



Barriers to Service CFT

Recruiting Initiatives

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Barriers to Service | State of Play

Projected to fall short of end-strength in the out years (AD ~5K/yr) ...
... forming severe long-term skill bathtubs out to FY45

Projected Enlisted Accessions Shortfalls (FY23)

RegAF – 3,500 | AFR – 3,100 | ANG – 4,500 | ~11,100

**FY23
RESTORE**

**FY24
GROW**

**FY25
GROW**

**FY26+
SUSTAIN**

Replenish bow wave for steady state by FY26

Replenish bow wave for steady state by FY26

Maintain steady state

Barriers to Service | ACTION

DAF HAND & NECK
TATTOO POLICY

ACCELERATED
NATURALIZATION

BODY COMPOSITION
STANDARDS

DRUG & ALCOHOL TEST
(DAT) WAIVER

TERM OF ENLISTMENT
CHANGE

TEMPORARY RECRUITER
PLUS UP

AIRMEN AND GUARDIANS
REFERRAL PROGRAM

MEDICAL STANDARDS WAIVER

ENLISTED COLLEGE LOAN
REPAYMENT PROGRAM
(ECLRP)

Barriers to Service | ACTION

DRIVER'S LICENSES

STRIPE FOR EDUCATION

INITIAL ENLISTMENT
BONUS (IEB)

RECRUITING PLUS UP

MEDICAL STANDARDS WAIVER

RETURN TO TIER 2 RECRUITING

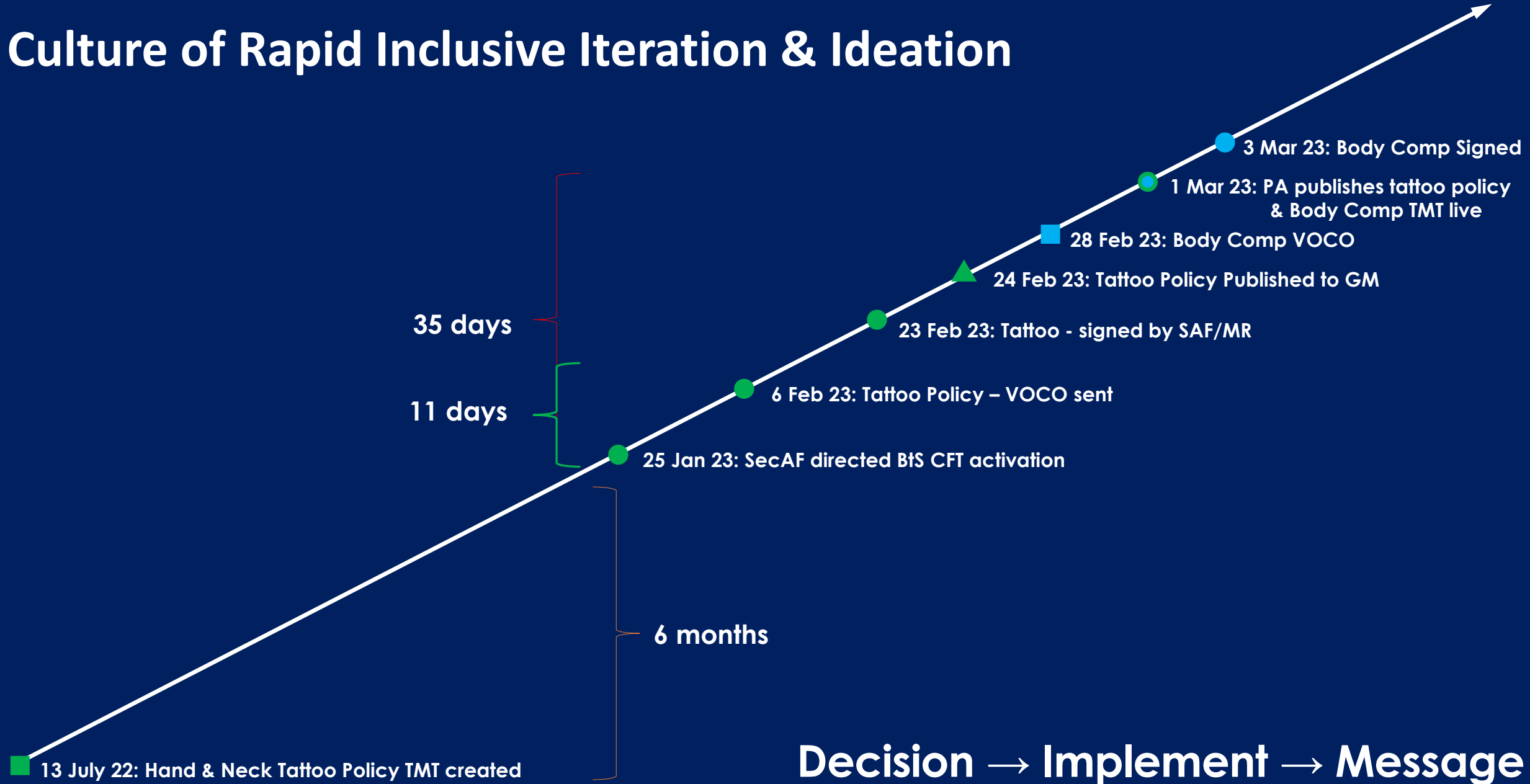
AI ENABLED RECRUITING

RECRUITING PROGRAMS
FOR LEADERS

?

Benefits of Barriers to Service CFT

Culture of Rapid Inclusive Iteration & Ideation



A group of young men, likely recruits, are standing in a line on a baseball field. They are wearing dark t-shirts and jeans or khakis. Several of them have their right hands raised in a salute or oath-taking gesture. They are facing a man in a military uniform, who is standing on the right side of the frame. The background shows the stadium seating and some people in the distance. The text "We Are All Recruiters!" is overlaid in the center of the image.

We Are All Recruiters!