



**DEPARTMENT OF THE AIR FORCE  
WASHINGTON, DC**

**OFFICE OF THE SECRETARY**

22 November 2022

MEMORANDUM FOR DACOWITS

FROM: HQ USAF  
1720 Air Force Pentagon  
Washington DC 20330-1720

SUBJECT: DAF DACOWITS RFI 3

**QUESTION #3**

The Committee remains interested in the recruiting and accessions enterprise related to identifying, assessing, and recruiting qualified candidates.

The Committee requests a written response from the Army, Navy, Marines, Air Force, Space Force, Coast Guard, and National Guard on the following:

a. Provide accession targets/goals and actual accession numbers, separated by gender, for the last five years (FY18-22).

Below is the Air Force Recruiting Service (AFRS) and Air Force Personnel Center (AFPC) compiled RegAF target and actual accessions data, separated by gender, for FY18-FY22.

<b>RegAF Enlisted Accessions</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>
<b>Total Target / Actual</b>	<b>29,831 / 29,831</b>	<b>32,050 / 32,052</b>	<b>26,268 / 26,270</b>	<b>26,591 / 26,591</b>	<b>26,151 / 26,151</b>
Male	22,610	23,990	19,852	20,228	<b>20,159</b>
Female	7,221	8,062	6,418	6,363	<b>5,992</b>

<b>RegAF Officer Accessions</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>
<b>Total Target / Actual</b>	<b>5,098 / 5,090</b>	<b>5,598 / 4,735</b>	<b>4,533/4,180</b>	<b>4,007/ 4,153</b>	<b>4,111/ 4,166</b>
Male	3,808	3,371	2,926	2,961	2,879
Female	1,282	1,364	1,254	1,192	1,287

- Additionally, on 9 August 2022, the DAF updated its officer commissioning applicant pool goals. This was the first update since 2014. The applicant pool goal for females was updated from 30% to 36%, and for the first time, the DAF has applicant pool goals at the intersection of gender and race/ethnicity.

See RFI 3 - Attachment 1 - DAF Officer Source of Commission Applicant Pool Goals

b. Provide data related to whether female recruiters, compared to male recruiters, are more successful at accessing women into the military.

- We have not been able to quantify that women are more successful in recruiting women. Since FY19 we have increased the percentage of female recruiters and decreased the percentage of female accessions. Thus far, we are unable to identify any correlation to more female recruiters equaling more female accessions.

See RFI 3 - Attachment 2 Recruiting Gender vs Applicant Gender Statistics

c. What innovative methods or approaches (other than engagement with current affinity groups) are recruiters using to attract women into the military (to include racially and ethnically diverse women)?

- On 17 September, the DAF arranged for the 75th Anniversary of the United States Air Force to be recognized at a Washington Spirit game at Audi Field in Washington D.C. The Washington Spirit is a professional women's soccer team. The goal was increase public outreach at an event focused on women and their competitive efforts.

- AFRS Det 1 has the Aviation Inspiration Mentors (AIMs) program that brings rated officers who have the desire to share their story and share opportunities at events and engagements. They have 508 volunteers that want to share their obstacles in order to make it easier for the next generation of leaders to be able to take their place with a mentor who can help ease their path through experience. 158 AIMs are women, making up just over 31%. When we go to engagements, we strive to bring representation, and especially women, to make sure we are encouraging through representation. If they can see it, they can believe it, if they believe it, they can be it.

i. Provide plans for partnering with unofficial & non-traditional partners (i.e. trade associations, etc.).

- When the AFRS Det 1 team goes to events and engagements, they identify organizations and partners who are accomplishing similar mission sets and identify where our programs and initiatives have an opportunity to supplement or complement one another. These are organizations that target youth, diversity, and aviation.

ii. How do you measure the effectiveness of these partnerships?

- There are two ways we measure the effectiveness of these partnerships. One is through our marketing partners and the other is through our paid partners.
- Through our marketing partners, specific to social media, they are able to identify the total number of impressions (individuals who see) as well the number of engagements (individuals who further engage with the advertisement) for our specific content. For our social media, of the 192M impressions, approximately 61% were women.
- We had numerous paid partners and WAI was the most cost effective for our cost to engagement ratio of \$0.22 per engagement. We paid \$65,000 and engaged with 292,700 individuals at their engagements and events and collaborated to ensure we were integrated on numerous speaking opportunities with our women mentors as well our General Officers who furthered relationships and supplemented their events.
- Additionally, the Department of the Air Force has updated a policy to allow women, both enlisted and civilian, to apply and compete for an Officer Training School commission while pregnant. Under the new guidance reflected in DAF Manual 36-2032, Military Recruiting and Accessions, pregnant Airmen, Guardians and civilians can now apply for OTS commissioning and, if selected, will attend training between six to 14-and-a-half months after completion of the pregnancy.
- Prior to the change, DAF policy required OTS applicants to be worldwide qualified at the time of application, preventing women from applying during pregnancy through the 12-month postpartum period.

Attachments:

- RFI 3 - Attachment 1 - DAF Officer Source of Commission Applicant Pool Goals
- RFI 3 - Attachment 2 Recruiting Gender vs Applicant Gender Statistics



**DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC 20330-1000**

09 AUG 2022

MEMORANDUM FOR HQ AETC/CC  
HQ USAFA/CC

SUBJECT: Officer Source of Commission Applicant Pool Goals

Diversity and inclusion are an essential part of our society and key to the success of any organization. As such, it is imperative that the composition of our Military Services better reflect our Nation’s highly talented, diverse, and eligible population. This memorandum updates Department of the Air Force officer applicant pool goals, broken down by race, ethnicity, and gender. Critically, it also continues our progress toward achieving a force more representative of our Nation, while leveraging that diversity to enhance the Air and Space Force’s ability to deter, and if necessary, deny our Nation’s competitors.

Diversity & Inclusion Goals*	White (67.5%)	Black / African American (13%)	Asian (10%)	American Indian / Native Alaskan (1.5%)	Native Hawaiian / Other Pacific Islander (1%)	ETHNICITY	Hispanic / Latino (15%)
Male (64%)	43%	8.5%	6.5%	1%	.5%		9.5%
Female (36%)	24.5%	4.5%	3.5%	.5%	.5%		5.5%

\* Total diversity & inclusion goals equal 93%; excluding multi-racial category of 7% (4.5% Male/2.5% Female)

These goals are aspirational, aligning resources to invest in our long-term objectives and will not be used in any manner that undermines our merit-based processes. You are directed to develop a diversity and inclusion outreach plan aimed at achieving these goals no later than 30 September 2022. In addition, you will report annually on your progress outlining those initiatives your organizations are undertaking to enhance officer applicant pool diversity and inclusion.

We appreciate your continued efforts to attract and train the best and brightest talent our Nation has to offer.

Frank Kendall  
Secretary of the Air Force

*One Team, One Fight!*

Gina Ortiz Jones  
Under Secretary of the Air Force

John W. Raymond  
General, USSF  
Chief of Space Operations

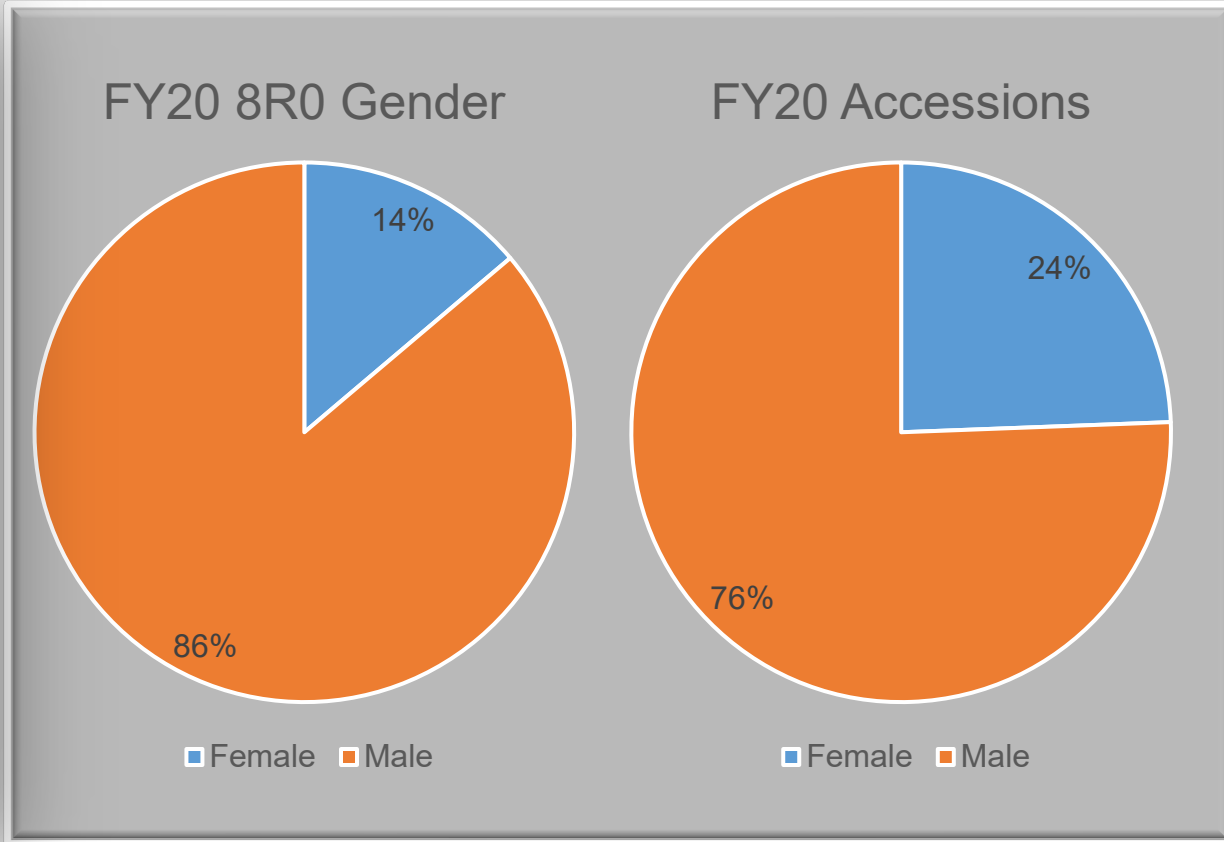
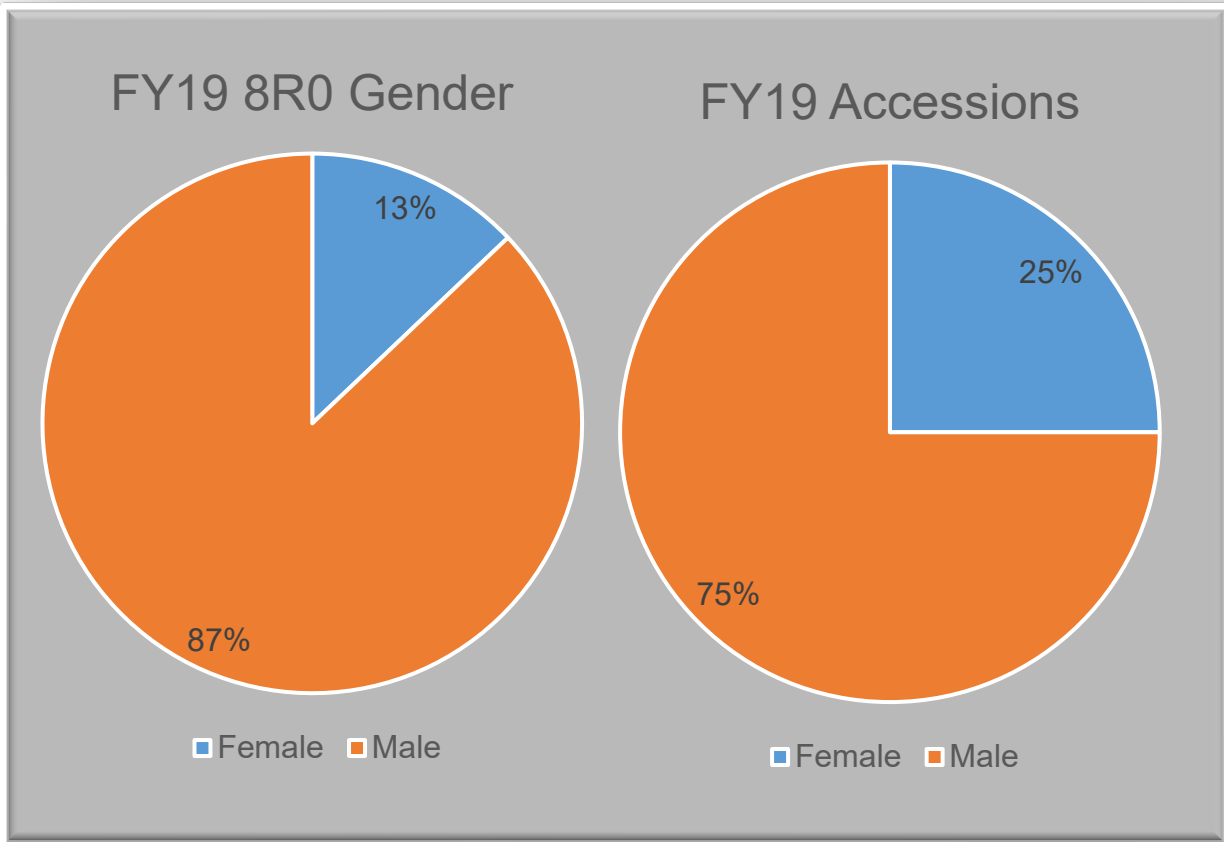
Charles Q. Brown, Jr.  
General, USAF  
Chief of Staff of the Air Force



UNCLASSIFIED



# Recruiter Gender vs Accession Gender





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