

INSPIRE  ENGAGE  RECRUIT



# BEHIND THE BADGE

THE OFFICIAL MAGAZINE OF THE U.S. AIR FORCE RECRUITING SERVICE

April 2020



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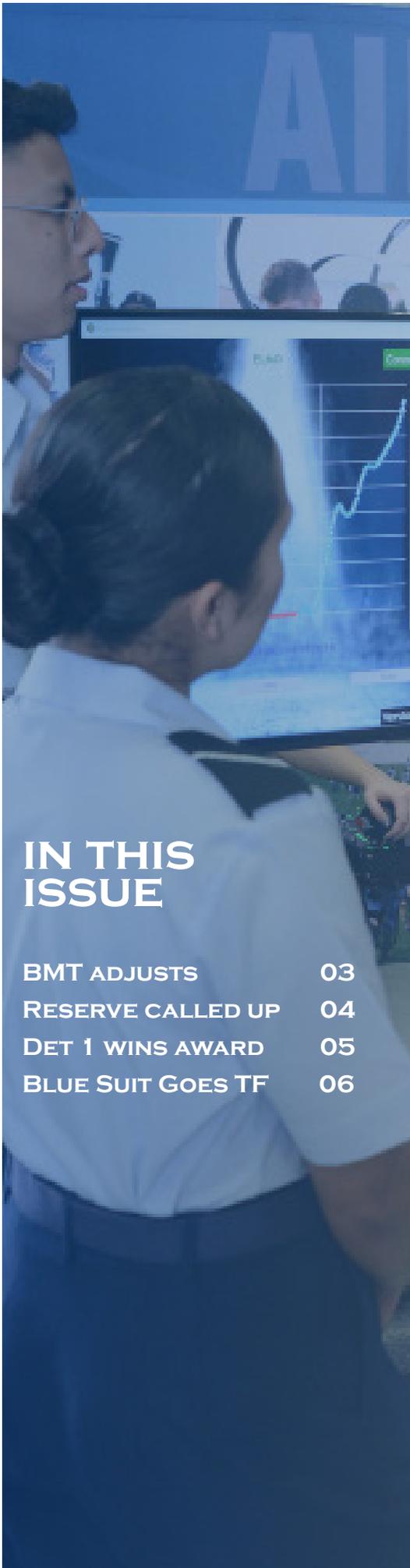


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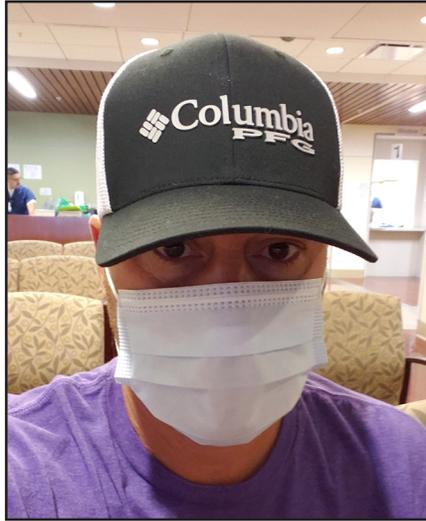




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## FROM THE EDITOR



I'd like to introduce myself to Air Force Recruiting Service recruiters. My name is Master Sgt. Chance Babin and I have been working at the AFRS Public Affairs office since July. I am part of the Total Force wave coming here from AFRC Recruiting Service, now known as the 367th Recruiting Group. This is an interesting time, not only for us in recruiting, but throughout the world with the ongoing COVID-19 outbreak. We are definitely going through unprecedented times, but as always in the military we will embrace the suck and continue to complete our mission. Inside this issue I'll share some tips on how to deal with the quarantine and how to get on the AFRS website to stay abreast of all the information you may need. I know submissions for the next issue or two may be limited due to the quarantine but staying safe is what is important during the unforeseeable future. My photo shows me wearing a mask when I got the flu just as the COVID-19 issue was becoming prevalent, but I figured it was a very fitting photo and couldn't be more relevant. Please stay safe and continue doing what you do bringing in the best and brightest into the U.S. Air Force.



“We are deliberately developing options to disperse the delivery of BMT during contingencies to provide surge capacity and introduce agility into the training pipeline construct,” said Maj. Gen. Andrea Tullos, 2nd Air Force commander. “This will also help provide relief to the military training instructor staff and ease the strain on our BMT infrastructure.”



## Air Force BMT adjusts schedules, locations to sustain mission readiness

By Dan Hawkins, Air Education and Training Command Public Affairs

JOINT BASE SAN ANTONIO-LACKLAND, Texas (AFNS) -- As part of an ongoing contingency response to COVID-19, and with restriction of movement protocols for new recruits already in place at U.S. Air Force basic military training, the service has implemented a revised approach to how recruits enter the training pipeline.

In order to ensure the health and safety of trainees and instructors and to preserve dorm capacity, new recruits will be brought in based on a four-week repeating cycle that includes stringent restricted movement guidelines, dedicated time for deep cleaning between rotations, resetting the instructor cadre and the testing of an alternate



BMT location at Keesler Air Force Base, Mississippi.

Under the phased plan, normal student loads of 650 to 800 students will report for basic military training during the first two weeks and immediately enter into the 14-day restriction of movement protocol. Trainees will prepare for full-scale training and complete administrative tasks and limited training objectives, while practicing social distancing and small group contact during the 14 days.

The first week of the initial iteration of the plan began March 17 when 653 recruits reported to basic military training. The next arrival of trainees, planned for March 31, will be rescheduled. From that point onward, approximately 460 trainees will arrive at BMT each week, while implementing COVID-19 mitigation measures. Precautions include deep-cleaning dormitories, dining facilities and other BMT infrastructure, in line with CDC guidance, as well as will help reset the military training instructor cadre.

Plans are also underway to send 60 trainees to a Keesler AFB-based detachment under the direction of the 737th Training Group to demonstrate proof of concept to generate the force at multiple training locations during

contingencies.

“We are deliberately developing options to disperse the delivery of BMT during contingencies to provide surge capacity and introduce agility into the training pipeline construct,” said Maj. Gen. Andrea Tullos, 2nd Air Force commander. “This will also help provide relief to the military training instructor staff and ease the strain on our BMT infrastructure.”

The contingency option is designed to be implemented along a 180-day surge timeline and is sustainable for longer periods, but is not intended to be an enduring construct with force structure implications, Tullos said.

Additionally, all BMT graduation events remain private and closed to the public, with Thursday graduation ceremonies being livestreamed on the Basic Military Training Facebook page.

“These changes are part of our operational mindset to fight through COVID-19 and mitigate force health risks,” Tullos said “We continue to carefully balance the need to deliver mission ready forces to our operational commanders with the force health protection measures we must responsibly take to preserve the welfare of our

**BMT CONTINUED ON NEXT PAGE**

families and the extensive network of communities across our nation we call home.”

Located on the Mississippi Gulf Coast, Keesler AFB is home to the 81st Training Wing, who train, develop and inspire premier warfighters in training for over 160 career field specialty training courses in addition to eight operating locations in the continental United States. The base also is home for the Second Air Force and the Air Force Reserve 403rd Wing. Training more than 28,000 students annually, with an average daily student load of more than 2,700, the 81st TRW is a lead Joint Training Installation, instructing personnel from every military service branch including the U.S. Coast Guard. The wing also trains civilian federal agency personnel.



### Seven tips to manage your mental health and well-being during the COVID-19 outbreak

1. Manage your expectations
2. Proactively manage your stress threshold
3. Know your red flags
4. Routine is your friend
5. Be compassionate with yourself and with others
6. Maintain connections
7. Manage uncertainty by staying in the present

# President signs Executive Order calling up Air Force Reserve medics, other specialties

ROBINS AIR FORCE BASE, Ga. -- On March 27, the President signed an Executive Order authorizing mobilization of the Reserve Component in response to COVID-19 operations.

For the Air Force Reserve, personnel already serving in the Selected Reserve and Participating Individual Ready Reserve, as well as those assigned to the Individual Ready Reserve, may be asked to volunteer to activate in support of COVID-19 response. If taskings exceed the volunteer pool, involuntary mobilization of the SELRES and IRR to active status is now authorized to ensure mission accomplishment.

“The Air Force Reserve stands ready to surge in support of COVID-19 response,” said Lt. Gen. Richard Scobee, chief of the Air Force Reserve and commander of the Air Force Reserve Command. “This is an unprecedented mission and COVID-19 is a destructive adversary—we must do all we can to take care of Americans.”

In addition, command and control elements, logistics personnel and other career fields may also be asked to volunteer and potentially mobilize as future taskings for specific skill sets, capabilities and requirements are received through the Force Generation Center.

For now, medical personnel are at the top of the list to assist in USNORTHCOM operations to contain the spread of COVID-19 and care for Americans affected. Required personnel will be contacted through command channels about



U.S. Air Force Master Sgt. Tatiana Abasolo, a member of the Air Force Reserve’s 624th Aeromedical Staging Squadron, provides instruction on how to properly secure a patient for movement during an aeromedical staging and aerial port training event. On March 27, the President signed an Executive Order authorizing mobilization of the Reserve Component in response to COVID-19 operations. Reservists with medical specialties are at the top of the list for volunteers for mobilization. (U.S. Air Force photo by Master Sgt. Theanne Herrmann)

their willingness to volunteer and to receive notification of mobilization as operations progress. Currently serving medical Reservists willing to volunteer for mobilization should email HQAFRC.SG.AFRCPHEOs@us.af.mil to self-identify their availability.

“I know our Reserve Citizen Airmen will answer our nation’s call during this challenging time with professionalism, patriotism and the required expertise to take care of Americans. It is my responsibility to care for our Citizen Airmen and families while we execute this ultimate mission,” General Scobee said.

For more information, visit [www.afrc.af.mil](http://www.afrc.af.mil) or the Questions and Answers tab at [www.afrc.af.mil](http://www.afrc.af.mil). As more information becomes available, it will be posted on these two websites.

# AFRS's Det. 1 Inspire Operations Team wins Diversity, Inclusion Award

By Master Sgt. Chance Babin, Air Force Recruiting Service Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- Air Force Recruiting Service's Inspire Operations Team, part of Detachment 1, was awarded the Air Education and Training Command's 2020 Air Force Diversity and Inclusion Award. Next, they compete at the Air Force level.

"I'm incredibly proud of the efforts this team put forth in the past year towards promoting diversity in the Air Force," said Lt. Col. Cathyrine Armandie, AFRS Det. 1 commander. "This award recognizes the team's innovative and forward thinking. To be able to scale our efforts and see the impact we are making validates the hard work of the detachment and the objectives we set forth to achieve. We want to continue the work other individuals and agencies have accomplished in order to bring greater change and build upon their foundation."

AFRS Det. 1 was established in October 2018 to conceive and implement innovative programs for Total Force (Regular Air Force, Air Force Reserve and Air National Guard) recruiting efforts. They focus on pre-accession audiences (youths, young adults and their influencers) and work with partners to provide pathways to accession sources such as the Air Force Academy, ROTC and Officer Training School.

AFRS Det. 1 is also the tactical execution arm of the chief of staff of the Air Force's Rated Diversity Improvement initiative.

"The Diversity and Inclusion Award recognizes those that greatly contributed to or developed an innovative idea, concept, or approach that helped to create a diverse and inclusive environment," said Maj. Gen.



Capt. Mike Billups, 343rd Reconnaissance Squadron pilot, Offutt AFB, Nebraska, talks with an Air Force ROTC student during an Aviation Recruiting Team training session Feb. 3, 2020 at Joint Base San Antonio-Randolph, Texas. Air Force Recruiting Service's Inspire Operations Team, part of Detachment 1, recently won the Air Education and Training Command 2020 Air Force Diversity and Inclusion Award. (U.S. Air Force Photo by Master Sgt. Chance Babin)

Mark E. Weatherington, AETC deputy commander. "This may include individuals who started an initiative which foster diversity and inclusion, who have distinguished themselves as leaders or mentors of diversity, or Airmen and teams that are building sustainable programs that leverage diversity and foster inclusiveness."

The Inspire Operations Team was awarded for having multiple innovative outreach projects.

Two programs in particular were highlighted in the award package. They instituted the Aviation Recruiting Team, comprised of 288 Total Force rated officers, providing expertise and personal experiences for engagements across the recruiting enterprise.

In a partnership with Women in Aviation they planned and coordinated for Air Force assets to be present at 17 worldwide

Girls in Aviation Day events, inspiring over 6,652 young girls to pursue a career in aviation.

"The recognition for the Inspire Ops Team's effort highlights the significance of CSAF's Rated Diversity Improvement program to bring more underrepresented groups into the Air Force and build a more diverse pool of leaders," Armandie said. "In the upcoming year we plan to expand our reach and increase operations to inform the public, influence propensity, and inspire the next generation of aviators. We are working with more affinity organizations such as the Latino Pilot Association, the Organization of Black Aerospace Professionals and the Society of Asian Scientists and Engineers to reach more youth across America. We also will continue to build our social media platforms to increase access to information about our events and programs."

Master Sgt. Marquise Heard, 367th Recruiting Group, Robins Air Force Base, Georgia, and his wife Sofia walk through the guantlet as he is recognized as a Blue Suitor in front of headquarters Air Force Recruiting Service, Joint Base San Antonio- Randolph, Texas. Heard is the first Reservist to be honored as a Blue Suitor (Air Force photo/Master Sgt. Chance Babin)



# AFRS Operation Blue Suit recognizes Reserve and Guard Airmen for first time

By Master Sgt. Chance Babin, Air Force Recruiting Service Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – For the first time since the inception of the Air Force Recruiting Service Operation Blue Suit award, AFRS is recognizing its Total Force partners by honoring an Air Force Reservist and Air National Guardsman.

Since 1979, Operation Blue Suit has honored the top recruiters in AFRS. Although it has been in existence for 41 years, this is the first time Operation Blue Suit has included all three components of Air Force Recruiting, making this another significant milestone in the transition to Total Force Recruiting.

“We are one Air Force with many ways to serve and we are now recognizing the best across the enterprise that are putting young men and women in boots for the first time and getting those to continue to serve in the Guard and Reserve,” said Col. Thomas Butler, AFRS chief of integration.

The Operation Blue Suit program recognizes the best recruiters worldwide for their efforts in recruiting a diverse, high-quality volunteer force to fill career fields critical to the Air Force in accomplishing its missions.

Master Sgt. Marquise Heard, Air

Force Reserve Command’s 367th Recruiting Group, Robins Air Force Base, Georgia and Tech. Sgt. Moneshia Washington, 144th Fighter Wing, California Air National Guard are the first ever reserve component recruiters to be honored with the Blue Suit award.

“Being the first Blue Suit award recipient for the Air Force Reserve is a tremendous honor,” Heard said. “I was excited and also nervous because I am representing Air Force Reserve Command. With recruiting going to Total Force, it was imperative to represent the Reserve well. This experience has been absolutely amazing, having the opportunity to connect with the other blue suitor recipients and literally being appreciated by the entire Air Force, to include Chief Master Sergeant of the Air Force Kaleth Wright. Every single day has been a new surprise and so eventful. I honestly truly appreciate my command giving me this opportunity.”

The Air Force is embarking on a Total Force recruiting enterprise approach to recruit the nation’s best talent. In addition to recruiting for the regular Air Force, the Air Force Reserve and the Air National Guard, Total Force recruiting also encompasses Air Force Academy admissions, Air Force Civilian Service and Air Force Reserve

Officer Training Corps.

“It has created a fusion across the Total Force to improve talent acquisition and operational effectiveness,” Butler said. “The drive is to combine the six recruiting networks when and where it makes sense, cut out duplication, and create unified strategies to build and maintain the world’s best Air Force.”

In addition to Heard and Washington, the other Blue Suit winners are:

Tech. Sgt. Matthew T. Davis, 317th Recruiting Squadron, Oxon Hill, Maryland; Master Sgt. Kevin M. Bertelson, 336th RCS, Moody Air Force Base, Georgia; Tech. Sgt. Jeremiah C. Camper, 369th RCS, Encino, California; Tech. Sgt. Benjamin J. Miner, 330th RCS, San Antonio, Texas; Tech. Sgt. Christopher Trumble, 318th RCS, Master Sgt. Stephen White, 342nd RCS, Mechanicsburg, Pennsylvania; Master Sgt. Tanisha E. Ross, 337th RCS, Shaw Air Force Base, South Carolina; Master Sgt. Aaron M. Stern, 330th RCS, Master Sgt. Blake Manuel, 348th RCS, Clearfield, Utah; Tech. Sgt. Jacob M. Chavez, 319th RCS, Hanscom Air Force Base, Massachusetts; Master Sgt. Christina L. McGuire, 341st RCS, San Antonio, Texas; and Master Sgt. Caleb Walker, 343rd RCS, Offutt Air Force Base, Nebraska.

## Air Force seeks diversity for next generation leaders

Total Force Recruiting agencies engaged more than 4,500 attendees at the Women In Aviation International conference in Lake Buena Vista, Florida, March 5-7, 2020.



"Having a presence at events such as WAI is integral to the recruitment and development future and current female aviators for the Air Force." - Lt. Col. Cathyrine "Lilo" Armandie, Air Force Recruiting Service Det. 1 commander

### WAI Highlights

#### Three Air Force Leaders took the stage



Barbara M. Barnett, 25th Secretary of the Air Force, was a keynote speaker.



Lt. Gen. (ret.) Stacie Harris, first African-American female to make her rank, was honored.



Maj. Gen. Jeanine Leavitt, Air Force Recruiting Service commander, was inducted in the WAI Hall of Fame.

- Audience experienced an Air Force flight simulator in the WAI exhibit hall
- Officers mentored over 20 Reserve Officer Training Corps and Civil Air Patrol cadets
- Det. 1 completed 18 "Pathways to Pilots" interview sessions
- Rated officers interacted with 250 young aspiring aviators at Girls in Aviation Day



"People who may have never had the opportunity to interact with an Air Force rated officer, or one they could relate to, now have the ability to directly interface with them and have their questions answered."

- Maj. Cynthia Johnson

### Fun Fact



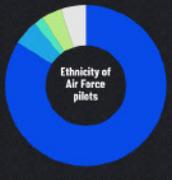
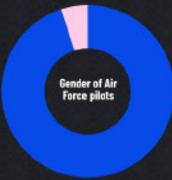
**6** Air Force agencies make Total Force Recruiting



Since 2017, Air Force Recruiting has been working toward integrating all of its recruiting functions. The goal is for the six Air Force recruiting organizations to integrate strategies and activities to present a unified Total Force presence in each recruiting market.

### DYK

#### Why does the Air Force need a Rated Diversity Improvement?



(DOD figures, aggregated with 2007 figures. Sourced from the Military Personnel Data System and the U.S. Census Bureau)

The RDI initiative is a holistic approach to inspire, grow and retain rated Airmen to increase the diversity of the service's rated officer population (pilots, air battle managers and combat systems officers). AFRS Det. 1 was formed in 2018 to execute outreach events to support this initiative with a mission to inform, influence and inspire tomorrow's leaders. Approximately 300 rated Air Force officers make up their Aviation Recruiting team who attend events like the WAI conference to be ambassadors of that mission.



## Deadlines

Submission:

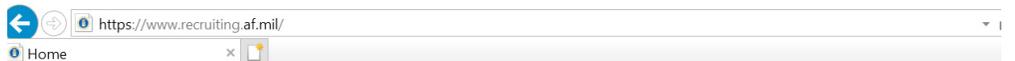
May 1

May 29

Publication:

May 8

June 5



Above is the AFRS webpage. To get to the website go to <https://www.recruiting.af.mil>. The AFRS Public Affairs team is keeping the website current with everything COVID-19 related and also what is going on throughout the Air Force. Stay informed and continue being safe.



## Facebook Live Chats

### Questions for AFRS?

Ask the experts - It's great for applicants!

April: AFRS/CC chats with NASA

May: AFRS Innovation Cell

If there's a chat you'd like for us to cover April 2020

April 2020, let us know via email, [afcrshqpa@us.af.mil](mailto:afcrshqpa@us.af.mil)

# Virtual swear ins, promotions, training become the new normal during COVID-19 outbreak

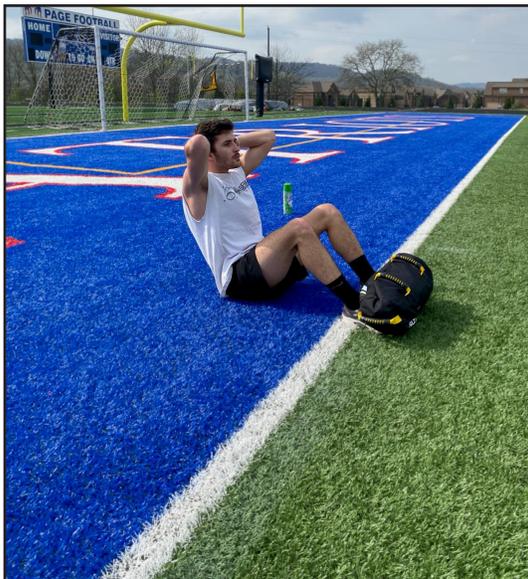


Lt. Col. Jason Haney, 368th Recruiting Squadron commander, conducts a virtual swear in from his house at Hill Air Force Base, Utah, with five applicants in the Las Vegas area.

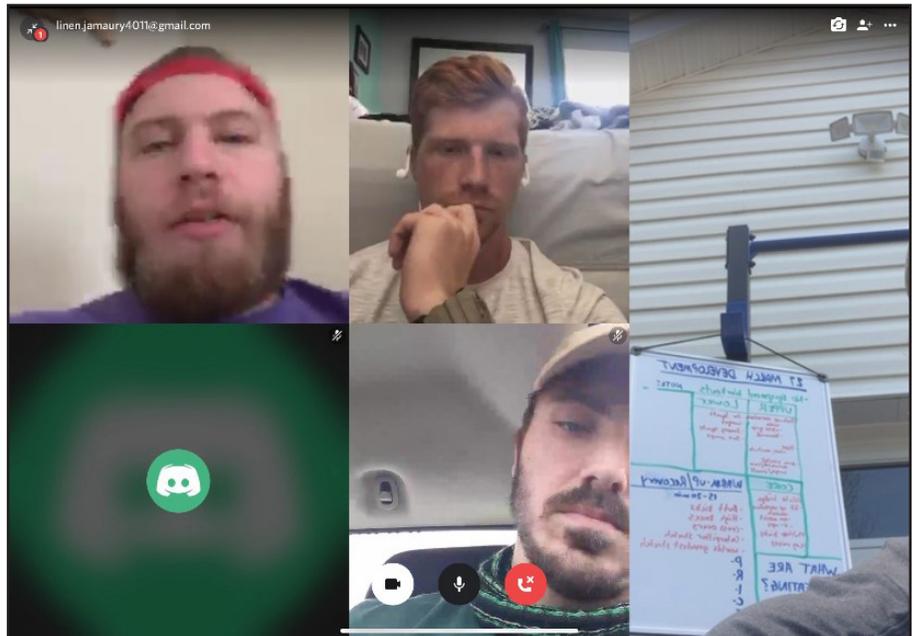


Left: Chief Master Sgt. Jason O'Donley pinned on his E-9 rank in a virtual ceremony due to the COVID-19 outbreak. "While it was extremely disappointing that my family couldn't be present. It was awesome that everyone was able to see all parties while we were in separate locations. These are new and unprecedented times and it was simple, we needed to do something new and unprecedented in order to celebrate my promotion," said Chief Master Sgt. Jason O'Donley, superintendent of AFRS innovation's cell.

# 330th RCS recruits continue their training virtually with T3i developers while practicing social distancing



Recruits continue their fitness regimen in Tennessee while getting sunshine and fresh air under the observance of T3i developer Devin Overton who is taking the photo from a safe distance.



T3i developer Adam Smith conducts a virtual check in and training session with Special Warfare recruits in North and South Carolina.

# 361st RCS gives back to community



The 361st Recruiting Squadron, D-Flight, led by Master Sgt. Christopher Consalvo, flight chief, wanted to show their Delayed Entry Program troops that being a great Airman also means being a great citizen and giving back to the community.

A group of 50 DEPPers and squadron members recently restored Willamette National Cemetery in Portland, Oregon. This sacred ground is the final resting place for hundreds of veterans. Paying respect to the ones that paved the way.



# 339th RCS Recruiter Setting The Pace

Tech. Sgt. Casey Williams, 339th Recruiting Squadron, B-Flight, was awarded a Navy and Marine Corps Achievement Medal on Jan. 15, 2020. He successfully referred four applicants to the Navy that are now in service as Sailors.

“Keeping the applicants best interest at heart is the key to success no matter if they’re going to be a Soldier, Sailor, Marine, or Airman,” Williams said. “Networking and building relationships with people is key. The community, schools, applicants, influencers, and even other branches of service.”



Tech. Sgt. Casey Williams, 339th Recruiting Squadron, B-Flight, organized a flight donation to include 5,000 articles of clothing to homeless veterans during the coldest month of the year in Michigan. Williams has become a leader in his building coordinating multiple events resulting in joint service participation.



# Shadow Strike Highlights Air Force Opportunity



Tech. Sgt. Mia Johnson, 332nd Recruiting Squadron, F-Fight recruiter, introduces students to one of the Air Force’s newest mobile tours, Shadow Strike, at Floyd County College and Career Academy, Rome, Georgia, Feb. 24, 2020. Shadow Strike is utilized to bring awareness of the various career opportunities available to graduating students if they choose to serve in the Air Force.

# Total Force European Recruiting Blitz



The Total Force Blitz Team: Maj. Sharon Brannick, chief of AFROTC Recruiting, 2nd Lt. Deanna Washington, USAFA, Senior Master Sgt. Gervacio Maldonado, 318th Recruiting Squadron flight chief, Col. Arthur Primas, USAFA director of admissions, Col. Tim Goodroe, 360th Recruiting Group commander, Eileen Chaisson, Civilian Service Talent Management, Lt. Col. Kendra Ohlson, USAFA Regional Director, Master Sgt. James Morris, 107th Fighter Wing, N.J. ANG Recruiter, Tech. Sgt. Emanuel Rivera, 318th Recruiting Squadron OA recruiter and Lt. Col. Kim Barr, 318th Recruiting Squadron commander.

The Total Force enterprise conducted its first-ever European Recruiting Blitz in early March. The trip was a demonstration of the Total Force recruiting concept involving all the partners and components to include -- Regular Air Force, Air Force Reserve, Air National Guard, Air Force Academy, AFROTC and Civilian Service.

The team provided information about all the education programs and the different Air Force career accessions or transfer opportunities as a civilian, enlisted or commissioned officer whether it was full-time or part-time/in or out of uniform.

The group traveled throughout England and Germany to engage the American population. Presentations were given to the base populace and high schools to ensure support personnel were educated to continue to provide guidance and direct interested parties to the correct Air Force accession path.

The Total Force team was able to inform attendees and educate them about all the different ways to serve all in one accessible location.



Students at Alconbury High School in England, raise their hands to answer questions during the Total Force European Recruiting Blitz.

The Total Force European Blitz Ramstein group.



Col. Arthur Primas, USAFA Director of Admissions, speaks with a student at Ramstein High School, Germany after the presentation.

# FIRST Robotics Competition Orlando



A team of AFRS Total Force recruiters interact with attendees at the FIRST Robotics Orlando Competition at the University of Central Florida in Orlando, Florida, March 12, 2020. The event was shut down early due to the ongoing COVID-19 outbreak.

# Women in Aviation International

A group of Air Force Recruiting Service's Total Force recruiters join Maj. Gen. Jeannie Leavitt, AFRS commander, for a photo at the Women in Aviation International Conference in Orlando, Florida. At the event, Leavitt was officially inducted into the WAI Hall of Fame.



# NASCAR Total Force in Phoenix

The 362nd Recruiting Squadron led a Total Force recruiting team effort at the NASCAR Fanshield 500 at the Phoenix Raceway. Prior to the race, Total Force DEppers were sworn in in front of Bubba Wallace's No. 43 hauler as NASCAR fans watched. The oath of enlistment was given by Maj. Gen. John C. Flournoy, Deputy Commander of the Air Force Reserve Command.



# STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.

Avoid close contact with people who are sick.



Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



Avoid touching your eyes, nose, and mouth.



Clean and disinfect frequently touched objects and surfaces.



Stay home when you are sick, except to get medical care.



Wash your hands often with soap and water for at least 20 seconds.



For more information: [www.cdc.gov/COVID19](http://www.cdc.gov/COVID19)

# VIRTUAL COMMUNICATION

## Tips for Presenting with Empathy

Virtual communication should be used to move the audience from point A to point B. If that's not the point, you can send an email with the information.



### TECHNOLOGY

- Consider which virtual medium is best
- Video is best for complicated interactions and connecting with people



### VOICE

This is the most important and consistent tool across all communication situations. Ensure you use it to engage audience and demonstrate authority.

- Articulate (don't mumble)
- Optimize your tone...sound approachable and smart and project your voice
- Avoid upspeak (an upward inflection in your voice making a statement sound like a question), which will rob you of your authority
- Use vocal variety (avoid sounding monotone)
- To practice, read newspaper headlines out loud and record yourself



### BODY

Always remember, movement matters...even virtually. Posture and movement count, even if you're on the phone.

- Gestures—use them.
- Hands—use them and then lose them. Don't let them get distracting!
- Posture—whether sitting or standing posture makes a difference
  - You have to work harder if you are seated to maintain good posture
  - If standing, make sure you are anchored and don't shift from the waist down



### AUDIENCE

Even virtually, they are still the most important people in the “room”

- Eye contact—remember they are through the lens of your camera
- Give them time—short sentences and pauses are key when you're not in person
- Set expectations upfront—tell them what to expect and the flow of the discussion
- Hearing Crickets? Invite listeners upfront...ask questions and ask people to speak. Or maybe, you're just putting people to sleep and the audience is no longer involved.
- Getting interrupted? Remember to listen! Set expectations upfront. Also, if you're feeling interrupted, it could be out of audience frustration.

Remember, your delivery must be in service of your audience and authenticity is your best tool!