 - 5.1.c ROTC Grads Data Prev Closed Career Fields. AFPC could not provide graduation year.
 - b. The Air Force Personnel Center could not provide the data by graduation year with parameters requested. The process for career preferencing and classification results are not retained in a personnel database. These processes have changed yearly, and data retention is a local process that does not necessarily require central reporting. There has been one constant through the years and that is cadets that are not eligible for a particular AFSC are prohibited from preferencing for that AFSC. That means even if data had been retained, women that requested a closed position would not have been inputted into the process. The proxy solution is a historical distribution of actual career assignments by gender.
 - c. There is no dedicated plan to educate, inform, encourage cadets and future cadets on for previously closed career fields. Cadets are educated about all-career fields.

QUESTION #5.2

5.2 – The Committee requests a written response from the Military Service Academies (MSA) the following:

Note: USAFA/A3 input is focused solely on “Rated” assignments (Pilot, Remotely Piloted Aircraft, Air Battle Manager, Combat Systems Officer). Though pilot positions were previously closed to women, they have been open to women since 1976, and fighter pilots positions open to women since 1993.

USAFA cadets are educated on rated assignments throughout their Academy time, through multiple hands-on experiences. First, USAFA educates freshmen cadets during transition week, providing a brief on all of the USAFA-offered Airmanship courses and tracks. They are briefed by the Rated Career Field Manager (former USAF female fighter pilot) and by fellow upper-class cadets who are involved in these courses as Soaring Instructor Pilots, Parachuting Instructors or Flying Team members.

Secondly, freshmen cadets are enrolled in Aviation 100—Introduction to Flying Fundamentals, a no-grade, no credit, 10 lesson course conducted in a Virtual Reality simulator in which students receive “hands-on” flying experience learning aviation concepts and fundamental flight maneuvers. Throughout this course, the students also are instructed on the Airmanship courses available at USAFA, the four rated career fields in the USAF and the required testing and minimum necessary to be eligible for a rated assignment. In addition, freshmen take the Test of Basic Aviation Skills at the end of the course to fulfill one of the testing requirements.

Beginning in 2020, approximately 500 freshmen cadets from USAFA Class of 2024 completed AV100 sometime in the Fall/Spring semester. 800 in Class of 2025, all 1000+ in Class of 2026, and all but 5 cadets in Class of 2027 were enrolled in/completed this course (the last 5 will be rescheduled during their sophomore year).

Further, A3 briefs all freshmen cadets in their Fall semester (October) on the Airmanship electives available to them in their rising sophomore summer. Approximately 650 freshmen receive an Airmanship elective (Soaring, Parachuting, Powered Flight) where they can have further hands-on experience and interact with USAF rated aircrew members, providing an opportunity to ask mission, lifestyle, ops tempo, etc questions from individuals who have a variety of experiences.

USAFA/A3 partners with the Athletic Department to provide a Rated panel Q&A for sophomore Intercollegiate Athletes in the Fall semester. The panel consists of rated officers from multiple aircraft platforms/missions and a representative from the Special Warfare career field. Cadets are provided information on a variety of topics pertaining to these career fields in an informal setting and given an opportunity to ask questions. In Fall of 2023, AD conducted three rated seminars with all sophomore IC athletes to generate rated interest and assist cadets in making informed career choices while doing it with enough time to meet minimum eligibility requirements.

- a. Annual learning plans showing opportunities to educate and inform cadets/midshipmen on previously closed positions and for the year of the cadet/midshipmen (e.g., X event occurs in freshman year, sophomore year, etc.). Request calendars for 2020 and beyond by FY and/or academic year.**

- a. See Attachment 2 USAFA - DACOWITS RFI 5.2 a. CY25 AFSC Education Brief

- b. Annual calendar of events showcasing specific topics on previously closed positions (e.g., monthly meetings with different members serving in those positions to educate cadets/midshipmen on the lifestyle, operations tempo of the career field; ad hoc opportunities by visiting members who serve in those career field to the MSAs, formally planned events to educate/inform students on those career fields, etc.). Request calendars for 2020 and beyond by FY and/or academic year. The calendars can and should be the planned events, as well as retroactively include those ad hoc events that occurred by happenstance. Also list the focused audience for the event**

(e.g., freshman, sophomore, seniors who selected/received that specific career field/specialty)

- a. See Attachment 3 - USAFA DACOWITS RFI 5.2 b. Timeline
- b. Responses below are for questions 5.2.a and 5.2.b
 - i. The Academy is updating the current 47-Month Plan and Cadet Military Education and Training Plan on this topic, but there is nothing specific in them at this time. However, we host an AFSC night where members from various career fields can speak to cadets about what to expect in the operational Air Force or Space Force and share their perspective and experience.
 - ii. In addition, USAFA and the Cadet Wing bring in guest speakers throughout the Academic Year that share diverse experiences and backgrounds. As part of our Profession of Arms briefing series, we seek to expose cadets to a wide array of Air/Space Force officers and SNCOs.
- c. Service Academy developmental plans to include policies, instructions, regulations, and annual objectives and/or goals to educate/inform students on previously closed opportunities through summer programs (e.g., Ops Air Force, USNA's Summer Training Program, etc.). The goal of the Committee here is to understand how summer programs educate to influence.**
 - a. See Attachment 4 - Ops AF/SF syllabus - USAFA Mil Trng 20
 - b. Each summer, we send approximately 1000 rising Two Degrees (juniors) out into the Operational Air Force and Space Force. We do this to deliberately expose them to a wider set of perspectives and experiences. In doing so, we want them to see all of the opportunities in front of them and meet and talk to Airmen and Guardians currently performing the jobs that are eligible to them. As the syllabus calls out, we want them to understand how units are preparing Multi-Capable Airmen (MCAs) and Mission Ready Airmen (MRAs) for Great Power Competition, executed through Air Force Generation (AFFORGEN) and Agile Combat Employment (ACE) constructs, while gaining a broad officer perspective in both support and operational squadrons.
- d. Metrics for graduates, by graduation year for 2017 through 2023, for those applying for (having in their top 5 desired career choices), being selected for previously closed positions. Provide data by year, gender, name of specialty code (MOS/AFSC) of the previously closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.**
 - a. The requested data is available starting with the class of 2019

- b. USAFA produces Officers for the following previously closed career fields: Air Liaison Officer (ALO), Combat Rescue Officer (CRO), Special Tactics Officer (STO), Tactical Air Control Party (TACP), and Special Operations Weather Officer (SOWT)

Year / Gender	ALO	CRO	STO	TACP	SOWT	Grand Total
2019	5	3	5		1	14
F					1	1
M	5	3	5			13
2020	9	2	4		3	18
F					1	1
M	9	2	4		2	17
2021		2	7	9	4	22
F					2	2
M		2	7	9	2	20
2022		5	5	5	4	19
F					1	1
M		5	5	5	3	18
2023		6	2	1	7	16
F					3	3
M		6	2	1	4	13
2024		5	3	4	5	17
F					5	5
M		5	3	4		12
Grand Total	14	23	26	19	24	106

- c. STO, CRO and ALO ago through a board process, therefore there is no application data. Below is the data on volunteers for the SWOT career field

Year	Weather	M	F
2019	18	15	3
2020	32	18	14
2021	32	22	10
2022	53	40	13
2023	50	38	12
2024	44	22	22
Grand Total	229	155	74

QUESTION #5.3

5.3 – The Committee requests a written response from the Military Services the following:

a. The recruitment/outreach campaigns, activities, information, events, etc. directed toward promoting and growing the inclusion of women into previously closed career fields (e.g., marketing campaigns to include internal Service planning/communications plans to educate/inform the public of women's opportunities into previously closed positions, signing bonuses associated/aligned for women to sign/be assigned to previously closed career fields, etc.).

a. Females have served in the US military, filling professional roles at home and abroad in uniform, throughout our Nation's history. Currently, approximately 21% of DAF is comprised of women serving proudly. The DAF has several recruitment/outreach campaigns, activities, information, events, directed toward promoting and growing the inclusion of females to include:

b. Annually in March the DoD recognizes Women's History Month. In 2024 the theme was, "Women Who Have Made Great Achievements," in recognition of the countless contribution's women to the DAF.

c. The annual Women's Air and Space Power Symposium, open to all DAF members, enables DAF leaders to provide insights and perspectives on leadership in today's complex operating environment and opportunities to improve the DAF where all identities can reach their fullest potential.

d. The DAF observes Women's Equality Day annually in August to commemorate the advancement of women's civil rights and call attention to issues that affect female careers and advancement.

e. AFRS partners with sporting and fitness organizations to connect with female athletes, their peers, and influencers. The partnerships use various engagement tactics such as onsite activations, speaking/judging opportunities, workout and competition involvement, signage and event branding, co-created custom content, and interviews.

i. Specifically female:

1. Athletes Unlimited women's professional sports leagues (female competitors; female and male audience).

2. Supergirl Surf Pro (female competitors; female and male audience).

ii. Broad Reach with a female component:

1. Dew Tour - Winter and Summer Games (female and male competitors and audience).

2. Painkllr (female and male competitors and audience).
 3. Spartan (female and male competitors and audience).
 4. Sorensen Motorsports (female racecar driver; female and male audience).
 5. UFC (female and male competitors and audience – and one of the most watched women’s sports by Gen Z).
 6. Professional Fighters League (female and male competitors/audience).
 7. Whistle (online content partnership and pairing with a female collegiate athlete in AFROTC to act as the host for the content).
- iii. In addition, to expand the AFRS portfolio and continued efforts to investigate new partnerships, listed below are funded and in development:
1. Supergirl Gamer Pro E-Sports (official and exclusive military partner).
 2. Women’s Sports Foundation (Annual Salute to Women in Sports Award Sponsor, Athlete Ambassador Program, We Play Interactive, National Girls and Women in Sports Day).
 3. Play Like a Girl (co-hosted community events, International Day of the Girl).
 4. DistrictWON (local speaking engagement with girl’s high school sports teams).
 5. Girl Scouts.
 6. Little League Softball (local sponsorships with community-focused activity).

b. The opportunities afforded to enlisted personnel (with an emphasis at better information/understanding for women's opportunities) to apply and/or cross-train, after enlisting, to a previously closed career field. Ensure response provides any cross-train bonus, retention bonus, etc. and if specific to men, women, or any Service member.

- a. On 28 April 1993, the Secretary of Defense Les Aspin lifted the ban on women serving in combat aviation. Subsequently, in 2015, the ban on women in combat was lifted altogether. Since then, the DAF has actively promoted women in all career fields.

- b. While AFRS does not oversee retention bonuses, they have requested and stand ready to implement \$150M in initial enlistment bonuses for the FY25 goal of 32,300 non-prior service accessions. This bonus is offered to all Airmen entering identified career fields, irrespective of gender.

- c. **Any roadmap/action plan designed to increase women into previously closed career fields. Response should include year of planning, milestones for action/implementation, assessment of those previously executed activities to assess measure of effectiveness. Provide response by FY and include future year's information if part of a future roadmap/implementation/action plan. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.**
 - a. All DAF career fields are open to women. The challenge lies in marketing and outreach, particularly in Special Warfare opportunities. To address this, AFRS intensified marketing efforts towards women in sports. Presently, AFRS reaches both male and female sports enthusiasts by aligning digital advertising with their interests. AFRS is expanding tactics to target females specifically through data targeting, with segments such as:
 - i. Women interested in playing sports.
 - ii. Women who have played sports in the last 7 days.
 - iii. Women who attend sporting events regularly.
 - iv. This is the most cost-effective way to reach a demographic that makes up over 50% of the US population in a very targeted way.

Active duty (USAF and USSF) records using 30 September personnel data from 2004 to 2023; combined with our current data as of 30 April 2024. I looked at each person's first 5 years of commissioning (for officers) and military (for enlisted) time. I keep the first match of any of the listed Duty AFSCs. If no match was found in the first 5 years, I grouped the person into "Other"

<i>Sub totals (affected by filtering)</i>			508,334	146,348	654,682
OFF ENL	DAFSC GROUP	DAFSC FINAL	COUNT MALES	COUNT FEMALES	COUNT TOTAL
ENL	--Other--	-----	426,614	120,928	547,542
ENL	Combat Control (CCT) (enlisted)	1C2X1	1,716	2	1,718
ENL	Combat Control (CCT) (enlisted)	1Z2X1	42	1	43
ENL	Pararescue (PJ)	1T2X1	2,534	1	2,535
ENL	Pararescue (PJ)	1Z1X1	164	1	165
ENL	Special Operations Weather (SOW) (enlisted)	1W0X2	239	0	239
ENL	Tactical Air Control Party (TACP) (enlisted)	1C4X1	2,853	3	2,856
ENL	Tactical Air Control Party (TACP) (enlisted)	1Z3X1	133	0	133
OFF	--Other--	-----	72,704	25,174	97,878
OFF	Air Liaison Officer	13LX	246	4	250
OFF	Air Liaison Officer	13LXA	1	0	1
OFF	Air Liaison Officer	13LXJ	15	0	15
OFF	Air Liaison Officer	19ZXB	39	0	39
OFF	Combat Rescue Officer (CRO)	13DX	89	0	89
OFF	Combat Rescue Officer (CRO)	13DXB	72	0	72
OFF	Combat Rescue Officer (CRO)	19ZXC	12	0	12
OFF	Jump Qualified Weather Officer	J15WX	6	1	7
OFF	Pilot/Rated Air Liaison Officer	11BXU	2	0	2
OFF	Pilot/Rated Air Liaison Officer	11FXU	4	0	4
OFF	Pilot/Rated Air Liaison Officer	11MXU	1	0	1
OFF	Special Operations Weather Officer SOWT)	15WX	642	227	869
OFF	Special Operations Weather Officer SOWT)	15WXA	7	5	12
OFF	Special Operations Weather Officer SOWT)	15WXB	0	1	1
OFF	Special Operations Weather Officer SOWT)	15WXC	3	0	3
OFF	Special Tactics Officer (STO)	13CX	88	0	88
OFF	Special Tactics Officer (STO)	13DXA	101	0	101
OFF	Special Tactics Officer (STO)	19ZXA	7	0	7



AFSC Classification Process

CY25

Ms. Laura Angeles
HQ USAFA/A1A
Maj Ian MacDonald
HAF/A1 OLEA
11 Dec 2023

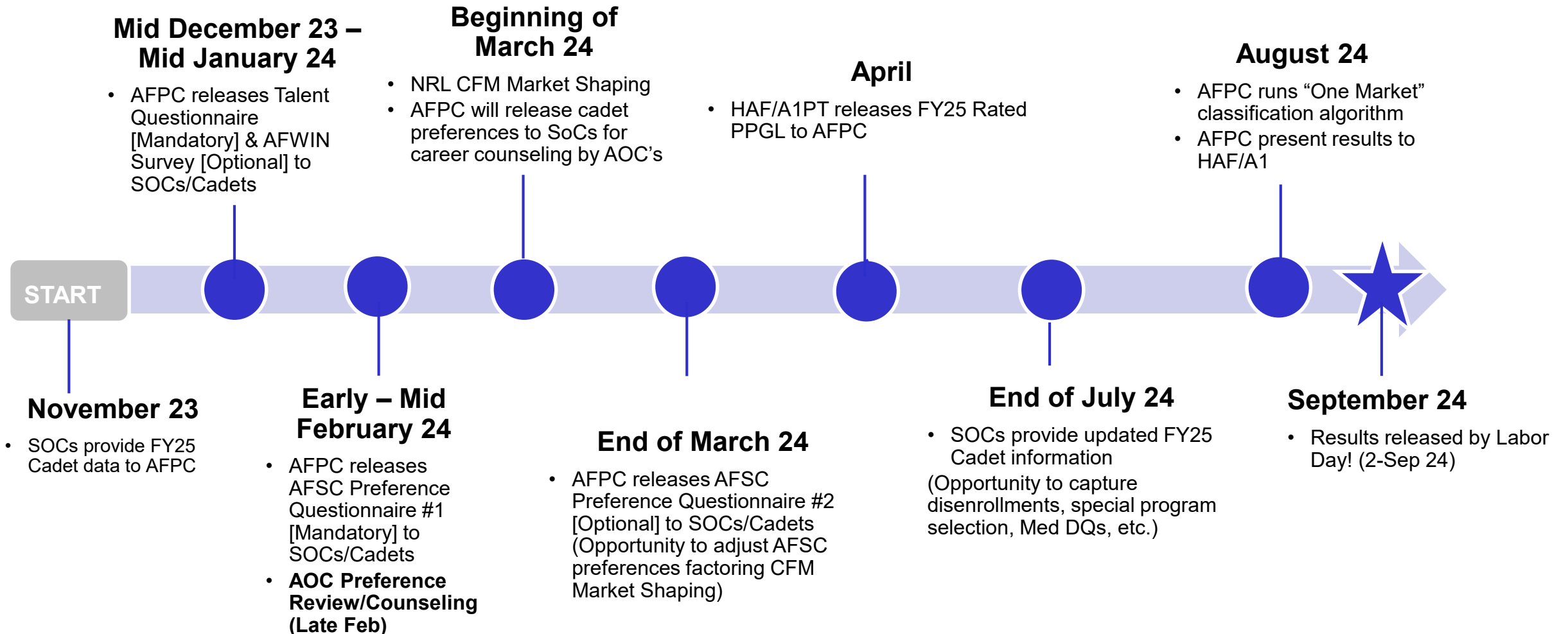
- Purpose
- Cadet's Role
- CY25 Classification Timeline
- AFSC Historical Production
- 'One Market' Approach
- Cadet Ranking Overview
- Career Field Matching Process
- Classification Questionnaires
- About the Model & More Resources
- Survey Advice
- Other Commissioning Requirements
- Air Force Level Boarded AFSC's

- This briefing is meant to be your roadmap for the myriad of processes that will be executed leading up to AFSC classification
- It is intended to help you make the best decisions for your future careers in the Air & Space Force

- Perform reality check
 - Preferences vs AFSC/SFSC production targets vs OOM
 - Air Force vs Space Force
- Review degree requirements for the AFSCs you are interested in (AFOCD)
- Seek advice from your mentors and your AOCs
- Create a holistic picture of your skills/experiences with the Talent Questionnaire- **put some time into your response** - it may be the key factor that makes you competitive for your desired AFSC/SFSC!
- Timely submission of your prioritized AFSC/SFSC preferences when requested

Goal: To ensure you make informed decisions and your AFSC/SFSC preferences are maximized.

CY25 Officer Classification Timeline



- The following tables are provided to give you an idea of what USAFA historically produces by AFSC/SFSC
 - Please consider this info as you make your choices
- Be aware that ongoing force management efforts by DAF may change some of these requirements prior to the match



Historical Production by AFSC / SFSC FY21-23 Average

AF Rated	FY21-23
92T0/11X (Pilot)	415
92T1/12X (CSO)	10
92T2/13B (ABM)	8
92T3/18X (RPA)	26

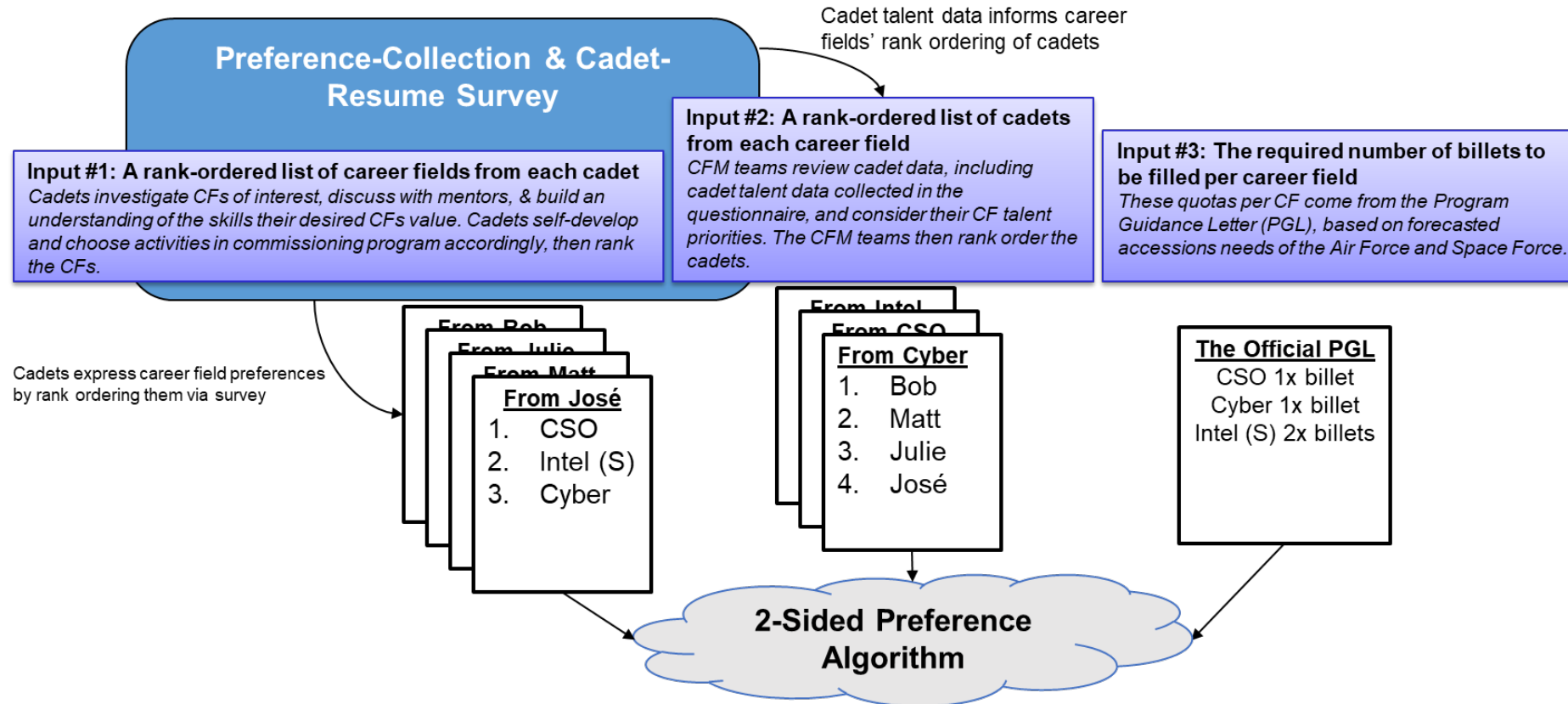
AF Non Rated Line	FY21 – 23
19Z (Special Warfare)	16
13H (Aerospace Physiologist)	2
13M (Aircraft Ops)	5
13N (Nuc & Missile Ops)	31
14F (Information Ops)	4
14N (Intel)	65
15W (Weather)	5
17X (Cyberspcae & Network Ops)	36
21A (Acft Maint)	27
21M (Munitions & Missile Maint)	6
21R (Logistics)	30
31P (Security Forces)	7
32EXC (Civil Engineer)	2
32EXE (Electrical Engineer)	1
32EXF (Mechanical Engineer)	0
32EXG (General Engineer)	16

USSF	FY21 - 23
13S (Space Ops)	55
14N (Intelligence)	5
17D (CyberSpace & Network Ops)	5
62EXX (Engineer)	17
63A (Acquisition)	24

AF Non Rated Line	FY21 - 23
35P (Public Affairs)	1
38F (Force Support)	12
15A (Scientist-Math/Ops Research)	22
61B (Scientist-Behavioral Psychology)	0
61C (Scientist-Chemistry)	1
61D (Scientist- Physics)	4
62EXA (Aeronautical Engineer)	7
62EXB (Astronautical Engineer)	3
62EXC (Computer Systems Engineer)	2
62EXE (Electrical Engineer)	4
62EXG (General Engineer)	5
62EXH (Mechanical Engineer)	3
62EXS (Human Factors Engineer)	1
63A (Acquisition)	55
64P (Contracting)	11
65F (Financial Mgmt)	9
71S (Special Investigations)	5

“One Market” Approach

Involves richer information on cadets, more direct CFM input, and a simultaneous match



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The Department of the Air Force (DAF) approved the ‘One Market’ model for initial officer classification resulting in a simultaneous matching process and eliminating separate rated and space boards.

Cadet Ranking Overview

- USAFA/CC determines the criteria to match all USAFA cadets who volunteer for a rated career field. Current policy is to rank cadets based on Graduation Order of Merit, Pilot Candidate Selection Model Score, and medical qualification status. (i.e., 11XX, 11U, 12XX, 13B)
 - Rated Minimum Qualifications:
 - Volunteer in the AFSC/SFSC Preferences Questionnaire
 - AFOQT (min of 25 on pilot/navigation section)
 - Pilot Candidate Selection Model (PCSM: min of 10 for Pilot and RPA)
 - Airmanship course (A3)
 - **Medical:** Subsequent waivers/ETP's require all other qualifications to be met at application
- USSF develops the criteria to rank all USAFA cadets who volunteer for a space career field (i.e., 13S1S, 14N1S, 17S1S, 62E1XS, 63A1S)
 - USSF Minimum Qualifications:
 - Volunteer in the AFSC/SFSC Preferences Questionnaire
 - Complete SF interview if offered
 - Cadet Ranking = Interview + SF OoM* + degree + space specific info + Cadet Talent Questionnaire Information
 - *SF OoM = OoM(50%) + Interview (40%) + USAFA Extra-Curriculars (10%)
- AF Non Rated Line (NRL) Career Field Managers (CFMs) develop ranking criteria specific to their career field needs.
 - Meet minimum degree qualifications as described in AFOCD - degree exceptions will be published to AOCs per career field.
 - Utilize data provided by each cadet from Cadet Talent Questionnaire and academic/performance information provided by USAFA.

Career Field Matching Process

- All matching is done simultaneously for USAFA and ROTC cadets
- All Rated AFSCs, SFSCs, and Non-Rated Line AFSCs will be matched simultaneously in the ‘One Market’ model.
- All Rated AFSCs / SFSCs and AF Non-Rated Line AFSC preferences will be entered into the AFSC / SFSC Cadet Preferences questionnaire provided by the Air Force Survey Office. AFSC / SFSC Preference Collection 1 (or AFSC / SFSC Preference Collection 2 if completed) will count as the official record of your career field preferences.
- You will be able to rank Rated AFSCs, SFSCs, and AF Non-Rated Line AFSCs in the career field preferences questionnaire.
 - Example Preference list: 1. 15A, 2. 11XX, 3. 13N, 4. 13S, 5. 12XX, ...
- You will be asked to complete up to 4 questionnaires, two of which are mandatory.
 - More on this on the next slide.

Classification Questionnaires

Cadet Talent Data Collection (Mandatory)

- Leadership experience
- Foreign language skills
- Computer programming language skills
- Analytical skills
- Capstone project
- Professional Certificates

Q16.
Please briefly describe a thesis, capstone, or major project that you are doing or will do before you graduate. If this is "to be determined," briefly describe what thesis, capstone, or major project might be of interest to you.

Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.

Q24.
Please select the level of proficiency you have in each of the following programming languages.

Select one response for each programming language. If you do not have any proficiency in the programming language, select N/A.

	N/A	Some basic familiarization	Limited working proficiency	Intermediate working proficiency	Advanced and extensive proficiency
C#	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C++	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Java	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q27.
Please indicate which of the following leadership positions you have held during your time as a cadet.

Select all that apply:

- N/A; I have not held any leadership positions during my time as a cadet.
- Captain or co-captain on my intercollegiate athletic team
- Captain or co-captain on my club athletic team
- Leadership position in my cadet organization (e.g., detachment, wing, group, squadron)
- Other leadership position in a military-related summer program
- Other leadership position in a non-military, non-athletic organization, such as an academic organization, band, choir, or student government

AFWIN Questionnaire (Optional)

- 100 Question Likert scale
- Provide cadets list of suggested AFSCs/SFSCs

Cadet Preference Collection #1 (Mandatory)

- Volunteer for rated/Space?
- Rank order career fields
- Satisfaction values for preferred AFSCs/SFSCs

Please select the rated career field(s) for which you would like to be considered. If you are unwilling to be considered for a rated career field, please select "None."

Note: If you select any of the rated career fields below, you will go to a rated Board and be considered for that rated career field. The Air Force will not assign you to a rated career field to which you did not volunteer.

Select all that apply:

- Pilot (11XX)
- Combat Systems Officer (12XX)
- Air Battle Manager (13B)
- Remotely Piloted Aircraft (11U)
- None; I DO NOT want to be considered for any of the above rated career fields

- 11U Remotely Piloted Aircraft
- 11XX Pilot
- 12XX Combat Systems Officer
- 13B Air Battle Manager
- 13H Aerospace Physiologist
- 13M Airfield Operations
- 13N Nuclear and Missile Operations
- 13S1S Space Operations (USSF)
- 14F Information Operations
- 14N Intelligence
- 14N1S Intelligence (USSF)
- 15A Operations Research

Cadets drag and drop career fields into their preferred order

About the Model & More Resources

- The ‘One Market’ Model takes into account 2-sided preferences:
 - First, preferences and utility values from each cadet for each career field.
 - Second, preferences from each career field (Rated SOCs, USSF, AF NRL CFMs) for every qualified cadet.
- The model optimizes to find the best matches for every cadet and every career field based on each side’s preferences for one another, for every possible pairing.
- Your dominant strategy is to list all career fields that you have a strong preference for and indicate satisfaction values that represent your degree of happiness gained by a match with that career field.

- Additional Resources:
 - For the Zoomies Podcast: Episode 32: “AFSC Matching w/OLEA - Figure out how cadets REALLY get matched to their AFSC”
 - Watch the videos that accompany each questionnaire to understand the process and how to complete the questionnaire.
 - Career field promotional videos ([Link](#))
 - Air Force Officer Classification Directory ([Link](#))
 - Complete the optional AFWIN survey and receive your “best fit” career field list
 - Attend career field town halls
 - Leverage the wealth of experience and diversity of USAFA AOCs/AMTs/instructors/faculty
 - Accept interviews with the Air and Space Force CFMs

- Take the questionnaires on your laptop, not your phone
- Check your “other” tab in your email inbox
- Indicate your true preferences and talent/experiences for the best chance of getting the career field you want.
- Consider how your skills/experience might line up with various career fields and incorporate that consideration into your preferences. Don’t be humble - this is your chance to show the career fields the many unique skills/experiences that set you apart from your peers and make you a great fit for their team!
- Understand the consequences of volunteering for rated positions:
 - If you volunteer for a rated position, if you are medically qualified, and if the number of cadets volunteering for that rated job is fewer than the required number of billets that must be filled, it is highly likely that you will be matched to that rated job, regardless of where it is in your preference list.

Other Commissioning Requirements

- AFOQT Test: ALL CADETS must take and have a minimum of 15 Verbal and 10 Quantitative score to commission
- Medical Qualifications
 - All cadets must meet accession (commissioning) medical standards and those applicable to the career field for which they are matched by time of graduation. Medical qualification authority rests with 10 MDG and is liberally applied for most conditions. Rated/special operational duty waiver authority rests with AFRS/RSG in San Antonio.
 - The ETP process continues to evolve; requests are reviewed by an AETC board process
 - Requests will be limited in numbers and focused on those deemed **truly exceptional** by the Commandant and Superintendent
 - **You MUST be matched to an AFSC to be considered for an ETP.** If ETP is denied, you will be reclassified.
 - ETP's can be submitted beginning in the Fall (separate instructions to follow)
 - If rated and medically DQ'd, you may be moved to other rated AFSCs or the NRL
 - USAFA/A1 will work each case with AFPC individually
 - Questions on medical qualifications? Contact Cadet Standards Clinic at 333-0533

Air Force Level Boarded AFSC's

- Cadets will be initially matched as part of the 'One Market' process
- Application announcements from career field occur throughout junior/senior year
- Operational AFSCs (2-phase selection process)
 - Special Warfare 19Z
 - Chaplain
 - Judge Advocate (JA)
 - Medical AFSCs
- If selected, cadet must notify Officer Accessions (A1A) within **24 hrs** to accept or decline
- If declined, cadet maintains current AFSC/SFSC match

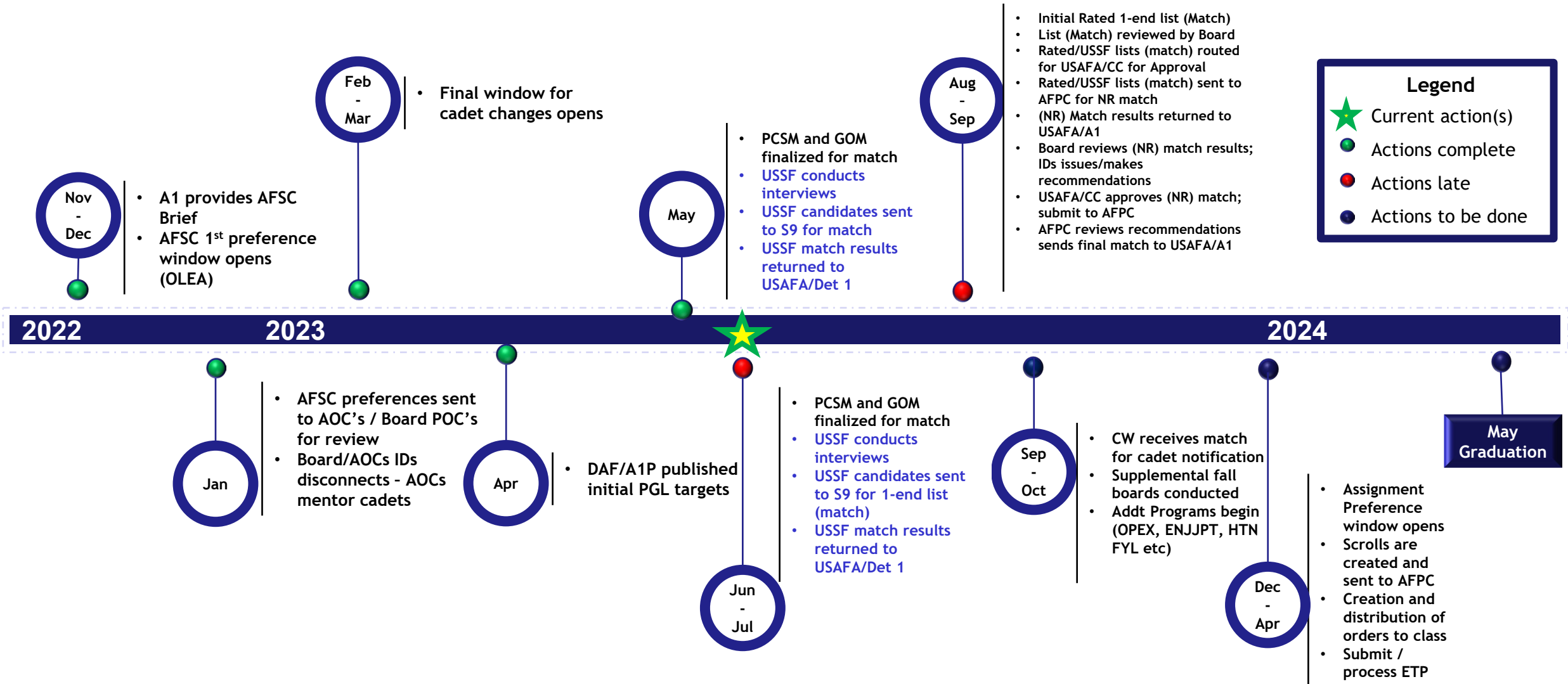


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Cadet AFSC Classification Timeline





**DEPARTMENT OF THE AIR FORCE
DIRECTORATE OF TRAINING SUPPORT
USAF ACADEMY COLORADO**

**Mil Trng 201
Operation Air Force and Space Force
Syllabus**

CAO: 07 March 2024

COURSE DESCRIPTION

1. **Course Title** – Operation Air Force and Space Force (Ops AF/SF)
2. **Course Number** – Mil Trng 201
3. **Location** – Air Force and Space Force Installations.
4. **Duration** – 10-12 duty days
5. **USAFA Outcome** – Cadets will learn the roles and responsibilities as second lieutenants and meet Airman Readiness standards. Each cadet will understand how the unit fits into the Air Force and/or Space Force organization. They will also understand how units are preparing Multi-Capable Airmen (MCAs) and Mission Ready Airmen (MRAs) for Great Power Competition, executed through Air Force Force Generation (AFFORGEN) and Agile Combat Employment (ACE) constructs, while gaining a broad officer perspective in both support and operational squadrons.
6. **USAFA Curriculum** – Operation Air Force and Space Force is a requirement for graduation from the USAF Academy.
7. **Course Entry Prerequisites** – 2nd class cadets (and 1st class cadets if they didn't accomplish Ops AF/SF previously) must have an activated Government Travel Card and fully configured DTS account to take Ops AF/SF. Certain programs may provide Ops AF/SF credit as determined by USAFA directives or at the discretion of the USAFA Commandant of Cadets.
8. **Course Materials** - The course materials are available on the Ops AF/SF & Sponsor Wg Teams Page.

COURSE OBJECTIVES

1. **Primary** – Must be accomplished by all bases for all cadets; a requirement for course completion. Value how support and operational functions come together to achieve a wing's or delta's mission.
 - a. Value CGO and enlisted duties in both operational and support units.
 - b. Value different AFSCs that work in the support and operational units.
 - c. Value the expectations of future 2LTs from senior squadron leaders, CGOs, and SNCOs.
 - d. Value how units are deployed through AFFORGEN in support of great power competition.
 - e. Value how bases train MRAs and MCAs to conduct/support ACE.
2. **Secondary** – Should be accomplished if base mission/capability allows; not a course requirement.
 - a. Value rated career AFSCs through observer flights, demos, simulators, and Q&A sessions.

COURSE ASSESSMENT

- 1. Ops AF/SF End-of-Course Survey** – Collects information about cadets’ Ops AF/SF experience.
 - a. Completed by** – All Ops AF/SF cadets
 - b. Suspense** – 24 hours after arriving back at the USAF Academy
 - c. Location** – Find survey on the Ops AF/SF & Sponsor Wg Teams Page.
 - d. Evaluation** – Ops AF/SF Staff will confirm completion; no grade given

- 2. Ops AF/SF Validation Form** - Validates the course requirement for at least 32 hours of work duty and mentorship is met.
 - a. Completed by** – Ops AF/SF Base Director
 - b. Suspense** – Two days after cadets depart host base
 - c. Location** – Download on the Ops AF/SF & Sponsor Wg Teams Page.
 - d. Evaluation** – Ops AF/SF Staff will review form and work corrections with Base Directors

COURSE COMPLETION REQUIREMENTS

1. **Course Completion** – Cadets will earn Ops AF/SF credit and be released from their Ops AF/SF summer period once the following requirements are met.
 - a. **Enlisted Work Duty**
 - i. **Intent** – Introduce cadets to the roles of enlisted personnel in multiple AFSCs, provide cadets a chance to ask questions of Airmen and Guardians, and practice followership.
 - ii. **Requirement** – Cadets will join an enlisted workforce in the execution of their daily duties; Cadets will perform duties as equals with the enlisted force. Work tasking will last at least 3 hours each and will occur in at least two different operational or support squadrons. An SNCO will oversee the cadets in this program element. Minimum exposure to 3 AFSCs is required.
 - iii. **Duration** - 12 hours (minimum)
 - iv. **Assessment Method** – Ops AF/SF Validation Form
 - b. **Officer/Civilian Work Duty**
 - i. **Intent** – Introduce cadets to the roles of officers and civilians in multiple AFSCs. Units hosting cadets should be majority officer and civilian personnel (e.g. medical squadron, research lab, air control squadron) to the maximum extent possible and should demonstrate the importance of officer and civilian members to the unit.
 - ii. **Requirement** – Cadets will join a majority mixed officer/civilian workforce in the execution of their daily duties at an operational or support squadron. Work tasking will last at least 3 hours each and may occur in at least two operational or support squadrons. Minimum exposure to 3 AFSCs is required.
 - iii. **Duration** – 12 hours (minimum)
 - iv. **Assessment Method** – Ops AF/SF Validation Form
 - c. **Supervisory Position Work Duty**
 - i. **Intent** – Introduce cadets to the role of officers in command positions. Assigned officer should demonstrate the following: the importance of feedback, efforts to increase diversity, resolving day-to-day challenges, and taking care of personnel needs.
 - ii. **Requirement** – Cadets will join a supervising officer (e.g., flight commander, branch chief, aircraft maintenance officer) in the execution of their daily duties in command of a team, unit, flight, etc. Work tasking will last at least 3 hours each and may occur in only one operational or support squadron.
 - iii. **Duration** – 6 hours (minimum)
 - iv. **Assessment Method** – Ops AF/SF Validation Form
 - d. **Support Squadron Leadership Mentoring**
 - i. **Intent** – Gain an understanding of CGO's roles and expectations in a support squadron. Understand how the support squadron is essential to operational squadron functions, maintaining readiness, and supporting deployments through AFFORGEN.

Also, determine how squadrons train for and support ACE and MCA. Provide the cadets with the senior leader's perspective and lessons learned.

ii. **Requirement** – Cadets will receive a mentoring session with support squadron leadership (e.g., CC, DO). The Ops AF/SF Course Syllabus provides suggested questions, however, the mentor may conduct this session in any manner he or she chooses, which is consistent with the program's intent.

iii. **Duration** – 30 minutes (minimum)

iv. **Assessment Method** – Ops AF/SF Validation Form

e. **Operations Squadron Leadership Mentoring**

i. **Intent** – Gain an understanding of CGO's roles and expectations in an operations squadron. Understand the work and deployment tempo of an operational squadron through AFFORGEN. Also, determine how squadrons train for and support ACE and MCA. Provide the cadets with the senior leader's perspective and lessons learned.

ii. **Requirement** – Cadets will receive a mentoring session with operations squadron leadership (e.g., CC, DO). The Ops AF/SF Course Syllabus provides suggested questions; however, the mentor may conduct this session in any manner he or she chooses, which is consistent with the program's intent.

iii. **Duration** – 30 minutes (minimum)

iv. **Assessment Method** – Ops AF/SF Validation Form

f. **SNCO Mentoring**

i. **Intent** – Gain an understanding of the CGO/Enlisted relationship. Introduce cadets to key issues in working with and leading an enlisted workforce. Provide senior NCO point of view and lessons learned to cadets.

ii. **Requirement** – Cadets will receive a mentoring sessions with a panel of base SNCOs. The Ops AF/SF Course Syllabus provides suggested questions; however, the mentorship panel may conduct this session in any manner they choose, which is consistent with the program's intent.

iii. **Duration** – 30 minutes (minimum)

iv. **Assessment Method** – Ops AF/SF Validation Form

g. **CGO Mentoring**

i. **Intent** – Gain an understanding of CGO best practices, challenges, and career advancement. Introduce cadets to key issues with being a CGO. Provide an interactive forum for questions and answers.

ii. **Requirement** – Cadets will receive a mentoring sessions with a panel of base CGOs. The mentorship panel may conduct this session in any manner they choose, which is consistent with the program's intent. It is encouraged that the base CGOC be contacted to conduct this session.

iii. **Duration** – 30 minutes (minimum)

iv. **Assessment Method** – Ops AF/SF Validation Form

- i. Complete End-of-Course Survey**
 - i. Intent** – Provide data to improve Ops AF/SF and show strengths/weaknesses of the course.
 - ii. Requirement** - Cadets will complete a SharePoint survey; responses must be accurate and thoughtful.
 - iii. Assessment Method** – Ops AF/SF End-of-Course Survey
- ii. Participate in DTS Workshop & submit DTS travel voucher**
 - i. Intent** – To ensure there are no delinquent DTS tickets and that all GTCs are reimbursed promptly.
 - ii. Requirement** – Cadets must arrive at the DTS Workshop at the scheduled time. They must bring with them all receipts for GTC purchases (lodging, rental car fuel, parking, etc.).
 - iii. Assessment Method** – DTS Workshop sign-in/sign-out sheet
- iii. Be approved for release by Ops AF/SF Cadet Cadre**
 - i. Intent** – To ensure cadets have met all program requirements for release.
 - ii. Requirements** – Cadets must clean their rooms, turn in their keys, accomplish all requirements for course completion, and meet other needs of the Ops AF/SF cadre (MFRs, Form 10s, STRC, etc.)
 - iii. Assessment Method** – Ops AF/SF Cadet Cadre

OPS AF/SF FAILURE

1. Automatic failure of, and removal from, the program will result if a cadet is involved in any of the following significant infractions
 - a. Conduct unbecoming an officer or an act which brings discredit upon USAFA, the USAF or USSF
 - b. Involvement in an alcohol related incident as defined by the Cadet Sight Picture
 - c. Willful negligence of safety regulations (host base or USAFA) or an intentional act which jeopardizes cadet safety
 - d. Willful negligence or abuse of government property to include vehicles and lodging facilities
2. The Summer Support Group/CC (Col) may deem that a pattern of substandard or unprofessional behavior should result in a cadet failing Ops AF/SF.

PROGRAM POLICIES

Policies and cadet expectations are documented in the Ops AF/SF Handbook, Cadet Standards and Duties, and additional policies maybe directed by Support Group/CC and Ops AF/SF Base Directors.

REFERENCES

1. CWTT Ops AF/SF Handbook
2. AFCWI 36-3501 Cadet Standards and Duties
3. DAFI 36-3501 United States Air Force Academy Operations
4. USAFA Course of Instruction