

# ***Headquarters U.S. Air Force***

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*Integrity - Service - Excellence*

## **Nation's Recrutable Population (ref Talent Management)**



**MSgt Bradbury  
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**U.S. AIR FORCE**

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## What criteria are the Services using to gauge the likelihood for success of potential recruits, to ensure they are prepared to be successful in the long term?

- We use the basic qualification standards as outlined in Air Force Instruction (AFI) 36-2002 for enlisted and AFI 26-2005/2013 for officers. For physical qualification applicants are qualified based on standards listed in AFI 48-123, Medical Examination and Standards. Our recruiters also provide detailed information on AF lifestyle as well as help prepare them for BMT through mandatory monthly meetings.

## How do you define recruitable (include qualifiers and disqualifiers)?

- Initially a recruitable person is someone who meets the basic age (17-39 years) and education qualification (HS or college graduate). Once determined to be initially qualified then their moral (law violations), aptitude (AFQT) are considered, as well as eligibility in various other areas: drug use, dependency, financial (debt), etc. Lastly, they have to be physically qualified, no medical issues.



## What is the rationale behind this definition and when was it last examined?

- The Air Force uses many factors in determining what an ideal candidate for possible service should possess. These factors are reviewed often, no less than every 2 years or as OSD Policy dictates.

## What is waiverable, by Service, and why?

- For dependency an individual may have up to 3 children (married or single) and still able to enter the AF. The individual needs a family care plan before a waiver is complete to ensure their dependent will be cared for during their initial training and any deployments. The reason for the restrictions is to ensure the individual will successfully make it through training and the AF has a fully mission ready Airman.

## How many men as compared to women receive waivers?

- The information below is from 1 Jul 2014 to 20 Jun 2016 after the AF adjusted its dependency policy.

	Category	Total
Q: How many men as compared to women receive waivers?	Female	34
	Male	44
	Grand Total	78



**How many single parent waivers are approved? Of those, how many are women?**

Q: How many single parent waivers are approved?	Category	Total
	Single	53
Q: Of those, [single parent waivers] how many are women?		
	Category	Total
	Single Female	25

**For those Services that allow a waiver for single parents to enter the military, who has decision making authority for the waiver?**

A: The local AF Recruiting Group/CC is the approval authority for all dependency waivers.