Headquarters U.S. Air Force

Integrity - Service - Excellence

AFROTC, OTS, & Direct Commissioning Sources

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AF/A1P
20 June 2013

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Overview

- **Commission Sources Accessions**
- **Officer Retention Rates**
- **Efforts to Identify, Admit and Retain Women**

AFROTC Female Accessions

10-Year (FY 2003 – 2012)

Air Force Reserve Officer Training Corps Production			
Fiscal Year	**Total Commissioned**	**Female**	**% Female**
FY03	2,433	614	25.2%
FY04	2,395	623	26.0%
FY05	2,412	603	25.0%
FY06	2,083	469	22.5%
FY07	2,002	434	21.7%
FY08	1,852	391	21.1%
FY09	1,894	382	20.2%
FY10	1,852	411	22.2%
FY11	1,942	461	23.7%
FY12	1,790	423	23.6%
10-Yr Total	**20,655**	**4,811**	**23.3%**

Ref: AFOATS CC Notebooks and updated Holm Center data
Holm Center/CCX June 2013

OTS/BOT Female Accessions

10-Year (FY 2003 – 2012)

Officer Training School Basic Officer Training Production			
Fiscal Year	**Total Commissioned**	**Female**	**% Female**
FY03	1,603	279	17.4%
FY04	1,112	158	14.2%
FY05	750	83	11.1%
FY06	560	53	9.5%
FY07	530	56	10.6%
FY08	510	90	17.6%
FY09	691	99	14.3%
FY10	695	141	20.3%
FY11	594	75	12.6%
FY12	642	86	13.4%
10-Yr Total	**7,687**	**1,120**	**14.6%**
Ref: AFOATS CC Notebooks and updated Holm Center data Holm Center/CCX June 2013			

OTS/COT Female Accessions

10-Year (FY 2003 – 2012)

Officer Training School Commissioned Officer Training Non-Line* Production			
Fiscal Year	**Total Commissioned**	**Female**	**% Female**
FY03	1,572	626	39.8%
FY04	1,232	544	44.2%
FY05**	1,139	501	44.0%
FY06**	1,090	480	44.0%
FY07	1,156	506	43.8%
FY08	1,206	534	44.3%
FY09	1,287	581	45.1%
FY10	1,416	654	46.2%
FY11	1,336	587	43.9%
FY12	1,436	668	46.5%
10-Yr Total	**12,870**	**5,681**	**44.1%**
Ref: AFOATS CC Notebooks and updated Holm Center data Holm Center/CCX June 2013			

***Direct Commissioned: Doctors, Lawyers, Nurses, Medical Specialists**

****Female Data for FY05 and 06 based on prior and past year average %, otherwise data not available**

Holm Center Female Accessions

10-Year Total (FY 2003 – 2012)

Combined AFROTC/OTS Total Production			
	Total Commissioned	Female	% Female
10-Yr Total	41,212	11,612	28.2%
Ref: AFOATS CC Notebooks and updated Holm Center data Holm Center/CCX June 2013			

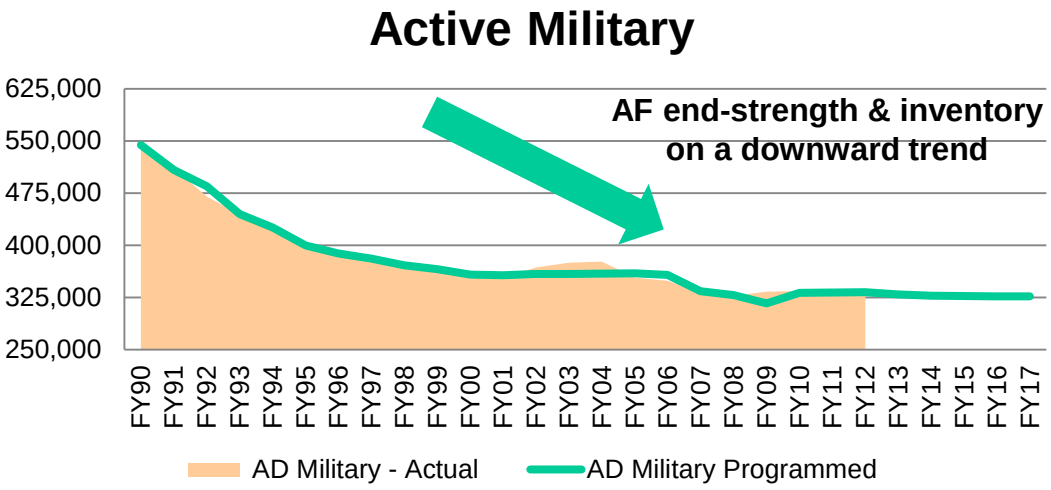
- **No specific gender-related goals in Air University (AU) or Air Force Recruiting Service (AFRS)**

Force Management Strategy

- Due to high retention rates and declining end-strength, the AF implemented a multi-year strategy focused on sizing and shaping the force to meet congressionally mandated end-strength levels
- The program consists of voluntary and involuntary Force Management initiatives

Force Management Levers:

- Service Commitment Waivers
- Transfer to the Reserves
- Early Retirement
- Voluntary Separation Pay
- Reduction in Force Boards
- Force Shaping Boards
- Selective Early Retirement Boards



Multi-year strategy to shape high quality force has leveraged:

1. ***Voluntary measures first***
2. ***Incentives as appropriate***
3. ***Involuntary if required***

Officer Average Retention FY01-FY12

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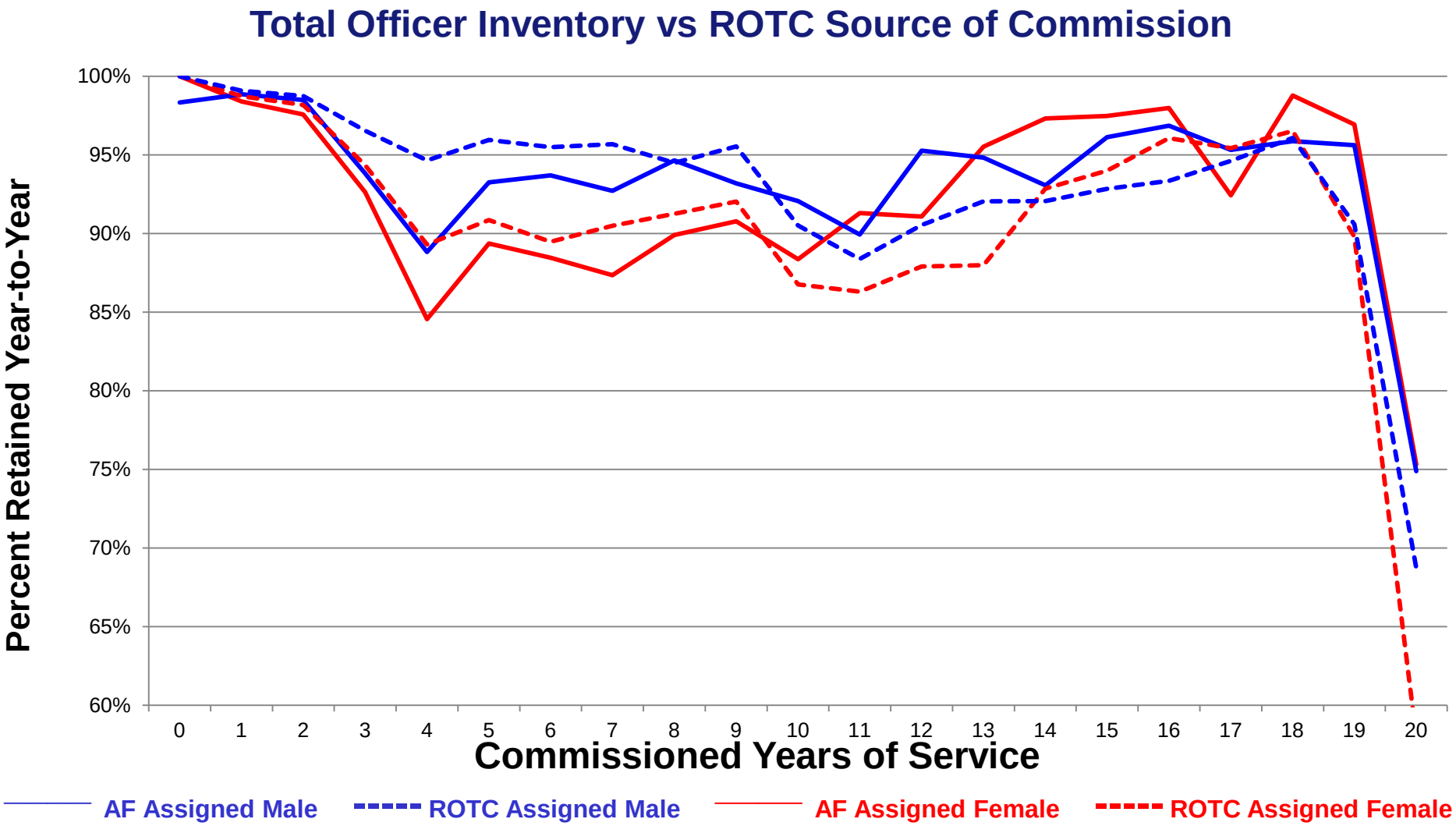

Officer Average Retention FY01-FY12

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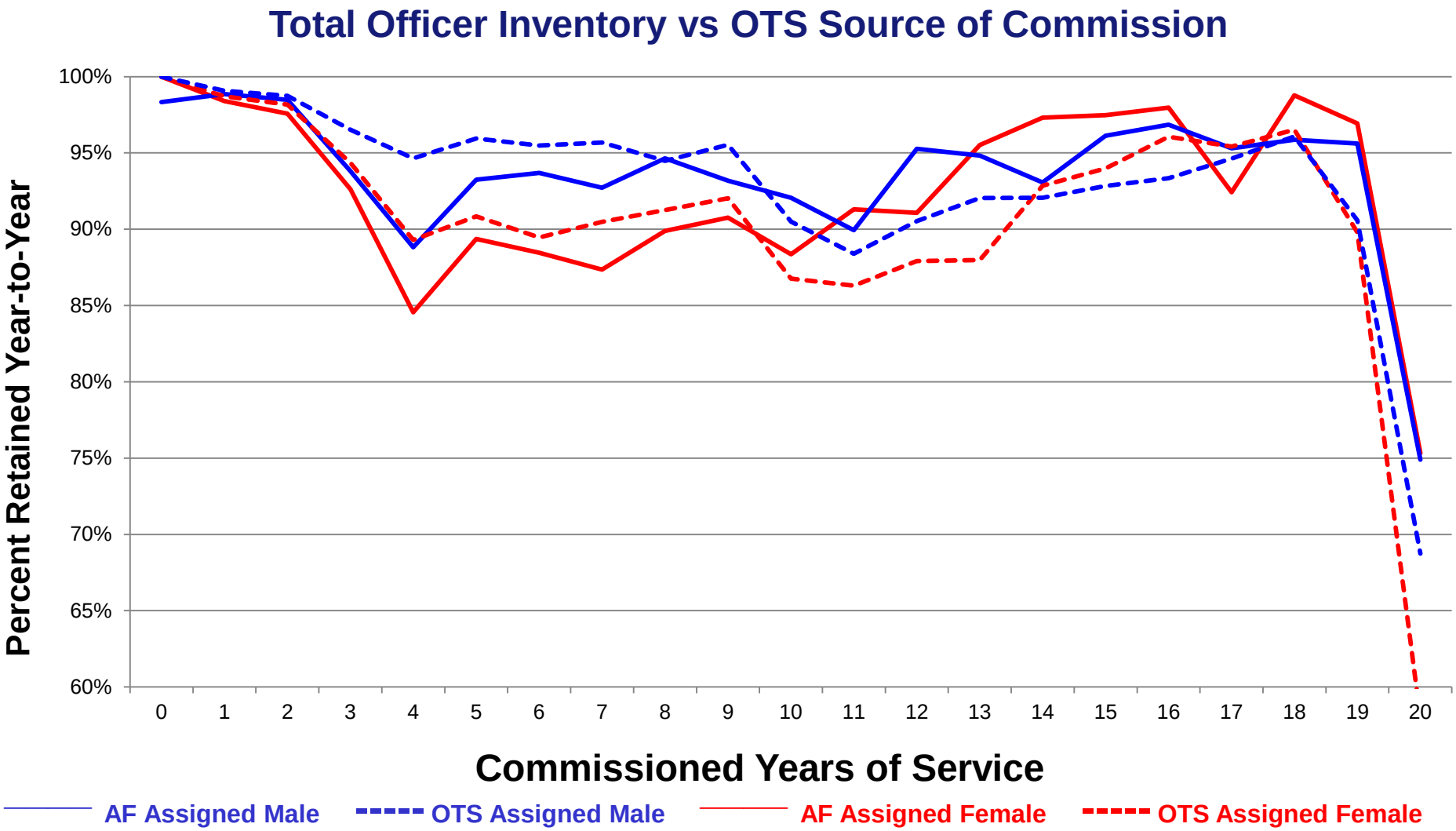

Officer Average Retention FY01-FY12

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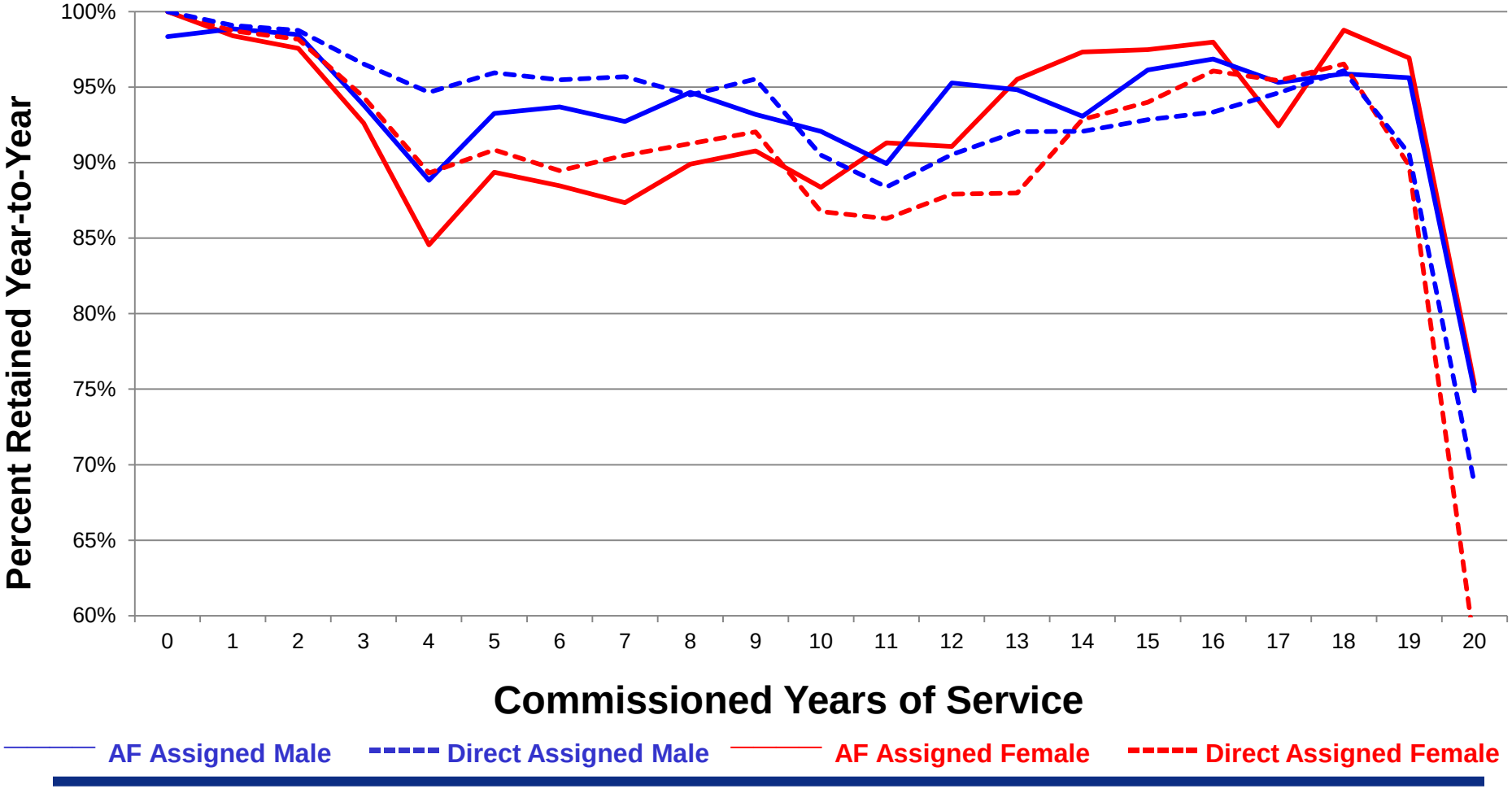
Total Officer Inventory vs Direct Source of Commission



Current Efforts to Identify, Admit and Retain Women

- AF recruiting and retention goals are gender-neutral
- AFROTC and Direct Commissioning programs are skills and aptitude based; there are no gender specific recruiting incentives
  - Focus on individuals: aptitude, academic ability, desired major, and leadership
- OTS / Air Force Recruiting Service offers incentives through an internal competition system for the recruitment of female applicants
    - Rated and critical degree(s) related jobs