

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI #7

Instructor/Trainer Cadre



U.S. AIR FORCE

**Ms. Cheryl D. Adams
Chief, Civilian D&I Policy
(AF POC/OCR, DACOWITS)
HAF/A1DV, Diversity & Inclusion
Pentagon, Washington DC**

11 Dec 2018



U.S. AIR FORCE

RFI #7: Instructor/Trainer Cadre (Gender Representation – Officer Training)

- **7a. What is the gender representation of instructors/trainers throughout the training pipeline? Provide statistics.**
 - **Officer Cadre**
 - **81C Officer Training School**
22% Female / 78% Male
 - **81T Instructor**
24% Female / 76% Male
 - **82A Academic Program Manager**
23% Female / 77% Male
 - **Enlisted Cadre**
 - **8B2XX, Academy Military Training Non Commissioned Officer**
33% Female / 67% Male



RFI #7: Instructor/Trainer Cadre (Gender Representation – USAFA Only)

- 7a. What is the gender representation of instructors/trainers throughout the training pipeline? Provide statistics.

- US Air Force Academy, By Mission Element*

	<u>Athletic Dept</u>	<u>Cadet Wing</u>	<u>Dean of Faculty</u>	<u>Total</u>
Female	44	43	147	234
Male	<u>136</u>	<u>78</u>	<u>433</u>	<u>647</u>
Total	180	121	580	881
Female Representation	24%	36%	25%	27%

*Includes 81T, Instructors and 82A, Academic Program Managers;
excludes NCO cadre



U.S. AIR FORCE

RFI #7: Instructor/Trainer Cadre (Gender Representation – Enlisted Training)

- **7a. What is the gender representation of instructors/trainers throughout the training pipeline? Provide statistics.**
 - **Enlisted**
 - **8B0XX, Military Training Instructor**
25% Female / 75% Male
 - **8B1XX, Military Training Leader**
31% Female / 69% Male
 - **8T0XX, Professional Military Education Instructor**
33% Female / 67% Male



RFI #7: Instructor/Trainer Cadre (Officers)

U.S. AIR FORCE

- **7b. What is the tracking mechanism to follow the career progression of instructors/trainers (i.e., designator/identifier)?**
 - **AF uses specific Air Force Specialty Codes (AFSCs) and 'T-prefix' to identify 'Force Generation'* positions (based upon institutional requirements)**
 - **Instructor career progression not centrally tracked**
 - **Utilization and tracking of career progression is the responsibility of each career field****
 - **Career fields managed by the Development Team (DT) process**

***Positions related to developing exceptional leaders**

****Career Field Managers and Functional Managers**



RFI #7: Instructor/Trainer Cadre (Enlisted)

U.S. AIR FORCE

- **7b. What is the tracking mechanism to follow the career progression of instructors/trainers (i.e., designator/identifier)?**
 - **PME / Special Duty instructors are assigned a special duty identifier (i.e., 8T000, etc.)**
 - **Once fully qualified, Air Education and Training Command [AETC, technical training] Instructors are assigned a “T” prefix, that is placed before their AFSC.**
 - **Instructor / trainer not considered a career position, however**
 - **The prefix / identifier remains in an individual’s records throughout their career**
 - **Instructor / trainer experience is viewed as “value added” in enlisted career progression and future leadership consideration**



RFI #7: Instructor/Trainer Cadre (Officers)

U.S. AIR FORCE

- **7c. What is the strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?**
 - **Instructor / trainer positions are gender neutral; no gender-based preference is applied**
 - **Female representation is positive**
 - **AF developing initiative to incentivize special tours in 'Force Generation' position (anticipated roll out Feb 2019)**
 - **If adapted, would make 'Force Generation' an expected part of officer career progression**
 - **Representation would continue to be monitored and addressed as appropriate**



RFI #7: Instructor/Trainer Cadre (Enlisted)

U.S. AIR FORCE

- **7c. What is the strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?**
 - **Instructor / trainer positions are gender neutral; no gender-based preference is applied**
 - **Female representation is positive**
 - **Instructor selection is formalized through a codified process**
 - **Squadron commanders nominate their best candidates based on instructor / trainer position requirements**
 - **Selects are further vetted to fill open billets for a given FY**

Note:

- **Basic Military Training (BMT) Operating Instruction mandates 1 female on each 4-person training team (team responsible for 2 dormitories)**
- **No flight team proceeds without a female**