



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

September 2023

MEMORANDUM FOR DACOWITS

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

SUBJECT: DAF DACOWITS RFI Response RFI #1

QUESTION #1.

The Committee remains concerned about the inability of the Military Services to meet their annual recruiting goals. In March 2023, via RFI 4, the Committee received a briefing from the Army on its innovative Future Soldier Preparatory Course (FSPC). Since the time of that Army briefing, the Navy has created a similar Future Sailor Preparatory Course.

The Committee requests a written response from the Army, Navy, Marine Corps, and the Department of the Air Force on the following:

f. Does your Service plan to implement a similar preparatory course? If so, which portions and when? The DAF does not have policy, resources or plans to stand up an enlisted preparatory course. Based on available data, standing up a 'Future Airman Prep Course' will result in a nominal increase in accessions, yet will require a large investment in resources.

As a result, in response to FY24 NDAA proposed requirement for the Services to stand up a preparatory course in FY24, DAF recommended inserting reporting language directing OSD and the Military Services to evaluate the current accession requirements and BMT attrition rates to determine the viability of and make appropriate recommendations for enlisted preparatory training. Reporting language would be more beneficial at this time as it provides OSD and the Services an opportunity to shape potential policy and requirements to maximize the effectiveness and efficiency of any potential preparatory course(s). The results of the report could then be codified in a future version of the NDAA.

DISCUSSION: Currently, we are unable to provide an accurate estimate of the number of participants who would attend a 'Future Airman Prep Course' focused solely on body fat/weight. Prior to April 2023, DAF body fat composition was lower than maximum allowed in DoDI 1308.03, *DoD Physical Fitness and Body Composition Programs*. All data prior to that date is based on 20% males/28% females body fat composition rather than the current allowable body fat composition of 26% male/36% female. As a result, data in the Air Force Recruiting Information Support System prior to April 2023 reflect data based on the previous, more restrictive standard. That data indicates low double digits that are above the 20%/28% range (see

chart below). Data based on the updated standard of 26%/36% are too new to assess whether a prep course to assist those within the 32%/42% BFM range, a drastic 12%-14% swing to the right, would provide a significant increase in accessions. Nor do we have enough data to assess the impact the effectiveness of the increased accession standard DAF recently adopted.

The average ASVAB score for DAF new accessions is 59. A 5-year lookback shows an average of 3K RegAF applicants per year achieve an AFQT score of 21-30, and as such, are disqualified and must retest to obtain a minimum of 31 (chart below). A prep course would need to increase scores to at least the mid-40s to meet entry requirements into most career fields for both the Space and Air Force. Even then, career options would be limited to ~ 30 career fields (11 medical).

DAF is not opposed to a preparatory course, however, based on data and resource constraints, it will benefit greatly from the opportunity to shape potential policy and requirements, and assess “lessons learned” from the Army and Navy preparatory courses, to maximize the effectiveness and efficiency of any potential preparatory course.

ASVAB QT	2017	2018	2019	2020	2021	2022	2023	Total Count
21	35	219	216	116	139	207	4	936
22	110	446	478	268	348	388	14	2052
23	55	254	257	159	182	205	6	1118
24	53	268	278	159	180	220	11	1169
25	131	534	640	377	413	457	23	2575
26	75	329	380	185	229	236	7	1441
27	67	342	364	209	223	272	10	1487
28	101	359	383	236	302	251	7	1639
29	77	360	369	233	280	290	7	1616
30	98	360	445	230	293	278	9	1713
Total	802	3471	3810	2172	2589	2804	98	15746

Gender	2019	2020	2021	2022	2023	Over BFM Standard
Female	1	2	12	32	2	49
Male		3	10	28	2	43
Total	1	5	22	60	4	92