



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY**

1 March 2024

MEMORANDUM FOR SAF/DI

FROM: USAFA/CC

SUBJECT: USAFA DACOWITS RFI #4 Transmittal Memo

1. The USAFA response to the DACOWITS RFI #4 includes several documents which are identified below:

- RFI 4 DACOWITS RFI 4 USAFA A1 Brief
- RFI 4 USAFA Background Paper: Key Influencers on Servicewomen's Career Paths
- RFI 4b Attachment 1: CY25 AFSC Education Brief.
- RFI 4b Attachment 2: CW – USAFA AFCW AY 23-24 Military Education training OPOD
- RFI 4b Attachment 3: USAFA 2023 Fall Career Day POCs
- RFI 4c Attachment 4: AFSC Classification
- RFI 4g (i) Attachment 5: Historical AFSC Production Data, 13 Feb 24
- RFI 4g (ii) Attachment 6: AFSC Listing by Gender
- RFI 4g (iii) Attachment 7: Career Field Titles and AFSC
- RFI 4g (iv) Attachment 6: AFSC Listing by Gender (Same info provided as RFI 4g (ii))

2. If there are any questions related to the information provided please contact the USAFA/A1 POC, Ms. Beth Claude, DSN: 333-2035 or email: beth.claude@afacademy.af.edu.

A handwritten signature in black ink, appearing to read "Richard M. Clark".

RICHARD M. CLARK
Lieutenant General, USAF
Superintendent

DACOWITS RFI #4

Impact of Key Influencers on Servicewomen's Career Paths



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USAFA/A1
19 March 24

To explain the United States Air Force Academy (USAFA) process for informing and educating Cadets about career fields that best suit their desires prior to commissioning

When do Cadets Submit Career Preferences?

- *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)*
- Juniors (C2Cs) submit career preferences in the Fall semester

How are Cadets Exposed to Career Fields?

RFI 4b: How are cadets exposed to Air Force Specialty Codes (AFSC) prior to submitting their desired career field?

- Cadets may complete the AF Work Interest Navigator (AFWIN) Survey that results in a personalized list with info on every AFSC
- Interactive Town halls hosted online for all Cadets with select career fields
- Briefings to inform Cadets how to learn more about different AFSCs
- Career Day hosted by career field reps with specific class focus areas:
 - Freshmen: Informed about specific academic requirements for certain AFSCs
 - Sophomores: Info to prep for participation in Ops Air Force/Ops Space Force AFSCs
 - Juniors: Additional discussion to prepare for prioritizing individual AFSC preferences
 - Seniors: “Firsties” have AFSC designation—briefs provide additional info on their AFSC
- All Cadets provided initial rated AFSC education in Aviation 100 (AV100)

RFI 4c: Who provides information to cadets about the different career field options within the career fields?

- USAFA/A1 provides info briefs on classification process, including the Classification Directory, timelines, and local career-field POCs at USAFA
- USAFA/A3 Career Field Manager (CFM) and AV100 Instructors provide rated AFSC information
- Faculty, Air Officers Commanding, Academy Military Trainers, Warfighter talks, Athletic Dept faculty, airfield instructors and other permanent party provide info to Cadets

What Process Exists for Cadets to Ask Questions?

RFI 4d: What process exists for cadets to ask more in-depth questions regarding a specific career field prior to the desired career submittal?

- Subject Matter Experts (SMEs) at USAFA for all available AFSCs / SFSCs
- SMEs also available from Army, Navy, Marines, USSF for those interested
- USAFA/A1 hosts annual AFSC/SFSC education briefing detailed historical production targets, timelines, and career field matching process
- USAFA/A1 hosts bi-weekly town halls with Air Officer Commanding (AOCs) to ensure up-to-date info is shared as the “match process” progresses
- Roster of local Career Field Managers available to Cadets for questions
- USAFA/A3 CFM (Ms. Fujimoto) surveys sophomores to gauge interest and offer additional coaching on how to improve chances for rated selection

How are Previously Restricted Fields Being Advertised / Specific Efforts to Engage Women?

- *RFI 4e: In 2016, then-SecDef Carter opened all career fields to women. How are those career fields being presented as opportunities?*
- *RFI 4f: Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields?*
- Male and female Cadets have same access to info and same opportunities to apply for and be selected into career fields
- Some Career Field Managers addressed concerns about low female interest in their career fields--when available female officers present info in town halls on their experiences
- Focused efforts on female and African-American Cadets for rated interest
- AV100 mandatory for all, discusses “Airmindedness”, USAFA Airmanship programs, rated career field info, and rated assignment eligibility presented

How are Previously Restricted Fields Being Advertised / Specific Efforts to Engage Women? (Contd.)?

- Athletic Department and USAFA/A3 provide rated briefs to all Division I teams
- USAFA/A3 partners with affinity groups such as Shulte Assembly (Gender Issues Forum) to provide rated career briefs to female Cadets
- Cadet Wing hosted formal mentoring activity with active duty female TACP to lead discussion on women in AFSPECWAR / hosted Q&A for Cadets
- USAFA Special Warfare Orientation Course (SWOC) created to generate interest in AFSPECWAR and initiate prep for selection—since start in 2022, 10 female cadets participated & first female Cadet served on leadership team!
- USAFA Special Warfare Club (SWC) formalized. SWC conducts education and training throughout year - currently 5 female cadets members
- Athletic Department conducts Rated Seminar for sophomore D1 Athletes with focus on Special Warfare

- *RFI 4g: Provide a breakdown of AFSC 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.*
- See attached detailed data for provided reflecting information across 47 AFSCs / SFSCs under separate cover in TMT as requested

Overview of Cadet Career Field Selection Process

- *RFI 4h: Provide process on how a cadet career field selection is done (e.g., cadet submit a list 1-N of desired career fields). Who receives the career selections? How are decisions made? i. Does it matter if cadet 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?*
- Cadets are matched by Air Force Personnel Center (AFPC) using a model that determines best fit across all specialties using cadet preference and career field mgr desires to meet minimum number of required matches by AFSC
- USAFA/A1 receives list of matched AFSCs, reviews, identify any heartburn issues, and presents to Superintendent for approval and mass release in Fall of Senior (Firstie) year

Class of 2024: 97% Cadets received 1 of their top 6 of 47 potential AFSCs



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AFSC Classification Process CY25

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

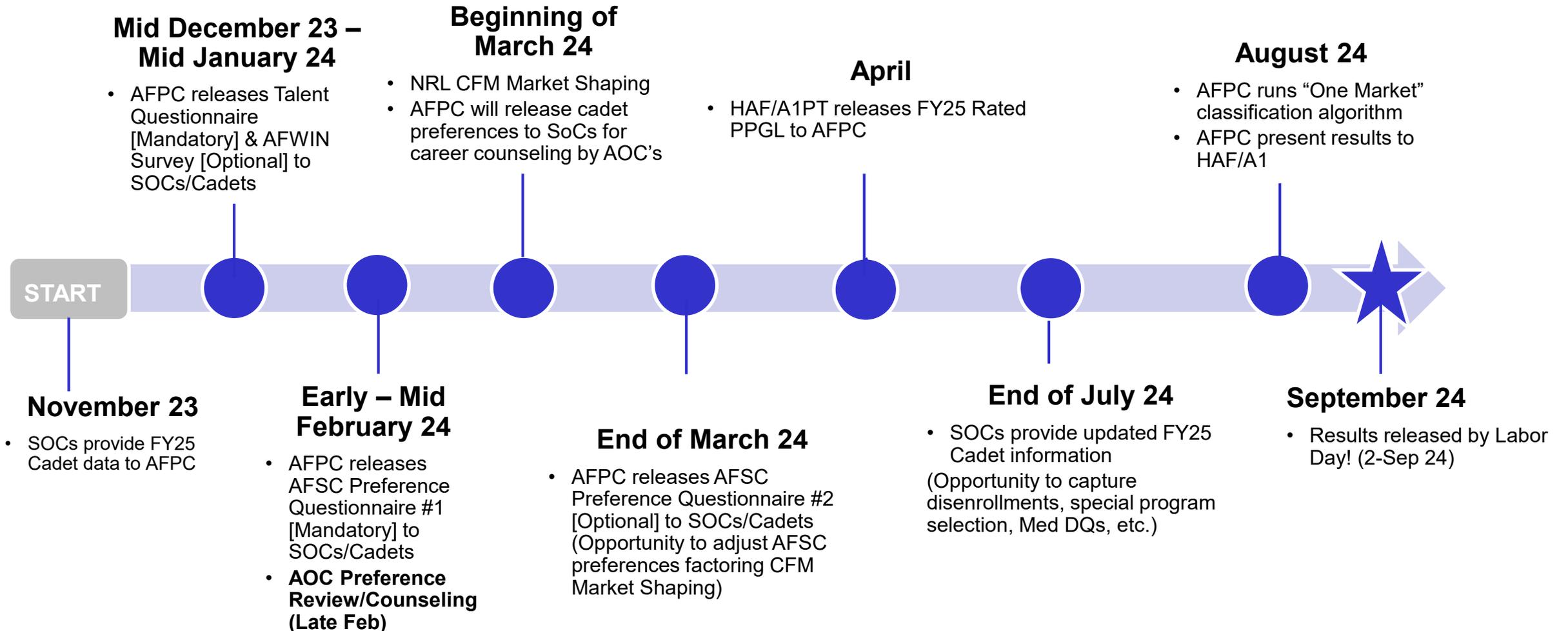
- Purpose
- Cadet's Role
- CY25 Classification Timeline
- AFSC Historical Production
- 'One Market' Approach
- Cadet Ranking Overview
- Career Field Matching Process
- Classification Questionnaires
- About the Model & More Resources
- Survey Advice
- Other Commissioning Requirements
- Air Force Level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

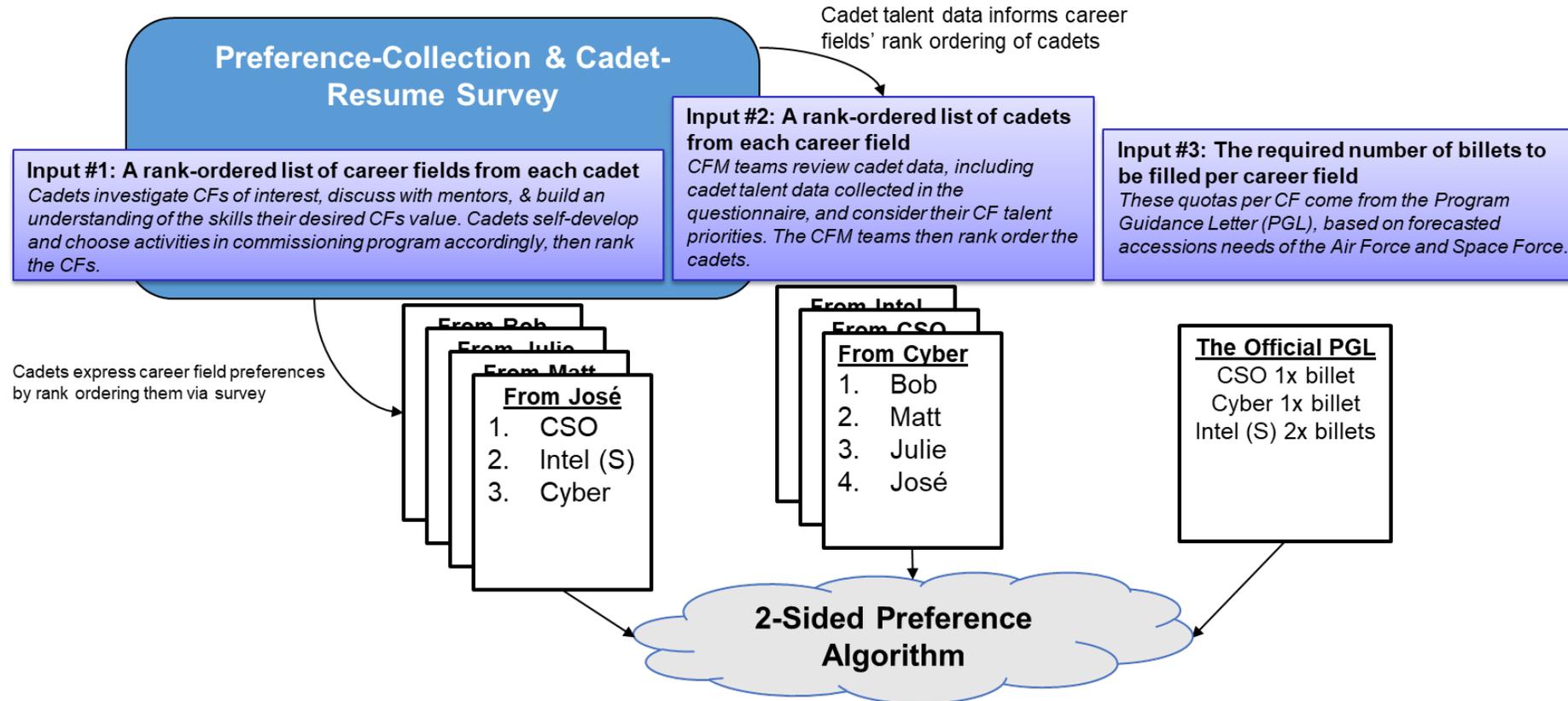
AF Non Rated Line	FY21 – 23
19Z (Special Warfare)	16
13H (Aerospace Physiologist)	2
13M (Aircraft Ops)	5
13N (Nuc & Missile Ops)	31
14F (Information Ops)	4
14N (Intel)	65
15W (Weather)	5
17X (Cyberspcae & Network Ops)	36
21A (Acft Maint)	27
21M (Munitions & Missile Maint)	6
21R (Logistics)	30
31P (Security 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

- 1 11U Remotely Piloted Aircraft
- 2 11XX Pilot
- 3 12XX Combat Systems Officer
- 4 13B Air Battle Manager
- 5 13H Aerospace Physiologist
- 6 13M Airfield Operations
- 7 13N Nuclear and Missile Operations
- 8 13S1S Space Operations (USSF)
- 9 14F Information Operations
- 10 14N Intelligence
- 11 14N1S Intelligence (USSF)
- 12 15A Operations Research

Cadets drag and drop career fields into their preferred order

Cadet Preference Collection #2 (Optional)

- Re-rank order career fields if desired
- Modify satisfaction values for preferred AFSCs/SFSCs

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

OPORD: Academic Year 2023-2024 Military Education and Training

References:

- (a) USAFA/CW, *CW Information and Procedural Guide*, 20 Jul 18
- (b) AFCWI 36-3501, *Cadet Standards and Duties*, 25 July 22
- (c) USAFAI 36-3536, *Allocation of Cadet Time*, 18 Nov 19
- (d) Cadet Military and Education Training Plan (CMETP), 29 Jun 23
- (e) Commandant of Cadets Operations Manual, 12 Jul 23
- (f) Fact Sheet: 2022 National Defense Strategy, 28 Mar 22
- (g) AFDN 1-21, *Agile Combat Employment*, 1 Dec 21
- (h) Training Rules of Engagement (ROEs) Memorandum, 09 Aug 23
- (i) AFTTP 3-4, *Airman's Manual*, 26 Sep 2022

Time Zone Used Throughout the Order: **Mountain Time**

Task Organization: 10 ABW
306 FTG
USAFA/AD
USAFA/CW
USAFA/DF
HQ USAFA Staff

1) SITUATION

- a) Enemy Forces:** Strategic Competitors (China, Russia, North Korea, Iran)
- b) Friendly Forces:** All USAFA Personnel
- c) Attachments and Detachments:** Other USAF and USSF assets

2) MISSION

The Cadet Wing will plan and execute purposeful, engaging, and rigorous military training throughout Academic Year 23-24, at USAFA, in order to build and inspire the next generation of warfighters who are prepared to lead with character and capable of winning the future fight.

3) EXECUTION

a) Commander's Intent

- i) **Purpose:** Develop leaders of character by inculcating a warfighter mentality to ensure each cadet is physically fit, mentally/emotionally resilient, well-studied in our Services' heritage, of impeccable character, and of sound judgement—ready to face the challenges of the geostrategic environment and worthy of leading our Airmen and Guardians.

ii) **Key Tasks:**

- (a) **Strictly** adhere to CW Training ROEs to ensure safety and promote a

- healthy training climate
 - (b) Complete and document all training requirements identified in CMETP
 - (c) Plan and execute training throughout the Academic Year IAW training phase objectives in Para 3.c.
 - (d) Effectively implement Operational Risk Management (ORM) throughout all training events
- iii) **End state:** Cadets from the Class of 24 have met all graduation requirements and are prepared to lead as 2d Lts in our Air and Space Force. Cadets from the Class of 25, 26, and 27 have met all CMETP training requirements and are prepared to assume future leadership roles in the Cadet Wing in the summer of 2024 and Academic Year (AY) 2024-2025.
- b) Concept of Operations**
- i) The Cadet Wing will conduct military training and education throughout the Academic Year IAW Schedule of Calls and the Cadet Military Training Schedule (CMTS). The Wing will evaluate cadets/squadrons through wing-wide events (Silver Saturdays, Commandant's-directed DDTs, and CULEXs) throughout the Academic Year. The AY 2023-2024 Training Cycle will consist of four phases, each with different objectives and corresponding culminating events:
 - (a) Phase 1: Unit Based Training (Aug – Sep)
 - (b) Phase 2: AFSC & Heritage/Profession of Arms Education (Oct-Feb)
 - (c) Phase 3: Class Upgrade Training (Feb – Apr)
 - (d) Phase 4: Class Transition (Apr – Jun)
- c) Scheme of Maneuver**
- i) **Phase 1: Unit Based Training**
 - (a) Timing: 10 Aug 23 – 27 Sep 23
 - (b) Objectives:
 - (i) Prepare unit for Commandant's Training Day
 - (ii) Develop leadership skills across all four classes, corresponding to class-specific roles and responsibilities (see Attachment 1)
 - (iii) Build physical, mental, and emotional resiliency across all four classes
 - (iv) Develop unit cohesion and culture through training events
 - (c) Culminating Event: Commandant's Training Day
 - (i) End State: Units will be evaluated in the areas of
 - (a) Agile Combat Employment Field Skills (TCCC, FEST, Land Navigation) (see Attachment 2)
 - (b) Mission planning, briefing, and debriefing skills
 - (c) C2 and Mission Command
 - ii) **Phase 2: AFSC & Heritage/Profession of Arms Education**
 - (a) Timing: 28 Sep 23 – 10 Feb 24
 - (b) Objectives:
 - (i) Prepare Firsties for Firstie Flag
 - (ii) Develop leadership skills across all four classes, corresponding to class-specific roles and responsibilities (see Attachment 1)
 - (iii) Increase knowledge of AFSCs across all four classes
 - (iv) Develop an appreciation for the history and heritage of the Air and

Space Force, as well as the Profession of Arms

(c) Culminating Event: Firstie Flag

(i) End State:

- (a) Firsties will demonstrate proficiency in mission planning, analysis, leadership, teamwork, and multi-domain military operations as well as understand the role of their AFSC in the Air and Space mission in preparation to transition to 2d Lts
- (b) Two-Degrees will understand the different roles of AFSCs in preparation for selecting their own AFSC and be exposed to mission planning, leadership, teamwork, and multi-domain military operations
- (c) Three-Degrees will understand the variety of capabilities that AFSCs provide in operations in preparation for Summer Ops
- (d) Four-Degrees will understand what AFSCs are available and how they correlate to different academic disciplines in preparation for selecting a major
- (e) Cadets will gain an appreciation for the history and heritage of the Air and Space Force as well as an understanding of the responsibilities of the Profession of Arms

iii) **Phase 3: Class Upgrade Training**

(a) Timing: 11 Feb 24 – 13 Apr 24

(b) Objectives:

- (i) Prepare unit for Recognition
- (ii) Develop leadership skills across all four classes, corresponding to class-specific roles and responsibilities (see Attachment 1)

(c) Culminating Event: Recognition

(i) End State:

- (a) Firsties will validate via evaluation that Two and Three-degrees can plan and execute a training event and are prepared to assume future leadership roles
- (b) Four-Degrees will be recognized and accept responsibilities as future first level supervisors
- (c) Upper three classes are prepared for their next leadership roles in accordance with the CMETP

iv) **Phase 4: Class Transition**

(a) Timing: 14 Apr 24 – 10 May 24

(b) Objectives:

- (i) Prepare Firsties to assume role as 2d Lts and prepare lower-three classes to assume future leadership roles in summer 2024 and AY 2024-2025
- (i) Develop leadership skills across all four classes, corresponding to class-specific roles and responsibilities (see Attachment 1)

(c) Culminating Event: Graduation

(i) End State:

- (a) Firsties transition to 2d Lts
- (b) Bottom three classes transition to next leadership roles in

accordance with the CMETP

d) Tasks to Subordinate Units

i) Cadet Wing Staff

- (a) Track and report Cadet Wing progress of Academic Year Training and CMETP requirement completion to CWTT.
- (b) Review and provide feedback to squadrons and groups on their semester training plans.
- (c) Issue guidance and oversee execution for Commandant's-directed DDTs and Silver Training Weekends.
- (d) Plan, coordinate, and execute Cadet Wing CULEXs. Issue subsequent mission-type orders (OPORD/WARNORD/FRAGORD), as needed.
- (e) Verify that group staff is conducting weekly spot checks on squadron training events to ensure they meet Commander's Intent and adhere to ROEs. Consolidate group findings and brief trends to CW/DO every month.

ii) Cadet Group Staff

- (a) Review, consolidate, and file squadron semester training and development plans. Verify that squadron training plans meet Commander's Intent, adhere to CW Training ROEs, and will effectively prepare squadrons for the Cadet Wing culminating events. *An approved and consolidated Fall Group Semester Training Plan is due to PP Group Commanders on 21 August 2023. An approved and consolidated Spring Group Semester Training Plan is due to PP and Cadet Group Commanders on 18 January 2023.*
- (b) Track squadrons' progress and provide monthly status of sourced and unsourced training updates to Cadet Group Commander and PP Group Commander.
- (c) Review and provide feedback to squadrons on development plans and their execution.
- (d) When delegated by the Wing, plan and execute group-level training during Commandant's-directed DDT and Silver Training Weekends.
- (e) Ensure squadron readiness for the CW culminating events.
- (f) Issue training equipment and schedule/reserve resources as required.
- (g) Report monthly training status to the Cadet Wing Training Officer
- (h) Complete weekly spot checks of squadron training events to ensure they meet Commander's Intent and adhere to ROEs. Report findings to wing staff every month. ROE violations must be reported to wing staff within 24 hours.

iii) AOC/AMTs

- (a) Guide squadron leadership and training staff to successful completion of OPORD requirement, ensuring objectives are met and training is accomplished IAW CW Training ROEs.
- (b) Attend/supervise any training that is scheduled outside of established military training periods (approved SCA will be required).
- (c) Participate in and guide mission planning, briefs and debriefs.
- (d) Ensure select cadets within squadron are trained to administer Motivational and Correctional Tools and that tracker is updated IAW CW Training ROEs.
- (e) Document and review CMETP class-specific requirements via Blackboard

(CL and CE courses). Ensure Stan/Eval and Training Officers are documenting other CMETP requirements for all squadron cadets via Blackboard.

- (f) Ensure all Firsties are on a glideslope to complete all USAFA graduation requirements prior to Spring 2024. Report all cadets at risk of late-graduation or other remedial status affecting graduation to Group Commanders and ensure tracking via Blackboard.

iv) **Cadet Squadron Staff**

- (a) Build, execute, and evaluate a semester training and development plan to prepare their squadrons to meet training standards and expectations as dictated by the group. *The Fall Squadron Semester Training Plan is due to the AOC on 15 August 2023. The Spring Semester Squadron Training Plan is due to the AOC on 11 January 2024.*
- (b) Upon receiving a mission-type order, plan, execute, and debrief a basic military operation while properly utilizing the class structure.
- (c) Execute and oversee event training, pre-briefs, and debriefs.
- (d) Maintain appropriate use of cadet time as dictated by the Schedule of Calls (SOC).
- (e) Inspect and review squadron CMETP requirements completion and provide status to AOC/AMT.
- (f) Specific roles and responsibilities:
 - (i) Cadet Unit Commander is responsible for the completion of all training within their unit. They will ensure that required planning is completed and the appropriate approval is secured (IAW CW Training ROEs) prior to the execution of each training event.
 - (ii) Cadet Training Staff is responsible for the planning and execution of the approved semester training plan, reporting to the unit commander. They will update the squadron Motivational and Correctional Exercise Tracker and will create After Action Reports (AAR) for every group or wing training event which will be submitted to Group Training Staff.
 - (iii) Cadet MAE Staff is responsible for the squadron's planning and execution of major training and assessment events, reporting to their unit commander. Additionally, they will create AARs for every wing culminating event which will be submitted to Group MAE Staff.
 - (iv) Cadet Athletics Staff are responsible for executing and/or overseeing Unit Physical Conditioning per the AD-approved workouts in the Training ROEs.
 - (v) Cadet Stan/Eval Staff is responsible for the assessment and grading of training events and report progress to their unit commander and Stan/Eval staff at the level above. They will monitor squadron training events to ensure they meet Commander's Intent and adhere to ROEs and will report findings directly to the unit commander. They will also administer Squadron Blackboard/SIS training updates.
 - (vi) Cadet Frontline Supervisors (Flt CCs, Element Ldrs, Flt NCOs, and Supervisors) are responsible for coordinating with training staff on the

development of those under their command and ensuring maximum cadet participation in training.

- e) **Coordinating Instructions.** See Attachment 3 for Training Battle Rhythm and Timeline. See Attachment 6 for SAMI/AMI, Knowledge Test and Knowledge Bowl schedule.

4) **SERVICE AND SUPPORT**

- a) **Support.** There are several supporting organizations from across USAFA that can both support and add realism to squadron-level military training. These include, but are not limited to: Multi-Domain Lab, Outdoor Leadership Course (OLC), Expeditionary Skills Training, Small Arms Shooting Simulators, CCLD, PPC, Space Force Deta 13 – Detachment 1, etc. Refer to Attachment 4 for contact information.
- b) **Equipment.** Requests for equipment (medical equipment, maps, compasses, etc.) must be submitted through cadet training staff channels (i.e., Sq → Gp, Gp → Wg).
- c) **Medical.**
 - i) Units will develop plans to address emergent and non-emergent medical contingencies IAW CW Training ROE requirements.
 - ii) Cadet Clinic hours of operation during the Academic School Year are 0700 – 1630, Monday through Friday. Exceptions to this are Holidays, weekends, and 2nd Thursdays each month for training.
 - iii) For afterhours medical care outside of the clinic hours (0700 – 1630, Monday through Friday) in an emergency where there is a possibility for loss of life, limb, or eyesight that requires immediate medical attention, contact EMS (9-1-1).
 - iv) In urgent situations, not including a possibility for loss of life, limb, or eyesight, contact the Nurse Advice Line (NAL). 1-800-874-2273 Option 1. NAL will triage cadets and permanent party and will coordinate either urgent care referral to the closest clinic available or book the patient to the next available appointment to the Cadet Medicine Clinic.
- d) **Safety.** Units will adhere to training safety and risk management policy IAW CW Training ROEs.

5) **COMMAND AND SIGNAL**

a) **Command**

- i) Cadet and PP coordination and chain of command
 - (a) AOCs are responsible for the approval, execution, and documentation of all squadron training throughout the year. They are accountable to the Commandant of Cadets for ensuring their squadron's training is objectives-based and strictly adheres to the CW Training ROEs.
 - (b) Training waiver requests will be routed to the permanent party group commanders for coordination and concurrence. Group commanders have the authority to deny waiver requests. All sourced graduation requirements from the CMETP may only be waived by the Academy Board.
 - (c) The cadet chain of command will be the primary chain of command and receive all taskers, PP leadership will be copied for awareness.

b) **Signal**

- i) The cadet chain of command will issue guidance and orders to the maximum extent possible.

- ii) Progress tracking and updates – Stan/Eval and Training Staff will report a Status of Training (SOT) to their Cadet Squadron Commander and PP Leadership, monthly. Additionally, Squadron Stan/Eval and Training staff will report SOT through their functional equivalents up the chain (i.e., Sq → Gp, Gp → Wg).
- iii) The office of primary responsibility for the AY Training Plan OPORD is CW/CWTT. Route questions regarding this OPORD through the chain of command.

GAVIN P. MARKS
Brigadier General, USAF
31st Commandant of Cadets

6 Attachments:

1. Class Specific Roles and Responsibilities for Academic Year Progression
2. Agile Combat Employment (ACE) & Multi-Capable Airmen Field Skills
3. Training Battle Rhythm and Timeline
4. Organization Contact Information
5. Squadron Classroom Listing for M5 Use
6. Military Performance Average Milestones

DISTRIBUTION:

306 FTG
USAFA/DF
USAFA/AD
10 ABW
HQ USAFA/A3
HQ USAFA Staff

Attachment 1: Class Specific Roles and Responsibilities for Academic Year Progression

Four Degrees (Follower)

Four Degrees are learning and adapting to the Profession of Arms via military service and require significant supervision and support. They are expected to demonstrate proficiency at performing basic tasks and understanding and conforming to USAFA standards, Air and Space Force standards, customs, courtesies, heritage, and core values.

Recognized Four Degrees are transitioning from their roles as effective team members to front-line supervisors. They are expected to demonstrate full compliance with Air and Space Force and USAFA standards and commit to advancing their personal growth.

Three Degrees (Supervisor)

Three Degrees are responsible for their subordinates' development and the effective accomplishment of assigned tasks. They are expected to demonstrate proficiency in training, supervision, and task execution.

Two Degrees (Team Leader)

Two Degrees lead teams following orders and Commander's intent established by the Firstie leaders. Two Degrees advise, supervise and mentor the Three Degrees and Four Degrees under their charge to further grow and develop them into their future roles. Two Degrees are expected to demonstrate proficiency at integrating their subordinates' talents, skills, and abilities with other teams to effectively accomplish the mission.

First Degrees (Leader/Commander)

Firsties command their teams by directing them to complete tasks and missions. Firsties are in charge of executing the mission, leading people under their command, managing resources, and improving the squadron. They are to demonstrate proficiency in leading people to accomplish the mission while promoting and safeguarding the morale, physical well-being, and general welfare of persons under their charge.

Attachment 2: Agile Combat Employment (ACE) & Multi-Capable Airmen Field Skills

The speed and pace of threats have changed in today's world, and so must we. A warfighter mindset, flexibility, innovation, initiative, and a desire to contribute are necessary attributes for future leaders in the Profession of Arms. Cadets must be able to perform as a team while adapting and overcoming critical challenges in a dynamic environment. The source document for ACE-related tasks can be found in **AFTTP 3-4, *Airman's Manual*, 26 Sep 2022**.

An ACE-capable cadet:

- Makes and executes a plan to help aid in the mission against our peer adversaries
- Solves problems in high-stress situations and effectively communicates under high-stress situations
- Is physically, mentally and emotionally fit

Demonstrate military proficiencies in:

- Mission Planning, Briefing, and Debriefing
 - Troop-leading procedures (TLPs)
 - Mission, Environment, Enemy, Effects, Capabilities, Plan, Phasing, Contracts, Contingencies (ME3CPC²)
- Land Navigation
- Command and Control & Communication
 - Military radio communication protocols
 - 9-line (MEDEVAC)
- TCCC
- Weapon familiarization (M4 and M18 or M9)
- Foundational Expeditionary Skills (FEST)
 - Force Protection Conditions (FPCON)
 - Cover & Concealment
 - Weapons Discipline & Safety
 - Entry Control Point (ECP) Procedures
 - Challenging
 - Sign/Counter-sign
 - Duress
 - SALUTE Report
 - Detainment
- CBRN familiarization (MOPP levels)

Demonstrate understanding of military matters:

- Weather and its effects on operations
- Logistics planning and coordination
- Aircraft operations, capabilities, and limitations
- Space/Cyber operations, capabilities, and limitations
- The role of the USAF and USSF in the Joint Force
- Debrief and learn from failure
- Our strategic competitors (who, what, where, when, why, how)

Attachment 3: Training Battle Rhythm and Timeline

- 1) Midday MCQ. (1223-1238)**
 - a) This time should be prioritized for educational training and administrative activities. Midday MCQ training may include briefings, lectures, ancillary training (myLearning, DTS requirements to obtain GTCs, etc.), military training, and CW administrative operations.
 - b) Intercollegiate athletes are not permitted to miss midday MCQ for athletic training or physical therapy, as contact in this time block violates NCAA policy.

- 2) M5. (M-days, 1245-1338)**
 - a) This time is reserved for AOC- or AMT-led Commissioning Education instruction. Any M5 not utilized by AOC- or AMT-led training may be utilized at the Squadron's discretion.
 - b) Squadrons may use Squadron Assembly Rooms (SAR) or use squadron-assigned classrooms in Fairchild Hall for M5 lessons to the max extent possible. A list of assigned Fairchild Classrooms can be found in Attachment 5.
 - c) Intercollegiate Athletes are not permitted to miss M5 for athletic training or physical therapy, as doing so is a violation of NCAA policy.

- 3) Directed Development Time. (1550-1745)**
 - a) DDTs will be planned and executed to meet the training phase objectives identified in Para 3.c. of this OPORD.
 - b) The current approved Schedule of Calls orders that a maximum of two Directed Development Time periods be used per week. One will be used for Cadet Military Training and the other will be used for Unit Physical Conditioning (refer to CW Training ROE for additional details). Training will terminate with cadets back in the squadron NLT 1745. DDT events must not conflict with intramurals.
 - c) Cadets under the status of airmanship, intercollegiate athletics, reconditioning, Limited on Season (LOS) mission activities or clubs, or a valid SCA may be excused from weekly DDTs per the AY 23-24 Schedule of Calls). All other cadets will participate unless approved on a case-by-case basis by the AOC.
 - d) If a shortened week occurs due to a federal holiday or inclement weather and squadrons are only afforded one DDT that week, it is at the AOC's discretion on whether to use that one DDT for unit fitness or to accomplish other military training.

- 4) Commandant's Directed Wing-Wide Training.**
 - a) Commandant's Wing-Wide DDTs, Events, and Training Weekends are scheduled on the days listed below. On these dates, all cadets will participate in training unless they have an approved SCA, belong to an on-season ICs Team in their primary season and are scheduled to practice or compete.
 - b) Phase 1 - Cadet Wing Directed Training Periods:
 - 23 Aug: Commandant's Wing-Wide DDT
 - Firsties will accomplish mandatory Mission Planning | Briefing | Debriefing training (led by CW Permanent Party)
 - 25-26 Aug: Silver Saturday (Cadet Group Led)
 - 5 Sep: Commandant's DDT

- 8-9 Sep: Silver Saturday (Cadet Wing Led)
 - Fall CW CULEX Rehearsal of Concept (ROC) Drill
- 26-27 Sep: Commandant's Training Day
 - Phase 1 CULEX
- c) Phase 2 – Cadet Wing Directed Training Periods:
 - 17 Jan: Commandant's DDT
 - 26-27 Jan: Silver Saturday
 - 9-10 Feb: Firstie Flag Exercise
- d) Phase 3 – Cadet Wing Directed Training Periods:
 - 8-9 Mar: Silver Saturday (Cadet Group Led)
 - 3 Apr: Commandant's Wing-Wide DDT (Cadet Wing Led)
 - Recognition Prep
 - 5-6 Apr: Silver Saturday (Cadet Wing Led)
 - Spring CW CULEX ROC Drill
 - 11-13 Apr: Silver Saturday – Recognition
 - 17-18 Apr: Weather B/U
- c) Any Silver Saturday not reserved for CW training may be used at group or squadron discretion, to include the time before a football game. Commander's intent for these training periods will be outlined via OPORD/WARNORD/FRAGORD.

Attachment 6: CW Stan/Eval Milestones

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY		
6-Aug	7-Aug	8-Aug	9-Aug	10-Aug	11-Aug	12-Aug		
Transition Week (9 Aug @ 1530 - 1700, D-1, S/E Officer and NCO Training)							NOTE 1: Cadets have one week to appeal AMI grading disputes (AFCWI 36-3501 para. 5.1.1.3) Grading Dispute Example: Room is marked down for having a television larger than 50 diagonal inches, but the TV is 48 inches diagonally.	
13-Aug	14-Aug	15-Aug	16-Aug	17-Aug	18-Aug	19-Aug		
ALL ROOMS IN AMI, DOORS OPEN							NOTE 2: There are no regrades for AMIs (AFCWI 36-3501 para. 5.1.1.4)	
Prep Week (Stan/Eval should work with squadron cadets to get them ready for AMIs)(Mock in Squadron AMIs recommended)								
20-Aug	21-Aug	22-Aug	23-Aug	24-Aug	25-Aug	26-Aug		
K-Test #1 (Minutes)							NOTE 3: SAMI and PAI make ups are only for those on SCA, Form 18, Official Crew Rest or Bed Rest during the SAMI (AFCWI 36-3501 para. 5.4)	
AMI #1 Grading Week (input scores onto FalconNet) (See Notes 1 and 2)								
27-Aug	28-Aug	29-Aug	30-Aug	31-Aug	1-Sep	2-Sep		
K-Test #2 (Minutes)							NOTE 4: Cadets have one hour to appeal SAMI grading disputes (AFCWI 36-3501 para. 5.3.1)	
Roll-Call K-Bowl #1 (1-3 Material)	AMI #2 Grading Week (input scores onto FalconNet) (See Notes 1 and 2)							
3-Sep	4-Sep	5-Sep	6-Sep	7-Sep	8-Sep	9-Sep		
K-Test #3 (Minutes)							NOTE 5: Cadets WILL submit objective score appeals via Microsoft Form; the doorsheet WILL be submitted as proof	
SAMI Prep Week								
Holiday						SAMI/PAI #1 (See Note 4)		
AMI Make Up (AMIs 1-2 on file) by 1500 hrs, 8 Sep (See Notes 1, 2, and 3)								
10-Sep	11-Sep	12-Sep	13-Sep	14-Sep	15-Sep	16-Sep		
K-Test #4 (Minutes)							NOTE 6: Cadets WILL verify that scores in FalconNet are accurate	
Roll-Call K-Bowl #2 (3-4 Material)	AMI #3 Grading Week (input scores onto FalconNet) (See Notes 1 and 2)							
17-Sep	18-Sep	19-Sep	20-Sep	21-Sep	22-Sep	23-Sep		
K-Test #5 (Minutes)							MAKE UP OPPORTUNITIES BY DATES WITHIN THE BLOCK	
AMI #4 Grading Week (input scores onto FalconNet) (See Notes 1 and 2)								
24-Sep	25-Sep	26-Sep	27-Sep	28-Sep	29-Sep	30-Sep		
K-Test #6 (Minutes)							SAMI PREP WEEK/SAMI/PAI	
Roll-Call K-Bowl #3 (5-7 Material)	AMI Make Up (AMIs 3-4 on file) by 1500 hrs, 29 Sep (See Notes 1, 2, and 3)							
1-Oct	2-Oct	3-Oct	4-Oct	5-Oct	6-Oct	7-Oct		
K-Test #7 (Minutes)							HOLIDAYS/NO CLASSES	
AMI Score Verification (AMIs 1-4 on file or ZEROS) by 1500 hrs, 6 Oct (See Note 6)							ROLL-CALL K-BOWLS	
8-Oct	9-Oct	10-Oct	11-Oct	12-Oct	13-Oct	14-Oct		
SAMI Prep Week							ROLL-CALL K-TEST	
K-Test #8 (Minutes)								
Holiday						SAMI/PAI #2 (See Note 4)		
AMI #5 Grading Wk (input scores onto FalconNet) (See Notes 1 and 2)								
15-Oct	16-Oct	17-Oct	18-Oct	19-Oct	20-Oct	21-Oct		
K-Test #9 (Minutes)								
(See Note 5)								
Roll-Call K-Bowl #4 (8-9 Material)	AMI #6 Grading Wk (input scores onto FalconNet) (See Notes 1 and 2)							
22-Oct	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct		
K-Test #10 (Minutes)								
AMI #7 Grading Wk (input scores onto FalconNet) (See Notes 1 and 2)								
29-Oct	30-Oct	31-Oct	1-Nov	2-Nov	3-Nov	4-Nov		
AMI Make Up/Score Verification (AMIs 5-7 on file or ZEROS) by 1500 hrs, 3 Nov (See Note 6)								
5-Nov	6-Nov	7-Nov	8-Nov	9-Nov	10-Nov	11-Nov		
ALL ROOMS IN AMI, DOORS OPEN								
SAMI/PAI Make Up (Anyone with an approved SAMI excusal must have a minimum of one SAMI/PAI for the semester) or ZEROS by 1500 hrs, 17 Nov (See Note 3)						Holiday		
12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov		
ALL ROOMS IN AMI, DOORS OPEN								
Objective Score Appeal (AMIs 5-7/SAMI #2 discrepancies ONLY!!) (See Note 5)								
SAMI/PAI Make Up (Anyone with an approved SAMI excusal must have a minimum of one SAMI/PAI for the semester) or ZEROS by 1500 hrs, 17 Nov (See Note 3)								
19-Nov	20-Nov	21-Nov	22-Nov	23-Nov	24-Nov	25-Nov		
Holiday								
26-Nov	27-Nov	28-Nov	29-Nov	30-Nov	1-Dec	2-Dec		
ALL ROOMS IN AMI, DOORS OPEN								
Final Score Verification (verify AMI's 5-7/SAMI #2 (if completed) are accurate in FalconNet and Blackboard) (See Note 5) by 1500 hrs, 29 Nov								
3-Dec	4-Dec	5-Dec	6-Dec	7-Dec	8-Dec	9-Dec		
ALL ROOMS IN AMI, DOORS OPEN							RANDOM SPOT INSPECTION PERIOD	
10-Dec	11-Dec	12-Dec	13-Dec	14-Dec	15-Dec	16-Dec		
ALL ROOMS IN AMI, DOORS OPEN								



Major's Time

Welcome!



Class of 2025 Classification

Nov 2023



Summary: How We Modernized Classification

- **Collected integrated preferences** (Rated, Space, AF Non-Rated) from cadets.
- **Gathered job-specific 1 to N preferences** based on the cadet talent data.
 - Collected granular talent data from cadets.
 - Presented cadet talent snapshots to CFMs, SOCs (rated), Space Force ETMO.
- Combined multiple disjointed processes into one process (**‘One Market’**).
 - Created separate ‘One Market’ solutions based on different algorithms.
 - Developed criteria list to evaluate ‘One Market’ solutions.

Based on the scope and newness of the above initiatives, we also ran the Legacy process in parallel for Class of ‘24, creating decision space for DAF Senior Leaders.



C24 GEO Results

Career Field	Number of Cadets Matched
11U (RPA)	1
11XX (Pilot)	11
13B (ABM)	1
13N (Missiles and Nuc Ops)	2
13S1S (Space Ops)	4
14N (Intel)	3
14N1S (Space Intel)	2
17X (Cyber)	2
21M (Munitions)	1
21R (Logistics)	1
31P (Security Forces)	2
63A (Acquisitions)	2



Summary of Pacing Metrics

- 'One Market' shows stronger pacing metrics across the board:

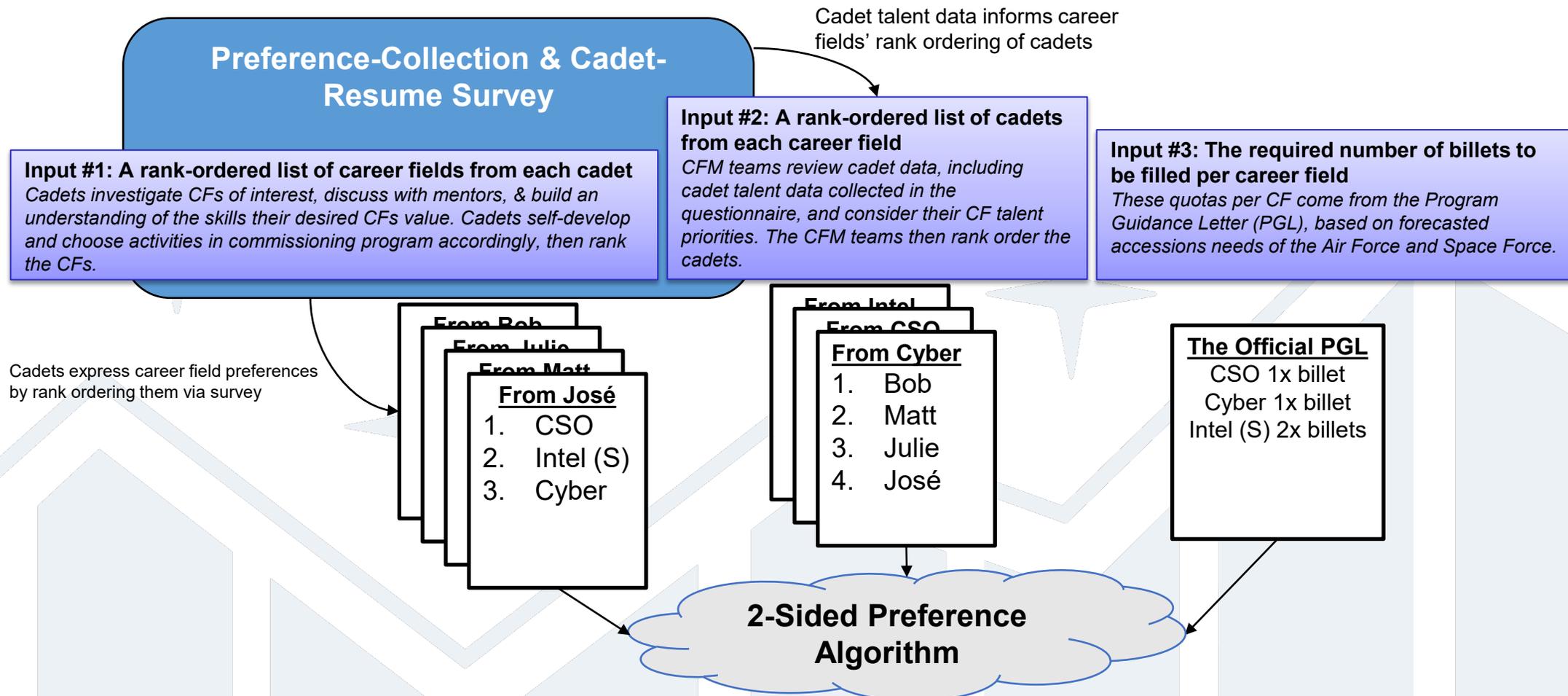
	Cadet Top3 Pref	Cadet Top6 Pref	AFSC Index Score	High Quality Match
Legacy	85%	96%	0.73	49%
One Market - GUO	87%	97%	0.79	55%

- This is just the beginning for 'One Market.' We expect pacing metrics to improve as the marketplace evolves and information sharing, learning, and signaling increase.
- 'One Market' is a paradigm change for how we allocate crucial junior officer talent!



“One Market” Approach

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





Data We Collected

■ Top-Fed Data

- University Name
- Order of Merit
- GPA
- Major(s)
- AFOQT Scores

■ Data Collected via Questionnaire

- Cadet Preference Data
- Capstone Project Description
- Certificates
- Minor(s)
- Highest Calculus Class & Score
- Foreign Lang Skills
- Comp Lang Skills
- Fitness Activities
- Leadership Activities
- Jump Experience
- Flight Experience
- Work Preferences



Be Informed

Increase your knowledge of AFSCs/SFSCs to make an informed preference list!

How?

- 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 faculty
- Accept interviews with the Air and Space Force CFMs



Current Market Shaping

Phase I:

- Cadet Talent Survey (December through mid January)
- Optional AFWIN Survey (December through mid January)
- Cadet AFSC Preference Collection I (Early February)

Interim:

- CFM Market Shaping Phase (March)

Phase II:

- Cadet AFSC Preference Collection II (Late March)



Back Ups





CFM Talent Advertisement



WHO WE ARE: The ultimate objective of every Air Force operation is security—for our Airmen, our bases and our country. Utilizing their broad expertise—encompassing weapons systems, antiterrorism, law enforcement, Air Base Ground Defense, industrial security and Combat Arms—Security Forces Officers lead others to ensure we achieve this objective. Directing Air Base Ground Defense functions, these professionals control and secure the terrain inside and adjacent to military installations as well as the personnel, equipment, and resources within to keep us safe.

WHAT WE LOOK FOR:

- Cadet Interest (Where 31P falls within a cadet's preference/ranking)
- Leadership Experience
 - Examples: Team Sports Captain, Cadet Leadership Positions, Employment (part/full-time job) Leadership, Student Body/Campus Leadership, Eagle Scout, Gold Scout, etc.
- Fitness Activities
 - Examples: Sports, Martial Arts, Group Fitness Classes, etc.
 - Passing Air Force Fitness Assessment
- Military Performance
 - Field Training Ranking—ROTC Cadets
 - MPA Scores – USAFA Cadets
- Extracurricular Experience
 - Criminal Justice/Law Enforcement/First Responder-related internships, experience, projects, volunteering, etc.
 - Interest in Special and/or Combat Operations (jump experience, combat fitness training, survival training, etc.)



The Power of Integrated Preferences and 'One Market'



Cadet X

1	2	3	4	5	6
14N1S	17S1S	13S1S	15A	14N	11XX

Opted into SOC rated board
 Rated #50 for 11XX by board
 (top 6% among all cadets)

- Legacy approach: matched to 11XX, earns UPT slot.
- 'One Market': Cadet X did not interview with USSF; 15A rated him highly (his #4 choice). Matched to 15A.
- Importantly, the 11XX is preserved for other use. Clearly, Cadet X had other SF/AF career aspirations.



Cadet Y

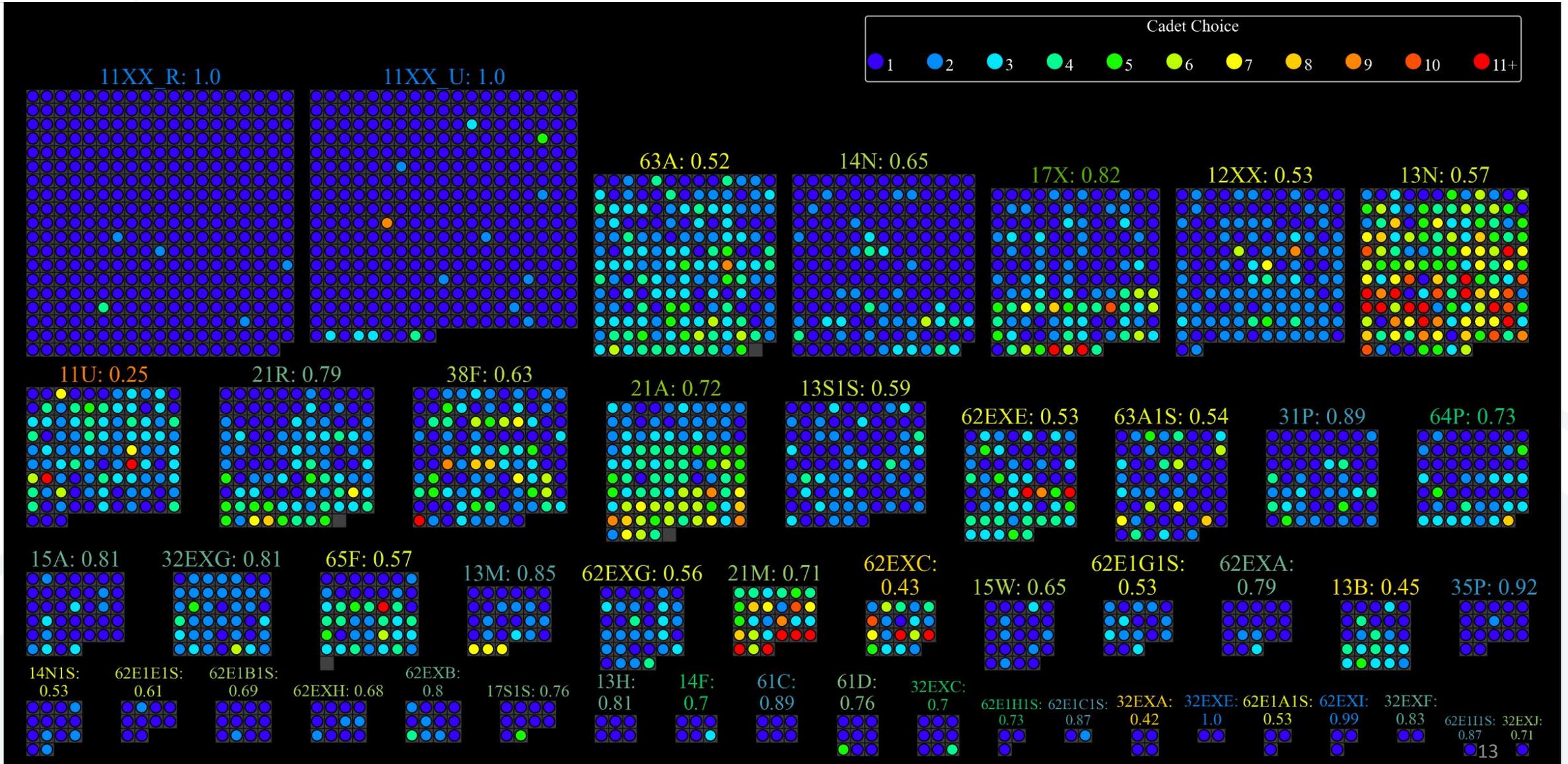
1	2	3	4	5	6
11XX	12XX	64P	38F	13M	14N

Opted into SOC rated board
 Rated #359 for 11XX by board
 (top 37% among all cadets)

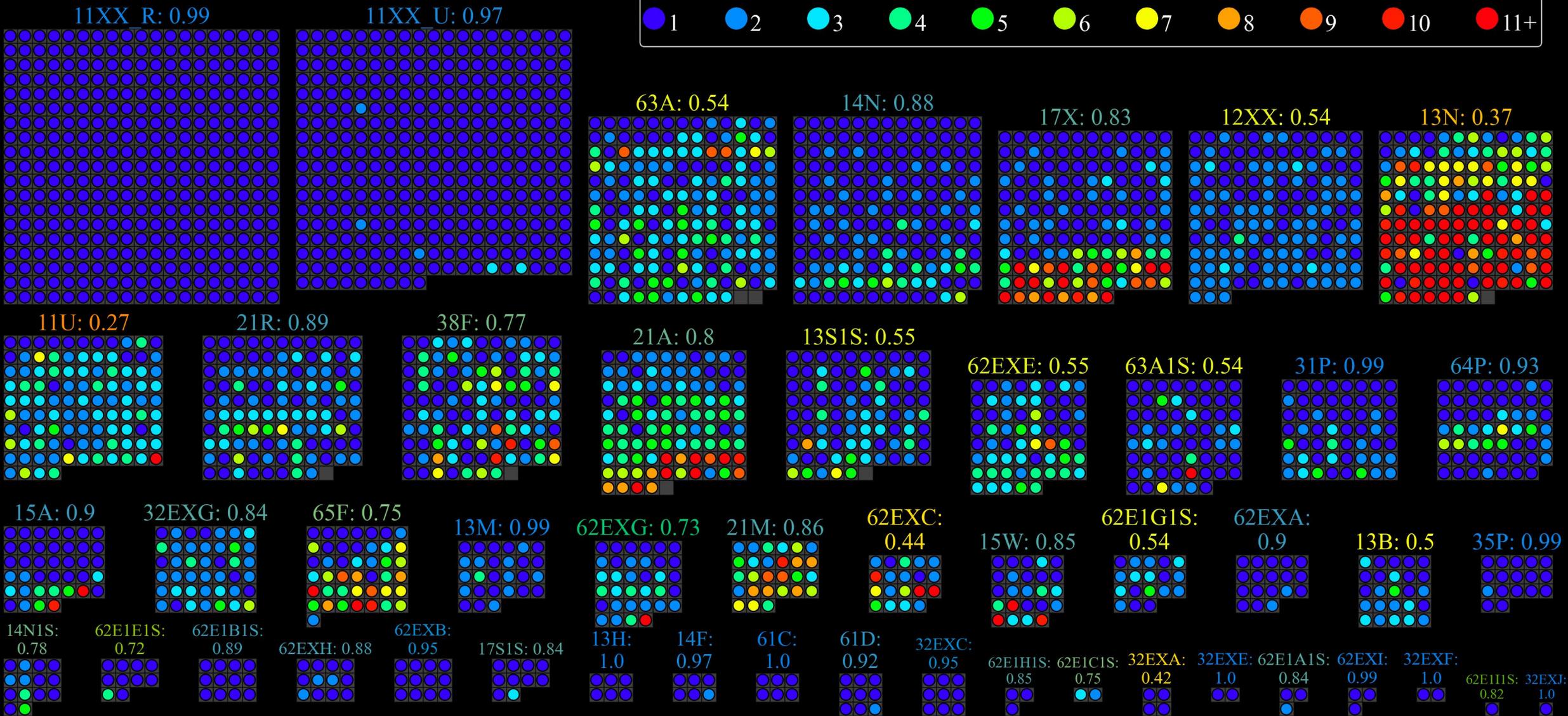
- Legacy approach: matched to 12XX, near miss 11XX.
- 'One Market': Cadet Y is fully qualified for 11XX, which is her first overall choice. Matched to 11XX.
- The coveted UPT slot goes to a fully qualified cadet who truly wants the opportunity the most.



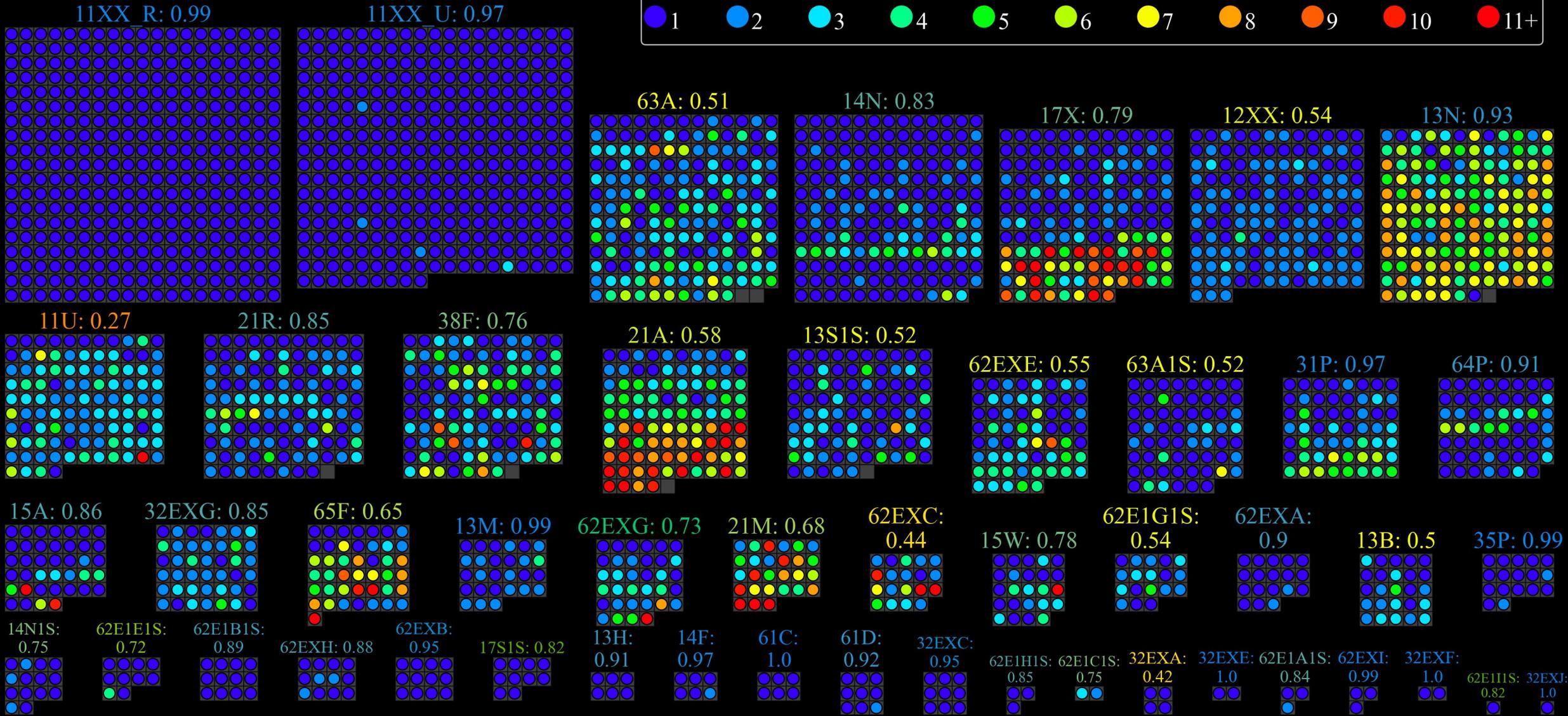
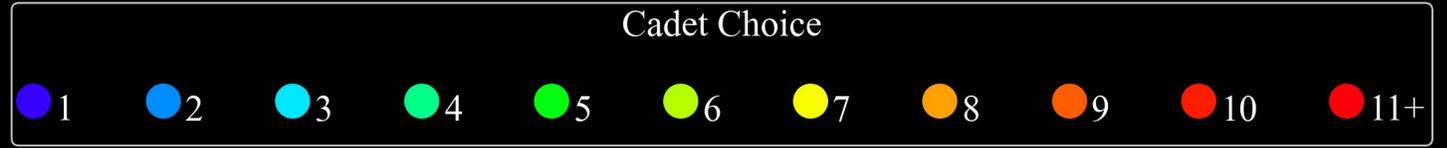
Legacy: Cadet Top3: 85%, AFSC Index: 0.73, High Quality Match: 49%



DAA Solution Results: Cadet Top3: 83%, AFSC Index: 0.77, High Quality Matches: 55%

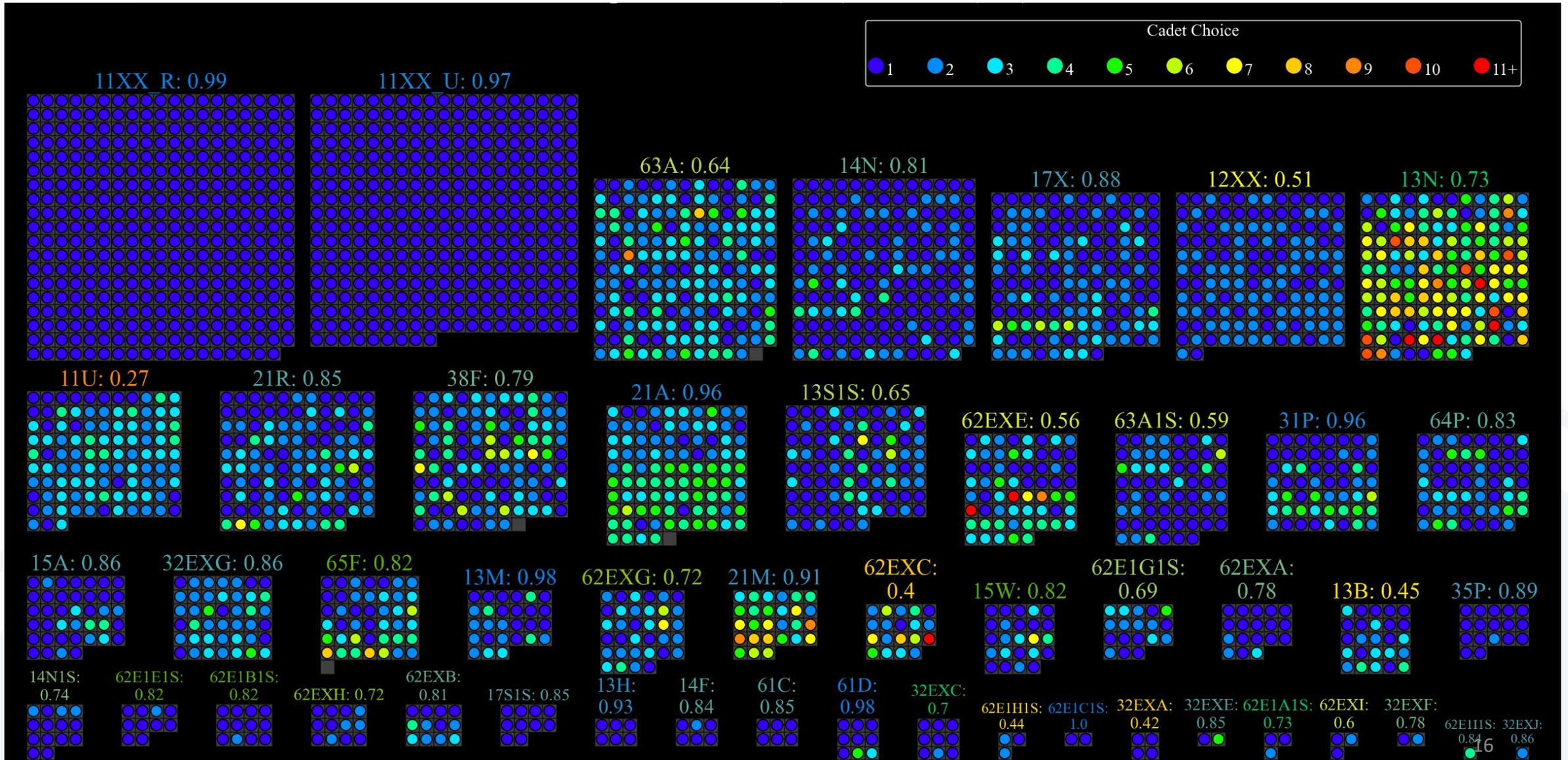


DAA2 Solution Results: Cadet Top3: 81%, AFSC Index: 0.78, High Quality Matches: 52%





One Mkt: Cadet Top3: 87%, AFSC Index: 0.79, High Quality Match: 55%





Summary of Pacing Metrics

- This is just the beginning for 'One Market.' We expect pacing metrics to improve as the marketplace evolves and information sharing, learning, and signaling increase.

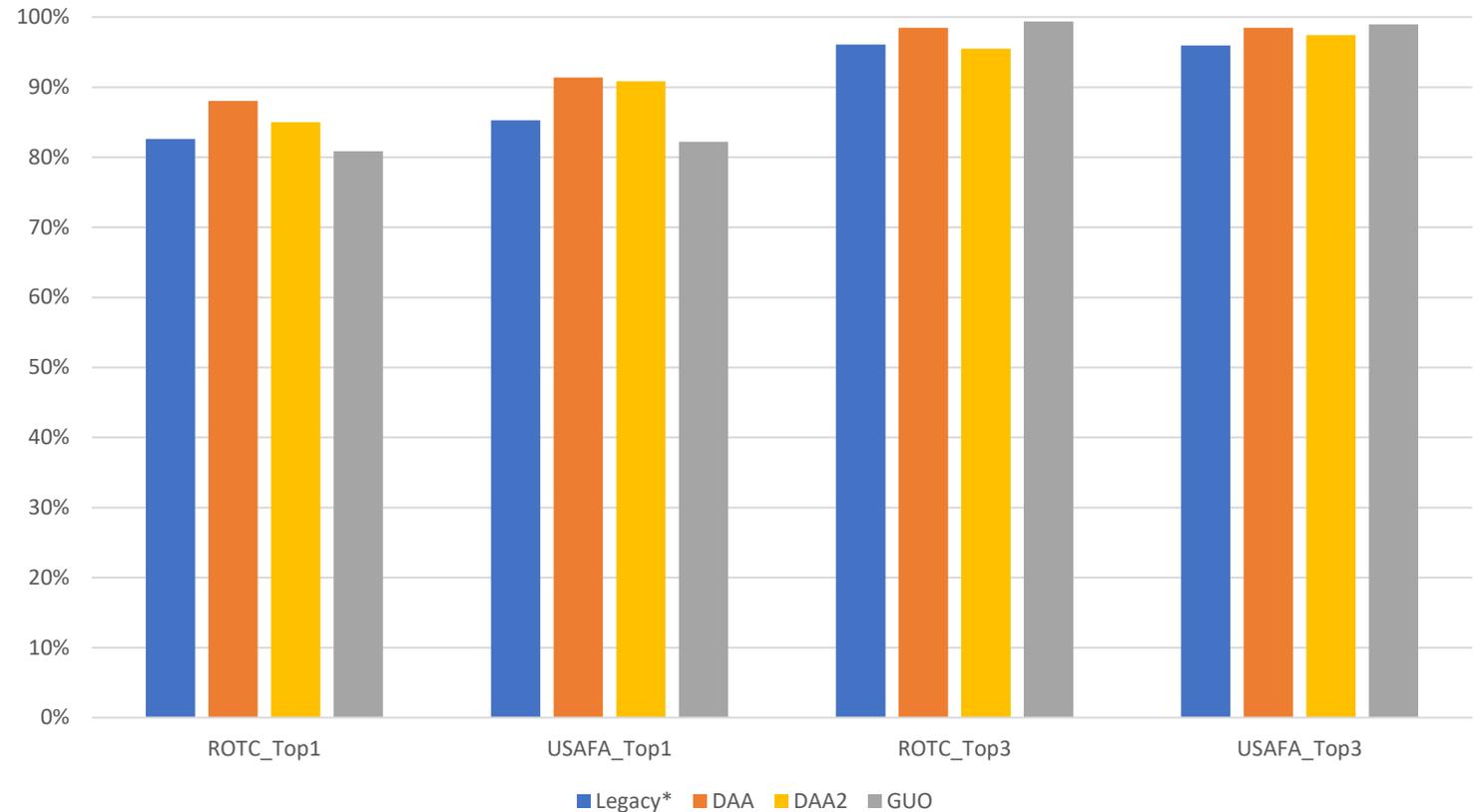
	Cadet Top3 Pref	AFSC Index Score	High Quality Match
Legacy*	85%	0.73	49%
DAA	83%	0.77	55%
DAA2	81%	0.78	52%
One Market - GUO	87%	0.79	55%



Rewarding Cadet Performance

- There are top 20% (GOM) cadets who do not receive their Top career field choice; that share is above 20% for both sources of commission in the GUO solution, but smaller in the DAA-type solutions.
- Nearly all top 20% (GOM) cadets receive one of their Top 3 career field choices.

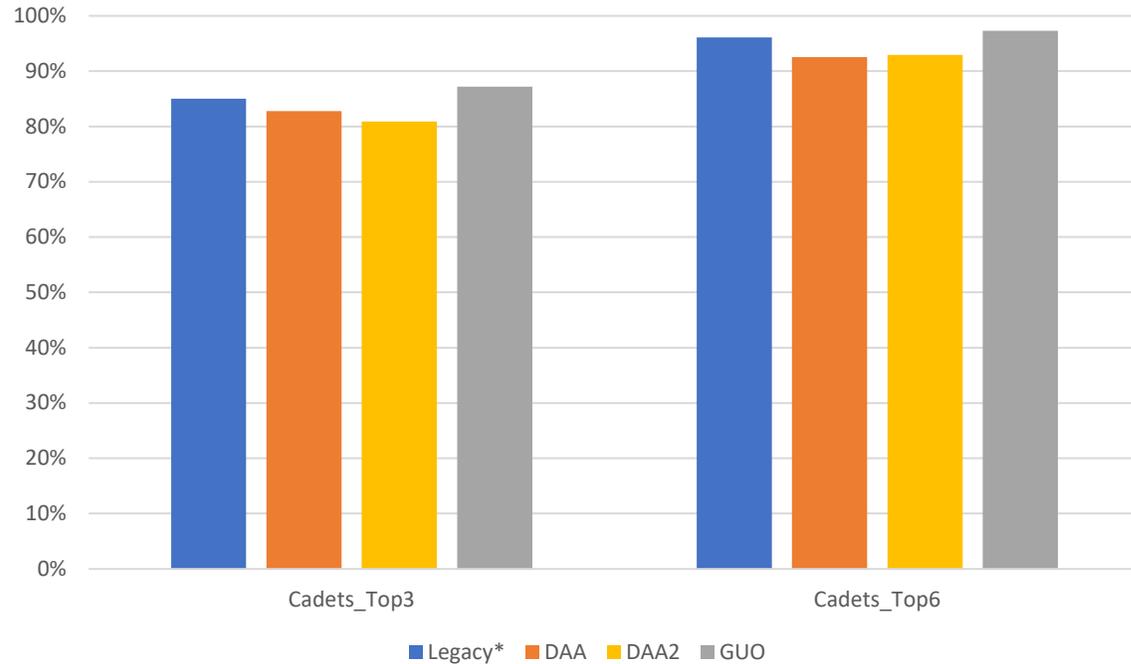
Rewarding Performance: Top 20% OML Cadets and Their Rate of Top Preference Receipt by Algorithm Solution



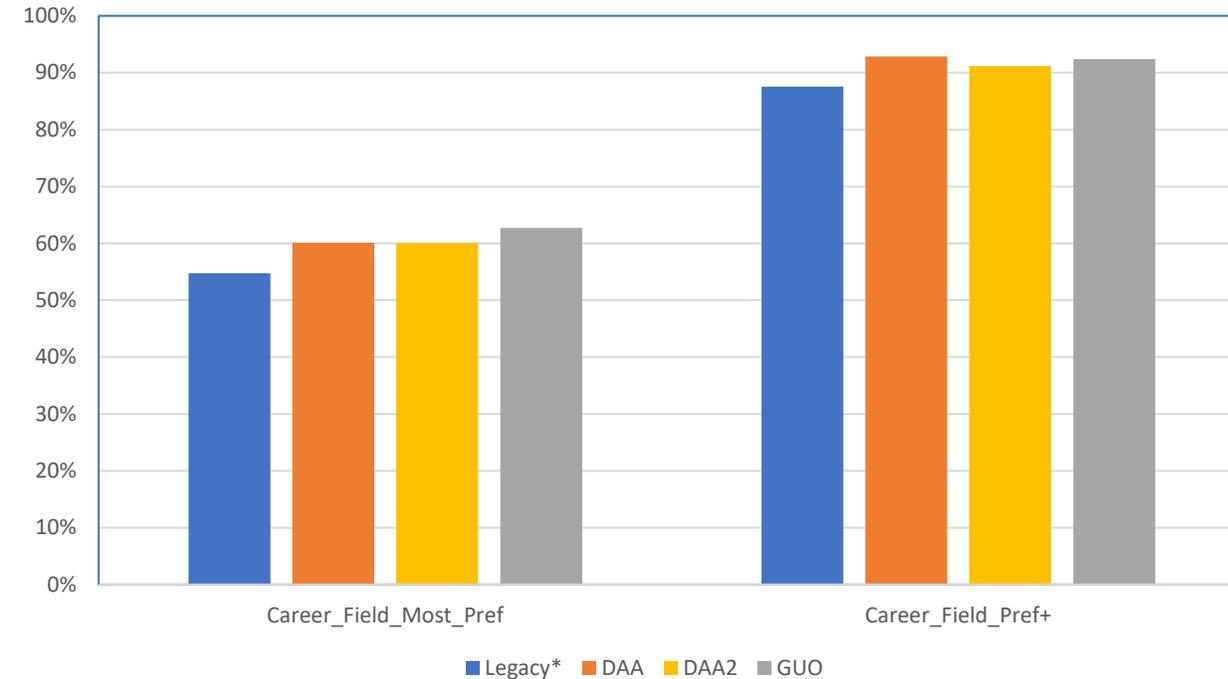


Meeting Preferences

Meeting Cadet Preference



Meeting Career Field Preference



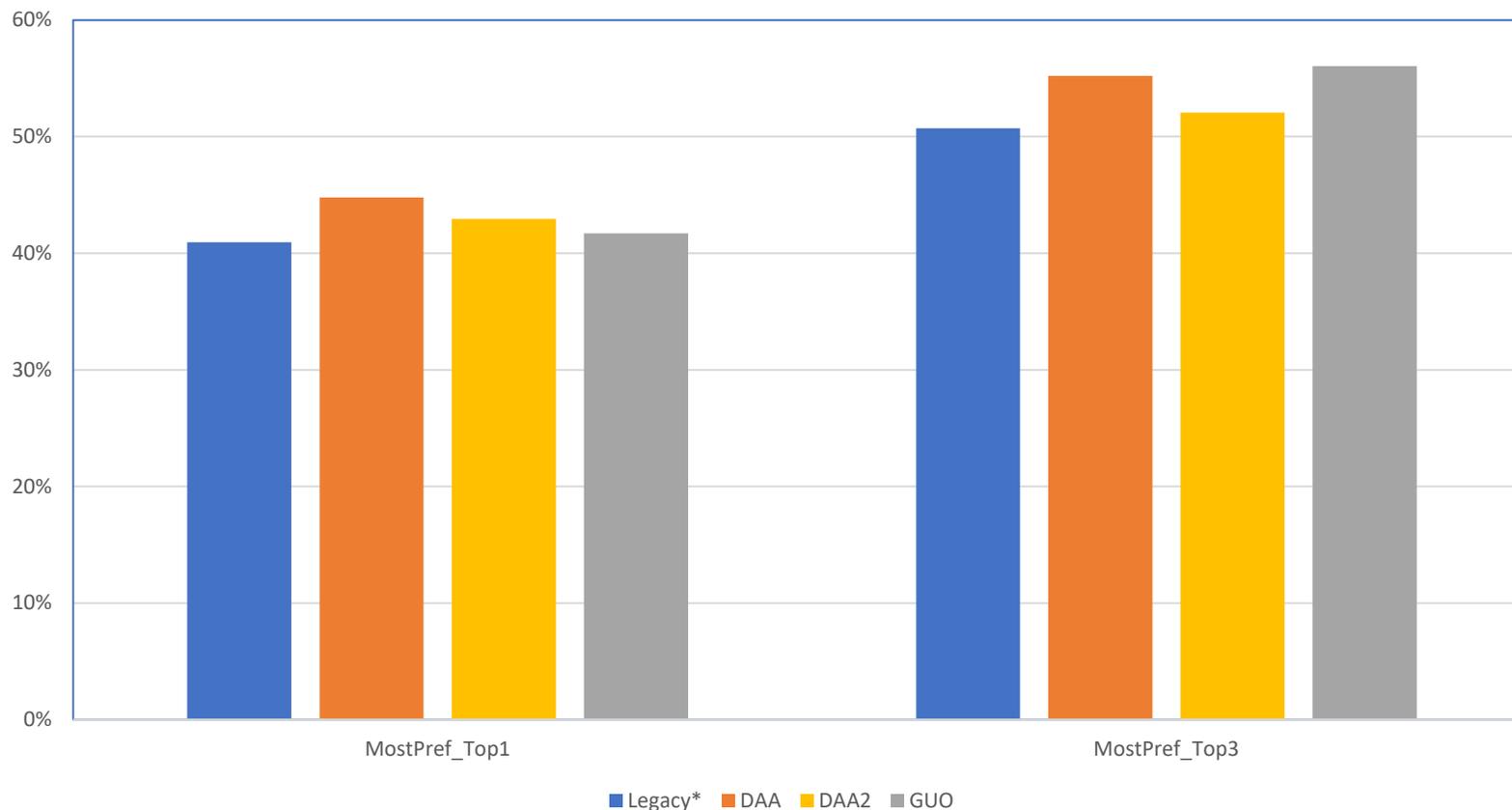
- More than 80% of cadets receive a Top 3 preference (all models) – slightly higher for GUO.
- More than 90% of cadets receive a Top 6 preference (all models) – slightly higher for GUO.

- More than 60% of matches result in career field getting a 'Most Preferred' cadet – slightly higher for GUO.
- More than 90% of matches result in career field getting a 'Preferred' or 'Most Preferred' cadet. DAA and GUO same.



Making Quality Matches

Making Highest Quality and High Quality Matches

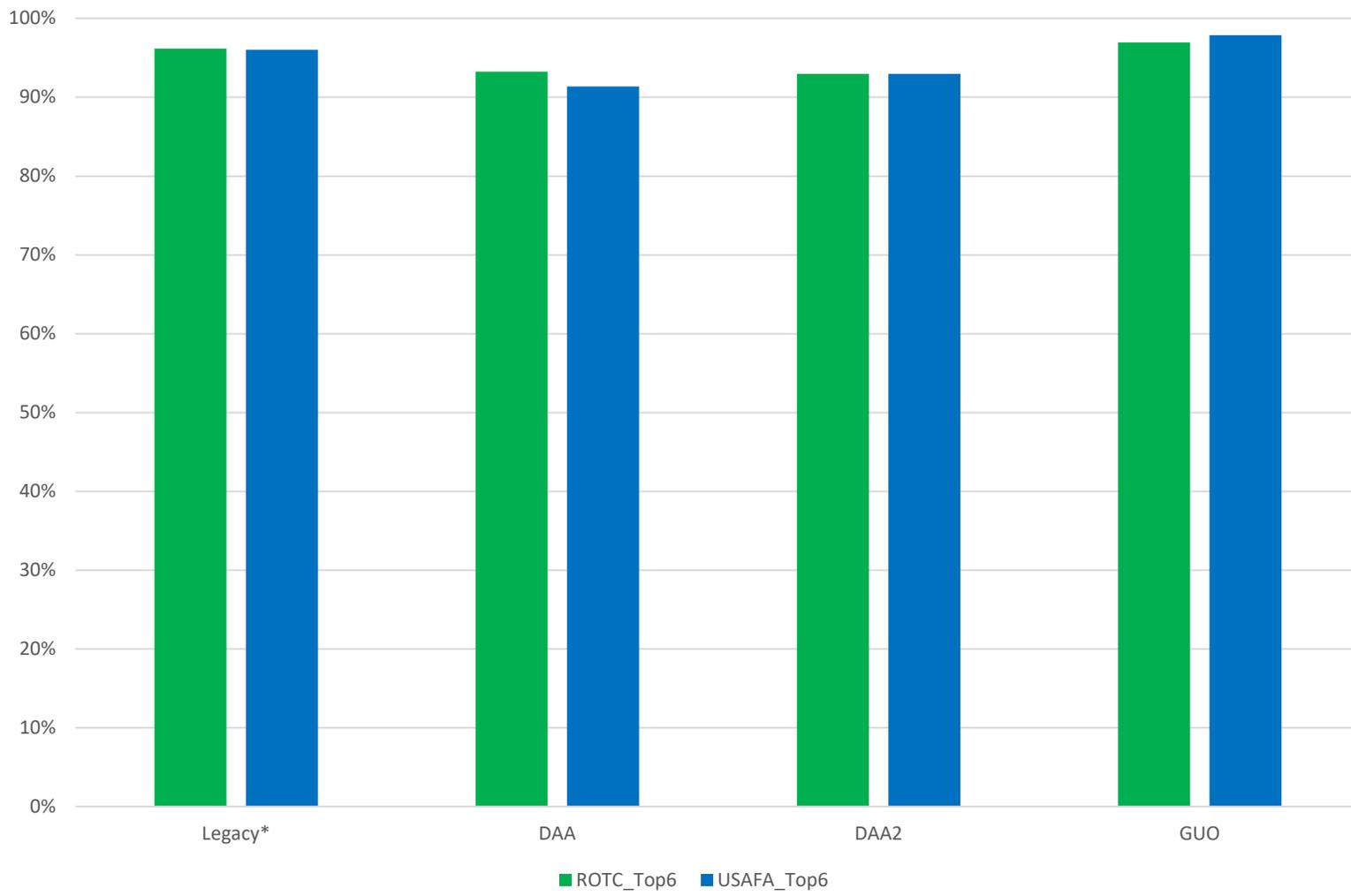


- **Highest Quality Match** is Most Preferred cadet receiving top choice. All models are above 40%, with DAA highest.
- **High Quality Match** is Most Preferred cadet receiving a top 3 choice. All models are above 55%, with GUO slightly highest.



SOC Equity

Share of Cadets by SOC Receiving a Top 6 Preference in each Algorithm Solution

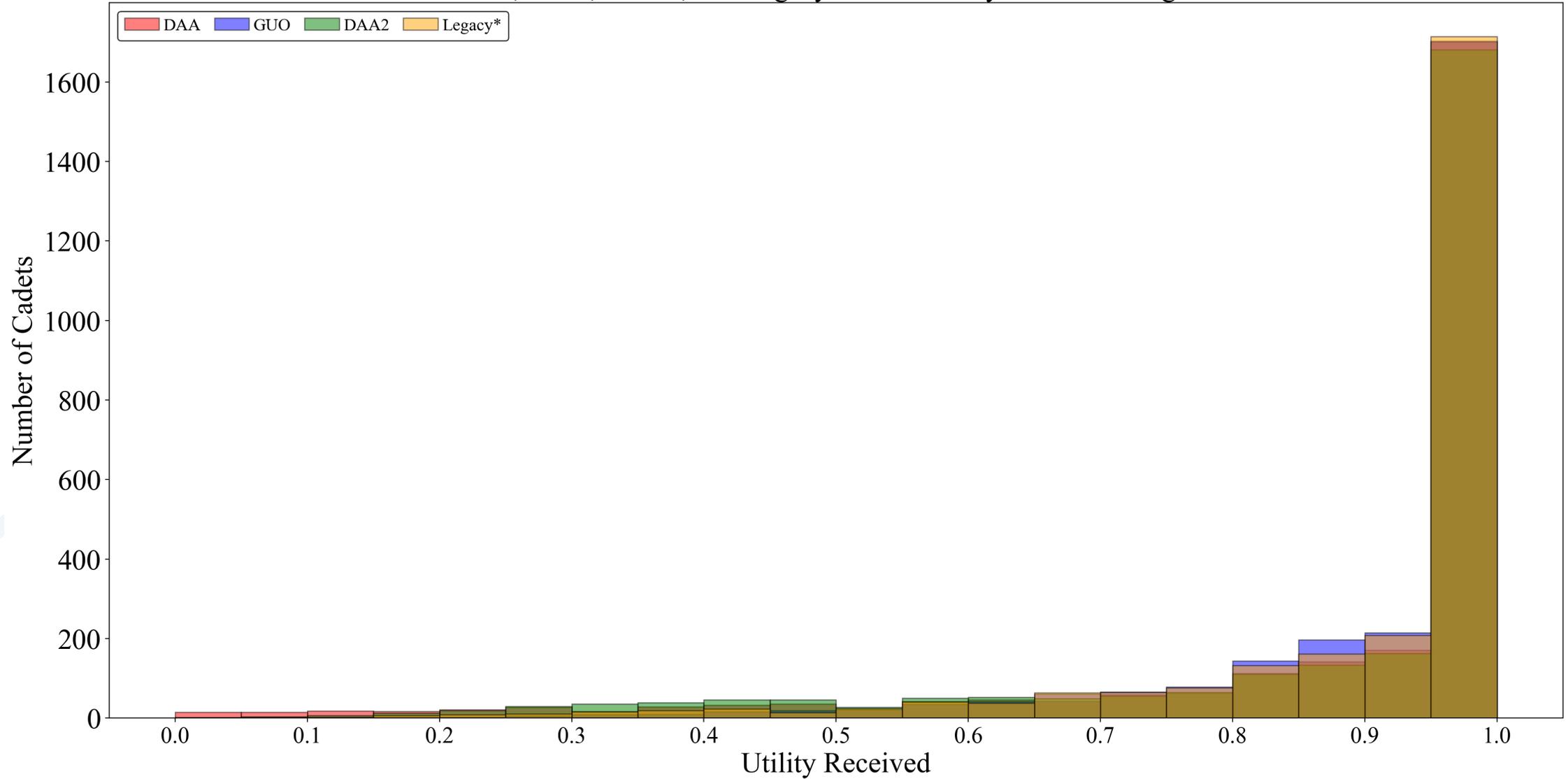


- There are no systematic differences across algorithms in the share of cadets by SOC that receive a Top 6 preference.
- Rates of Top 6 preference receipt are highest for both SOC's in the GUO solution.



Cadet Utility Distribution

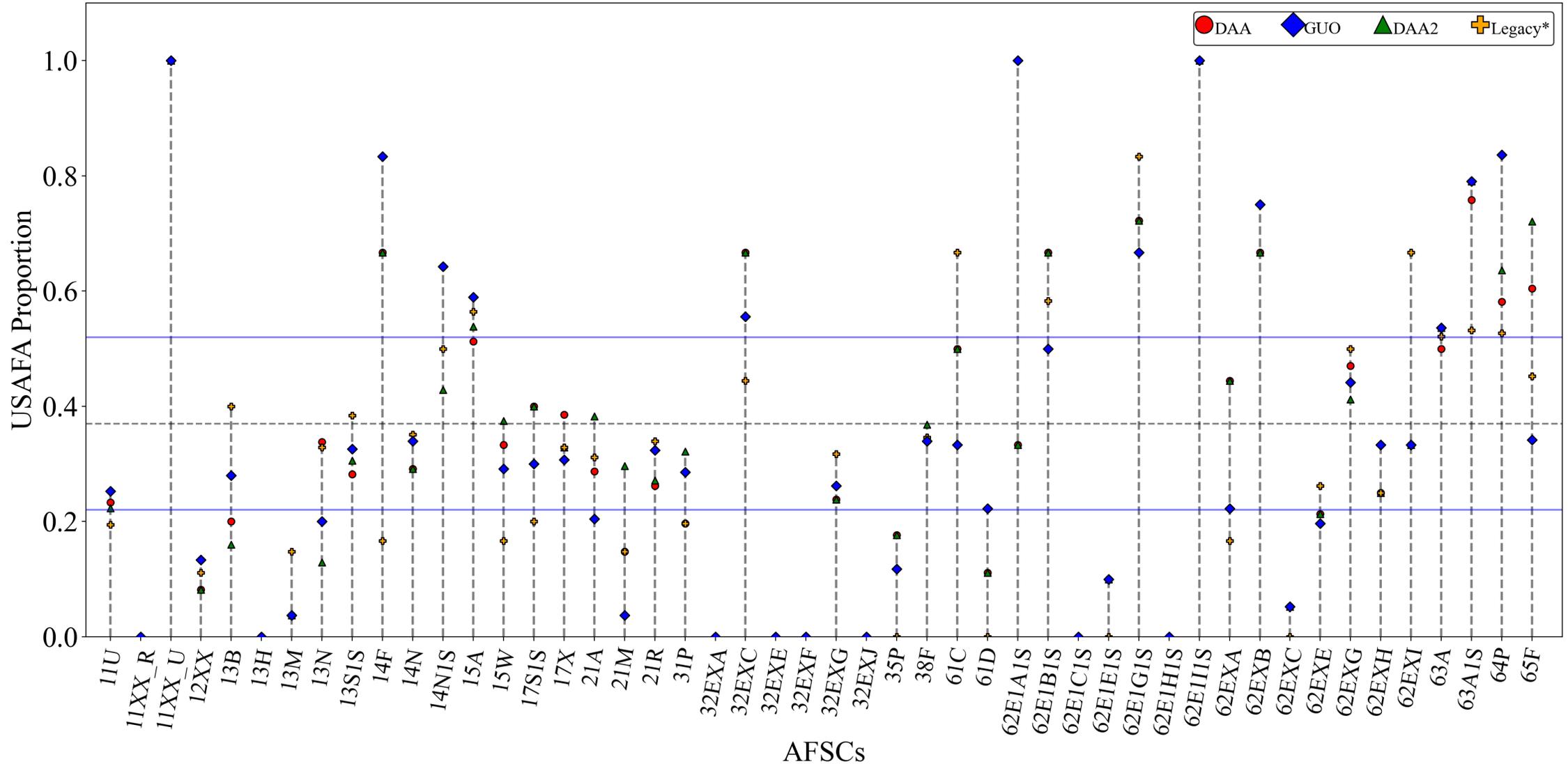
DAA, GUO, DAA2, and Legacy* Cadet Utility Results Histogram





AFSC Comparison: Share USAFA

DAA, GUO, DAA2, Legacy* USAFA Proportion Across Each AFSC





Legacy Approach – Linear Program Model



Benefits:

- Maximized cadet preference
- Efficient run times
- Healthy track record since 1996

Challenges:

- Limited preference data
- Infeasible when over-constrained
- Significant number of involuntary matches (preference matches > 6)
- Moderately tunable
- Required lengthy hand-matching process for 100+ cadets after initial model run

Legacy Approach – Market



Challenges:

- Sequential approach: Rated then Space then NRL
- Only proxy for community preference in NRL is degree
 - Only means a candidate may influence job selection is by the AFOCD based on degree selection
- Limited available candidate exposure to AFSC/SFSCs
- One-sided, limited input preference structure
- No obvious incentives to shape candidate behavior



'One Market' Approach

- Improving labor allocation within the DAF will improve retention, performance, and the force's overall effectiveness
 1. Simultaneous preference consideration
 2. Without a monetary mechanism (different pay levels), we need an alternative market
 3. Increase signaling between cadets and career fields with two sided preference collection
 4. Cadets and career fields should express their preferences honestly rather than strategically
 5. Incentive structure should motivate cadets to deliberately develop their skills
 6. Expanded consideration of traits beyond a cadet's order of merit
- New process addresses the above-listed items.
- For C24: Executed status-quo and new processes in parallel, creating decision space for senior leaders to pick which process's match will be authoritative



Future Market Shaping

Four-year career selection program:

- IT ecosystem for cadets, CFMs, SOCs, mentors and analysts
- Published, clearly defined career field desired skills, traits and educational background
- Real-time engagement, mentoring and shaping by mentors and CFMs
- Streamlined AFSC selection, initial base assignment, EAD and training dates to meet annual Air Force end-strength needs.

USAFA Commissioning Results by Fiscal Year

AFSC	FY17 PGL	FY17 Actual	FY17 Percent Met	FY18 PGL	FY18 Actual	FY18 Percent Met	FY19 PGL	FY19 Actual	FY19 Percent Met	FY20 PGL	FY20 Actual	FY20 Percent Met	FY21 PGL	FY21 Actual	FY21 Percent Met	FY22 PGL	FY22 Actual	FY22 Percent Met	FY23 PGL	FY23 Actual	FY23 Percent Met	FY24 PGL	FY24 Actual	FY24 Percent Met
Operational	782	692	88.49%	831	776	93.38%	880	836	95.00%	825	794	96.24%	786	750	95.42%	788	712	90.36%	724	700	96.69%	665	615	92.48%
9270 (Pilot Trainee)	390	389	99.74%	450	433	96.22%	538	525	97.58%	500	491	98.20%	400	398	99.50%	442	432	97.74%	440	419	95.23%	365	357	97.81%
9271 (Combat Systems Operator)	10	9	90.00%	20	10	50.00%	24	6	25.00%	10	11	110.00%	10	11	110.00%	40	14	35.00%	8	6	75.00%	15	11	73.33%
9272 (Air Battle Manager)	16	3	18.75%	16	8	50.00%	15	2	13.33%	10	10	100.00%	10	10	100.00%	25	9	36.00%	10	6	60.00%	10	7	70.00%
9273 (Remotely Piloted Aircraft Trainee)	84	74	88.10%	89	66	74.16%	70	48	68.57%	35	27	77.14%	40	40	100.00%	50	25	50.00%	11	10	90.91%	20	17	85.00%
13C (Special Tactics Officer)	2	1	50.00%	4	4	100.00%	3	5	166.67%	6	4	66.67%	N/A	N/A	N/A									
13D (Combat Rescue)	2	5	250.00%	4	5	125.00%	3	3	100.00%	7	2	28.57%	N/A	N/A	N/A									
13L (Air Liaison Officer)	8	5	62.50%	11	12	109.09%	8	5	62.50%	14	9	64.29%	N/A	N/A	N/A									
13H (Aerospace Physiologist)	N/A	N/A	N/A																					
13M (Aircraft Ops)	4	3	75.00%	4	3	75.00%	1	2	200.00%	3	6	200.00%	4	6	150.00%	3	4	133.33%	8	8	100.00%	17	1	5.88%
13N (Nuclear & Missile Ops)	33	12	36.36%	21	15	71.43%	23	14	60.87%	45	28	62.22%	40	36	90.00%	35	31	88.57%	40	37	92.50%	10	24	240.00%
13S (Space Ops)	28	14	50.00%	25	22	88.00%	30	32	106.67%	N/A	N/A	N/A												
14N (Intelligence)	57	41	71.93%	52	60	115.38%	47	44	93.62%	50	51	102.00%	69	69	100.00%	68	63	92.65%	77	75	97.40%	36	58	161.11%
15W (Weather)	8	5	62.50%	8	3	37.50%	9	1	11.11%	4	3	75.00%	5	4	80.00%	9	4	44.44%	7	7	100.00%	9	6	66.67%
17D (CyberSpace & Network Ops)	60	27	45.00%	49	48	97.96%	45	54	120.00%	65	48	73.85%	75	42	56.00%	39	37	94.87%	35	35	100.00%	40	42	105.00%
19Z (Special Warfare)	N/A	N/A	N/A																					
21A (Aircraft Maintenance)	21	36	171.43%	20	25	125.00%	13	29	223.08%	28	31	110.71%	30	32	106.67%	15	24	160.00%	28	25	89.29%	35	19	54.29%
21M (Munitions & Missile Maintenance)	5	2	40.00%	5	3	60.00%	9	3	33.33%	2	14	700.00%	6	7	116.67%	10	1	10.00%	12	11	91.67%	7	2	28.57%
21R (Logistics Readiness)	24	25	104.17%	20	30	150.00%	15	27	180.00%	16	22	137.50%	25	35	140.00%	10	26	260.00%	25	26	104.00%	38	24	63.16%
31P (Security Forces)	10	5	50.00%	10	9	90.00%	8	9	112.50%	6	11	183.33%	14	12	85.71%	10	5	50.00%	4	3	75.00%	18	13	72.22%
32EXC (Civ Engr)	N/A	N/A	N/A	N/A	N/A	N/A	2	1	50.00%	1	0	0.00%	2	4	200.00%	2	1	50.00%	2	2	100.00%	2	4	200.00%
32EXE (CE)	2	1	50.00%	3	1	33.33%	1	1	100.00%	1	0	0.00%	1	1	100.00%	1	0	0.00%	1	1	100.00%	1	0	0.00%
32EXG (Gen)	12	28	233.33%	14	13	92.86%	11	20	181.82%	16	21	131.25%	23	19	82.61%	10	17	170.00%	11	11	100.00%	20	12	60.00%
32EXH (Env)	0	0	N/A	0	0	N/A	0	0	0.00%	1	0	0.00%	1	0	0.00%	1	0	0.00%	0	0	#DIV/0!	1	0	0.00%
71S (Special Investigations)	6	7	116.67%	6	6	100.00%	5	5	100.00%	5	5	100.00%	7	6	85.71%	4	4	100.00%	0	4	#DIV/0!	6	9	150.00%
Non-Operational	163	221	135.58%	147	170	115.65%	105	178	169.52%	95	108	113.68%	96	144	150.00%	88	181	205.68%	166	176	106.02%	207	261	126.09%
14F (Information Operations)	N/A	N/A	N/A	N/A	N/A	N/A	2	4	200.00%	2	3	150.00%	3	5	166.67%	2	4	200.00%	3	2	66.67%	1	3	300.00%
35P (Public Affairs)	4	4	100.00%	5	6	120.00%	N/A	0	0.00%	N/A	0	0.00%	N/A	0	0.00%	2	3	150.00%	2	2	100.00%	5	2	40.00%
38F (Personnel)	21	33	157.14%	20	27	135.00%	N/A	0	0.00%	N/A	0	0.00%	N/A	0	0.00%	14	15	107.14%	19	18	94.74%	15	36	240.00%
61A/15A (Scientist-Math, Ops Research)	10	18	180.00%	8	15	187.50%	13	20	153.85%	12	12	100.00%	17	17	100.00%	12	18	150.00%	34	34	100.00%	9	20	222.22%
61B (Scientist-Behavioral Psychology)	2	4	200.00%	2	3	150.00%	2	0	0.00%	N/A	N/A	0.00%	N/A	N/A	0.00%	N/A	N/A	N/A	0	0	N/A	N/A	N/A	N/A
61C (Scientist-Chemistry)	1	1	100.00%	2	0	0.00%	1	0	0.00%	2	0	0.00%	2	2	100.00%	1	2	200.00%	2	2	100.00%	4	2	50.00%
61D (Scientist-Physics)	3	2	66.67%	4	2	50.00%	3	3	100.00%	4	3	75.00%	4	4	100.00%	4	7	175.00%	1	2	200.00%	4	2	50.00%
62EXA (Aero)	6	5	83.33%	5	6	120.00%	4	3	75.00%	8	5	62.50%	6	6	100.00%	3	7	233.33%	9	8	88.89%	6	4	66.67%
62EXB (Astro)	3	7	233.33%	4	8	200.00%	3	7	233.33%	7	6	85.71%	7	4	57.14%	4	4	100.00%	4	3	75.00%	4	5	125.00%
62EXC (Comp)	3	5	166.67%	3	6	200.00%	6	3	50.00%	8	4	50.00%	7	2	28.57%	5	5	100.00%	0	0	#DIV/0!	9	1	11.11%
62EXE (Elec)	19	5	26.32%	17	4	23.53%	14	2	14.29%	10	2	20.00%	7	2	28.57%	8	3	37.50%	8	7	87.50%	25	11	44.00%
62EXG (Gen)	16	15	93.75%	14	21	150.00%	16	16	100.00%	1	1	100.00%	8	5	62.50%	5	4	80.00%	7	6	85.71%	13	15	115.38%
62EXH (Mech)	4	5	125.00%	3	3	100.00%	2	1	50.00%	5	5	100.00%	3	5	166.67%	3	4	133.33%	1	1	100.00%	5	4	80.00%
62EXI/S (Hum Fac)	2	0	0.00%	2	1	50.00%	0	1	0.00%	2	2	100.00%	2	1	50.00%	2	2	100.00%	1	1	100.00%	2	1	50.00%
63A (Acquisition)	44	71	161.36%	36	40	111.11%	39	89	228.21%	34	41	120.59%	30	64	213.33%	8	68	850.00%	43	36	83.72%	72	93	129.17%
64P (Contracting)	14	27	192.86%	12	14	116.67%	0	1	0.00%	N/A	N/A	0.00%	N/A	N/A	0.00%	9	7	77.78%	22	20	90.91%	22	45	204.55%
65F (Financial Management)	11	19	172.73%	10	12	120.00%	0	0	0.00%	N/A	N/A	0.00%	N/A	N/A	0.00%	6	6	100.00%	10	10	100.00%	11	17	154.55%
92J3 (Law Student)	N/A	N/A	N/A	N/A	N/A	N/A	2	N/A	0	1	0.00%	N/A	N/A	N/A	0.00%	N/A	N/A	N/A	0	1	N/A	N/A	N/A	N/A
Medical (USUHS, BSC, MSC, IPAP, HSPF)	32	29	90.63%	32	24	75.00%	0	27	0.00%	0	24	0.00%	0	27	0.00%	0	25	#DIV/0!	0	23	#DIV/0!	N/A	N/A	N/A
Total	913	913	100.00%	946	946	100.00%	1014	1014	100.00%	902	902	100.00%	894	894	100.00%	893	893	100.00%	876	876	100.00%	876	876	100.00%

	FY17 PGL	FY17 Actual	FY17 Percent Met	FY18 PGL	FY18 Actual	FY18 Percent Met	FY19 PGL	FY19 Actual	FY19 Percent Met	FY20 PGL	FY20 Actual	FY20 Percent Met	FY21 PGL	FY21 Actual	FY21 Percent Met	FY22 PGL	FY22 Actual	FY22 Percent Met	FY23 PGL	FY23 Actual	FY23 Percent Met	FY24 PGL	FY24 Actual	FY24 Percent Met
US SPACE FORCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60	88	N/A	98	118	120.41%	96	91	94.79%	100	102	102.00%	96	99	103.13%
13S (Space Ops)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60	59	98.33%	60	61	101.67%	55	52	94.55%	58	51	87.93%	38	23	60.53%
14N (Intelligence)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	#VALUE!	2	7	350.00%	4	0	0.00%	5	6	120.00%	7	6	85.71%
17D (CyberSpace & Network Ops)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	#VALUE!	4	6	150.00%	4	0	0.00%	5	4	80.00%	5	1	20.00%
62EXA (Aero)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	#VALUE!	2	2	100.00%	2	2	100.00%	2	1	50.00%	2	2	100.00%
62EXB (Astro)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5	#VALUE!	2	4	200.00%	3	4	133.33%	3	7	233.33%	6	8	133.33%
62EXC (Comp)	N/A	N/A	N																					

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	GENDER		Total
	F	M	
13C1	0	4	4
13D1	0	5	5
13L1	0	12	12
13M1	1	2	3
13N1	7	8	15
13S1	9	13	22
14F1	1	2	3
14N1	19	41	60
15W1	2	1	3
17D1	9	39	48
21A1	10	15	25
21M1	1	2	3
21R1	5	25	30
31P1	3	6	9
32E1E	0	1	1
32E1G	1	12	13
35P1	5	1	6
38F1	17	10	27
41A1	1	3	4
43E1A	5	0	5
61A1	4	11	15
61D1	0	2	2
62E1A	1	5	6
62E1B	1	7	8
62E1C	0	6	6
62E1E	1	3	4
62E1G	4	17	21
62E1H	0	3	3
62E1I	1	1	2
63A1	10	32	40
64P1	7	7	14
65F1	2	11	13
71S1	5	1	6
92J3	1	1	2
92M0	3	7	10
92M1	1	4	5
92T0	51	326	377
92T0E	6	49	55
92T1	3	7	10
92T2	1	7	8
92T3	12	54	66
	210	763	973

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	GENDER		Total
	F	M	
13C1	0	1	1
13D1	0	5	5
13L1	0	5	5
13M1	1	2	3
13N1	7	5	12
13S1	7	7	14
14F1	4	0	4
14N1	17	24	41
15W1	3	2	5
17D1Y	5	22	27
21A1	17	19	36
21M1	0	2	2
21R1	8	18	26
31P1	0	5	5
32E1C	0	1	1
32E1G	4	24	28
35P1	3	1	4
38F1	24	9	33
41A1	2	1	3
42B1	1	0	1
43E1A	1	1	2
43T1	1	0	1
61A1	2	16	18
61C1	1	0	1
61D1	1	1	2
62E1A	0	5	5
62E1B	2	5	7
62E1C	0	5	5
62E1E	1	4	5
62E1G	2	13	15
62E1H	1	4	5
62E1I	0	3	3
63A1	10	61	71
64P1	10	17	27
65F1	1	19	20
71S1	2	5	7
92M0	6	7	13
92M1	2	7	9
92T0	63	281	344
92T0E	3	42	45
92T1	3	6	9
92T2	1	2	3
92T3	8	66	74
	224	723	947

AFSC	Career Field	Career Overview (AF.com) Link
11XX	Pilot*	https://www.airforce.com/careers/detail/pilot
12XX	Combat Systems Officer*	https://www.airforce.com/careers/detail/combatsystems-officer
13BX	Air Battle Manager	https://www.airforce.com/careers/detail/air-battle-manager
13HX	Aerospace Physiologist	https://www.airforce.com/careers/detail/aerospace-operational-physiologist
13MX	Airfield Operations	https://www.airforce.com/careers/detail/airfield-operations-officer
13NX	Nuclear and Missile Operations	https://www.airforce.com/careers/detail/nuclear-and-missile-operations-officer
13SX	Space Operations	https://www.airforce.com/careers/detail/space-operations-officer
14FX	Information Operations	https://www.airforce.com/careers/logistics-and-administration/information-operations-officer
14NX	Intelligence	https://www.airforce.com/careers/detail/intelligence-officer
15AX	Operations Research Analyst	https://www.airforce.com/careers/logistics-and-administration/operations-research-analyst
15WX	Weather and Environmental Sciences	https://www.airforce.com/careers/aviation-and-flight/weather-and-environmental-sciences-officer
16FX	Foreign Area Officer	http://www.safia.hq.af.mil/Force-Development/International-Affairs-Specialist/
17DX	Warfighter Communications Operations	https://www.airforce.com/careers/intelligence/warfighter-communications-operations
17SX	Cyberspace Effects Operations	https://www.airforce.com/careers/intelligence/cyberspace-effects-operations-officer
18XX	Remotely Piloted Aircraft (RPA) Pilot	https://www.airforce.com/careers/detail/remotely-piloted-aircraft-pilot
19ZXA	Special Tactics (SW)	https://www.airforce.com/careers/detail/special-tactics-officer
19ZXB	Tactical Air Control Party (SW)	https://www.airforce.com/careers/combatsystems-officer/tactical-air-control-party-tacp-officer
19ZXC	Combat Rescue (SW)	https://www.airforce.com/careers/detail/combatsystems-officer
21AX	Aircraft Maintenance	https://www.airforce.com/careers/detail/aircraft-maintenance-officer
21MX	Munitions and Missile Maintenance	https://www.airforce.com/careers/detail/munitions-and-missile-maintenance-officer
21RX	Logistics Readiness	https://www.airforce.com/careers/detail/logistics-readiness-officer
31PX	Security Forces	https://www.airforce.com/careers/detail/security-forces-officer
32EX	Readiness Engineer (CE)	https://www.airforce.com/careers/detail/civil-engineer
32EX	General Engineer (CE)	https://www.airforce.com/careers/detail/civil-engineer
32EX	Explosive Ordnance Disposal Engineer (CE)	https://www.airforce.com/careers/detail/civil-engineer
35BX	Band	https://www.airforce.com/careers/detail/band-officer
35PX	Public Affairs	https://www.airforce.com/careers/detail/public-affairs-officer
38FX	Force Support	https://www.airforce.com/careers/logistics-and-administration/force-support-officer
41AX	Health Services Administrator	https://www.airforce.com/careers/detail/health-services-administrator-hospital-administrator
42BX	Physical Therapist	https://www.airforce.com/careers/detail/physical-therapist
42EX	Optometrist	https://www.airforce.com/careers/detail/optometrist
42GX	Physician Assistant	https://www.airforce.com/careers/detail/physician-assistant
42NX	Audiologist	https://www.airforce.com/careers/detail/audiologist
42PX	Clinical Psychologist	https://www.airforce.com/careers/detail/clinical-psychologist
42SX	Clinical Social Worker	https://www.airforce.com/careers/detail/clinical-social-worker
42TX	Occupational Therapist	https://www.airforce.com/careers/detail/occupational-therapist
43DX	Dietitian	https://www.airforce.com/careers/detail/dietitian
43EX	Bioenvironmental Engineer	https://www.airforce.com/careers/detail/bioenvironmental-engineer
43HX	Public Health	https://www.airforce.com/careers/detail/public-health-officer
43PX	Pharmacist	https://www.airforce.com/careers/detail/pharmacist
43TX	Biomedical Laboratory	https://www.airforce.com/careers/detail/biomedical-laboratory-officer
44XX	Physician*	https://www.airforce.com/careers/specialty-careers/healthcare/careers/doctor
45XX	Surgeon*	https://www.airforce.com/careers/healthcare/surgeon
46FX	Flight Nurse	https://www.airforce.com/careers/detail/flight-nurse
46NX	Clinical Nurse	https://www.airforce.com/careers/detail/clinical-nurse
46PX	Mental Health Nurse	https://www.airforce.com/careers/detail/mental-health-nurse
46SX	Operating Room Nurse	https://www.airforce.com/careers/detail/operating-room-nurse
46YX	Advanced Practice Registered Nurse (APRN)	https://www.airforce.com/careers/specialty-careers/healthcare/careers/nurse
47XX	Dentist*	https://www.airforce.com/careers/specialty-careers/healthcare/careers/dentist
48XX	Aerospace Medicine*	https://www.airforce.com/careers/specialty-careers/healthcare/careers/doctor
51JX	Judge Advocate	https://www.airforce.com/careers/detail/judge-advocate-officer-jag-attorney
52RX	Chaplain	https://www.airforce.com/careers/specialty-careers/chaplain
61CX	Chemist/Biologist	https://www.airforce.com/careers/detail/chemist
61DX	Physicist/Nuclear Engineer	https://www.airforce.com/careers/detail/physicist-nuclear-engineer
62EXA	Aeronautical Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXB	Astronautical Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXC	Computer Systems Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXE	Electrical/Electronic Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXF	Flight Test Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXG	Project Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXH	Mechanical Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
62EXI	Systems/Industrial/Human Factors Engineer (DE)	https://www.airforce.com/careers/detail/developmental-engineer
63AX	Acquisition Manager	https://www.airforce.com/careers/detail/acquisition-manager
64PX	Contracting	https://www.airforce.com/careers/detail/contracting-officer
65FX	Financial Management	https://www.airforce.com/careers/detail/financial-management-officer
65WX	Cost Analysis	https://www.airforce.com/careers/detail/cost-analysis-officer
71SX	Special Investigations	https://www.airforce.com/careers/detail/special-investigations-officer

USSF

<https://www.spaceforce.com/career-finder?type=officer>