

RFI 10 for DACOWITS June 2016 meeting

In the 2015 Annual Report to the Secretary of Defense, the Committee recommended that the Military Services devote sufficient resources to target and increase the recruitment of women into the officer and enlisted ranks, to include resources specifically devoted to increasing the recruitment of women and number of female recruiters. The Committee requests a **written response** from the **Military Services** updating information that was provided in Sept. 2014, Dec. 2014, and March 2015, addressing the following questions:

**a. What are the Services' new recruiting initiatives (within the last 12 months) to recruit women?**

The Air Force's new recruiting initiatives (within the last 12 months) to recruit women are:

- Educate recruiters on previously closed career fields are now open to females.
- Established within our officer recruiting guidance the requirement to have 30% of applicants to officer selection boards be female.

**b. What is the percentage of women assigned to recruiting billets? Please include the data for officers and enlisted, trended over the last five years.**

**For Active Duty (AD):**

As of 14 Mar 2016, of our total 2,050 recruiters assigned: 1,700 were male (83%), and 350 were female (17% are female)

Tier 1 - 1,218 total; 1,003 male (82%), 215 female (18%)

Tier 2 - 483 total; 395 male (82%), 88 female (18%)

Tier 3 - 349 total; 302 male (87%), 47 female (13%)

And the five year trend is: AD does not have the ability to track.

**For Air National Guard (ANG):**

The ANG has 201 female Recruiters and Retainers from a total force of 599 making our force 34% female.

And the five year trend is:

The ANG has 3 authorized officer billets for the entire force.

1. Division Chief, O-6 position, NGB/A1Y

- Occupied by male for one year to present
- Previous two Division Chiefs were females going back 5 years before the current one

2. Chief, Recruiting Programs Integration, O-5 position, NGB/A1YY

- Position occupied by males for last 5 years

3. Chief, ANG Marketing and Advertising, O-5 position, NGB/A1YA

- Occupied by female for the last year approximately
- Previous occupant was a male for about 4 years

**For AF Reserve:**

And the five year trend is:

	Total Enlisted Recruiters	Total Enlisted Female	Percentage	Total Officer Recruiters	Total Officer Female	Percentage
FY16	329	99	30%	14	3	21%
FY 15	312	80	26%	15	3	20%
FY 14	307	75	24%	22	5	23%
FY 13	315	70	22%	22	7	32%
FY 12	339	97	29%	22	6	27%
FY 11	365	86	24%	22	4	18%