

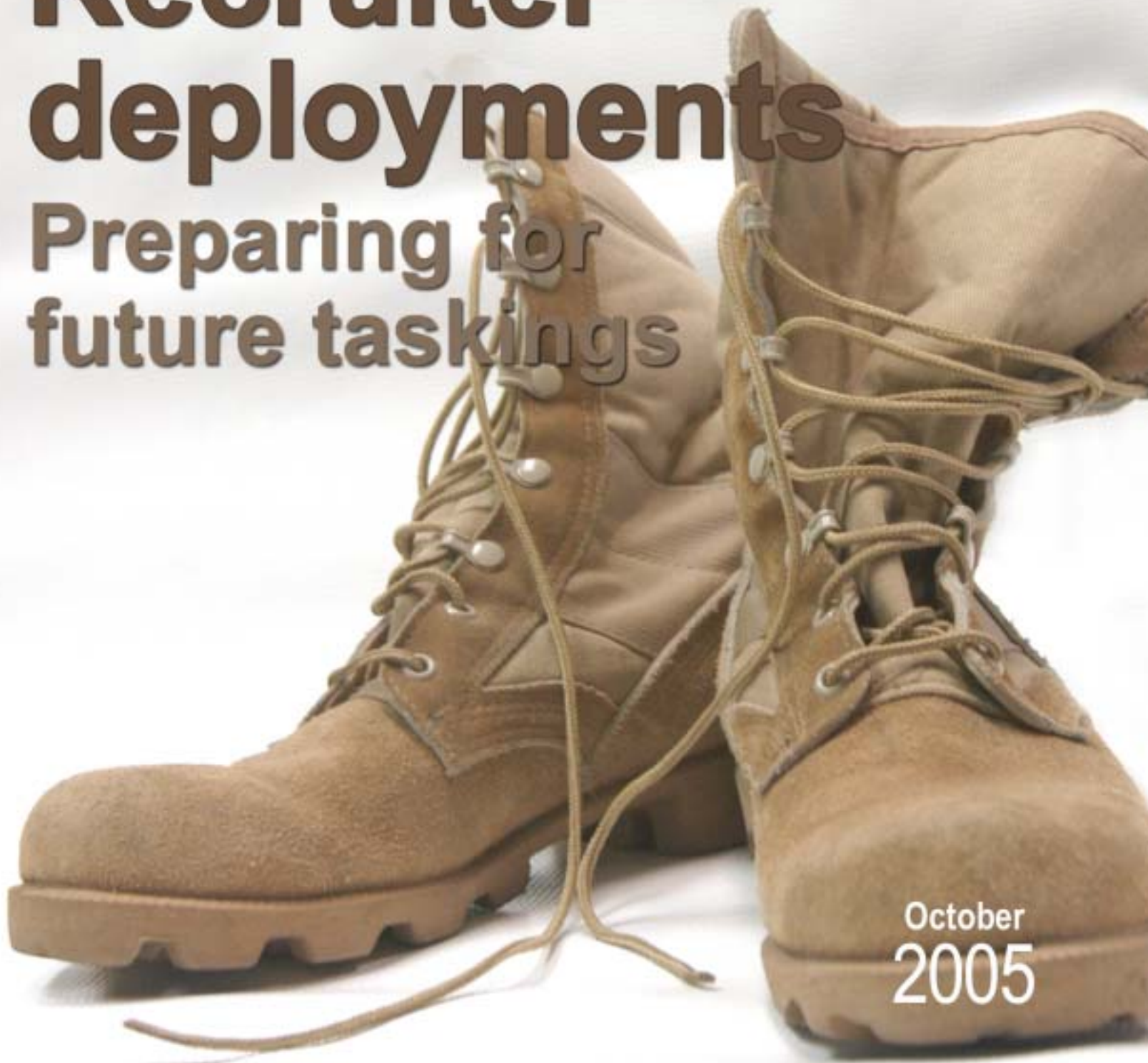


# Recruiter

The Magazine of the Air Force Recruiting Professional

## Recruiter deployments

### Preparing for future taskings



October  
2005

## Editorial staff

**Commander**  
Brig. Gen. Dutch Remkes

**Chief, Public Affairs**  
Lt. Col. R. Steven Murray

**NCOIC, Public Affairs**  
Tech. Sgt. Dan Elkins

**Editor**  
Senior Airman Madelyn Waychoff

This funded Air Force magazine is an authorized publication for members of the U.S. military services. Contents of the *Recruiter* are not necessarily the official view of, nor endorsed by, the U.S. government, the Department of Defense, or the Department of the Air Force.

The editorial content is edited, prepared, and provided by the public affairs office of Air Force Recruiting Service, Randolph Air Force Base, Texas. All photos are Air Force photos unless otherwise indicated.

Articles and photos submitted for publication in the *Recruiter* must be received by the editor no later than the first day of the month preceding publication.

Correspondence should be addressed to AFRS/PA, 550 D STREET WEST STE 1, ATTN: EDITOR, RANDOLPH AFB, TX 78150-4527. Phone numbers are commercial (210) 565-4678, DSN 665-4678 or e-mail [afrshqpa@rs.af.mil](mailto:afrshqpa@rs.af.mil).

## cover



New deployment taskings for recruiters were recently implemented. For more information on how to prepare for deployments see Pages 12-13. (Photo by Staff Sgt. Marti Ribeiro)



Air Force Recruiting Service

## COMMANDER'S ACTION LINE

**Q:** **What is the future of Officer Training School selection boards? Along with civilian applicants joining as officers, recruiters often use OTS as a selling point for people interested in enlisting and obtaining a degree and commission while on active duty.**

**With the number of boards and people selected to attend decreasing, especially from the enlisted side, what can we expect to tell those interested in becoming officers?**

**A:** It is true that the requirements for line officers, and thus the number of

Officer Training School selection boards, has decreased. While this can affect our recruiting efforts, there are still many avenues in which officer applicants can enter the Air Force and enlisted Airmen can become officers.

The total number of people

selected to attend OTS in fiscal 2004 was 1,060. Force shaping initiatives compelled the Air Force to return to authorized end strength, reducing fiscal 2005 requirements to 727 selectees. Also, the requirements for fiscal 2006 and 2007 are expected to be approximately 500 OTS selectees per year.

Requirements for pilots, navigators and air battle managers will remain constant, but non-rated opportunities, for which most Airmen apply, will be reduced.

Proportionally, the number of enlisted selected to attend OTS has remained constant. However, because most enlisted apply for the non-technical boards, the number of enlisted accepted into OTS will decrease in fiscal 2006 and 2007.

Keep in mind that this is only one avenue for becoming an officer. Other commissioning programs such as ROTC as well as the Airmen Education and Commissioning Program and Scholarships for Outstanding Airmen for enlisted members are also available.

The Commander's Action Line is a direct line for comments, questions, complaints and suggestions on how to make Air Force Recruiting Service a better place to work.

All action lines will be answered personally by me or my staff while protecting the identity of the individual as best as possible. Although the action line is always available, the best way to resolve problems is through your chain of command.

If concerns still cannot be resolved, please call the action line at (210) 565-4678, or e-mail at [afrsactionline@rs.af.mil](mailto:afrsactionline@rs.af.mil). Items of general interest may be printed in the *Recruiter* magazine.



**Brig. Gen. Dutch Remkes**  
Commander

# Using available tools key to success in year ahead

## Core values, training help recruiters stay on path to meet goal

**By Brig. Gen. Dutch Remkes**  
*Air Force Recruiting Service commander*

The recruiting business is forever changing and is always challenging. An improving economy, a renewed emphasis on higher education and the public's concern for the ongoing effort in Iraq makes our job more difficult. And yet, with all these challenges, this is a great time to be an Air Force recruiter.

We just completed another successful year of enlisted and officer accessions. We helped the Air Force attain its force shaping goals for fiscal 2005. For fiscal 2006, our enlisted accessions production goal is back above 30,000 new recruits. Feedback from senior leaders at Basic Military Training and our many technical schools tells us that the young Airmen we're bringing into the Air Force are bright, motivated and highly patriotic.

At the very heart of this effort is our devotion to the Air Force's core values. At our annual leadership conference in August, I spoke to our commanders, superintendents and first sergeants about the importance of maintaining our high standards at all times.

The success of our recruiting effort relies on our adherence to the Air Force's core values of integrity, service and excellence. We successfully recruit America's sons and daughters because of the high standards we set for ourselves and the positive role models we send into the community. For most of the

American public we remain the only day-to-day contact with the armed forces.

Integrity is the bedrock of our value system. Sadly, the well-publicized actions of a few bad recruiters impact all of us. Integrity is not optional and it is not situational; we must be on our "A" game at all times.

When working with an applicant, make sure you fully explain the value of "service before self." Describe to them the very real challenges we face around the world and the seriousness of being in the profession of arms. America's young men and women understand the importance of national service and have pride in themselves and their country. With

regard to the risks they'll face, don't short change them. Give it to them straight, they get it.

Finally, remember that it's "excellence in all we do." Unfortunately, we've become satisfied with performance that's less than acceptable in our health profession goals. We can't afford to fall short any longer. In fiscal 2006 we must strive to meet and exceed the goals for physicians, dentists and nurses. While the weight of this responsibility falls on our officer accessions recruiters, all of us must commit ourselves to helping them make

their goals.

In the end, it boils down to using the basic recruiting tools and training we've received. Recruits are not apt to walk into our offices without us making the first step; we must get out into the community and make young people aware of the opportunities we have for them. I know that many of our recruiters are new to this business and have never been "put on goal" before. Don't worry, the rest of us will help you succeed. America's Air Force is depending on us.

Just remember — it all starts with integrity, service before self and excellence in all we do.

---

**"The success of our recruiting effort relies on our adherence to the Air Force's core values of integrity, service and excellence."**

---

## Second quarter awards

The following Airmen are the 2005 Air Force Recruiting Service second quarter award winners. Winners were selected by a board of AFRS officials based on performance.

### Airman

Senior Airman Robert Payne  
344th RCS

### NCO

Staff Sgt. Carissa Lee  
313th RCS

### SNCO

Master Sgt. Paul Gallagher  
311th RCS

### CGO

Capt. James Combs  
361st RCS

### Civilian

Ms. Catherine Firkel  
313th RCS

## Hurricane

Hurricane Katrina, which made landfall Aug. 29 in Louisiana, diverted recruiters to alternate locations, closed Military Entrance Processing Stations and delayed the shipment of DEPpers to basic training for the 367th and 369th Recruiting Groups.

“Our greatest concern lies in the fact that people are secure,” said Col. Mariano Campos, Air Force Recruiting Service Plans and Resources Division chief.

All recruiters were accounted for, but as of magazine press time it was too early to determine the extent of damage to more than a dozen facilities and government property.

The hurricane closed the New Orleans MEPS, but MEPS in other affected areas remained open.

“We had 26 DEPpers who were

not able to ship because the MEPS was inaccessible due to the hurricane,” said Master Sgt. Doug Mettler, Air Force Recruiting Service Job Bank NCO in charge. “The slots were filled by DEPpers from other squadrons.”

The DEPpers did not lose their jobs. They will be sent to Basic Military Training at a later time and put in the next available classes.

## AFAS relief fund

The Air Force Aid Society established a nationwide relief fund to help Air Force families affected by Hurricane Katrina.

Donations to the AFAS Hurricane Relief Fund can be made by check or credit card.

Credit card donations may be made by calling (703) 607-3073 or (800) 769-8951 or by a secure online

## Recruiting school graduates

The following Airmen graduated from the Air Force Recruiting School Aug. 17.

Senior Airman Michael Boseman  
Tech. Sgt. Katie Brown  
Staff Sgt. Sumpter Burgess  
Staff Sgt. Pete Canlas  
Senior Airman Kimberly Cooper  
Tech. Sgt. Chad Cribb  
Staff Sgt. Jeremy Fusco  
Staff Sgt. Jose Gonzalez  
Tech. Sgt. Jennifer James  
Senior Airman Tondalaya Justice  
Staff Sgt. Sharne Matson  
Senior Airman Katrina Medley  
Senior Airman John Parks  
Tech. Sgt. John Pryhoda  
Staff Sgt. Dustin Verhines

314th RCS  
331st RCS  
317th RCS  
368th RCS  
343rd RCS  
333rd RCS  
314th RCS  
333rd RCS  
331st RCS  
339th RCS  
369th RCS  
336th RCS  
314th RCS  
336th RCS  
369th RCS

The following students graduated from the Air Force Recruiting School Aug. 30.

Tech. Sgt. Karen Allen  
Tech. Sgt. Christopher Betancourt  
Staff Sgt. Jacob Brandis  
Staff Sgt. Richard Bullard  
Tech. Sgt. Mindy Francisco  
Senior Airman Jamison Nevins  
Staff Sgt. Jeffery Powell  
Staff Sgt. Timothy Reed  
Tech. Sgt. Jay Reformado  
Staff Sgt. Jonathan Shelton  
Tech. Sgt. Michael Soos  
Senior Airman Nicole Stahl  
Senior Airman Michael Wile

317th RCS  
349th RCS  
345th RCS  
311th RCS  
318th RCS  
319th RCS  
332nd RCS  
337th RCS  
347th RCS  
337th RCS  
311th RCS  
314th RCS  
313th RCS

## PME graduates

The following student graduated from the Air Force NCO Academy Sept. 1.

Tech. Sgt. Carrie Rios  
362nd RCS

The following students graduated from Airman Leadership School in August.

Senior Airman Lois Bailey  
Senior Airman Erik Bennett  
Senior Airman Jose Cruz  
Senior Airman Tibal Merrit  
Senior Airman Brian Russell

362nd RCS  
336th RCS  
333rd RCS  
336th RCS  
333rd RCS

## September Promotions

<b>Chief Master Sergeant</b>		Laurance Messick	313th RCS	Theodore Peterson	317th RCS
Thomas Nelligan	369th RCG	John Olson	347th RCS	Thomas Philips	347th RCS
<b>Senior Master Sergeant</b>		Jeffry Roudebush	337th RCS	Mario Rodriguez	362nd RCS
Thomas Byington	360th RCG	Kevin Stefanovsky	338th RCS	Steven Szeszko	361st RCS
Raymond Oshop	372nd RCG	Steven Suiter	347th RCS	Timothy Thigpen	345th RCS
<b>Master Sergeant</b>		<b>Technical Sergeant</b>		Timothy Trowbridge	330th RCS
Kenton Boyer	348th RCS	D'Angelo Brisbon	314th RCS	Elizabeth Valentine	337th RCS
Randy Bozarth	319th RCS	Alles Cubbage	331st RCS	Lisa Weihs	333rd RCS
Andrew Crawford	339th RCS	Anthony Fleming	332nd RCS	Troy Westphal	317th RCS
Craig Colton	344th RCS	Steven Gifford	349th RCS	<b>Staff Sergeant</b>	
Richard Davis	HQ AFRS	Eric Grim	314th RCS	Somma Berrones	362nd RCS
John Dicara	313th RCS	Jorge Gutierrez	344th RCS	Brian Donatelli	311th RCS
Timothy Dimon	348th RCS	Clinton Healey	341st RCS	Tommy Jones	331st RCS
Chris Gilderson	341st RCS	James Hervey	368th RCS	Shane Lobzun	339th RCS
Ralph Hornsby	344th RCS	Steven Kerr	330th RCS	Barry Pace	367th RCS
Tony Joyner	336th RCS	Kevin Kitchell	331st RCS	Robert Salinas	341st RCS
Admiral Lee	336th RCS	Randy Megia	344th RCS	Barry Sylvester	367th RCS
		Alicia Paulin	347th RCS		

credit card form located on the Air Force Aid Society Web site: <http://www.afas.org>. Checks should be made out to the Air Force Aid Society and reference the hurricane relief fund.

### Airforce.com

The newly revamped health professions section of [airforce.com](http://airforce.com) launched in September.

The section includes face-to-face video interviews with current active-duty health professionals talking about their quality of life at work and home, and what it means to be a military health professional.

Also included are personal stories and photos from deployed health professionals; photos of the state-of-the-art equipment at the Nellis Air Force Base, Nev., military clinic; and pay comparison charts.

"We're looking for ways to help the field with HP recruiting," said Master Sgt. Joe Cavazos, Air Force Recruiting Service interactive account executive. "People come to [airforce.com](http://airforce.com) before they see recruiters sometimes, and knowing this, we

want to offer recruiters and applicants as much support as we can. We can do this by making sure those interested are getting the latest information and have enough knowledge to make an informed decision."

### Chief of staff

Gen. T. Michael Moseley was sworn in as the new Air Force chief of staff Sept. 2 at Andrews Air Force Base, Md., replacing Gen. John P. Jumper. General Jumper retired after 39 years of service.

General Moseley is the 18th chief of staff.

Gen. John D. W. Corley was confirmed as the next Air Force vice chief of staff Aug. 1, replacing General Moseley. General Corley also took position Sept. 2.

### AMS breach

The Air Force is notifying more than 33,000 Airmen that a security breach has occurred in the online Assignment Management System.

The notification came after Air Force Personnel Center officials at Randolph Air Force Base, Texas,

alerted Air Force and federal investigators to unusually high activity on a single user's AMS account in June.

AMS, an online program used for assignment preferences and career management, contains career information on officers and enlisted members as well as some personal information like birth dates and Social Security numbers, according to Col. Lee Hall, AFPC director of assignments.

A malicious user accessed approximately half of the officer force's individual information, while only a handful of noncommissioned officers were affected, according to AFPC officials.

"We've taken steps to increase our system security. We're working with all Air Force agencies to identify vulnerabilities," said Maj. Gen. Tony Przybyslawski, AFPC commander.

Officers may login to the virtual Military Personnel Flight at [www.afpc.randolph.af.mil](http://www.afpc.randolph.af.mil) to see if their information was viewed.

If their information was accessed, a pop-up banner will appear after

login providing additional information. The small number of enlisted members who have had their information viewed will be contacted directly.

Officials also said Airmen may decide to follow Federal Trade Commission guidelines located at [www.consumer.gov](http://www.consumer.gov) for dealing with identity theft. Any Airman who believes he or she has become a victim of identity theft should contact the local base OSI and legal office.

### Deployment health library

Servicemembers, their families and health care providers have a new online Defense Department resource for deployment health issues.

The DOD's Deployment Health Risk Communication Working Group and the Joint Task Force for Family Readiness Education on Deployments have joined together to create the Deployment Health and Family Readiness Library.

The library provides a quick and easy way to find information about deployment health and family readiness. It includes fact sheets, guides and other products on a wide

variety of deployment health topics.

According to a DOD official, they want this site to be the authoritative source for deployment health and family readiness information.

For more information visit <http://deploymenthealthlibrary.fhp.osd.mil>.

### AFRS tours

Deadlines are approaching for recruiters to submit nominations for the 2006 Air Force Recruiting Service distinguished educator and health profession influencer tours to San Antonio.

The purpose of the distinguished education tour, taking place Feb. 21-24, is to allow enlisted accessions recruiters to develop a better relationship with those schools limiting access to students.

Recruiters may nominate school counselors, principals and coaches. The cutoff for squadron nominations to reach AFRS is Oct. 31.

Health profession influencer tours take place March 14-17, April 11-14 and May 2-5.

Officer accessions recruiters have a chance to nominate chief residents, medical school superintendents and school counselors for an opportunity

to learn about Air Force medicine and career opportunities. Tours are intended for influencers only. The deadline for HP nominations to AFRS is Nov. 18.

Recruiters should submit completed nominations forms for both tours to their squadron public affairs and marketing NCOs, who have detailed tour guidance.

Squadrons public affairs and marketing NCOs may require nominations prior to the deadlines in order to compile information for Headquarters AFRS.

### Thrift Savings Plan

Participants can now change the amount they contribute to the Thrift Savings Plan at any time.

Limits on the percentage of salary that can be earmarked for the TSP will disappear starting in 2006. TSP participants will simply observe the Internal Revenue Service's dollar limit on contributions, which will be \$15,000 in 2006.

For more information visit the TSP Web page at [www.tsp.gov](http://www.tsp.gov) and ensuring the new initiatives translate to deployed environments.

## Recruiter Spotlight

### Tech. Sgt. Thomas Martinez

**Job title:** Information Management NCO in charge, 361st Recruiting Squadron

**Office location:** McChord Air Force Base, Wash.

**Hometown:** Okinawa, Japan

**Time in AFRS:** Two years

**Time in Air Force:** 18 years

**Hobbies:** Fishing, teaching self defense

**What inspires you to do what you do:** Being surrounded by good people

**What is the best advice you have ever received:** Do the best you can in all you do.

**Career goals:** To finish my bachelor's degree

**Personal motto:** Balance your family, personal life and work.



# New squadron additions

## Production superintendents prove vital to recruiting success

By Staff Sgt. Marti Ribeiro  
Air Force Recruiting Service

Squadron production superintendent positions were created recently by Air Force Recruiting Service.

These positions were established to motivate and lead flight chiefs and recruiters to mission success, according to Senior Master Sgt. Scott Haskins, 311th Recruiting Squadron production superintendent.

Each squadron has a superintendent position whose primary job is to monitor production and help guide the enlisted force, but, the production superintendent's job is to drive production.

"At a time when squadron superintendent positions are being filled with chiefs from outside recruiting, this keeps a senior enlisted person at the squadron headquarters with extensive recruiting knowledge," said Chief Master Sgt. Ed Vargas, Air Force Recruiting Service Operations Branch superintendent.

"The members in these positions are responsible for reviewing all trends and issues and to make decisions based on that data," Sergeant Haskins said. "They're also there to provide guidance to the field to drive production forward.

"We have to mold the entire squadron into one

team bringing support, operations and production recruiting into one mind set — to make goal," he said.

Not only will these positions help motivate and drive production, they will help with the upcoming increase in enlisted and health profession accessions.

"These positions give us another asset to pull from," Sergeant Haskins said. According to the 16-year recruiting service veteran, this gives the squadron someone completely devoted to production, and let's the squadron superintendent focus on other issues that arise in recruiting.

For those in recruiting looking to take on the challenge of becoming a production superintendent, these positions are typically filled with a senior master sergeant who has recruiting experience as a flight chief and a trainer or operations flight chief. According to Sergeant Haskins, applicants need to have a well-rounded knowledge of all levels of recruiting.

As far as the new positions, Sergeant Haskins said it has been a great career move.

"I was a bit concerned when we made this change. I was stuck in the past and how things have always been," he said. "After a year with the change I feel it's making me a better senior NCO and a better leader."



Photo by Tech. Sgt. Joel Langton

### **American Spirit Award**

Teen race car driver Justin Allgaier receives the American Spirit Award from Col. Mark Wasserman, 369th Recruiting Group commander. The award was presented July 29 at the Shop-N-Save 150, an Automobile Racing Club of America race held at Gateway International Raceway in Madison, Ill. Mr. Allgaier received the award on behalf of Allgaier Motorsports, which races part-time schedules in the ARCA series and NASCAR's Craftsman Truck Series.



# Kicking off a new year

## Goal back to 'normal' after force shaping

**By Senior Airman  
Madelyn Waychoff**  
*Air Force Recruiting Service*

The enlisted accessions recruiting goal for fiscal 2006 has been raised.

The new goal of 30,750 enlisted applicants is an increase from last year's reduced accessions goal of 18,900 new trainees.

"This is a transition for some recruiters who have never had a full year on goal, but it puts things back to more normal operations — the way they were in 2004 and before," said Lt. Col. Dan Woolever, Air Force Recruiting Service Operations Division chief.

Although a goal was implemented in April this year, about a third of the recruiters working had never before seen an enlisted accessions goal, according to Senior Master Sgt. Darick Carter, AFRS Enlisted Accessions

Branch superintendent.

To be on track for the goal, Sergeant Carter suggests just getting back to the basics. "Get back to your telephone prospecting and school programs," he said. "Recruiting's not an eight-hour job, you sometimes have to work the extra hours making nighttime phone calls and working with applicants after duty hours."

To show appreciation for the work recruiters do and the extra hours they put in, one action recruiting service is taking to increase motivation and goal production is the implementation of a new incentive program starting this month.

"A change for this year is a point competition system to motivate squadrons and recruiters to overproduce in certain specialties — not unlike programs we've had years ago," Colonel Woolever said. "It takes effect this month and is a two-year plan, so it will

overlap next spring as we start recruiting on the enlisted and officer side for the following fiscal year."

The new program provides extra points for hard-to-fill requirements to spur production in areas where more attention is needed, Colonel Woolever said.

"As recruiters, flight chiefs and squadrons compete, they will be more successful because they'll be reaching for goals and targets," Sergeant Carter said.

The squadron with the most points wins the title of No. 1 recruiting squadron and will be presented an award at their annual banquet.

"Competitions like this really spur people on," said Lt. Col. Angelo Haygood, enlisted programs management branch chief. "There are the physical awards such as plaques and recognition in front of peers, but winning also creates pride that can be passed



on to new people coming into those squadrons, encouraging them to maintain the reputation. Success can be contagious.”

Another way to increase production and help recruiters be successful is by having recruiters work at military entrance processing stations two Saturdays a month.

“Since we’ve been back on goal, the applicant flow at the MEPS isn’t where it needs to be to continue our recruiting successes. However, numbers have picked up as of August,” Colonel Woolever said.

Recruiting challenges are already apparent. The Air Force enlisted end strength is below where it needs to be, which means there is potential for recruiting service to raise its goal in 2006. Jobs are more difficult to fill because the fiscal 2006 waiting list has already been depleted, and critical jobs now have shorter fill times — instead of six months, they must now be filled in four.

“So the window for jobs to open is narrowing, which is a sign of more challenging recruiting,

and we no longer have this bank of people to put in jobs,” Colonel Woolever said. “In the spring, when we typically build up our bank, we anticipate more recruiting challenges.”

The period of February through May, typically referred to as FMAM, has historically been a challenging time for recruiters because of the transition between the seniors who haven’t graduated yet and the graduates who haven’t yet made a commitment, Sergeant Carter said. This is also the time period when recruiters typically build the bank by taking contracts for the next fiscal year. However, the applicants signed for the next fiscal year could ship early to fulfill the 2006 goal.

“This is what happened with the Army this year, and what

could happen to us next year,” Colonel Woolever said.

As far as recruiting, goals may seem higher, but in reality they are better than ever because recruiting is getting back to doing business the way it should be done, Colonel Woolever said.

“We’re always going to have challenges,” Sergeant Carter said. “If recruiters do what they need to do, which are the basics, they can overcome those challenges just like anyone else, and we can reach our goal.

“The Air Force has the best recruiters of any (Department of Defense) organization. It’s our great front-line warfighters who will continue to make recruiting successes. I’m proud of each and every one,” Colonel Woolever said.

---

**“We’re always going to have challenges. We can overcome those challenges just like anyone else, and we can reach our goal.”**

Senior Master Sgt. Darick Carter  
AFRS Enlisted Accessions Branch superintendent

---

# Air Force implements taskings for recruiters

**By Senior Airman Madelyn Waychoff**  
*Air Force Recruiting Service*

Two new deployment taskings affecting a small percentage of personnel were recently implemented for Air Force recruiters.

At least two Airmen, one officer and one enlisted person, are tasked for the positions each four-month Air Expeditionary Force cycle. In total, 50 squadron recruiter positions have been identified for deployment from May 2006 through December 2007 to serve as the overseers of third country nationals and training Iraqis on how to recruit, according to Air Force Recruiting Service readiness officials.

“These deployment taskings, or unit type codes, will allow recruiters to deploy as recruiters,” said Tech. Sgt. Charles Corte, AFRS readiness NCO in charge. “Before, if a recruiter was tasked to deploy, we had no way of keeping track who went and where, and recruiters were not always performing a recruiting mission while deployed. Now, with the new UTCs, I can tell who’s going where and we can better prepare people.”

Over the last two years, AFRS has deployed five operations officers and enlisted recruiters. While deployed, recruiters will train the country’s military to recruit its own people. Recruiters will not recruit nationals themselves.

The new deployment taskings will be implemented in January with the four-month AEF 9/10 cycle. “We just want you to be aware anyone can be tasked and that everyone needs to be prepared,” Sergeant Corte said.

To be prepared, recruiters will need to ensure they are current on all necessary deployment requirements, such as the emergency data card; shot records, any necessary wills and powers of attorney; and current chemical warfare defense, self aid and buddy care, suicide prevention, anti-terrorism and small arms training.

“Recruiters can receive this training at any base located near them,” Sergeant Corte said. “It can be Army or Air National Guard, it doesn’t matter as long as the host-tenant support agreement is up to date.”

The deployments are tasked for Iraq or Afghani-

# Checking it off

The following is a deployment checklist that can be used to help ensure a smooth deployment.

## **AETC required items:**

- ID card
- Dog tags
- Virtual Record of Emergency Data (vRED)
- Locator card
- Gas mask inserts (if needed)
- Physical health assessment
- On-the-job training records for E-6 and below
- Small arms training
- Chemical warfare training
- Self aid and buddy care training
- Law of Armed Conflict training
- Information assurance training
- Family readiness training
- Antiterrorism training
- Immunizations

## **Recommended items:**

- Baggage tags
- Will
- Powers of attorney
- Life insurance

stan.

One recruiting NCO who deployed to Iraq last year said deployments help keep recruiters in touch with the importance of recruiting.

“It was the toughest, most demanding mission I have done in my career,” said Master Sgt. John Bryant, 318th Recruiting Squadron operations flight chief. “But it was by far the most rewarding. I would definitely go again.”

Sergeant Bryant was deployed to Baghdad, Iraq, from May to August 2004 to help establish a recruiting command for the new Iraqi army.

“I helped staff, equip and train Iraqi personnel for their recruiting mission,” Sergeant Bryant said. “Our goal was to stand up six new recruiting centers and recruit people for 27 battalions.”

Sergeant Bryant said that although many people, even in recruiting service, are surprised that recruiting personnel deploy, most people react positively to the idea.

“I think it has opened our eyes and shown that we are all Airmen, regardless of our specialties,” he said.

# Turning on the light 'Best' HP ideas lead to successful recruiting

By Senior Airman Madelyn Waychoff  
*Air Force Recruiting Service*

The new fiscal year brings a renewed emphasis on health professions recruiting and a push by Air Force Recruiting Service squadron and headquarters leadership to not only meet, but exceed the set goals.

One of these leaders, Lt. Col. Thomas Haines, AFRS Officer Accessions Branch chief, has made notes of "best practices" used by squadrons to successfully meet their HP recruiting goals during his annual squadron visits.

"Everyone has their own way of doing things, and some work better than others," Colonel Haines said. "When it comes to health professions recruiting, sometimes all it takes is to look at what others are doing and, if it works, adapt it to your own needs."

Some squadrons, which are at or have come close to 100 percent of their health professions goal as of the end of August, use best practices that can be adapted to all areas and situations.

One of these, the 338th Recruiting Squadron, met its goal in medical corps, dental health professions scholarship program and nurse specialists. It exceeded its goal in medical HPSP, allied health and nurses, but did not meet its goal in dentists. Despite the one setback, the 338th had a successful year.

"Our vision is that health professions recruiting is not difficult," said Capt. Mark Pounders, 338th RCS Officer Accessions Recruiting Flight commander. "But it is its own beast, it's very different from enlisted accessions recruiting, and it can be hard for


some recruiters to adjust when they first become an HP recruiter. It takes a different approach, and it's always important to remember these people are a little older, and have already decided what they want to do and attained that goal."

One best practice the 338th has used to become successful is to conduct quarterly zone blitzes and implement team cohesiveness and camaraderie, Colonel Haines said.

The zone blitzes are performed as a team in larger recruiting markets that might not be generating many leads.

"Every quarter we saturate a market to increase awareness and help in our team building," Captain Pounders said. "We have 13 HP recruiters in three states, so we're very spread out. These blitzes give us time to come together to train and build our team cohesiveness, while at the same time meet with potential applicants and let them know what we have to offer."

During a blitz, the 338th sends recruiter generated mail to every HP market, then follows



up by visiting or calling every physician office, dentist office and nursing unit.

“The squadron reports direct benefits from these efforts,” Colonel Haines said. “Several applicants have said these efforts were what made them first notice or consider the Air Force as a career option.”

Also, the 338th uses the team concept as a best practice. While visiting the squadron, Colonel Haines said he was very impressed with the officer accessions team’s cohesiveness and camaraderie.

“We have a total team effort,” Captain Pounders said. “Our team is pumping on all eight cylinders, from our support personnel to our operations people. We have a one team, one fight

approach — everyone works together to ensure our success.”

Another successful squadron, the 368th RCS, has exceeded its goal in all areas except physicians, which it has not yet met. Their best practices, according to Master Sgt. Mark Granger, the acting OA flight chief, are the same as the 338th’s as far as zone blitzes and team unity.

“We have great leadership that really supports our recruiters,” Sergeant Granger said. “We also do a lot of school visits, and use the hospital facilities (on Hill Air Force Base, Utah) to show applicants our capabilities.”

Other best practices from throughout recruiting service include some from the 330th RCS, which uses “effects-based recruiting,” according to Colonel Haines.

“This means that they view HP recruiting as an overall squadron effort.”

Each EA recruiter is required to drop off literature along with donuts, fruit or cold cut trays to physician and dentist offices and nursing units. Also, all EA recruiters are given a business card-sized reference sheet that provides basic qualifications for health professions.

Other practices include focusing on dental staff at state mental health facilities and correctional facilities.

“There is very strong and innovative leadership at these squadrons that provides the support officer accessions recruiting needs,” Colonel Haines said. “These tools will aid all squadrons in having a very successful recruiting year.”



Photo by Master Sgt. Ralph Bitter

Commissioned Officer Training students at Maxwell-Gunter Air Force Base, Ala., participate in Project X, a series of team building exercises students work together to complete during their four-week training course.

# COT no ‘walk in the park’

## AFRS aims to dispel false perceptions

**By Senior Airman  
Madelyn Waychoff**  
*Air Force Recruiting Service*

In the past, misconceptions about Basic Officer Training and Commissioned Officer Training have led to the misunderstanding that COT was a “walk in the park,” while BOT offered a more realistic view of the everyday Air Force. Although there are differences in the training between these classes, they both offer a direct and challenging route for future officers.

COT is a 23-day course for newly commissioned officers in the medical, legal and chaplain fields. This program is responsible for developing personnel into

professional officers by instilling character, knowledge and motivation essential to serve in the Air Force, said Lt. Col. Thomas Haines, Air Force Recruiting Service Officer Accessions Branch chief.

“There have been perceptions in the past that COT is much easier to complete than BOT,” said Lt. Col. Dan Woolever, Air Force Recruiting Service Operations Division chief. “That’s no longer true. COT has evolved over the years into a mirror of BOT, which includes more physical demands and knowledge of Air Force doctrine. If you were to go to Maxwell (Air Force Base, Ala.), you wouldn’t be able to tell the

difference between the two, except for the course length and associated scheduling differences.”

“COT trainees, because of their education, are commissioned before going through the training program,” said Ann Easterling, Air Force Officer Accession and Training Schools Public Affairs program manager. “After they complete their training they are sent to their follow-on assignments, but they must complete COT before moving on.”

BOT is a 12-week training program OTS selectees not in the medical, legal or chaplain fields go through before becoming commissioned, Ms. Easterling said. “When people apply to be an

Air Force officer and are selected, they go to BOT.”

Both courses are held at Maxwell-Gunter Air Force Base, Ala.

“COT and BOT both achieve the same result in training future professional Air Force officers and leaders,” said Col. David Gerber, OTS commander. “Trainees are tested on physical fitness, academic knowledge and most importantly, on leadership. Logic says that to accomplish the same training in four weeks versus 12 means that COT is actually the more intense program — an accurate assessment.”

All trainees participate in daily physical training and must pass the same Air Force fitness test, requiring a minimum score of 75 to graduate. The training includes aerobic, anaerobic and flexibility conditioning.

“COT has evolved into a more demanding, stressful and difficult course,” Colonel Woolever said. “But getting this information out can take time. It takes time for people to understand there has been a change. We as an organization haven’t communicated everything we need to the recruiter, so some recruiters might not have been relaying the current information.”

To help remedy this, AFRS officials have put a COT and BOT video on the XTRAnet and airforce.com for download that fully explains the course requirements and what is involved in the training. The AFRS Marketing Division has sent copies of this video to the field. Information is also available on the OTS Web site at [www.ots.afoats.af.mil](http://www.ots.afoats.af.mil).

“The COT trainees are proud of the training and the challenges they are enduring,” Colonel Woolever said. “They are proud when they graduate because they feel like they’ve completed

## Tips for OTS success

Included below are additional steps recruiters can take to ensure the success of Officer Training School selectees, especially for Commissioned Officer Training, according to the OTS commander, Col. David Gerber.

“Very few COT students fail to achieve standards across each of these areas,” he said. “But there are some tips that can help those set to go to training be more successful.”

### Fitness

Eat right, lose weight (if needed), and begin a regular strength and aerobic exercise program before coming to COT.

There can only be so much improvement in four weeks with daily physical training and the other strenuous activities in the syllabus. If a student is too out of shape there may not be enough time to correct the problem.

### Written tests

COT throws an enormous amount of information at students in a short period of time and holds them accountable for it.

Instructors can be surprised by the students who have successfully completed graduate level education but have difficulty passing knowledge-level tests.

Some COT students make the mistake of bringing professional study materials to study “on the side.” There is no spare time, and doing this can hurt a student’s performance.

Good time management between personal OTS material study time and team performance with the flight is the key to success.

### Briefings and written communication

Practice and experience are key, though everyone has to adapt to the “Air Force” style in these areas. Students with good writing and speaking skills before arrival will have no problem. Others will have to work harder to be successful in these important areas for officers.

### Leadership

This is the most important evaluation and the most unique part of OTS, compared to other civilian training and education experiences. The new leaders are made to work hard in challenging programs, and there is very little students can do to prepare.

Tell students to keep an open mind, push themselves to the limits as a fully engaged officer and team player, and they’ll get the most out of the program.

something special and have made a difference. However, some of the trainees are shocked when they get there to find it’s more than how to put on a uniform and salute.

“We have to make the extra

effort to get the word out,” he said. “By making sure everyone has the updated information we can better prepare those going to training on what to expect and give them that extra help to make it through.”

AFRS/PA  
550 D Street West Ste 1  
Randolph AFB TX 78150-4527

PRST STD  
U.S. POSTAGE PAID  
LAS VEGAS NV  
PERMIT #583



Photo by Senior Airman Madelyn Waychoff

## ***Combined Federal Campaign***

Brig. Gen. Dutch Remkes, Air Force Recruiting Service commander, completes a Combined Federal Campaign form to kick off the 2005 season. CFC runs through Dec. 15. The annual fund-raising drive contributes to thousands of nonprofit organizations. Last year, a record \$257 million was contributed to the CFC. Contributions can be made by cash, check or payroll deduction. For more information contact Maj. Sharon Bailey, AFRS CFC representative, at DSN 665-0555 or (210) 565-0555, or contact your local squadron representative.