

BULLET BACKGROUND PAPER

ON

RESPONSE TO RFI ON IMPACT OF KEY INFLUENCERS ON SERVICEWOMEN'S CAREER PATHS

PURPOSE

To explain the AFROTC process for informing and educating cadets about career fields that best suit their desires prior to commissioning.

DISCUSSION

RFI 4a: During which class year do cadets/midshipmen submit their preferences for commissioned career field (e.g., freshman to senior) and within what part of the school year (e.g., end of fall semester)

- Response 4, a: Air Force cadets submit their preferences for commissioned career field in the beginning of their Spring Semester of their Junior year. Space Force cadets, as of February 2024, no longer submit their preferences for commissioned career field during the Air Force Reserve Officers' Training Corps (AFROTC) program.

RFI 4b: How are cadets/midshipmen exposed to the various Military Occupational Specialties (MOS), Air Force Specialty Codes (AFSC), and Designators prior to submitting their desired career field? Please provide any written program guidance on this (regulation, instruction, etc.). Please provide examples of presentations given to cadets/midshipmen prior to and on selection day. Please provide calendar events that are hosted throughout the academic year which showcase educational/information on opportunities to join different career fields.

- Response 4, b: AFROTC administers a cadet Officer Development Training (ODT) program, designed to align ODT opportunities with key times in a cadet's training. General Military Course (Freshman and Sophomore) events are intended to expose cadets to a broad variety of Air Force and Space Force career opportunities and motivate cadets to continue their progression in the AFROTC program as follows:
 - Professional Officer Course (Junior and Senior) events should focus on developing in-depth knowledge about specific careers and offering opportunities to further enhance leadership skills outside the classroom and Leadership Laboratory environment. ODTs will fall into 1 of 4 broad categories:
 - Introductory Opportunities: Events that expose cadets to Air and Space Force career opportunities, Industry Partnerships, Mission Expos, and motivational events.
 - Mach-1 (Airmen) / Ignite (Guardians): Similar to the U.S. Air Force Academy's (USAFA) Operation Air Force, cadets attend Mach-1/Ignite development opportunities immediately following Field Training between their Sophomore and Junior year. At these events, cadets are exposed to a variety of Air and Space Force missions and have the opportunity to shadow NCOs and junior officers in day-to-day operations.

- Mach-2 (Airmen) / Ascent (Guardians): These programs are accomplished the summer between Junior and Senior year. The goal is to align development opportunities with a cadet's selected AFSC. Cadets attend specific programs such as Silver Flag, Pilot Training Immersion, Air Force Global Strike Command's Summer Program, and Special Warfare Orientations to deepen their knowledge about their future careers.
- Internships and Conferences: AFROTC partners with several DoD and civilian organizations to offer technical internships for cadets.
 - These range from the Air Force Institute of Technology and Air Force Research Laboratory, Lawrence Livermore and Sandia National Laboratories, the National Reconnaissance Office, and many others. There are also opportunities for cadets to attend professional development conferences such as USAFA's National Character and Leadership Symposium, U.S. Military Academy's National Conference on Ethics in America, the Air Force Association Conference, and the Women in Aviation International Conference.

RFI 4c: Who provides the above information to cadets/midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields?

- Response 4, c: Cadets learn about various careers from their detachment cadre, guest speakers at their detachments representing various career fields, and ODT opportunities. The Air Force Personnel Center Force Development (AFPC/DPMLT) office is also creating a library of AFSC information for cadets.

RFI 4d: What process exists for cadets/midshipmen to ask more in-depth questions regarding a specific career field prior to the desired career submittal? For instance, is there a SME they can reach out to? If so, where is the SME located/assigned? Is there a career field officer for each cadet squadron or company? If so, where is that career field officer or SME located within the institution or somewhere within the Service?

- Response 4, d. Cadets may query AFSPECWAR officers assigned to USAFA about previously closed career fields. Contact info for female AFSPECWAR Officers at other locations has been sent to AFRS/RSOW for USAFA/ROTC cadet outreach for previously closed career fields. Male AFSPECWAR Officers are staffed as permanent party at USAFA.
- In addition, the following efforts have been enacted to expose females to previously closed career fields:
 - A female AFSPECWAR Officer is invited to USAFA to brief about previously closed career fields on a recurring basis (2x in-person mentorship sessions for female USAFA cadets interested in previously closed career fields in March and July 2023).
 - USAFA holds an annual Special Warfare Orientation Course (SWOC) for USAFA and ROTC cadets. USAFA ensured male and female AFSPECWAR officer presence at the July 2023 offering of SWOC to provide cadets information and exposure to previously closed career fields.
 - ROTC cadets learn about previously closed career field options from male and female AFSPECWAR Officers when available for ROTC events. Embry Riddle's ROTC Detachment hosted a Training Weekend in March 2023 attended by a female AFSPECWAR officer and male AFSPECWAR officers, coordinated by 330th RCS. 2 AF hosted a Regional ROTC Recruiting Event

in April 2023 which included one female AFSPECWAR officer and 2 male AFSPECWAR officers for cadet exposure to previously closed career fields.

- A female AFSPECWAR Officer attended AFROTC Det Commander's Symposium January 2024 to form connections with Det CCs of female cadets interested in previously closed career fields.
- AFRS/RSOW conducts outreach to USAFA and ROTC cadets in order to inform cadets on previously closed career field options. Contact info for female AFSPECWAR Officers at other locations has been sent to AFRS/RSOW for USAFA/ROTC cadet outreach for previously closed career fields. Regional field developers provide information to cadets about previously closed career field options as well.
- A female AFSPECWAR Officer conducts a monthly grassroots virtual forum for females interested in previously closed career fields including cadets (started July 2023).

RFI 4e: In 2016, then-SecDef Carter opened all career fields to women. How, specifically, are those career fields being presented as opportunities for women to ensure awareness, education, and support to apply/list those career fields on their desired career submittal form?

- Response 4, e: Female SERE Specialist attends local recruiting events in San Antonio to represent women in previously closed career fields. A female AFSPECWAR Officer attended in-service recruiting trip to McConnell AFB, Offutt AFB, and Whiteman AFB in February 2023 to educate Airmen on previously closed career fields.

RFI 4f: Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields? If so, what are they? What is the frequency of education? Who provides it (e.g., instructor or officer at the institution or SME from the field)? If there is not anything specifically done, are there plans to examine this opportunity?

- Response 4, f: No formally resourced initiatives exist to specifically target/engage women to garner their interest in previously closed career fields. However, the following efforts have been enacted:
 - A female AFSPECWAR Officer provides a monthly grassroots virtual forum for females interested in previously closed career fields including female USAFA/ROTC cadets, officers, enlisted Airmen, and civilians hosted by female AFSPECWAR Officer (started July 2023).
 - An informal Slack Group was created by a female AFSPECWAR Officer to connect female candidates interested in previously closed career fields, females who are in previously closed career fields, females who have served in units of previously closed career fields, and females who have held leadership roles in units of previously closed career fields.
 - A female AFSPECWAR Officer was featured in USA Swimming magazine in fall 2023 because of AFRS partnership with USA Swimming.
 - Contact information for female AFSPECWAR officers has been sent to recruiters for previously closed career fields.
 - Female instructors were hired at the Special Warfare Training Wing as Subject Matter Expert role models for areas trained in previously closed career fields.

- 2 AF conducted a survey with various females pursuing previously closed career fields and females experience in Air Force pipelines for previously closed career fields. The following were listed by the survey audience as key influencers toward pursuing previously closed career fields.
 - Sandhurst team at USAFA
 - Female AFSPECWAR officers
 - Special Tactics Officer as Air Officer Commanding at USAFA
 - AFSPECWAR Senior Enlisted
 - YouTube videos
 - Field Developers
 - Friends and Family
 - Special Tactics Training Group organization
 - Recruiter
 - Coaching staff at Special Warfare Training Wing's Special Warfare Candidate Course
- Survey comments about key influencers to pursuing previously closed career fields are as follows.
 - "There are many influencers in my life that aided my desires to go AFSPECWAR. Countless family members and friends whom of which I now call family. Mentors that are retired AFSPECWAR- my T3i developer and outside civilian mentor (owner of Special Tactics Training Group) for training as well."
 - "I think AFSPECWAR is missing out on the opportunity to influence a lot of...females that could be extremely valuable assets to this career. There may be initiatives that I do not know about, but I have never seen any type of AFSPECWAR recruitment video, poster, pamphlet, training information, etc. geared towards women."
 - "Expose women (especially the high performing athletes) to the possibilities early."
 - "I found out about SERE and Special Warfare through the Air Force website, looking through lists of careers."
 - "I became a member of the USAFA Sandhurst team, which is a military skills group that competes in the International Sandhurst Competition at West Point every year. In our team of 20 people, there were two females. Most of the males on the team were selected to go STO, CRO, or TACP and as we spent most of our time working out and training with them, we wanted to enter one of these fields as well. This was one of my key influencers, however as the numbers I gave dictate, there are not many women that are exposed to this team and the kind of training/influences it provides at our Academy."
 - "Once I got to PREP, now SWCC, every guy in the squadron became a motivation. The coaching staff was also outstanding help both at Prep and while I was on blue team."

- “The influences that contributed to my interest in an AFSPECWAR career included information and training availability, cadet organizations, and networking opportunities. ROTC detachments that have good quality special warfare development programs available to both male and female cadets alike are helpful in sparking interest.”
- “Speaking with her [female AFSPECWAR Officer] over the phone further heightened my interest because after reading about her experiences, hearing them from her firsthand was very eye-opening. The ETD [AFSPECWAR Extended Training Day] also highlighted my physical performance to my cadre, and because of this I was offered to shadow [female AFSPECWAR Officer] in another field exercise from AFROTC. Having the ability to listen to the experiences of both of these officers reassured me that what I was thinking about attempting would be difficult, but not impossible.”
- Neither AFROTC nor OTS provide specific mentoring efforts for women for career selection into SOF or other previously closed career fields. In 2023, HQ funded TDYs for cadets to attend the Women in Aviation International Conference and the Joint Women Leadership Symposium. The AFROTC You Can Fly and You Can Certify are targeted toward under-represented groups and provide flight training opportunities to cadets.
- RFI 4g: Provide a breakdown of the MOS/AFSC/Designator awarded by academic year from 2017-2024. In addition, include the following: i. Number of cadets/midshipmen in that award for the class (this number may be different than graduating number, so please provide # cadets / midshipmen at the time of career field assignment). ii. Break down # of men awarded by MOS/AFSC/Designator and the # of women award by MOS/AFSC/Designator. iii. Provide listing of career field by with full title and associated MOS/AFSC/Designator acronym/code (e.g., Pilot, 11 for USAF, Cyber Officer, 17S in Space Force, etc.). iv. Within each of the above career fields, list the # of men and # of women in each category (e.g., 200 Pilot, 11 for Air Force; 146 men, 54 women)
- Response 4, g and h. See attachments 1 and 2 respectively.

RECOMMENDATIONS: None, for informational purposes only.

Attachments (2)

Attachment 1. DACOWITS AFSC Data

Attachment 2. HAF-240201-HBRG DACOWITS

At Classification (Total)

Career Field		Year							
AFSC	Title	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
11X	Pilot	781	961	1297	1099	873	898	903	777
12X	Combat Systems Officer	291	275	280	209	103	273	201	195
13B	Air Battle Manager	108	127	117	90	110	154	54	43
13H	Aerospace Physiologist	0	0	0	0	0	5	13	10
13M	Airfield Ops	29	31	27	16	26	16	24	28
13N	Nuclear and Missile Operations	128	124	111	133	154	175	169	151
13S	Space Operations	140	136	154	172	135	128	109	116
14F	Information Operations	13	8	8	11	13	7	10	6
14N	Intelligence	277	321	306	242	221	216	228	198
15A	Operations Analysis Officer	43	36	49	27	43	39	64	43
15W	Weather and Environmental Sciences	49	46	29	38	53	29	33	28
17X	Cyberspace Operations	239	314	270	251	225	207	179	167
18X	Remotely Piloted Aircraft Pilot	331	310	346	227	420	308	183	165
19Z	Special Warfare	24	27	26	38	27	19	11	14
21A	Aircraft Maintenance	104	132	110	102	89	93	83	93
21M	Munitions and Missile Maintenance	27	28	22	22	28	29	37	31
21R	Logistics Readiness	103	126	99	87	111	92	64	102
31P	Security Forces	51	57	50	45	49	50	36	56
32E	Civil Engineering	96	88	102	71	89	77	85	65
35B	Band	1	2	0	1	1	0	1	0
35P	Public Affairs	26	32	31	23	17	18	23	24
38F	Force Support	96	113	155	107	99	87	85	111
61C	Chemist/Nuclear Chemist	10	10	9	11	8	6	3	5
61D	Physicist/Nuclear Engineer	24	22	18	17	24	14	12	11
62E	Developmental Engineer	259	248	207	157	243	194	236	245
63A	Acquisition Manager	208	185	256	134	134	147	154	266
64P	Contracting	83	72	66	55	59	62	63	67
65F	Financial Management	63	67	58	41	38	43	38	45
71S	Special Investigations	22	23	38	29	16	1	4	11

At EAD (Total)

Career Field		Year							
AFSC	Title	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
11X	Pilot	868	1045	1380	1098	813	877	849	786
12X	Combat Systems Officer	282	276	255	225	213	265	221	187
13B	Air Battle Manager	100	116	101	99	161	139	67	39
13H	Aerospace Physiologist	0	0	0	0	0	6	13	10
13M	Airfield Ops	25	28	23	15	23	16	19	27
13N	Nuclear and Missile Operations	111	103	100	103	137	163	143	145
13S	Space Operations	134	134	158	168	148	137	113	121
14F	Information Operations	13	8	11	12	14	9	8	5
14N	Intelligence	275	311	310	255	250	228	236	217
15A	Operations Analysis Officer	43	36	48	31	41	39	64	40
15W	Weather and Environmental Sciences	48	46	28	31	54	30	33	28
17X	Cyberspace Operations	238	316	270	262	235	209	188	173
18X	Remotely Piloted Aircraft Pilot	308	288	299	240	260	297	195	165
19Z	Special Warfare	38	45	38	47	45	40	29	26
21A	Aircraft Maintenance	112	140	120	114	103	106	87	104
21M	Munitions and Missile Maintenance	27	25	25	22	26	23	27	29
21R	Logistics Readiness	103	131	109	94	116	90	68	103
31P	Security Forces	53	55	55	42	42	46	35	50
32E	Civil Engineering	97	85	99	72	93	77	88	61
35B	Band	1	2	0	1	1	0	1	0
35P	Public Affairs	27	33	32	26	17	22	22	23
38F	Force Support	99	118	162	116	100	91	96	113
61C	Chemist/Nuclear Chemist	12	10	9	14	8	5	3	5
61D	Physicist/Nuclear Engineer	24	22	20	13	24	15	12	13
62E	Developmental Engineer	246	226	189	156	251	201	237	244
63A	Acquisition Manager	167	151	227	65	100	118	128	204
64P	Contracting	84	78	75	63	67	66	62	72
65F	Financial Management	58	66	58	40	43	47	43	47
71S	Special Investigations	33	27	40	31	23	25	18	36

At Classification (Male)

Career Field		Year								
AFSC	Title	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	
11X	Pilot	691	882	1145	948	762	748	762	650	
12X	Combat Systems Officer	249	233	210	153	76	208	153	154	
13B	Air Battle Manager	82	101	85	61	83	110	41	32	
13H	Aerospace Physiologist	0	0	0	0	0	2	2	6	
13M	Airfield Ops	25	21	21	11	14	14	15	16	
13N	Nuclear and Missile Operations	84	85	83	86	113	133	113	116	
13S	Space Operations	114	102	106	120	89	98	69	90	
14F	Information Operations	3	4	3	7	6	3	0	1	
14N	Intelligence	154	211	167	146	113	109	117	111	
15A	Operations Analysis Officer	35	27	37	21	32	29	51	29	
15W	Weather and Environmental Sciences	32	35	20	27	36	14	22	12	
17X	Cyberspace Operations	207	256	223	208	175	166	138	123	
18X	Remotely Piloted Aircraft Pilot	304	284	321	203	365	288	165	151	
19Z	Special Warfare	23	27	26	38	26	19	10	14	
21A	Aircraft Maintenance	75	99	75	73	61	59	57	70	
21M	Munitions and Missile Maintenance	23	22	16	17	21	26	30	26	
21R	Logistics Readiness	65	85	45	58	49	43	38	51	
31P	Security Forces	47	48	43	37	32	37	27	43	
32E	Civil Engineering	76	75	77	48	71	54	62	43	
35B	Band	1	2	0	1	0	0	1	0	
35P	Public Affairs	11	10	12	15	6	5	7	9	
38F	Force Support	40	50	69	53	46	31	28	34	
61C	Chemist/Nuclear Chemist	5	7	6	9	5	1	2	1	
61D	Physicist/Nuclear Engineer	21	18	18	13	19	11	5	9	
62E	Developmental Engineer	226	221	176	141	201	159	194	189	
63A	Acquisition Manager	163	150	209	94	100	121	121	190	
64P	Contracting	58	48	43	39	43	37	36	52	
65F	Financial Management	51	40	39	29	26	31	27	32	
71S	Special Investigations	15	12	28	13	9	0	1	6	

At EAD (Male)

Career Field		Year							
AFSC	Title	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
11X	Pilot	768	950	1210	945	705	733	722	655
12X	Combat Systems Officer	237	237	196	165	165	200	172	147
13B	Air Battle Manager	78	91	76	68	121	97	52	30
13H	Aerospace Physiologist	0	0	0	0	0	2	3	6
13M	Airfield Ops	22	20	19	10	13	14	9	15
13N	Nuclear and Missile Operations	72	74	77	67	106	123	98	112
13S	Space Operations	105	99	108	117	99	105	74	93
14F	Information Operations	3	4	3	6	7	4	0	1
14N	Intelligence	149	201	173	155	132	121	123	131
15A	Operations Analysis Officer	35	28	36	23	30	29	51	27
15W	Weather and Environmental Sciences	29	35	21	19	39	15	22	12
17X	Cyberspace Operations	207	261	222	219	184	169	145	128
18X	Remotely Piloted Aircraft Pilot	286	263	283	220	240	280	173	151
19Z	Special Warfare	37	45	38	47	43	40	27	26
21A	Aircraft Maintenance	82	101	79	81	71	73	62	80
21M	Munitions and Missile Maintenance	23	20	19	17	19	22	22	24
21R	Logistics Readiness	65	88	55	60	53	41	41	53
31P	Security Forces	49	45	47	36	27	34	26	39
32E	Civil Engineering	79	72	72	48	74	54	65	37
35B	Band	1	2	0	1	0	0	1	0
35P	Public Affairs	12	10	12	16	6	7	7	8
38F	Force Support	41	52	75	59	45	33	33	37
61C	Chemist/Nuclear Chemist	6	7	6	11	5	1	2	1
61D	Physicist/Nuclear Engineer	21	18	20	10	20	13	5	11
62E	Developmental Engineer	216	203	160	139	211	164	194	190
63A	Acquisition Manager	132	121	184	46	73	95	95	141
64P	Contracting	58	52	48	43	50	43	36	56
65F	Financial Management	46	40	39	27	30	35	30	33
71S	Special Investigations	21	16	25	14	11	9	4	16

At Classification (Female)											
Career Field		Year									
AFSC	Title	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024		
11X	Pilot	90	79	152	151	111	150	141	127		
12X	Combat Systems Officer	42	42	70	56	27	65	48	41		
13B	Air Battle Manager	26	26	32	29	27	44	13	11		
13H	Aerospace Physiologist	0	0	0	0	0	3	11	4		
13M	Airfield Ops	4	10	6	5	12	2	9	12		
13N	Nuclear and Missile Operations	44	39	28	47	41	42	56	35		
13S	Space Operations	26	34	48	52	46	30	40	26		
14F	Information Operations	10	4	5	4	7	4	10	5		
14N	Intelligence	123	110	139	96	108	107	111	87		
15A	Operations Analysis Officer	8	9	12	6	11	10	13	14		
15W	Weather and Environmental Sciences	17	11	9	11	17	15	11	16		
17X	Cyberspace Operations	32	58	47	43	50	41	41	44		
18X	Remotely Piloted Aircraft Pilot	27	26	25	24	55	20	18	14		
19Z	Special Warfare	1	0	0	0	1	0	1	0		
21A	Aircraft Maintenance	29	33	35	29	28	34	26	23		
21M	Munitions and Missile Maintenance	4	6	6	5	7	3	7	5		
21R	Logistics Readiness	38	41	54	29	62	49	26	51		
31P	Security Forces	4	9	7	8	17	13	9	13		
32E	Civil Engineering	20	13	25	23	18	23	23	22		
35B	Band	0	0	0	0	1	0	0	0		
35P	Public Affairs	15	22	19	8	11	13	16	15		
38F	Force Support	56	63	86	54	53	56	57	77		
61C	Chemist/Nuclear Chemist	5	3	3	2	3	5	1	4		
61D	Physicist/Nuclear Engineer	3	4	0	4	5	3	7	2		
62E	Developmental Engineer	33	27	31	16	42	35	42	56		
63A	Acquisition Manager	45	35	47	40	34	26	33	76		
64P	Contracting	25	24	23	16	16	25	27	15		
65F	Financial Management	12	27	19	12	12	12	11	13		
71S	Special Investigations	7	11	10	16	7	1	3	5		

At EAD (Female)

Career Field		Year							
AFSC	Title	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
11X	Pilot	100	95	170	153	108	144	127	131
12X	Combat Systems Officer	45	39	59	60	48	65	49	40
13B	Air Battle Manager	22	25	25	31	40	42	15	9
13H	Aerospace Physiologist	0	0	0	0	0	4	10	4
13M	Airfield Ops	3	8	4	5	10	2	10	12
13N	Nuclear and Missile Operations	39	29	23	36	31	40	45	33
13S	Space Operations	29	35	50	51	49	32	39	28
14F	Information Operations	10	4	8	6	7	5	8	4
14N	Intelligence	126	110	137	100	118	107	113	86
15A	Operations Analysis Officer	8	8	12	8	11	10	13	13
15W	Weather and Environmental Sciences	19	11	7	12	15	15	11	16
17X	Cyberspace Operations	31	55	48	43	51	40	43	45
18X	Remotely Piloted Aircraft Pilot	22	25	16	20	20	17	22	14
19Z	Special Warfare	1	0	0	0	2	0	2	0
21A	Aircraft Maintenance	30	39	41	33	32	33	25	24
21M	Munitions and Missile Maintenance	4	5	6	5	7	1	5	5
21R	Logistics Readiness	38	43	54	34	63	49	27	50
31P	Security Forces	4	10	8	6	15	12	9	11
32E	Civil Engineering	18	13	27	24	19	23	23	24
35B	Band	0	0	0	0	1	0	0	0
35P	Public Affairs	15	23	20	10	11	15	15	15
38F	Force Support	58	66	87	57	55	58	63	76
61C	Chemist/Nuclear Chemist	6	3	3	3	3	4	1	4
61D	Physicist/Nuclear Engineer	3	4	0	3	4	2	7	2
62E	Developmental Engineer	30	23	29	17	40	37	43	54
63A	Acquisition Manager	35	30	43	19	27	23	33	63
64P	Contracting	26	26	27	20	17	23	26	16
65F	Financial Management	12	26	19	13	13	12	13	14
71S	Special Investigations	12	11	15	17	12	16	14	20

RFIs/Question

RFI	Question	OCR Response
4 - a.	During which class year do cadets/midshipmen submit their preferences for commissioned career field (e.g., freshman to senior) and within what part of the	Holm Center (ROTC) / AFRS (OTS)
4 - b.	How are cadets/midshipmen exposed to the various Military Occupational Specialties (MOS), Air Force Specialty Codes (AFSC), and Designators prior to submitting their desired career field? Please provide any written program guidance on this (regulation, instruction, etc.). Please provide examples of presentations given to cadets/midshipmen prior to and on selection day. Please provide calendar events that are hosted throughout the academic year which showcase educational/information on opportunities to join different career fields.	Holm Center (ROTC) / AFRS (OTS)
4 - c.	Who provides the above information to cadets/midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields)?	Holm Center (ROTC) / AFRS (OTS) / 2 AF
4-d.	What process exists for cadets/midshipmen to ask more in-depth questions regarding a specific career field prior to the desired career submittal? For instance, is there a SME they can reach out to? If so, where is the SME located/assigned? Is there a career field officer for each cadet squadron or company? If so, where is that career field officer or SME located within the institution or somewhere within the Service?	Holm Center (ROTC) / AFRS (OTS) / 2 AF
4-e.	In 2016, then-SecDef Carter opened all career fields to women. How, specifically, are those career fields being presented as opportunities for women to ensure awareness, education, and support to apply/list those career fields on their desired career submittal form?	2 AF / AFRS
4-f.	Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields? If so, what are they? What is the frequency of education? Who provides it (e.g., instructor or officer at the institution or SME from the field)? If there is not anything specifically done, are there plans to examine this opportunity?	2 AF / AFRS
4-g.	Provide a breakdown of the MOS/AFSC/Designator awarded by academic year from 2017-2024. In addition, include the following: i. Number of cadets/midshipmen in that award for the class (this number may be different than graduating number, so please provide # cadets/midshipmen at the time of career field assignment). ii. Break down # of men awarded by MOS/AFSC/Designator and the # of women award by MOS/AFSC/Designator. iii. Provide listing of career field by with full title and associated MOS/AFSC/Designator acronym/code (e.g., Pilot, 11 for USAF, Cyber Officer, 17S in Space Force, etc.). iv. Within each of the above career fields, list the # of men and # of women in each category (e.g., 200 Pilot, 11 for Air Force; 146 men, 54 women).	AFPC
4-h.	Provide process on how a cadet/midshipmen career field selection is done (e.g., cadet/midshipmen submit a list 1-N of desired career fields). Who receives the career selections? How are decisions made? i. Does it matter if cadet/midshipman is awarded their 40th of 40 choices? Versus 1-5 choice? If so, how does this matter and what statistics/metrics exist to provide the Superintendent or Service leader for awareness?	AFPC

RFI GUIDANCE : We need to provide a consolidated response.

BBPS: Are appropriate, but we are not to restate the questions.

Written Response Attachments. No embedded documents are allowed in the RFI responses. All attachments must be separate documents. They following nomenclature should be used: "RFI X - Attachment Y" when naming the file and referenced accordingly in the written response.

Briefing slides. Only include the name of the organization on the briefing slides. Do not include briefer names on the slides.

Briefer Preparation. Please advise your briefers not to read the slides verbatim to the committee, as this wastes an enormous amount of time. Members review slide decks prior to the meeting. Briefers need to keep in mind that DACOWITS meetings are formal, high visibility, and they are briefing senior leaders (e.g., 3-Star FO/GO/Tier III SES equivalent special government employees appointed by SecDef). It is perfectly acceptable for them to have a script, but please advise the briefers not to read slides. It is apparent, in some cases, that briefers are unrehearsed and unprepared. For instance, some did not practice their briefing to know how long it would take them to deliver it, they were not referring to their slides, and/or were using filler words (e.g., umm, like, etc.). Additionally, it was hard to follow some of the briefers and keep track of where they were in their brief, because they did not refer to their slides or say "next slide."

Contacts

Agency	POC Name	Email	Notes
Holm Center	Sandra Leiker	sandra.leiker.1@us.af.mil	
Holm Center	Capt Rebecca Eisemann	rebecca.eisemann@us.af.mil	
AFRS	Mr. Micheal Romero	michael.romero.12@us.af.mil	(Need to ensure we vector what is included in repsonse for AFRS.)
2 AF	Capt Lauren Laffosse	lauren.laffosse.1@us.af.mil	
AFPC	Lt Col Hockersmith	brian.hockersmith@us.af.mil	Their response will; be an attachment as it is data
AFPC	Mr. Jason Williams	jason.williams.3@us.af.mil	Their response will; be an attachment as it is data
AFPC	Michael Clinkscapes	michael.clinkscapes.2@us.af.mil	Their response will; be an attachment as it is data
SAF/DI	Lt Col Adelani	olujimisola.adelani.1@us.af.mil	
AETC/A3L	Mr. Michael Erdley	michael.erdley.1@us.af.mil	Will assist with final submission