

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI 7

Women in Special Warfare



U.S. AIR FORCE

Operations
Special Warfare/Battlefield Airmen
14 Nov 19



Purpose

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- Accomplishments and/or setbacks to date (i.e., expected to achieve but have not yet).
- Gender Integration Implementation Plan
 - Barriers to Entry
- Data on women in Air Force Special Warfare
- Attrition rates, by gender, from January 2013 to November 2019 of candidates/students in Service branch schools, programs, or specialty courses integrated since December 2015.



Accomplishments and/or setbacks to date

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- **Air Force Special Warfare (AFSPECWAR) opened to male and female candidates 4 January 2016**
 - Recruiting messages denoting AFSPECWAR Air Force specialty codes (AFSCs) open to males and females
 - Worked with candidate development support services to ensure all enlistees and officers are given the greatest chance at success in the AFSPECWAR pipeline

- **Currently there are no identified limitations that will stall timeline for full integration**

- **Barriers to entry**
 - There is no primary cause of failure/attrition. It has been a mix of performance eliminations (failure to meet standards), self-initiated eliminations, and medical/injury eliminations.
 - There are no identified barriers to promotion due to the low numbers in the associated career fields
 - Initiatives to entry are the same initiatives for all candidates
 - Historically, AFSPECWAR has not met all recruiting goals. Opening the occupations to all candidates increases the eligible recruiting pool



Gender Integration Implementation Plan

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- **AF Implementation plan released 29 Dec 2015**
 - AFSPECWAR developed transparent standards
 - Updated training protocols
 - Addressed talent management
 - Conduct and culture
 - Operations abroad

- **2017 Battlefield Airmen Force Improvement Program**
 - Identified need for consolidated training facilities to better meet AFSPECWAR training and production requirements



Gender Integration Implementation Plan

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Women in AFSPECWAR – AFSCs

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■ **Officer**

- 13C – Special Tactics
- 13D – Combat Rescue Officer
- 13L – Air Liaison Officer

■ **Enlisted**

- 1C2XX – Combat Controller
- 1C4XX – Tactical Air Control Party
- 1T2XX – Pararescue
- 1W0XX – Weather



Data on Women in AFSPECWAR

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■ Officer

AFSC	2013	2014	2015	2016	2017	2018	2019	Eliminated	In training	Total
13C1*	0	0	0	0	0	0	0	0	0	0
13D1*	0	0	0	0	0	0	0	0	0	0
13L1**	2	1	0	1	2	0	0	3	0	3
Total	2	1	0	1	2	0	0	3	0	3

*There are 2 females selected for 13C/13D (1 each); awaiting training start dates

**13L AFSC always open to female candidates

■ Enlisted

AFSC	2016	2017	2018	2019	Eliminated	In training	Total
1C231	0	0	0	2	1	1	2
1C431	2	2	2	1	7	0	7
1T231	0	0	0	2	1	1	2
1W032	0	0	0	1	1	0	1
Total	2	2	2	6	10	2	12



Attrition Rates

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■ Officer

AFSC	2013	2014	2015	2016	2017	2018	2019
13C1	7.69%	12.50%	0.00%	13.33%	20.00%	0.00%	100.00%
13D1	0.00%	0.00%	23.08%	0.00%	7.69%	0.00%	100.00%
13L1 (Female)	50.00%	0.00%	0.00%	100.00%	50.00%	0.00%	0.00%
13L1	16.67%	13.64%	17.65%	18.00%	16.13%	50.00%	4.76%

■ Enlisted

AFSC (Males)	2013	2014	2015	2016	2017	2018	2019
1C231	66.56%	77.93%		85.78%	94.78%	59.91%	52.63%
1C431	61.05%	68.41%	72.21%	64.11%	61.22%	58.91%	44.91%
1T231	85.41%	87.47%	84.91%	88.36%	97.62%	75.60%	50.20%
1W032	69.12%	94.44%		91.89%	93.62%	81.48%	68.57%
AFSC (Females)	2016	2017	2018	2019			
1C231				50.00% (1 still in training)			
1C431	100.00%	100.00%	100.00%	100.00%			
1T231				50.00% (1 still in training)			
1W032				100.00%			



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Questions



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Backup Slides



Raw data 2013

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Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2013	13C1	M	13	12	1	0	7.69%
2013	13D1	M	8	8	0	0	0.00%
2013	13L1	F	2	1	1	0	50.00%
2013	13L1	M	42	35	7	0	16.67%
Total			65	56	9	0	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2013	1C231	M	317	104	207	6	66.56%
2013	1C431	M	481	185	290	9	61.05%
2013	1T231	M	474	69	404	1	85.41%
2013	1W032	M	68	21	47	0	69.12%
Total			1340	379	948	16	



Raw data 2014

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■ Officer

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2014	13C1	M	16	14	2	0	12.50%
2014	13D1	M	12	12	0	0	0.00%
2014	13L1	F	1	1	0	0	0.00%
2014	13L1	M	22	19	3	0	13.64%
Total			51	46	5	0	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2014	1C231	M	305	66	233	9	77.93%
2014	1C431	M	423	133	288	2	68.41%
2014	1T231	M	461	57	398	6	87.47%
2014	1W032	M	37	2	34	1	94.44%
Total			1226	258	953	18	



Raw data 2015

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Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2015	13C1	M	5	5	0	0	0.00%
2015	13D1	M	13	10	3	0	23.08%
2015	13L1	M	17	14	3	0	17.65%
Total			35	29	6	0	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2015	1C231	M	260	28	227	5	89.02%
2015	1C431	M	350	97	252	1	72.21%
2015	1T231	M	502	75	422	5	84.91%
2015	1W032	M	50	3	47	0	94.00%
Total			1162	203	948	11	



Raw data 2016

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Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2016	13C1	M	15	13	2	0	13.33%
2016	13L1	F	1	0	1	0	100.00%
2016	13L1	M	50	41	9	0	18.00%
Total			66	54	12	0	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2016	1C231	M	216	30	181	5	85.78%
2016	1C431	F	2	0	2	0	100.00%
2016	1C431	M	406	145	259	2	64.11%
2016	1T231	M	319	34	258	27	88.36%
2016	1W032	M	37	3	34	0	91.89%
Total			980	212	734	34	



Raw data 2017

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Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2017	13C1	M	5	4	1	0	20.00%
2017	13D1	M	13	12	1	0	7.69%
2017	13L1	F	2	1	1	0	50.00%
2017	13L1	M	31	26	5	0	16.13%
Total			51	43	8	0	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2017	1C231	M	165	7	127	31	94.78%
2017	1C431	F	2	0	2	0	100.00%
2017	1C431	M	495	190	303	2	61.22%
2017	1T231	M	109	2	82	25	97.62%
2017	1W032	M	48	3	44	1	93.62%
Total			819	202	558	59	



Raw data 2018

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■ Officer

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2018	13C1	M	11	5	0	6	0.00%
2018	13D1	M	9	4	0	5	0.00%
2018	13L1	M	2	1	1	0	50.00%
Total			22	10	1	11	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2018	1C231	M	222	0	133	89	59.91%
2018	1C431	F	2	0	2	0	100.00%
2018	1C431	M	275	8	162	105	58.91%
2018	1T231	M	332	0	251	81	75.60%
2018	1W032	M	54	9	44	1	81.48%
Total			885	17	592	276	



Raw data 2019

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■ Officer

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2019	13C1	M	9	0	1	8	100.00%
2019	13D1	M	7	0	1	6	100.00%
2019	13L1	M	22	20	1	1	4.76%
Total			38	20	3	15	

■ Enlisted

Entry.FY	AFSC	Gender	Entry	Pipe_Grad	Pipe_Elim	Pipe_SIP	Attrition_Rate
2019	1C231	F	2	0	1	1	50.00%
2019	1C231	M	114	0	60	54	52.63%
2019	1C431	F	1	0	1	0	100.00%
2019	1C431	M	216	40	97	79	44.91%
2019	1T231	F	2	0	1	1	50.00%
2019	1T231	M	255	0	128	127	50.20%
2019	1W032	F	1	0	1	0	100.00%
2019	1W032	M	35	0	24	11	68.57%
Total			626	40	313	273	