Headquarters U.S. Air Force

Integrity - Service - Excellence

Delayed Entrance Program and Basic Military Training Attrition

December 2014 DACOWITS

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December 2014

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Overview

- Purpose
- Delayed Entrance Program (DEP)
- Basic Military Training (BMT)
- Summary

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Purpose

Provide DACOWITS with the Air Force response to the Assignments Working Group Request for Information A4:

DACOWITS requests a briefing from the Services on the current attrition rates for both men and women during delayed entry and basic training, as well as what, if any, methods are being taken to lower the attrition rates for women.

Delayed Entrance Program (DEP) Attrition

Year	Male	Female
FY12	2,229 (8.59%)	904 (14.00%)
FY13	2,149 (9.47%)	853 (14.56%)

Note: System limitations prevent pre-FY12 attrition data queries until after June 2015 and FY14 data is not complete until May 15.

- **Factors**
  - **Length of time in DEP (FY 12/13 Avg = 9 months)**
  - **Medical Disqualification (physical injury, pregnancy)**
  - **Moral Violations (criminal history, financial / legal issues)**
  - **Pursued civilian job**

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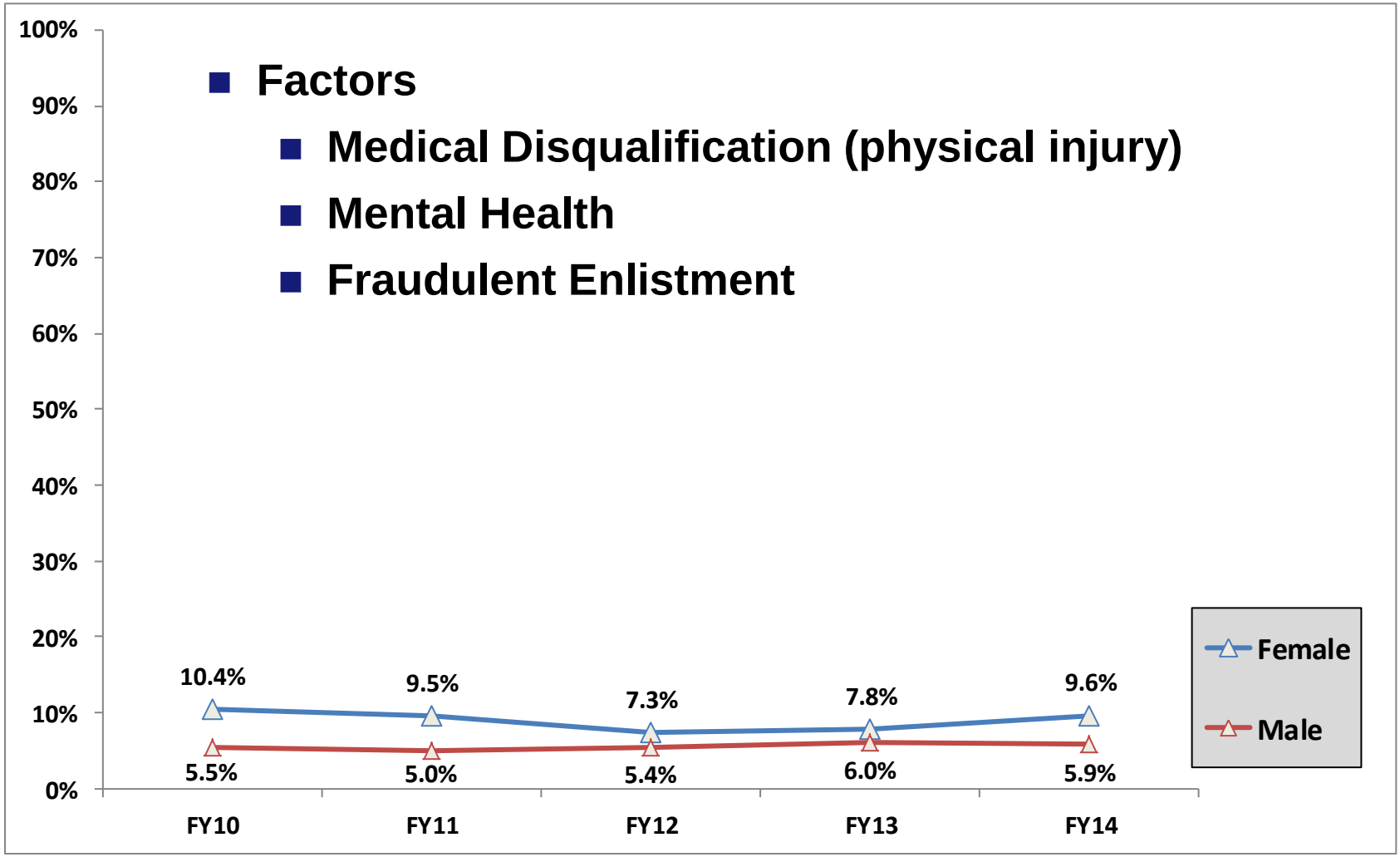
DEP Initiatives

- Improved DEP guide to better educate recruits
- Improved pre-accession nutrition information to better prepare recruits for BMT
- Mandated interview by Recruiter's Supervisor prior to release from DEP pool

BMT Attrition by Gender (FY10 - FY14)



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BMT Initiatives

- Instituted AF-wide Developmental Special Duty nominative process
- Increased MTI manning and improved ratio of female MTIs
  - Increased total MTI levels by 22% (414 to 504)
  - Increased number of female MTIs by 121% (52 to 115)
  - Increased ratio of female line MTIs to 29% (from 17%)
- Improved MTI deliberate development training
- Added Sexual Assault Response Coordinators, Chaplains, and increased reporting opportunities (hotline, critique boxes, surveys)
- ID'd/addressing anemia and iron deficiencies in trainee population
- Redesigned BMT to 7.5 weeks with a Capstone Week
- Assessing attrition factors by squadron to improve response

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Summary

- Female DEP attrition higher than males, but AFRS implementing actions to address and better understand attrition decisions
- Female BMT attrition also higher than males, but numerous actions underway in BMT to address
- Council on Recruit Basic Training (CORBT) provides cross-service forum to compare and collaborate on solutions

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Questions?