



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

10 April 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1720 Air Force Pentagon
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI Response RFI #4

QUESTION #4

In March 2023, via RFI 1, the Committee received a briefing on Recruitment Initiatives to Increase Women's Propensity to Serve. The Air Force briefer mentioned a cross functional team (CFT) sprint, focused on eliminating barriers to recruiting with key personnel.

The Committee requests a written response from the Air Force detailing the composition and focus of the Barriers to Service CFT Sprint (Tiger Team):

a. What barriers were identified and what methodology was used to identify the barriers?

The Department of the Air Force (DAF) changed the Strength Aptitude Test (SAT) performed on an incremental lifting machine (ILM) during the accession physical examination at the Military Entrance Processing Station (MEPS). The DAF also authorized Body Fat Measurement (BFM) accession standards to align with DoD standards. Lastly, the DAF authorized officer candidates to apply for Officer Training School (OTS) while pregnant.

b. How did they choose the barriers to address?

The DAF did a holistic review of its current accession policies and discovered three opportunities to increase the volume of women to join.

c. Were there any barriers unique to women?

SAT: Each Air Force Specialty Code (AFSC) requires a certain amount of weight to be lifted to qualify. The SAT requires each applicant to lift 10lbs incremental overhead until the applicant can no longer perform the lift safely. Female applicants generally lifted less weight than male applicants which limited career opportunities.

BFM: Current societal norms have created longer timelines and/or loss of applicants due to required weight loss to meet DAF's current body composition standards.

OTS: Female officer recruits were ineligible to apply for OTS while pregnant.

d. What recommended policy changes were made?

Strength Aptitude Test (SAT): Changed assessment from an overhead lift to a hip-level lift. This increases the eligible talent pool and positively impact gender diversity in AFSCs throughout the DAF.

BFM accession standards: Female BFM increased from 28% to 36%.

Female officer candidates can now apply for OTS while pregnant but are not permitted to complete training while pregnant or for 6 months after discharge from the hospital upon completion of pregnancy lasting 20 weeks or more.

e. Which recommended policy changes were approved?

All three recommendations were approved.

f. When will these policy changes be implemented?

OTS policy change was implemented in Aug 2021.

SAT policy change was implemented in Jan 2023.

BFM policy change was implemented in Mar 2023.

g. How long will the CFT Sprint Tiger Team be in place?

Until the SecAF and CSAF deems the tiger team no longer necessary.

h. Were there any lessons learned?

The DAF's average female accessions is 22.5% (AF: 22.7%/SF: 22.3%). We are currently at 22.2%/19.7% respectively. The number of women commissioning is holding steady at ~34%. Additionally, 5 women have applied for the Enlisted College Loan Repayment Plan since it started in Mar 2023 (out of 25 total applications). Lastly, approximately 18 additional female enlistments added per month since implementing the new BFM change. These ongoing efforts are being monitored for efficacy and updates.