



BEHIND THE BADGE

INSPIRE



ENGAGE



RECRUIT

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

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Behind the Badge

ABOUT US

Behind the Badge is a digitally published, monthly magazine catering to the recruiting community. It is an official publication of the Air Force Recruiting Service Public Affairs Office.

SUBMIT

Behind the Badge welcomes submissions from all recruiters and those working in the field. Photos, videos, story ideas, commentaries, suggestions and criticisms are all welcome, although publication is not guaranteed.

To submit email us at: afsrhapa@us.af.mil

FROM THE EDITOR



As we continue to roll into 2021, Air Force Recruiting Service is staying engaged and working to find ways to recruit the best and brightest to serve as Airmen and Guardians as we remain in a pandemic.

In this issue of Behind the Badge, we highlight many stories on those happenings.

AFRS introduced the GO Inspire program as a means for general officers to engage with youth and help promote diversity.

We also kicked off the Enhanced Cognitive Human Ops – ECHO, a gaming experience that takes players through three different challenges, testing a variety of cognitive skills that Airmen use every day.

There is also a story that shows how the Air Force Reserve has remained flexible during the pandemic and continued to find ways to get out their message.

The Air National Guard and the Reserve are working diligently to assist active duty Airmen, who are leaving the Air Force due to a new force management program, find a home to continue serving in an Air Reserve Component.

I hope you all enjoy the magazine and as always, stay safe and AIM HIGH!



ON THE COVER

Air Force Reserve recruiting took part in the WBA Super World Super Middleweight Championship fight at the Alamo Dome in San Antonio, Dec. 19, 2020. The main event featured Canelo Alvarez vs. Callum Smith and was televised on the DZAN network and had an estimated crowd of more than 12,000 fans in attendance. On Dec. 18, the Reserve also sponsored an International Boxing Federation match between IBF champion Gennadiy Golovkin and Kamil Szeremeta in Fort Lauderdale, Florida. The two fights got more than 70 million impressions. (Air Force photo/Master Sgt. Chance Babin)

Deadlines:



Air Force rolls out GO Inspire program to increase diversity

By Master Sgt. Chance Babin,
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas (AFNS) -- Air Force Recruiting Service announced the establishment of a program designed to increase diversity in ranks of the two services while attracting the next generation of Airmen and Guardians.

The program dubbed “GO Inspire” began Jan. 1 and rallies general officers to hit the streets with teams of top Airmen and Guardians to inform, influence and inspire young Americans for military service.

“Increasing diversity and attracting the best talent across our Air and Space Forces is a warfighting imperative for our nation, and as such, general officer leadership is critical,” wrote Secretary of the Air Force Barbara Barrett, Air Force

Chief of Staff Gen. Charles Q. Brown, Jr., and Chief of Space Operations Gen. Jay Raymond in a memo directing the program.

GO Inspire, with “GO” standing for general officer, is specifically designed for Air and Space Force generals to get out and engage youth and youth influencers from underrepresented groups, or URGs, across the nation. The goal, according to AFRS leadership, is to increase the diversity of its applicant pool in the rated and space communities, as well as the broader Air and Space Forces.

Officials from both services believe that early engagement is key to more diverse leaders in the future.

“We must embrace a culture where every general officer is a recruiter,” the three leaders wrote. “In order to ensure our future force is ready, lethal and reflective of the society which we serve, we must better engage our communities. The responsibility to inspire, engage and recruit the next generation of Air and Space Force professionals starts with senior leaders.”

While the focus of the program is increasing community and youth engagement by the two services’ top leadership, the department is banking on the support team that will accompany the senior leaders to help inspire the younger generation.

“The program is as much about the young, sharp Airmen and Guardians our senior leaders take with them to school and community visits than it is about having a general show up and talk about service in the Air or Space Force,” said the department’s top recruiter, Maj. Gen. Ed Thomas, AFRS commander.

Thomas said the intent of the GO Inspire program is for every youth to have an opportunity to connect with someone they can identify with. That may be based on race or gender but it could also be where they grew up or simply finding someone who’s accomplished their dream.

“GO Inspire gets after this by asking general officers to develop a diverse team of individuals to attend their outreach events with them,” Thomas said. “AFRS’s Aviation Inspiration Mentorship (AIM) team is an asset that GO’s can request to bring with them on their outreach events. AIM members are rated officers trained in youth outreach and how to inform, influence, and inspire.”

The GO Inspire was in many ways motivated by the Air Force chief of staff’s Rated Diversity Improvement initiative tasker to develop a program for Air and Space Force general officers to seek out, when appropriate, and conduct outreach engagements. The goal of GO Inspire is to connect general officers to identified AFRS needs and opportunities that will further attract and recruit high-quality youth from across America.

“GO Inspire is designed to drive a culture change in the Air and Space Forces. Our department leadership has a vision that all general officers would embrace a culture to ‘Earn a star ... become a recruiter,’” said Lt. Col. Annie Driscoll, AFRS Detachment 1 commander.

<https://www.recruiting.af.mil/News/Article-Display/Article/2464109/air-force-rolls-out-go-inspire-program-to-increase-diversity-attract-future-lea/>



Then Col. Peter Bailey, now brigadier general and current Second Air Force Air National Guard assistant to the commander, talks with students during an Aim High Outreach event at Maxwell Air Force Base, Ala., Nov. 15, 2019. Aim High is an Air Force Recruiting Service Detachment 1-sponsored event that fosters youth engagement, community outreach, professional development and networking. General officers like Bailey are being asked to participate in the GO Inspire program that is designed for Air and Space Force generals to get out and engage youth and youth influencers from underrepresented groups across the nation. (U.S. Air Force photo by Master Sgt. Chance Babin)

The power of Total Force recruiting: A tale of brotherhood

By Master Sgt. Chance Babin,
AFRS Public Affairs

JOINT BASE SAN ANTONIO, Texas – As Air Force Recruiting Service embarked on a Total Force Recruiting enterprise, a handful of Air Force Reserve Airmen began to matriculate here in early 2019, working side by side with their active-duty counterparts.

While the combination of these individuals has been powerful, it is highlighted by a pair of recruiters who take power to record-setting numbers in the gym and competing to improve themselves while breaking records along the way.

Senior Master Sgt. Michael Lear, AFRS Strategic Marketing Division superintendent, and Master Sgt. Daniel Bedford, AFRS National Events program manager, began working together in 2019. Both were accomplished power lifters, although they had never met. They immediately began talking and checking each other's knowledge.

"I was first introduced to 'Coach Dan' (Bedford) through Chief Master Sgt. Michael Johnson (AFRS Chief Strategic Marketing Division superintendent). Naturally, our first introduction was a sizing each other up type interaction with some Q and As to test our knowledge of physical training and methodologies," Lear said. "Within minutes we instantly clicked as our personalities and goals were very much the same, in and out of uniform."

"Our power of the force was strong right from the get go," Bedford said. "We both have competitive spirit and at the time I needed a big or maybe little brother. I was currently retired from powerlifting and still recovering from a

traumatic automobile accident. I was told that I would never be able to compete in bench press, squat or even do deadlifts again."

Bedford and his entire family were involved in a serious car wreck while he was still recruiting in Richmond, Virginia. For a fired-up athlete, this really took a toll on him mentally. He was unsure if he would ever train again, much less have a normal life due to his injuries.

"I worked out with and trained some well-known athletes in professional and college level sports, but never any who equaled my work ethic and mental attitude in the weight room," Bedford said. "I can honestly say that without Mike and my Air Force teammates pushing me, I'm not sure where I would be mentally and physically. Mike Lear really picked me up at a time of me struggling mentally from the motor vehicle accident that nearly killed myself and my family."

Bedford served in the U.S Marine Corps before joining the Air Force Reserve and has a master's degree in sports psychology, but it was Lear who used his instincts to help Bedford get back in the gym.

"Dan is a Marine at heart but sometimes forgets that warfighter lives in him. Sure, he has physical injuries, as we all do, but doing nothing produces nothing," Lear said. "While I may not have the education he has, I certainly have the 'never quit, never fail' motivation he requires to push himself."

Bedford has also been a personal trainer for years helping various people, including several professional and college sports players.

"Simply stated, we are accountable to each other. And while he might be



Master Sgt. Daniel Bedford, Air Force Recruiting Service National Events program manager, and Senior Master Sgt. Michael Lear, AFRS Strategic Marketing Division superintendent, are Total Force recruiters who work together at AFRS. The two are both accomplished power lifters who train together and motivate each other. (Courtesy photo)

the motivator for hundreds of athletes I say this 'who motivates the motivator?' Lear said. "It's powerful as even the strongest need or rely on someone to pick them up. Dan trusts me and through that he has been able to rehabilitate and step back on the platform."

While Lear is not classically trained on helping rehab a person, he does have a system that apparently has worked for him and Bedford.

"I interpret physical pain differently than most and see it as a form of progress while others see it as injury or something wrong because they fail to work through it," Lear said. "But through my experience and using myself as the test subject I have discovered rehabilitative methods that work for me allowing me to continue training while shortening my recovery. I say this because few understand it but Coach Dan ...

To continue reading go to:

<https://www.recruiting.af.mil/News/Article-Display/Article/2469434/the-power-of-total-force-recruiting/>

Reserve stays flexible, opportunistic during pandemic

By Master Sgt. Chance Babin,
AFRS Public Affairs

ROBINS AIR FORCE BASE, Georgia – While the pandemic has created challenges for Air Force recruiters to get out in public, attend events and meet face-to-face with potential leads, Air Force Reserve recruiters have stayed flexible and found new ways to reach their target audience during this unprecedented time.

“COVID impacted Reserve recruiting efforts by taking away our ability to have face-to-face engagement at events, which initially negatively impacted our lead acquisitions,” said Senior Master Sgt. Jacinto Nunez, superintendent of the 367th Recruiting Group’s Marketing and Advertising Division. “The air show season, which usually runs from March through the end of the fall and where we traditionally obtain a lot of leads, was completely taken off the table for us. Our team reacted quickly and came up with a strategy to switch into digital lanes of communicating with our target audience. In making this switch early to digital to continue to deliver great messaging, we actually were up in fiscal 2020 for our leads over fiscal 2019. We were quite pleased in how we were able to navigate this challenge and overcome it.”

In spite of the pandemic, Reserve recruiting has continued to sponsor a host of sporting events, some with in-person crowds and others that have only a digital or television audience.

On Dec. 18, the Reserve sponsored an International



Col. Lisa Craig (middle top photo), AFRS deputy commander, was able to take in her first event since coming to Air Force Recruiting Service, as she toured the activation of the WBA Super World Super Middleweight Championship fight at the Alamodome in San Antonio, Dec. 19, 2020. The main event featured Canelo Alvarez vs. Callum Smith. The Air Force Reserve was prominently displayed in the ring (right) during the fight and digital displays and commercials were played throughout the evening at the event. (Air Force photo/Master Sgt. Chance Babin)

Boxing Federation match between IBF champion Gennadiy Golovkin and Kamil Szeremeta in Fort Lauderdale, Florida. The fight had no fans in attendance, but was aired on the DAZN network and re-aired on ESPN.

The next night, in San Antonio, Canelo Alvarez, the World Boxing Association super middle weight champion, took on Callum Smith. The fight had an estimated crowd of 12,000 fans in attendance with social distancing and masks required. The fight was also aired on the DAZN network. Both fights featured the Air Force Reserve logo on the mat of the ring and digital advertising throughout the arena.

“Boxing is a platform that offers a significant number of individuals who are positively

predisposed to military service, are in the right age demographic and who would be valuable to tell the Air Force Reserve story to,” Nunez said. “We have been involved in the past with mixed martial arts and felt this was a great opportunity to expand on our engagement with the boxing audience.”

Taking advantage of opportunities like these shows how the Reserve marketing team is always looking for ways to reach the masses.

“Growing up as a boxing fan, I’ve always been intrigued with the sport and felt it had great value in attracting a diverse ...

To continue reading go to:
<https://www.recruiting.af.mil/News/Article-Display/Article/2473721/reserve-recruiting-stays-flexible-opportunistic-during-pandemic/>

Recruiter helps kick off U.S. Air Force Hispanic Games

By Master Sgt. Chance Babin,
AFRS Public Affairs

WASHINGTON HEIGHTS, N.Y. – An Air Force Reserve recruiter kicked off the 27th Annual U.S. Air Force Hispanic Games as she sang the National Anthem virtually at the “Fastest Track in the World” at The Armory New Balance Track & Field Center here Jan. 9-10, 2021.

The U.S. Air Force Hispanic Games were created in 1994 to honor Washington Heights and its Latino community. The Armory Foundation hosts the Hispanic Games each year and is one of the country’s largest high school/college indoor sporting events. This year, the Air Force Hispanic Games attracted 5,460 high school track & field athletes and 607 coaches. Thousands watched via a live social media feed.

“Knowing these young men and women are able to see the

Air Force represented in a positive light makes me feel like I’m contributing my part to the United States of America,” said Tech. Sgt. Autayvia Mitchell, a recruiter at Andrews Air Force Base, Maryland, who sang the National Anthem. “It was amazing to know I was a piece of the puzzle at a total force event showing how we support each other today.”

For the Air Force, this was the second year being part of the Hispanic Games.

“We are excited to continue our partnership with the Armory Foundation for the 2021 U.S. Air Force Hispanic Games and recognize the hard-working student-athletes competing in the event,” said Maj. Jason Wyche, chief of Air Force Recruiting Service’s National Events Branch. “Through these challenging times, the Air Force remains committed to supporting our partners and their efforts, as well as inspiring young adults.”

Although the games were conducted with no fans due to COVID, the Air Force still had a strong presence in the games.

“The U.S. Air Force is the title sponsor of the event to include: branding on all signage, bibs, and medals; Total Force recruiting activation space;

highlighting student’s success through diversity athletics and academics,” said Master Sgt. Daniel Bedford, AFRS National Events program manager. “This does a great job getting our Air Force branding and name out to the public. We love getting our name out, and more importantly, highlight our diverse athletes in our communities. The military is one of the top diverse hiring agencies in the world. We offer so many opportunities in uniform or out of uniform, part-time or full-time with lots of benefits.”

There was also a special “U. S. Air Force Leaders of Tomorrow” recognition event during welcoming ceremonies honoring 12 student-athletes who excel in the classroom.

Bedford led the AFRS team in setting up these games and getting Mitchell to sing the National Anthem was a no brainer for him.

“When I was asked about providing a National Anthem singer for our Total Force Hispanic games activation by senior leadership, I knew right away who I wanted,” Bedford said. “I said I know a great Reservist who can represent our Air Force Total Force recruiting. Ever since I heard her sing for the first time, I was like she’s the best. She could honestly sing for sporting events full time if she wanted to.”

Mitchell has been singing since she was 8 years old.

To continue reading go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2475410/reserve-recruiter-helps-kick-off-us-air-force-hispanic-games/>



Tech. Sgt. Autayvia Mitchell, a recruiter at Joint Base Andrews, Maryland, sang the National Anthem virtually for the U.S. Air Force Hispanic Games at the “Fastest Track in the World” at The Armory New Balance Track & Field Center in New York, Jan. 9-10, 2021. Mitchell was honored to participate in this Total Force recruiting event that is part of Air Force Recruiting Service’s diversity and inclusion outreach. (Courtesy photo)

Air Force offers expanded PALACE CHASE, waivers

AFPC Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas (AFNS) -- The Department of the Air Force will implement several voluntary officer and enlisted force management programs for fiscal year 2021, including an expanded PALACE CHASE program and limited Active Duty Service Commitment waivers.

These programs provide provisions for both enlisted and officer members who meet specified criteria. The application window runs Jan. 20 – April 2.

“Voluntary force management programs provide Airmen with flexible options to retire, separate or affiliate at times that suit their personal circumstances and allow the Department of the Air Force to balance certain specialties to ensure we meet the needs of the high-end fight,” said Col. Richard Cole, Military Sustainment and Transition Program Division chief.

The limited ADSC waiver program allows eligible Airmen to retire no later than Sept. 1, or separate no later than Sept. 29. Retirement-eligible Airmen must complete at least 20 years of total active federal military service and, for officers, at least 10 years of total active federal commissioned service, before the requested retirement date.

Enlisted ADSC waivers will be considered for permanent change of station (PCS), date estimated return from overseas (DEROS) curtailment, and senior noncommissioned officer promotions. Officer waivers will be considered for PCS, DEROS curtailment, tuition assistance,

direct accession, Extended Active Duty ROTC and OTS service commitments.

The FY21 Expanded PALACE CHASE Program provides an opportunity for Airmen in

selected Air Force specialties and grades to apply for a transfer from active military service to an Air Reserve Component position. For enlisted Airmen transitioning into an ARC position, the service commitment is reduced from a “two-to-one” service obligation to a “one-to-one” exchange. For officers transitioning into an ARC position via PALACE CHASE, the service commitment is reduced from a “three-to-one” service obligation to a “one-to-one” exchange.

“Air Force leaders are working hard to preserve the mission and care for the Airmen who accomplish it,” Cole said. “Implementing a variety of voluntary programs allows the Department of the Air Force to offer retirement and separation options that may align with an Airman’s needs or goals.”

Interested members should review the eligibility criteria and the list of eligible Air Force specialties, grades and year groups before submitting their applications for consideration. Applications will be processed on a first-in, first-out basis. Members in a specialty that is not on the list of eligible Air Force specialties may apply on a case-by-case basis.



Airmen approved for a service commitment waiver are required to repay the government for related unearned portions of bonuses, special pays, education assistance and all other monetary incentives. Airmen released under the expanded PALACE CHASE program are relieved of recoupment obligation for unearned bonuses. Recoupment of education costs will be deferred contingent upon successful completion of the PALACE CHASE obligation.

Separation and retirement applicants who meet basic eligibility criteria and apply for release under these programs are not guaranteed approval, Cole said.

“While an Airman may be eligible, manning and mission requirements will be considered when evaluating applications,” he said. “Airmen should consider their options and apply promptly if interested, as eligibility is subject to change quickly as applications are approved.”

For more information, and to check eligibility, visit the CAC-enabled myPers websites at FY 21 Enlisted Voluntary Force Management Program and FY 21 Officer Voluntary Force Management Program.

Air Force to allow longer braids, ponytails, bangs for women

Secretary of the Air Force Public Affairs

ARLINGTON, Va. (AFNS) -- As an outcome of the 101st Air Force uniform board, Air Force women will be able to wear their hair in up to two braids or a single ponytail with bulk not exceeding the width of the head and length not extending below a horizontal line running between the top of each sleeve inseam at the under arm through the shoulder blades. In addition, women's bangs may now touch their eyebrows, but not cover their eyes.

These new changes will be effective upon publication of the new standards in Air Force Instruction 36-2903 in February.

"As I outlined in Action Order A: Airmen, this decision is a commitment to supporting the Airmen We Need and sustaining the culture and environment of excellence that will continue to make the Air Force an attractive career choice for Airmen and families," said Air Force Chief of Staff Gen. Charles Q. Brown, Jr. "I'm thankful for the feedback and research conducted from a number of women leaders, the Women's Initiative Team, the Air Force uniform board, and our joint teammates."

The Air Force uniform board convened virtually in November 2020 to discuss ideas sourced from Airmen across the Air Force who participated in a dress and appearance crowdsourcing campaign. Participants on the board included 19 diverse Airmen of various ranks from across the major commands and headquarters directorates.

The board reviewed all ideas including a recommendation from the Air Force's Women's

Initiative Team. Thousands of women across the Air Force provided feedback to the Women's Initiative Team, stating constraints to hair grooming standards resulted in damage to hair, migraines and in some cases, hair loss. The detailed work done by the Women's Initiative Team to research and support the recommendation was greatly appreciated by the uniform board.

"In addition to the health concerns we have for our Airmen, not all women have the same hair type, and our hair standards should reflect our diverse force," said Chief Master Sergeant of the Air Force JoAnne S. Bass. "I am pleased we could make this important change for our women service members."

In addition to addressing issues associated with personal health and hair loss, adjusting female hair standards supports ongoing efforts to address diversity and inclusion in the ranks. Earlier this year and in her role leading the Defense Department's Diversity Board, then-Secretary of the Air Force

Barbara M. Barrett played a prominent role in supporting these types of adjustments to ensure a more inclusive culture in the services.

The Air Force chief of staff approved the policy after considering feedback from the force, the uniform board recommendation, and the professional image and standards of the Air Force and U.S. military.

"We remain committed to removing barriers to service," said Lt. Gen. Brian Kelly, Air Force deputy chief of staff for manpower, personnel and services. "In an all-volunteer

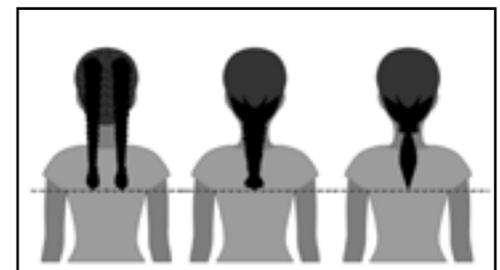
force, we want fully qualified volunteers who are representative of the nation to see us as a great opportunity to maximize their talent and serve."

Members must adhere to current occupational safety, fire and health guidance, and mishap prevention procedures emphasizing when and how to mitigate the potential for injury from hair of varying lengths around machinery, equipment, power transmission apparatus or moving parts. Airmen are encouraged to reach out to their safety office for assistance in analyzing any potential hazards, as applicable.

Another idea considered by the board related to beard wear for men. Unlike with women's hair standards, there are no known health or hair loss issues associated with current male grooming standard compliance. As such, the Air Force plans to continue under the current male grooming standards without adjustments. Beards are currently permitted in conjunction with medical exceptions such as shaving waivers or for approved religious accommodations.

At this time, Guardians will adhere to the female grooming standards of the Air Force. Eventually, the U.S. Space ...

To continue reading this story go to: <https://www.af.mil/News/Article-Display/Article/2478173/air-force-to-allow-longer-braids-ponytails-bangs-for-women/>



Reserve, Guard ready to take force-shaping troops

By Master Sgt. Chance Babin,
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – The Air Force Reserve and Air National Guard should benefit from active-duty Air Force force-shaping actions made necessary by record Air Force retention levels.

Amidst concerns during the ongoing pandemic, many active-duty Airmen who planned on retiring or separating in 2020 withdrew or delayed their plans. This resulted in the Air Force having its highest retention levels in 20 years. It also caused projected fiscal year 2021 end-strength numbers to exceed end-of-year goals.

To ensure end-strength numbers are manageable, the Department of the Air Force has implemented several voluntary officer and enlisted force management programs for fiscal 2021, including an expanded Palace Chase program and limited active-duty service commitment waivers.

These new policies have opened the door for the Air Force Reserve and Air National Guard to benefit by gaining fully-qualified Airmen to help fill their ranks.

“We are excited to give these Airmen – who as a result of the Air Force end-strength challenges and this newly established force management program, are leaving the Air Force – the opportunity to voluntarily continue serving in the Air Force Reserve or Air National Guard,” said Col. Lisa Craig, Air Force Recruiting Service deputy commander.

“By joining one of the Air Reserve Components, these Airmen will continue to enjoy many of the benefits they received on active duty, including 100% tuition, while still working toward a retirement,” Craig said. “We welcome them with open arms as these fully-trained Airmen bring a wealth of knowledge and experience to our Reserve Components while they continue to wear our nation’s cloth, enjoy the camaraderie of service and give back to our country.”

Airmen interested in continuing their military career in one of the Air Reserve Components need to contact their Air Force Reserve or Air National Guard in-service recruiter immediately. Applications for Palace Chase and active-duty service commitment waivers must be submitted no later than April 2, 2021, and the member will need to request a separation date no later than Sept. 29, 2021.

Members interested in transitioning to the ARC need to meet the medical requirements determined by each component and secure a position in the Reserve or Guard unit they would like to join.

“In order to determine whether or not a member would be medically cleared, they need to contact their local ISR for documentation required to initiate review,” said Master Sgt. Tiffany Grullon, Air Force Reserve Command Palace Chase/Palace Front liaison. “Members interested in potential vacancies within the Air Force Reserve can visit the Air Force Personnel



Master Sgt. Christopher Resio, an Air Force Reserve in-service recruiter at Keesler Air Force Base, Mississippi, is one of many Air Force Reserve and Air National Guard recruiters ready to help active-duty Airmen continue serving in the Air Force as force-shaping actions were made necessary by record Air Force retention levels in 2020. The Department of the Air Force has implemented several voluntary officer and enlisted force management programs for fiscal 2021, including an expanded Palace Chase program and limited active-duty service commitment waivers. (Courtesy photo)

Center secure web site, and select ‘Reserve Vacancies.’ This gives them the ability to search for vacancies based on officer, enlisted, base, state and Air Force Specialty Code. For more information on Air National Guard vacancies, the member can visit www.goang.com or contact their local ANG ISR.”

The FY21 Expanded Palace Chase Program allows regular Air Force members who hold a specific AFSC and rank to ...

To continue reading go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2487267/reserve-guard-ready-to-take-force-shaping-troops/>

Air Force recruiting launches E.C.H.O. to test cognitive skills

By Master Sgt. Chance Babin,
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – Air Force recruiting is continually innovating to better reach potential recruits. Harnessing technology to improve the recruiting process, the Air Force is releasing a new online, interactive gaming experience, E.C.H.O. - Enhanced Cognitive Human Ops.

This new recruiting tool helps engage and build awareness of different opportunities in the Air Force that recruiters can send out to target audiences.

The experience takes players through three different challenges, testing a variety of cognitive skills that Airmen use every day. At the end of the experience, the results will highlight which Air Force career path would be viable based on their performance and how they can continue to improve their cognitive skills.

“We always say ‘Airmen are our greatest weapon system,’” said Maj. Jason Wyche, Air Force Recruiting Service national events chief. “While the Air Force has the most advanced technology in the world, an Airman’s cognitive skills are still the key to effectively employing that technology. E.C.H.O. is a fun

way to showcase the cognitive skillsets needed by our Airmen, while educating players on the various career fields the Air Force has to offer.”

While the initial launch of E.C.H.O. will be an online version, AFRS plans to have a mobile asset for events with a virtual reality experience for fans.

“While the pandemic has put a pause on live experiences, we are pushing the needle on what is possible with virtual options,” said Master Sgt. Zachary Atkinson, AFRS events marketing superintendent. “We’re excited to bring a test of skills to players across the country who may end up being the next generation of Airmen in the U.S. Air Force. The mobile asset with the game should be out in the field as soon as we are safely able to resume events.”

The E.C.H.O. game has the ability to test people’s skills. The hologram of a real Airman will walk users through the gaming experience comprised of three different missions where they will be tested on how they perform through each challenge.

“Through a series of challenges, players’ cognitive skills will be tested, measured and given feedback on so they can develop them further,” Atkinson said. “It’s up to the participants to combat task saturation by working strategically and efficiently to accomplish each challenge and of course, have fun while they’re at it.”

At the end of each challenge, the results will highlight which Air Force career path would be



Harnessing technology to improve the recruiting process, the Air Force is releasing a new online, interactive gaming experience, E.C.H.O. - Enhanced Cognitive Human Ops. The hologram of a real Airman will walk users through the gaming experience comprised of three different missions where they will be tested on how they perform through each challenge. (Courtesy graphic)

viable based on their play and how their cognitive skills can be optimally used. Participants are permitted to retake the challenges in order to improve and compare scores.

“E.C.H.O. gives potential Airmen confidence that they have what it takes,” Atkinson said. “It helps recruiters sell specific career fields, while narrowing down potential applicants to target specific career fields. It gives recruiters another virtual tool to inspire and recruit potential Airmen.”

The online version of E.C.H.O. can be found <http://airforceecho.com/>



The Airman in the ECHO hologram



Staff Sgt. Maria Manning, Headquarters, Air Education and Training Command, commander's support staff, is the Airman that appears as a hologram in the new online, interactive gaming experience, E.C.H.O. - Enhanced Cognitive Human Ops. This new recruiting tool helps engage and build awareness of different opportunities in the Air Force that recruiters can send out to target audiences. The experience takes players through three different challenges, testing a variety of cognitive skills that Airmen use every day. At the end of the experience, the results will highlight which Air Force career path would be viable based on their performance and how they can continue to improve their cognitive skills. (Courtesy screenshots)



331st RCS swears in first USSF Guardian

The 331st RCS swore-in their first U.S. Space Force Guardian. Lt. Col. Nathan Lewis, 331st RCS commander and Chief Master Sgt. Mark Pennock, 331st RCS superintendent, were honored to attend the ceremony at the Jackson, Mississippi Military Entrance Processing Station, January 26, 2021. Trainee Justin Battise is excited to serve in the Space Systems Operations (S1C631) career field. He was recruited out of Hattiesburg by Tech. Sgt. Lucas Evans who described Mr. Battise as "a true leader in his DEP." (Courtesy photo)



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 relevant Air Force information. Stay informed and continue being safe.

Chief coins 342nd RCS Airman



Chief Master Sgt. Antione Goldstrom, AFRS command chief, coins Tech. Sgt. Rodrigo Trevino, 342nd RCS, for exceptional performance. (Courtesy photo)

Enlistments at the Armed Forces Bowl



FORT WORTH, TEXAS -- Maj. Gen. DeAnna Burt (top), Combined Force Space Component Command commander, meets with a group of future Airmen prior to administering the oath of enlistment to 50 future Airmen, Soldiers, Sailors and Marines Dec. 31, 2020, at the Armed Forces Bowl, held at Texas Christian University. (Below) More than 50 future Airmen, Soldiers, Sailors, and Marines raise their right hand to recite the oath of enlistment (U.S. Air Force photo by Staff Sgt. Tyler Harlow)



Career Chats

Future Chats

Feb. 17	EOD
Mar. 17	Maintenance







Questions about a career?
■■■

Ask the experts - it's great for applicants!
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314th RCS Airman leads a worthy cause



Tech. Sgt. Zackary Rosthauser (center in OCPs), of the 314th RCS, founded a non-profit organization, Toys for CHOP (Children's Hospital of Philadelphia) that donates thousands of dollars of toys to terminally ill children for Christmas, in memory of his daughter. His daughter passed away on December 22, 2014 from Hypo-Plastic Left Heart Syndrome at CHOP. During his time at CHOP, Rosthauser noticed that the nurses would walk around the hospital floors dressed as Santa and elves to bring holiday spirits to the children, but they did not have any presents to hand out. Rosthauser quickly decided that he wanted to contribute to bringing cheer to the children at CHOP. For the last six years, he has been donating toys during the Christmas holiday so that the nurses can give out presents to every single child that is admitted to the hospital during the holiday season. (Courtesy photo)

342nd RCS infield training



Tech. Sgts. Marvin Contreras and Anthony Pasco, 342nd RCS, conducted squadron RST infield training at Patrick Air Force Base, Florida, for Tech. Sgt. Gastelum Aguirre after cancelling training several times due to COVID-19. (Courtesy photo)

347th RCS takes in Snocross event in Dubuque



The 347th RCS was on the scene Jan. 15-16, 2021, at the Theisen's Snocross National event at the Dubuque County Fairgrounds, Iowa. A mass swear in took place at the event, where Lt. Col. Russell Klawitter swore in 12 delayed entry program members. Snocross racing features high performance snowmobiles racing through various tracks. Racing events take place from as far east as New York to Colorado and the Dakotas. Snocross enables to Air Force to tell its story and show the opportunities to join the Air Force in northern tier states. (Courtesy photos)

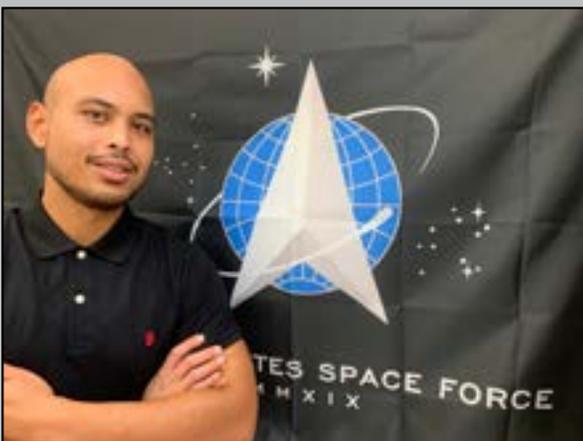
342nd, 333rd RCSs distribute goods



Recruiters from the 342nd RCS OA and 333rd RCS teamed up for a volunteer opportunity at the Second Harvest Food Bank of Central Florida. The team sorted gifts into pallets and boxes and over the course of four hours, accumulated 14,870 pounds of donated gifts. The pallets were distributed to those affected by the pandemic and for future hurricane relief. (Courtesy photos)



369th RCS gets first USSF Guam recruits



Rodney Blas and Skyler Berry are the first two recruits from Guam to swear in to the U.S. Space Force. Read their story in the Pacific Daily News: <https://www.guampdn.com/story/life/2021/01/27/two-guam-enlistees-join-space-force-sixth-branch-military-trump/4286173001/> (Courtesy photos)

AFRS 5/6: Finding gratitude after a difficult year

By Tech. Sgt. Brandi Hansen
AFRS 5/6

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – The holidays are officially over after a challenging 2020. Many of us missed out on family trips, mom’s cooking, and even those traditional toasts.

Regardless, it is January 2021 now and we must embrace our “back in the saddle” mindset by looking forward at our evolving recruiting mission.

As we leap forward, I like to look back and see if there are any lessons learned from 2020. After all, we are more than just recruiters, numbers, and goals. We are fathers, mothers, brothers, sisters, friends, etc., and 2020 challenged us all. One lesson, which I reflect on, was taught to me from a brand new recruiting family.

Tech. Sgt. Shawn Stevens,

330th Recruiting Squadron, and his wife Amanda moved with their two children, Mikayla and Maverick, from Hurlburt Field, Florida to northern California in October, 2020.

Stevens is a combat controller and is one of the newest special warfare recruiters to come directly from the special warfare world.

Shawn and Amanda both grew up in the northeast, met in Virginia, and have been married for eleven years.

Stevens has served for sixteen years and has been deployed as a combat controller three times, so he and Amanda are no strangers to the virtual hugs. With their children getting older, both Amanda and Shawn were excited about the recruiting opportunity for a chance to be home.

The biggest focus for them is having family time. Even though they were physically separated

from their immediate relatives and old friends, they spent their holidays establishing new traditions in a new state. They went ice skating, Christmas tree cutting, and explored the beauty of northern California. One of their favorite activities thus far is discovering hikes and trails together to explore.

The Stevens’ are a new recruiting family who already taught us to take advantage of the small moments together.

Walking into 2021, I know that it is so easy to get swept into the stresses of garnering leads, processing applicants, and molding delayed entry program members.

However, 2020 did present us all with an opportunity to look back and be mindful of each other. With a refocus on gratitude, I feel confident that we can all move into 2021 with our hearts full and minds focused.



Tech. Sgt. Shawn Stevens, 330th RCS, and Amanda Stevens take family photos on Navarre Beach just outside of Hurlburt Field Base, Florida on October, 2019. (Courtesy photo)



Tech. Sgt. Shawn Stevens, 330th RCS and family enjoy the Rock City Gardens in Chattanooga, Tennessee during their permanent change of duty station in October, 2020. (Courtesy photo)

330th RCS conducts Special Warfare recruiter training



The 330th Recruiting Squadron held a Special Warfare Recruiter Course for new recruiters in the squadron in order to give them a glimpse of the career fields they are about to recruit. The first edition was held in Tampa, Fla., the week of January 11, 2021. The week-long event gave the recruiters hands-on experience in the various fields, to include explosive ordnance disposal (EOD), and allowed some of the recruiters to meet one another since the 330 RCS is a geographically separated unit. (Courtesy photos)