

**MASTER SERGEANT EDWARD SANDERSON**, production control noncommissioned officer for the 3501st Air Force Recruiting Group, receives an Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) orientation from Major Robert L. Fretwell of the Military Personnel Center here. Maj. Fretwell, chief of the Data Management System, Management Information Office, provided orientation to some 50 NCOs representing the various recruiting groups during a recent APDS/PROMIS briefing here. The new computer enlistment processing link is scheduled for full implementation in fiscal year 1977. (Air Force Photo by George F. Harlow)

# AF Chief of Staff praises recruiters

Air Force Chief of Staff General David C. Jones, sent a message at press-time to Lieutenant General John W. Roberts, commander, Air Training Command, commending all Recruiting Service personnel for their outstanding efforts during fiscal year 1976.

Gen. Jones also expressed confidence that recruiters will meet the even greater challenge during the months ahead.

In his message the Chief of Staff said, "It has been a source of considerable pride to follow your progress in making FY '76 another banner year for Air Force recruiting. Air Force sights have always been set high, but we achieved a new standard of excellence in meeting Air Force manpower requirements.

"As we strive to do more with fewer people, the quality of our force is of paramount importance. This emphasis on qua-

lity has never been greater, which means the task of recruiting has never been more important.

"Recruiting has been the subject of intense public scrutiny this past year. The fact that the Air Force has held up well under this scrutiny makes our recruiting record even more exceptional. Your integrity and hard work under difficult circumstances constitute a legacy of lasting benefit to the Air Force," he said.

"FY '76 was a tough recruiting year and your hard work made the difference. Indicators for recruiting during the months ahead show that the challenge facing you will become even greater. We are confident, however, that you will meet this challenge. The future of the Air Force depends on it.

"You have my continuing appreciation and support."

## The AIR FORCE RECRUITER

*"There in spirit"*

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## Fiscal Year '76 Wrap-up

# AF recruiters sign up some 76,000

Air Force recruiters, despite a toughened recruiting environment and stringent manpower reductions, signed up some 76,000 top quality, dedicated young men and women for active duty during fiscal year 1976, officials here recently reported.

Committing themselves to service of country and a willingness to accept the Air Force way of life were some 73,000 men and women without prior military experience, over 330 enlisted for Officer Training School, and slightly over 1,000 prior service men and women.

Medical recruiting accessions, which surpassed all previous years' efforts, included 367 physicians, 187 general duty dentists, 584 registered nurses and 571 other health professionals such as veterinarians and bio-medical scientists. Medical recruiting personnel noted that 94 per cent of their overall objectives were reached for the year, with more than 1,700 health professionals recruited. All other recruiting objectives were either reached or exceeded.

More than half (50.9 per cent) of the non-prior service enlistees for the year scored in the top two Department of Defense mental categories, and 95.4 per cent were high school graduates or possessed a state-certified General Education Development certificate.

"The achievements of our recruiters this year," remarked Major General Andrew P. Iosue, com-

mander, Air Force Recruiting Service, "are truly commendable. Not only were they operating with some 300 fewer personnel than in FY 75, faced with two major reorganizational realignments and an \$11.2 million budget cut, they were also tasked with many new recruiting-related activities. Also, they had to locate, interview and enlist young men and women into the Air Force under the toughest mental and physical requirements in the history of Recruiting Service."

Noting what prompted the Bicentennial era to be one of the roughest ever in recruiting, Maj. Gen. Iosue said, "Recruiting resources during the fiscal year were at the 'bare-bones' level. This meant that our recruiters faced tremendous work-loads which included monitorship of the testing program, advertising and publicity activities, and active support of new programs such as 'SPIRIT' and the Recruiter/Customer Awareness Program (RECAP).

The "SPIRIT of '76" program represents a new dimension in recruiting whereby potential applicants are briefed that service to one's country should be a primary motive for enlistment, that acceptance of Air Force life style is necessary, and that high standards will be required of all who do enlist. RECAP finds Air Force recruiters throughout the country on Air Force bases, meeting with first-term airmen and mid-

dle managers to discuss the recruiting process — and what can be done to improve it.

"In the final analysis," the general concluded, "it can truly be said that we had a good year in recruiting — thanks to the dedicated efforts of our outstanding recruiting force."

Following is a capsule look at some of the major developments within the Command during FY 76.

### Directorate of Operations

The five group reorganizational plan was implemented effective July 1, 1975. The Recruiting organizational structure was changed from seven groups and 45 detachments to five groups and 38 detachments. Budget restrictions and other considerations during the year resulted in further reductions now in progress, with the number of detachment headquarters decreasing to 32, and a loss of some 300 recruiter positions.

The Data Feedback System was developed into a management information system that provided the capability of analyzing the total recruiting effort. Presently used by Recruiting Service's newest command element, the Directorate of Marketing and Analysis, the system is capable of measuring enlistments for six months in advance, and determining possible management problems and shortfalls.

### Testing

As the Nation entered the Bicentennial year, Air Force Recruiting Service testing was converted into a Centralized Testing Management System to be run by the Department of the Army as a single manager for all services.

A test program using Civil Service Commission testers was initially implemented as a joint project between Recruiting Service and the Civil Service Commission; however, during the year the program was expanded to include all services and is presently being monitored by the Military Enlistment Processing Command (MEPCOM).

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# Special jobs supplement

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# Commander's Comment

Andrew P. Iosue



In most of life's situations, right and wrong are fairly clearly defined. That concept is so basic that it shouldn't have to be discussed. However, it's of increasing concern as we become more aware of alleged instances of malfeasance or improper conduct by public officials.

Most Americans expect their elected and appointed officials to exemplify discretion in public and personal affairs. We refer to it as public trust.

We in the Air Force are no less exempt from that trust than anyone else in government. In fact, due to the tremendous power and responsibility we hold, I believe the public must have absolute confidence in the integrity of every Air Force military and civilian member.

Many people deplore the intensive scrutiny and adverse publicity we occasionally receive from the press. While it may seem excessive, and at times unfair, we must maintain a rational perspective. The framers of the

Constitution and Bill of Rights probably never envisioned the influence of the modern press in our lives, but the First Amendment remains one of the vital safeguards that insures our nation's greatness.

When we do right, we have little to fear from the press; and when we are wrong, we earn the publicity that we deserve. It's that simple.

Temptation to take the easy road, cut a corner, tell a white lie or bend the rules just a little bit in the interest of maintaining production or to "give the applicant a break" is always around. "Nobody's perfect" is no excuse for any person in a position which demands public trust, and that applies to everyone on a government payroll.

The one instance when we deliberately overlook something, or stretch the rules, may be the one that comes back months or years later to haunt all of us—and destroy our credibility.

We have just wrapped up the best recruiting year in recent history. Fiscal Year 1976's accomplishments should make every member of this command feel very proud. It wasn't easy, and that makes the achievement all the more worthwhile.

Indicators for recruiting in the future make me think it would be easier to steal cubs from a mother bear. It's going to be tough, and the temptation to deviate from what you know is right in order to maintain production may be even stronger. However, I have complete confidence that we can maintain quality and make the numbers without the slightest compromise of integrity. It's an individual challenge and it must be met 24 hours per day.

## Information contributes to nation's security

(Editor's note: In the June 15 issue of "Air Force Policy Letter for Commanders," Chief of Staff of the Air Force, General David C. Jones, discussed the important role of the Air Force Information function and how it helps contribute to the security of this nation. Although he refers to the information function, the comments apply to Advertising and Publicity personnel, who are the Infor-

mation staff element at various levels within Recruiting Service and to their commanders. In a larger sense, it applies to every recruiter and supervisor, since in many communities they are the sole Air Force representatives.)

"Nothing is more necessary to the security of a nation than the will of its people to preserve it. In a representative democracy such as ours, the people have a need to understand, generally,

the matters that affect their defense. And if they are going to be defended, their Armed Forces have to be not only well equipped, but skilled and highly motivated. So we in the Air Force have the obligation to help inform the public and our own people on defense matters that affect them.

"The Information function is a major responsibility of command: to inform and help motivate Air Force members and to inform and communicate with the American public. A commander can't do a good job as a leader and manager without doing a thorough job of communicating.

"As a commander, you should make full use of your Information Officer and the resources

available to him. In your Commander's Call, tell the people in your organization about the latest Air Force policies as well as your own. In your Air Force newspaper, make sure the readers find key items of Air Force news and policy along with the local command news. Use every appropriate channel of two-way communication with the people of your organization — military members, civilian employees and dependents. And don't forget our retired members.

"Include your Information Officer in your innermost councils. Make sure he's involved at the earliest stages of your planning. He can be a valuable advisor on the effect of certain actions on various publics — both within and outside your organization. Work with him in your effort

to inform and communicate with the public — not only in your public speeches and your individual and command contacts with the local press, but also in your relations with nearby communities.

"Americans have always been willing to defend our Country when we have felt it threatened. And we have always supported strong Armed Forces when we believed we had to have them. As Air Force members, we can help the general public understand what is needed to maintain aerospace forces that are capable and ready.

"We in the Air Force have the job of keeping our forces ready — and readiness is as much a reflection of a people's will as the condition of their military forces."

### Guest Editorial

## Ask any fan

by Major Bernard M. Stein  
Air Force Recruiting Detachment 311 commander

Ask any avid football fan the names of the Pittsburgh Steelers' backfield and he'll rattle them right off, but many of them couldn't name even one member of the offensive line.

Yet, without those "seven mules" up front, the runners and flanker might be just another backfield.

No team can be a winner without the commitment of all its' members to the common goal.

To carry that bit of homespun philosophy a step further, the number of games a team wins is directly proportional to the extent to which its' players are committed to winning.

It applies equally to every activity of mankind, including recruiting.

Especially recruiting.

The "bag carriers" are the ball carriers—the "stars." And, as with football, when the team wins, much of the glory goes their way.

But recruiting has its linemen, too, the support people, and they are just as important to the success of the recruiting mission as the front line is to a football team.

The personnel specialists who help keep everyone's records straight, the logistics people who provide office supplies and materials, the administrative personnel who help keep files up to date, and the advertising and publicity people who help with displays, exhibits and literature.

When the recruiter is about to run into the "stone wall" of tacklers who would prevent him from reaching the goal, support people are there to throw key blocks to keep him going.

And for that they deserve much credit. Remember, we are all on the same team.

## Don't accept that gift

Deputy Secretary of Defense William P. Clements Jr., recently said that conflict-of-interest rules which prohibit accepting gratuities from defense contractors apply to everyone in the Armed Forces.

"As members of Air Force Recruiting Service, we must be especially careful to abide by these rules," said Major General Andrew P.

Iosue, Air Force Recruiting Service commander.

"The regulations do not just apply to senior military and civilian officials, but to everyone including headquarters personnel, secretaries and typists, support officers and noncommissioned officers, and the recruiters," he continued.

The rules prohibit accepting gifts or social amenities which

might include free lunches or golf games.

In a recent "Directions 76" American Forces Radio and Television Service interview, Mr. Clements pointed out that the ban applies from high officials to the mid-management level, and that every enlisted man "just has to hold himself above that sort of thing and not subject himself to criticism by taking gratuities, by taking a Christmas present, by taking lunches or dinners or a golf game or whatever it might be."

The Deputy Secretary gave this rationale: People are the biggest asset in the Department of Defense and the American public has to have absolute confidence in all of our people.

"The confidence of the American people is imperative to the success of our mission," stressed Maj. Gen. Iosue. "We must remain apart from any criticism that would result from even the appearance of a violation of these rules."

**The AIR FORCE RECRUITER**  
"There in spirit"

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Maj. Gen. A. P. Iosue, Commander  
Lt. Col. D. E. Burggrabe, Director of Advertising  
Maj. H. C. Moore, Chief, Publicity  
C. J. Chandler, Chief, Media  
TSgt. C. V. Majors, NCOIC, Media  
TSgt. D. B. Drachlis, Editor  
J. M. Richardson, Writer  
SRA. J. M. Woogard, Artist

## Eight detachments to move to DoD facilities

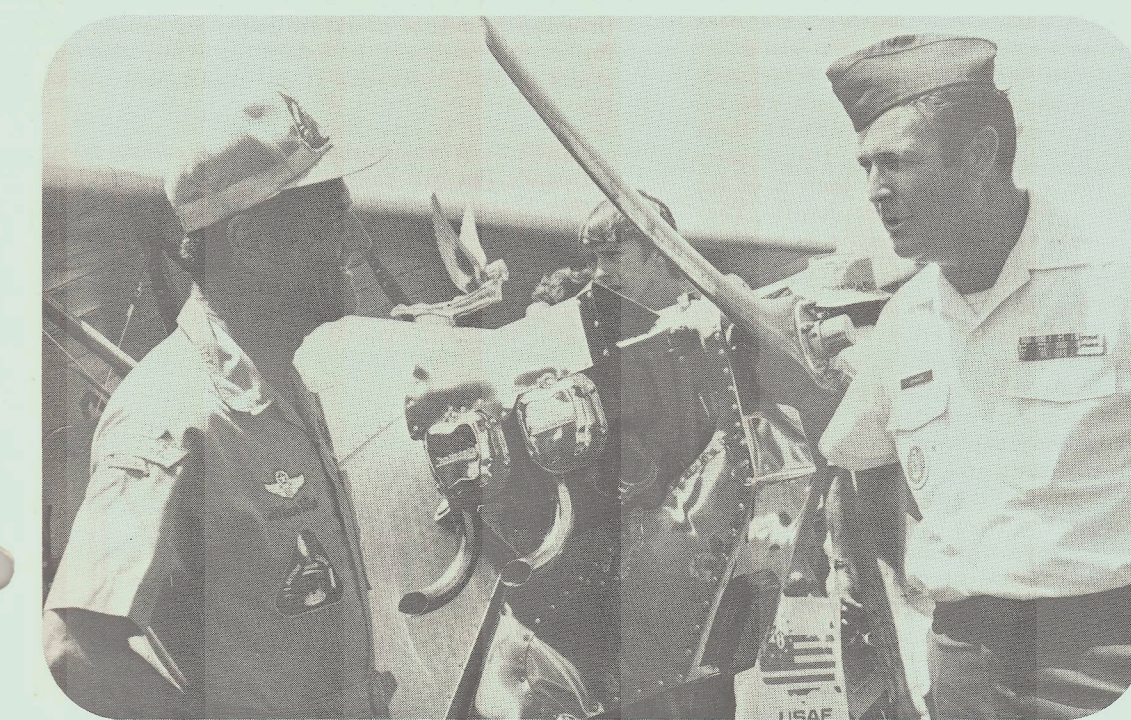
Eight Air Force Recruiting Service detachment headquarters are tentatively scheduled to move from their present metropolitan locations to Department of Defense (DOD) facilities in FY 1977, officials here recently announced.

Units tentatively scheduled for relocation prior to June 1977 include Det. 307, from Raleigh, N.C., to Shaw

Air Force Base, S.C.; Det. 403, from Omaha, Neb., to nearby Offutt AFB, Neb.; Det. 409, from Oklahoma City, to Tinker AFB, Okla.; Det. 601, from Bellevue, Wash., to Fort Vancouver, Wash.; Det. 606, from Alameda, Calif., to Travis AFB, Calif.; Det. 608, from Salt Lake City, Utah, to Ft. Douglas, Utah; Det. 609, from Los Angeles, Calif., to the Los Angeles Air Force Station; and Det. 610, from San Bernardino, Calif., to Norton AFB, Calif.

Detachments 307, 606, 608 and 610 are programmed to make the move prior to the close of this year, officials noted, with the remaining detachments making the transition during 1977.

Recruiting Service officials estimate approximately one million dollars in cost avoidance savings will accrue over the next five years with the relocations. Efforts are continuing to use military facilities wherever possible.



TECHNICAL SERGEANT James Johnson, an Air Force recruiter at Daytona Beach, Fla., talks with former Air Force pilot Allan Wise about his Peugeot World War I vintage aircraft during an open house at Embury Riddle Aeronautical University, Daytona Beach. The sergeant, a member of Air Force Recruiting Detachment 303, arranged for a CH-53 helicopter from Patrick Air Force Base, Fla., to be displayed adjacent to his recruiting booth at the event. (Air Force Photo by TSgt. Tommy McDonald)

### Wrap-up

## AF converts to centralized processing

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### APDS/PROMIS

In preparation for the FY 77 implementation of the Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS), a full conversion was completed during the year to the "Centralized Processing" mode of operation. Under the system, applicants for Air Force enlistment can, in one trip to the Armed Forces Examining and Entrance Station, be fully processed to include complete physical examination, specialized testing and enlistment into the Delayed Enlistment Program (DEP) or active duty status.

### Medical Recruiting

Increased emphasis was placed during the year on recruiting primary care physicians. By concentrating efforts in this area, officials will recruit physicians most critical to the front-line of base-level medical care. The new direction precludes processing several applicants for a single vacancy in a highly specialized field.

### Directorate of Student Resources

Recruiting Service became the single manager for job classification and orientation of recruits on Jan. 1, 1976, with the organization of the 3507th Airman Classification Squadron at Lackland Air Force Base, Tex. With the formation of the new unit, the career guidance classification interviewer and central assessment functions at Lackland were placed under the supervision of the Directorate — making Recruiting Service responsible for all aspects of the job classification and orientation process from the moment applicants visit their recruiter, until graduation from basic military training.

### Expanded Orientation

Job information made available to basic trainees by the 3507th nearly doubled beginning in January 1976, when the time allotted for pre-classification job orientation was increased from two and one-half to four and one-half hours.

Slide presentations, furnished by the major commands, also provide trainees with a brief description of the duties and responsibilities of each job. The expansion has already resulted in an increase in job satisfaction and more productive airmen, officials report.

### GTEP Program

The Guaranteed Training Enlistee Program (GTEP) has proven to be a highly successful incentive for recruiters to offer prospective applicants. More than 60 per cent of enlistees for the year entered the Air Force through the GTEP, as opposed to some 48 per cent last fiscal year. The number of Air Force job specialties available under the GTEP was 144 at the close of the year.

### "X" Factor

To achieve the objective of matching physical job requirements to individual capabilities, Headquarters Air Force initiated the "X" Factor rating to all job specialties during the year. The new physical profile factor "X" evaluates an individual's physical work capacity in terms of overall strength, stamina and muscular coordination, gaining a greater task-person match. Since implementation of the new rating process, less than one-tenth of one per cent of the more than 24,000 enlistees have been subsequently disqualified from the Air Force job specialty in which they enlisted, based solely on the "X" Factor requirements.

### Directorate of Marketing and Analysis

The newest member of the Recruiting Service headquarters staff, the Marketing and Analysis Directorate was formed during the year to centralize all analytical functions from the existing Directorates of Operations, Student Resources, and Advertising into a single unit for the command.

Charged with streamlining recruiting operations, providing better management control in-



## PRESSURE PLATE

### Publicity

Members of Air Force Recruiting Detachment 401 recently turned an Air Force Air Demonstration Squadron (Thunderbirds) refueling stop at Kansas City, Mo., into a news media event.

When recruiters learned that the Thunderbirds were going to be in town for a short time, they alerted local media representatives, and reporters were on hand when the Thunderbirds arrived.

During the refueling stop, Major Chris Patterakis, demonstration squadron commander met with reporters.

According to detachment officials, the short stop generated almost as much publicity for the Air Force as a complete air show.

### Overstocked

The 3503rd Air Force Recruiting Group, Robins Air Force Base, Ga., has developed a method to help recruiting offices avoid becoming overstocked with literature.

Air Force Recruiting Detachments route their requests through the group, where Advertising and Publicity staff members log them to ensure they do not order more than 25 per cent of their authorization during a particular quarter. Exceptions are made for special mailouts or other justified reasons, according to group officials.

### Broadcasting school helps

The radio public service advertising program in Air Force Recruiting Detachment 106, Milford, Conn., has received a boost from a broadcasting school.

The Connecticut School of Broadcasting has helped produce several recruiting announcements now being aired on radio stations in the detachment's area.

Honorary Recruiter Certificates were presented to two school personnel for their support.

### Airman

Sending an airman to the barbershop when the airman is "Airman" magazine, is a good idea.

That's one of the suggestions for effective use of additional copies of "Airman" magazine within Air Force Recruiting Detachment 106, Milford, Conn.

"It works great!" says Master Sergeant Tom Jay, sector supervisor in New Haven, Conn., "And now with the additional copies my recruiters can place them in the schools and have extra copies for the barbershops."

"It isn't difficult to place them either," added MSgt. Ron Brodeur, Air Force recruiter in Bridgeport, Conn., "Several of the barbers are ex-servicemen and all of them are looking for something the waiting customers may read."

formation and identifying "like" organizational elements for placement into a common function, the new unit was also charged with formulating a viable market analysis for long-range recruiting objectives for the command's recruiting force.

The new unit also serves as a focal point for two Recruiting Service programs — the Management Emphasis Program (MEP) and the Management by Objective (MBO) program — and complements the Production Competition System. The MEP reviews detachment activities in key production areas and looks at current trends and projected accomplishments six months down the recruiting road. The MBO program allows each manager to participate in setting goals, control performance, and apply talents to an objective that he helped set and to which he is committed.

By centralizing and standardizing additional field functions through the new directorate, recruiter time and effort will be saved and efficiency will be increased, officials said.

### Directorate of Advertising

Air Force advertising throughout the fiscal year appeared in virtually every medium — television, radio, movies, magazines, billboards and in every Air Force recruiting office. Throughout the year, the goal of Air Force advertising was to "tell-it-like-it-is," better, faster, more economically, but with an even greater response rate.

### Directorate Reorganization

Within existing resources, the Directorate of Advertising underwent a reorganization during the fiscal year and established the Local Advertising Management Office (LSAO), the Production Management Office (PSAO), and National Advertising (NSAA) Divisions. RSAF was charged with field policy responsibility and guidance, training and staff assistance visits. It will also monitor advertising expenditures and is charged with developing a standardized advertising plan for

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### Keep 'em coming

COMMENT: I'd like to suggest that the SPIRIT of '76 Bicentennial bumper stickers be mounted on our Air Force vehicles. They would look nice just above the nameplate on the front fender.

REPLY: By the time we go through the bureaucracy to get approval to mount them as you suggest, the Bicentennial year will be over, and we would have to paint tricontennial seals on them! Air Training Command Regulation 77-1 restricts such use of decals. It would also require a change to Technical Order 36-1-3, and a further change to the Federal Property Management Regulation, subpart 1-1-88.4. But thanks anyway for making us do our homework, and keep the suggestions coming.

### "Things to Remember"

COMMENT: This new fact folder, "Things to Remember", GS-76-73, is one fantastic piece of literature. However, I understand that we have been restricted on what we can use it for. We would like to use it for direct mail-out but our detachment A&P people say it should only go to people who are actually going to sign the contract. Also, I think the weight standard is too restrictive. I have some farm boys up here in Wisconsin who can't meet the standards without endangering their health. They are muscular people and muscle weighs as much as fat. This is causing me problems.

REPLY: We'll take another look at the "Things to Remember" fact folder. However, we did not print enough to use for mass mailings, and we'll have to weigh its possible value for this purpose against production and mailing costs. You should have enough to give to every applicant whom you consider to be a good enlistment prospect. Weight of applicants is another story. You don't have a monopoly on stocky farm boys in Wisconsin and the Air Force is not picking on boys with muscles, except when the muscle is concentrated around the navel, where it's normally called fat. For several years the Air Force enabled male applicants to enlist in accordance with standards in Army Regulation 40-501. This weight was considerably higher than the maximum allowable in Air Force Manual 160-1, the weight standards which all active duty members are expected to maintain. As a result, our recruits frequently had to participate in a weight reduction program immediately after enlistment. It caused so many problems that it was counterproductive in the long run, so we changed our policy last January. I think we'll stick by it.

### Mini-jet

COMMENT: I am a recruiter in Detachment 403 calling in regard to the mini-jet display. Our sector had planned to use it for the entire month of August but have learned at the last minute that we can't have it. I would definitely appreciate your looking into it because we had that plane committed to several affairs all over the state.

REPLY: Investigation revealed that the two F-4 mini-jets were purchased by the 3507th Group prior to its inactivation. Recruiters in the area now covered by Detachments 403 and 411 were sharing one and continued to do so after accountability was transferred to the 3504th. People in your det. assumed that they could continue to use the displays but, in the meantime, another det. requested one. That request was approved and that det. therefore went ahead with scheduling. Since your det. had the mini-jet all of last year and part of this year, your group headquarters feels that they should stand by the decision to let the other det. use it as scheduled. They plan to again make a mini-jet available to your detachment starting next March.

### Should be earned

COMMENT: I understand after talking to recruiters from another branch of the Armed Forces that they can give a recruit in their Delayed Enlistment Program a stripe if he or she brings in three more qualified people who actually enlist. If it works for them, why not for us?

REPLY: Incentives are a great idea if they are needed and are economically feasible. In this case, as I've said before in response to other DIALs on this subject, I don't think we need a bounty system. I also believe that promotion should be earned through performance, training and commitment. Stop and think about it. I don't think you would want it any other way.

### Hawk here again

COMMENT: This is the Hawk calling to tell you how much I appreciate the service I am getting on my DIAL calls. I just want you to know that everything is working out real well and I'd like to commend you and your staff for the assistance you provide.

REPLY: Thanks a lot. You are my best customer. With all the calls you are making it doesn't leave much time for recruiting does it?

### Two tons, wow!

COMMENT: I'm calling about the DIAL headlined "no sanctuary" in the June issue. Evidently the caller has a personal problem at his detachment because I, for one, am a master sergeant and we have two technical sergeants in logistics. When four thousand pounds of literature comes in, nobody asks for a staff sergeant to unload it. When the time comes to work, everyone at our detachment pitches in.

REPLY: What detachment are you calling from? It sounds like we had better check your stock of excess literature. Seriously, it is good to know that we have detachments where everyone's a prospective member of the sprained sacroiliac corps and they work together as a team. Thanks for calling, and keep that positive attitude. Two tons of literature, wow!

### Raising the flag issue

COMMENT: I noticed in the April edition of "The Recruiter" newspaper that each detachment is authorized to have an Air Force flag. What authorizes it?

REPLY: Table of Allowances 006, Part AA, dated Jan. 15, 1976, is the authority for each detachment to have an Air Force flag. However, just because it's authorized, it isn't necessarily needed — that's a decision your commander is going to have to make before he obligates funds. If the flag is used frequently in ceremonies, honor guards or other purposes of that nature, I can support the investment. However, if the purpose is to "pretty up" someone's office, better think before you spend the bucks.

### Try again

COMMENT: I suggest we do something about EWQ or same-month job classification. These people shouldn't be left hanging around for a month or two while we are trying to get them a job. We should have some sort of procedure to enlist them so that they aren't up for grabs by the other services.

REPLY: Your "suggestion" sounds suspiciously like a complaint. No system is perfect but, based upon my observations, this one seems to be working pretty well. We average a two-day turn-around time, with only about one out of 15 applications being held here for more than two days. These hold-ups are necessary because of the coordination required to align the applicant with a bona fide requirement. I've had a couple of DIAL calls on this subject in regard to specific applicants — checked them out and learned that there was a breakdown in communication during the booking process. If you don't get a response within a reasonable period of time, come back through the system for an interim status report so that the applicant will know that we're working the problem and it isn't necessary to go shopping at another recruiter's office. If at first you don't succeed, try again . . .

### The whole thing

COMMENT: Your headquarters sent a letter telling us to destroy all ASVAB rosters that are more than two years old, and they've taken that to mean that we must throw the whole thing away. We could just cut off the test scores and keep the names, addresses and phone numbers and thereby have continuing use rather than sitting here and typing the whole thing over. I think they just messed this whole thing up.

REPLY: Due to concern over the previous testing programs in relation to the Privacy Act, (which became effective in September, 1975) we have been directed to destroy all high school ASVAB rosters that are more than two years old. The primary reason is personal identification data; and to comply with the spirit as well as the intent of the directive, the whole roster must be destroyed.

### Be nice

COMMENT: I would like you to take a look at this Change 1 to Air Training Command Regulation 75-2, dated 3 May 76. I don't understand and can't follow half of it. I wish some of those weenies down there at Randolph would get their stuff together and write this (profanity deleted) so that I could put it flat down like the way it's supposed to be.

REPLY: We concur with your evaluation, though we disagree with your rhetoric. Be on the lookout for a Change 2 to revise Change 1, and be nice.

### Tell it!

COMMENT: I would like to make a suggestion. We keep getting an emphasis on "tell it like it is" when working with applicants. What we should do is "sell it like it is." I think this change in terminology would be in order, if for no reason other than my own experience. I found myself telling it rather than selling it, and it hurt my production.

REPLY: Tell it like it is; sell it like it is—I think we're nitpicking on semantics. The important thing is to avoid misleading the applicant, and that means "telling." How you tell it is important too, and you've obviously realized that you needed to refine your presentations. That's fine. Just don't generate any confusion in the applicant's mind that will lead to the individual becoming an unhappy and possibly unproductive airman a little further down the road.

### Two phones?

COMMENT: Are you aware of the inconveniences that a recruiter in a one-man office has to cope with because he only has one official phone? It is next to impossible to leave a number for the applicant to call back when you have the phone already tied up, like when you're doing phone refinement of the high school folders like I am right now.

REPLY: How do you plan to man two phones and a broom? I think your complaint is at least partially legitimate and wish that the dollars could be available to support it. Unfortunately, the money pool is drying up—and it's hard to justify something as being essential when the question is asked, "Why do you need it now when you haven't needed it before?" As a suggestion, you might request that calls be returned during specific hours and then plan on concentrating outgoing calls during other hours. If all else fails, you could ask that they call back in the evening and be recorded on your code-a-phone.

### Can't please everybody

COMMENT: I would like to inquire why you've deleted ATC Form 1404, Enlistment Roster. We use it every day and it's perfect for what it's intended. Now we have to go through the process of making up our own form.

REPLY: Eighteen hundred people complain to me about too many forms. And then the admin folks say that we're spending too much money for forms. So we surveyed the groups and learned that the majority were not using ATC Form 1404, and it therefore became a prime candidate for elimination. There's no reason why you can't overprint a standard form if your group or det feels it's necessary. How does the saying go—"you can't please everybody all . . . ?"

### Good service

COMMENT: Why are we waiting so long for drug waivers? My applicant was informed of one-day service turn-around. Question is, why so long? I've called detachment three times and they have no word either.

REPLY: Normal correspondence flow includes mail time. In addition, you failed to include test scores and this further delayed action. However, our records show that the waiver you initiated May 4 was signed out of Recruiting Service Headquarters May 17. All things considered, I think that's pretty good service.

### Birth verification

COMMENT: I have a question to ask about verification of documents such as birth certificates and high school diplomas. Is a photostatic copy without notary seal acceptable?

COMMENT: I have a question regarding birth verification. In my area applicants can obtain this verification from the registrar of the hospital where they were born. It's on hospital letterhead stationery and signed by the registrar. Is one of these letters acceptable for enlistment purposes?

REPLY: Birth Certificates from hospital or department of health are acceptable, as would be a certificate from a state registrar of vital statistics or similar official. However, a letter from a hospital won't suffice. Documents must be originals or a copy authenticated by a notary public or person authorized by law to administer oaths. If you could dig into some of the old files here at Randolph and review some of the past cases of alleged recruiting malpractice, you'd understand why verification of essential documents is so important.

### DWI waivers

COMMENT: I have always wondered why we have to get a waiver for one offense of driving while intoxicated. I can understand if the applicant has been caught two or three times, but not for a first offense.

REPLY: If I recall the statistics correctly, roughly two-thirds of all automobile accidents last year involved alcohol. Of the 55,000 traffic fatalities, autopsy reports show that more than half involved alcohol. It's a serious problem and one that the Air Force isn't about to take lightly. Waivers can be frustrating, but they give us a chance to take a more in-depth look at the individual in an effort to determine if even one incident of callous disregard for public safety may be an indicator of undesirable personality traits. It's just another precaution to insure we are getting the right people in our Air Force.

### The name of the game

COMMENT: I'd like to suggest that AFEES Liaison be made directly responsible to the operations officer of their particular detachment. In this way we won't be in direct line to the operations superintendent who, in most cases, is more interested in quantity and not quality. We think this is something that should be look into.

REPLY: AFEES liaison functions will remain assigned to the parent detachment. In response to your call, I have asked my staff to study the alignment between Liaison and Det so that it can be organizationally standardized throughout Recruiting Service. In spite of your allegations about operations superintendents, I find it hard to believe that anyone in this command is "more interested in quantity than quality." If true, the problem isn't the organization, it's the individuals who haven't gotten the word. Yes, we certainly want to make our goals as far as numbers are concerned, but quality is the name of the game.

### G-45 vs. G-40

COMMENT: Reference ODS letter 76-33. What is happening in recruiting today? It appears that we're having a tough time making goals for Fiscal Year 7T; and that should be our easiest quarter. In addition we should be approaching goal for the months of October, November and December. Perhaps we are losing good people to the other services because our criteria are too high. For example, our across-the-board requirement for a G-45 for all AFSCs eliminates a lot of applicants. I think there are some jobs that don't require G-45. I hate to lose a person who has a composite 200 with a G-40.

REPLY: If we were recruiting solely for today's Air Force your argument might be valid. However, we have to remember that our recruits will be the specialists and technicians moving up through the ranks over the next 20 years of increasing adaptation of technology to almost every task. I agree that recruiting is tough and getting tougher, and that reducing entrance criteria, even slightly, might ease the situation. However, it's a step we should not make unless we are absolutely against the wall — our quality recruits are an investment in the Air Force of the future. To be more specific, addressing the case you cited, the G-45/170 composite has drastically reduced the need for remedial reading training for enlistees. Failures due to academic deficiency in technical training are also down. Since the G-45 roughly equates to a ninth grade reading level, and all of our technical manuals and publications are targeted at that standard, recruits who have reading problems will probably encounter difficulties throughout their careers, will be less competitive within our system, and are less likely to find satisfaction in their Air Force vocations. In summary, I appreciate and totally share your concern, and we are currently taking a hard look at enlistment incentives and criteria. However, waiting for changes won't get a nonprior service applicant for the Air Force during FY 7T, so thanks for calling, and keep charging!

### DIAL of the month

COMMENT: I have a suggestion for direct mail. I have all my school folders numbered and I put the appropriate number on each piece of mailout. Then, when it's returned, I know immediately which list to turn to.

REPLY: Thanks for calling. Amazing, isn't it? Some suggestions are so simple and make such good sense. And yet the payoff can be tremendous, especially if people share these simple ideas. I'd like to get more DIALs like this—a small labor saving or efficiency technique can be worth thousands of man hours if the idea is publicized and adopted throughout the command. Come on, let's hear from the rest of you! DIAL works.

### Hang in there

COMMENT: Hawk here. I was reading ATC Regulation 33-2, Table 1-1, and am wondering if we need item 26 when we have item 30. I know that the people who write these things sometimes don't get to read what they're writing.

REPLY: The people who read these things sometimes don't read what they're reading, either. Item 26 says "20 or more years of active Federal service", which could include employment with non-military Federal agencies. Item 30 refers to "active Federal military service," and only applies to military experience. Hang in there, Hawk.



Commanders DIAL (Direct Information Action Line) is designed to provide Air Force Recruiting Service personnel with a direct line to the commander. If you have a question, suggestion, comment or complaint, call Autovon 487-3425, Federal Telephone System, (512) 748-3425 or commercial (512) 652-3425.





# Some new nurses to go overseas

A pilot program to assign newly commissioned Air Force nurses to overseas locations will be implemented early in fiscal year 1977, according to Recruiting Service officials.

Thirty nurses who volunteer and are selected will be assigned to one of six large hospitals overseas. The hospitals include Wiesbaden, Germany; Torrejon, Spain; Lakenheath, England; Elmendorf, Alaska; Clark, Republic of the Philippines; and Yokota, Japan. Nurses, officials

noted, will be assigned in two increments.

"Twenty nurses selected from the July 1976 nurse selection board will be offered an overseas assignment at one of these hospitals," explained Colonel Charles A. McAfee, chief, Medical Personnel Recruiting Division. "Five nurses will be assigned to Elmendorf, and three nurses will be assigned to each of the other named hospitals. This increment will join the active duty force in October."

The follow-on increment will consist of nurses who are select-

ed from the October nurse selection board. Two nurses will be assigned to each of the hospitals, excluding Elmendorf. These nurses will become active duty members in February 1977.

Nurses selected for the program will be considered based on their assignment desires, at least one year of hospital (inpatient) experience and proficiency in basic nursing procedures.

The program is designed to create a balance of experienced nursing in stateside and overseas hospitals, officials said.

# Det. 412 ad reaches two states for \$24.80

ST. PAUL, Minn. — Air Force Recruiting Detachment 412 here recently placed Air Force advertising on breakfast, lunch and dinner tables at homes in Minnesota and Western Wisconsin. And it only cost \$24.80.

The ads were on 300,000 half gallon milk cartons, distributed by a Hastings, Minn., dairy throughout a 20,000 mile area.

Master Sergeant Thomas P. Crowley, a Det. 412 advertising and publicity noncommissioned officer, and Staff Sergeant David Biesemeier, a recruiter here,

initiated the campaign to support recruiters during the closing months of fiscal year 1976.

MSgt. Crowley contacted businessman Charles Keller, a retired Air Force Lieutenant Colonel and center of influence in Hastings. He put the sergeants in touch with Herbert Koch and Wallace Pettit, co-owners of the dairy.

"We simply explained our situation and how the dairy could help," explained MSgt. Crowley. "And the owners offered to carry the advertisement as a public service during May."

The detachment was required only to provide the plate from which the advertisement was printed, which cost \$24.80.

otic film and at the close of the year more than 1.5 million moviegoers have watched the aerobatic hail to the Nation. Also, television public service spot announcements, using the same theme, were released to all commercial TV stations in the U.S., and at the latest count, the Air Force was leading all services in public service television air time.

## Periodicals

The February issue of "Reader's Digest" carried a full-color advertisement soliciting inquiries into the non-prior service, Air Force Reserve, Air Force Academy, and Air Force Reserve Officers Training Corps recruiting programs. Tagged the "Umbrella Periodical Campaign," it also appeared in "Jet", "Popular Mechanics", "Senior Scholastic", "TV Guide", "Air Progress", "Popular Science", and "National Future Farmer" magazines. The Digest ad alone has generated more than 24,000 inquiries for the four programs advertised. Total leads received during FY 76 were more than 198,300.

## JADOR

The Joint Advertising Directors of Recruiting (JADOR) initiated a number of joint projects which are in the interest of promoting overall advertising cost effectiveness and efficiency. These included a national high school (men) senior listing and a joint-services direct mail campaign. Direct mail test results are currently being monitored by the project chairman with the Marine Corps.

A joint-service test of paid radio advertising was also conducted by JADOR officials during the latter-part of 1975. Preliminary results of the test indicate a slight positive radio awareness change in the markets where the test was conducted.

## Educational Affairs

Approximately 45 major national conventions were attended by Air Force personnel during the fiscal year. Additionally, six distinguished educator tours were conducted to Randolph and Lackland AFBs, and a pre-selected technical training center. Field personnel reported more than 1,300

local surface tours conducted to Air Force installations throughout the year.

Center of Influence events for the period, also managed by the Educational Affairs Division, totaled 1,668.

## Air Force Publicity

Liaison with and support by national news media took on added emphasis throughout the year as the advertising dollar diminished, and resulted in more than 100 articles being distributed to the national outlets. These included such media as "TIG Brief", "Airman Magazine", "Air Force Now" films, Secretary of the Air Force Office of Information Bulletins, and Air Force News Service, as well as "Air Force Times." Additionally, some 70,000 copies of "The Air Force Recruiter" newspaper offprints have been produced and distributed to field units and media outlets in support of recruiting programs. Local advertising and publicity offices, through May, 1976, had also made an additional 56,456 publicity releases — twice the number reported last year.

## Official Recognition

Air Force Recruiting Service was specially recognized by the American Revolution Bicentennial Administration for outstanding support in commemorating the Nation's 200th birthday.

In earning the Bicentennial acknowledgment, Recruiting Service with its some 1,700 recruiters located throughout the United States, Puerto Rico and Europe, was recognized for its wide scope of influence and projects supporting the Bicentennial observance. These projects included billboards, bookcovers, desk memo pads, films, and a Bicentennial radio quiz.

## Summary

Budget reductions, manpower cuts, increased workloads, organizational realignments, new quality control procedures and a more sophisticated Recruiting Service mission have made recruiting during the Bicentennial era tougher.

However, internal innovations, managerial improvements and the dedicated efforts of a top-quality recruiting force during FY 76 have added meaning to the belief that the "Air Force is A Great Way of Life."

★ JOBS ★  
AVAILABLE  
If you're between  
17 and 27, you  
may qualify!

**AIR FORCE**

A GREAT WAY OF LIFE ★

See Your Local  
Air Force Recruiter

THIS ADVERTISEMENT appeared on 300,000 half gallon milk cartons distributed within Air Force Recruiting Detachment 412's area during May. It cost the detachment \$24.80.

# Ads portray way of life

(Continued from Page 3)

field use. Primarily staffed with former field recruiters who have advertising and publicity experience, the new office will trouble-shoot recruiting units low in production standings.

The two new divisions were created from the Directorate's Programs Division. The Production Management Division will be primarily responsible for holding the advertising purse strings, while National Advertising Division personnel will continue the functions of the former Programs Division.

## Great Way of Life

New approaches to tell the Air Force story were developed by the Directorate during the Bicentennial year. Advertisements began portraying the Air Force way of life and carrying a patriotic appeal to the Nation's youth. Projects carrying the motivational messages included billboards, informational fact folders and brochures, films and magazine advertisements. As new ad projects are developed, the new strategy will be incorporated into the Air Force's "umbrella advertising" concept—whereby one advertisement solicits inquiries for all Air Force programs (such as Air Force Academy, Air Force Reserve, Air Force Reserve Officers Training Corps, etc.). The "umbrella" concept, during its first three months of operation, generated 22 per cent more age-qualified inquiries, while expending some 30 per cent less funds.

## Movies/TV

The Air Force air demonstration team, the Thunderbirds, harmonized with the Air Force Academy Chorus in a "Salute to America" patri-

# Special jobs vital to Air Force mission

## Fourteen most readily available

Necessity, as stressed by Webster's Seventh, denotes indispensability — the quality of being needed — essential.

Each year some 75,000 dedicated, young "essentials" find themselves in Air Force recruiting offices around the country. Many come prepared with finalized plans for the future, knowing exactly what station in life they hope to reach.

Others, fully aware that some type training will be required to make their world a success, turn to the Air Force as a means of obtaining the needed background and practical experience. Often they envision the Air Force jobs as filled with airplanes only, and fail to recognize the many mission-support vocations that are vital to mission success.

To provide additional insight to potential Air Force newcomers regarding some of these professions, "The Air Force Recruiter" newspaper took an inside look at some of the most readily available jobs that are intrinsically tied to the overall successful accomplishment of the Air Force mission—vocations that are truly "indispensable."



Missile System Maintenance — 31631

## The AIR FORCE RECRUITER

"There in spirit"

Supplement to Vol. 22—No. 7 USAF Recruiting Service, Randolph AFB, Tex. July 1976



Munitions Maintenance — 46130

## Missile System Maintenance

Vital to the Free World defense around the globe are highly trained, specialized, guided missile control system specialists who work hand-in-hand with their missile mechanic cohorts. It's their job to insure this defense is continual. The young male or female specialist is charged with performing maintenance on missile guidance and control systems, subsystems and related components. They operate, calibrate and maintain test, monitoring and check-out equipment, in addition to monitoring operation consoles. They also perform difficult malfunction analysis and organizational maintenance on missile electronic systems and ground operating equipment to insure that the missile force is in proper working order. The Air Force is constantly seeking young men and women with backgrounds in mathematics, physics and electronics for technical training at Sheppard and Chanute AFBs as missile systems maintenance specialists.

## Munitions Maintenance

In the civilian domain they're referred to as "ordnance artificers!" However, the Air Force looks to the munitions maintenance specialist to inspect, test, maintain, store and prepare for use ordnance materials such as guns, primer fuses, shells, mines, bombs, rockets, guided missiles and other highly sophisticated weaponry. Specialists also disassemble, repair and reassemble munitions of various types, using modern tools and material-handling equipment, and transport conventional and nuclear weapons from storage areas to loading ramps. Training is offered to young men and women specialists during a six week course at Lowry AFB.

(Continued on Page 8)



# Jobs part of 'Air Force—A Great Way of Life'

(Continued from Page 7)

## Weapons Control Systems

Every weapon on an aircraft—offensive or defensive—works as an integrated unit. The aircraft commander controls the plane, but a large part of controlling the various weapons systems aboard is performed electronically. It is the vital task of the weapons control systems mechanic to inspect and test weapons control systems and associated equipment, install and check out the units and troubleshoot them as required. Mechanics also clean and service all assemblies, including pressurization, cooling, closed cycle cryogenic and dehydrating units. Defective equipment is removed by trained mechanics, disassembled, defective parts replaced and then reassembled and checked prior to returning to serviceable stock. Attendance at an appropriate Weapons Control Systems Mechanics course at Lowry AFB, in the foothills of the Rocky Mountains, is mandatory.

## Weapons Mechanics

Perhaps no other Air Force vocation could be tied more directly to mission necessity than that of the weapons mechanic. An aircraft, even one of today's highly sophisticated types, is just a means of transportation without weapons. Weapons mechanics, working as a team, load nuclear and nonnuclear armaments and explosives and propellant devices. They also maintain, install, modify and repair aircraft bomb, rocket and missile release, launch, suspension and monitor systems. Other duties involve working with guns and related armaments handling, loading and test equipment. Mechanics attend courses at Lowry AFB for approximately six to 12 weeks.

## Security Specialists

Aircraft, missiles and other property worth millions of dollars are guarded and protected by Air Force security specialists. Duties include flightline patrol, perimeter surveillance, crowd control and patrol dog handling for selected volunteers. Specialists attend two courses for a total of nine weeks at Lackland AFB, Tex., where they are taught aerospace security, local ground and terrorist attack defense, use of security police and ground defense weapons, physical apprehension and restraint techniques, and sentry duties.

## Aircraft Maintenance

One never realizes the complexity of a machine until he or she examines the repair manual. Aircraft maintenance specialists, however, are fully conversant with system intricacies as they inspect, repair, maintain, service and modify aircraft and aircraft-installed equipment on a daily basis. They also perform crew chief, flight chief and maintenance staff functions. Trainees attend appropriate courses at Sheppard or Chanute Air Force Base for approximately 12 to 14 weeks.



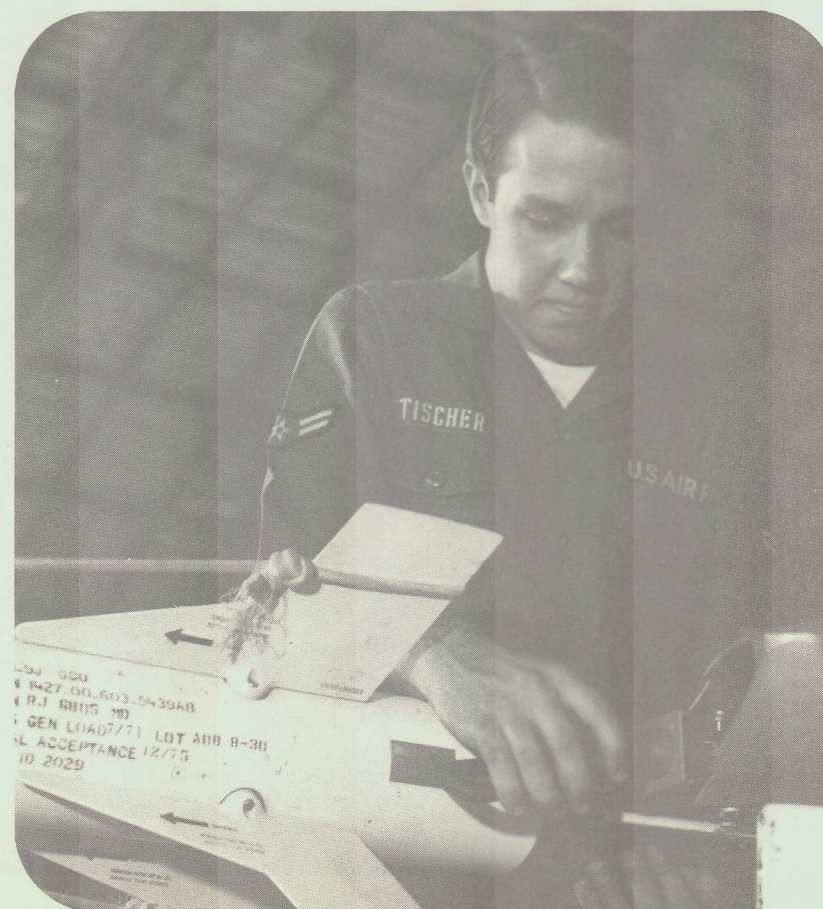
Weapons Control System—32231



Aircraft Maintenance—43131



Pavement Maintenance—55130



Missile Mechanic—44330

## Morse Systems Operator

Civilian telegraphers and radio operators throughout the Nation are represented by their Air Force System Operator counterparts. Air Force Morse operators utilize radio receivers, recording equipment, frequency measurement equipment and typewriters to receive and transcribe coded signals. Operators also record signals on tape and maintain records of important information received, and perform preventative maintenance on utilized equipment. Enlistees attend courses at Keesler AFB, Miss., for approximately 21 weeks prior to assuming Morse operator duties.

## Printer Systems Operator

The Printer Systems Operator's world is one of intrigue. Operators are trained to identify, receive and operate equipment related to reception of radio signals. They select antennas best suited to receive various types of communication signals, operate and tune receiving sets, and work with ground-to-ground radio sets and teletypewriter equipment. A 16-week course at Goodfellow AFB, Tex., fine tunes operator techniques.

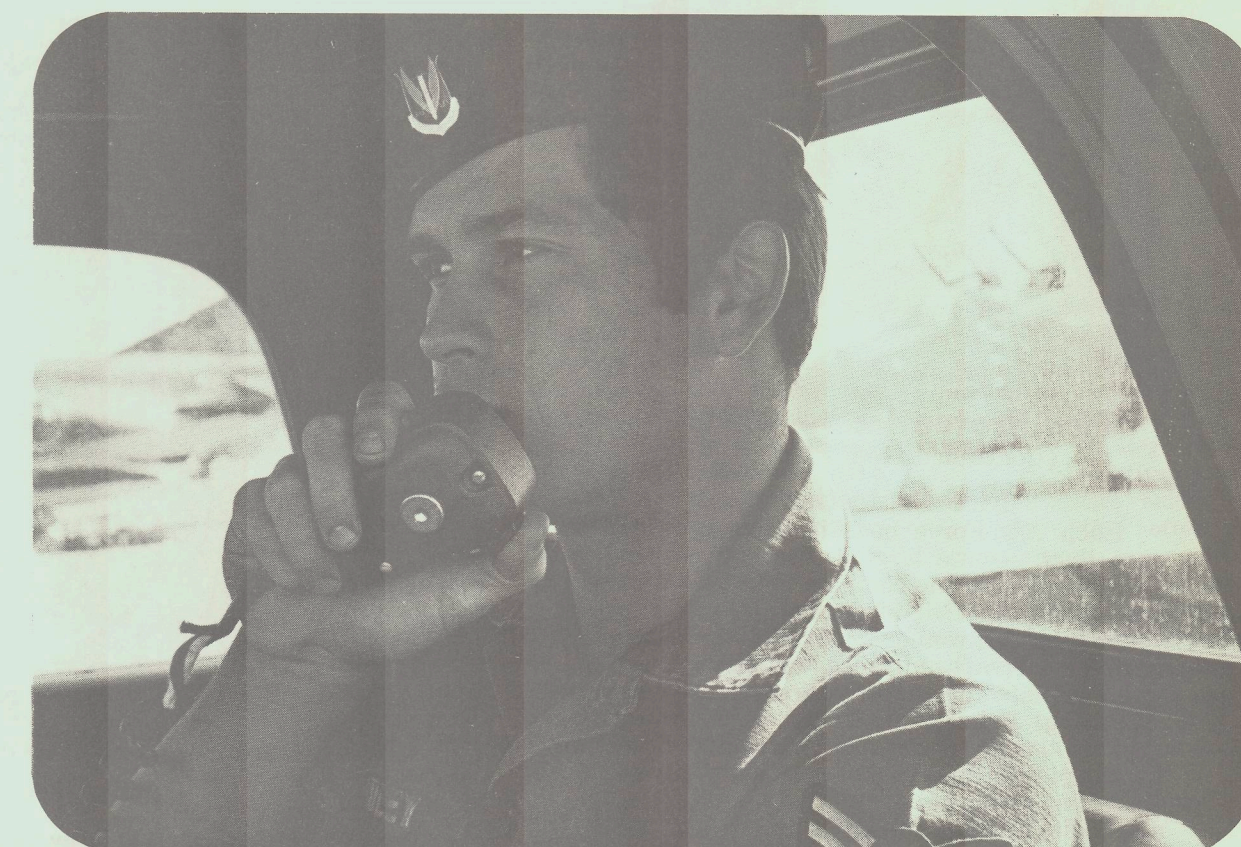
## Missile Mechanics

Missiles used for scientific purposes or strategic aerospace defense require a dedicated group of young men and women to transport, assemble and maintain the sophisticated equipment. Highly qualified missile mechanics take a special pride in loading, transporting and positioning missiles into either operational or launch positions. During countdown operations, mechanics keep a watchful eye on control consoles to locate and isolate troubles with the system. Should a malfunction occur, the scope and complexity of the problem must be determined and corrected immediately. (The 14 to 15-week courses at Sheppard and Chanute Air Force Bases also teach related data such as equipment handling techniques.)

## Pavement Maintenance

An aircraft that can't be launched or recovered safely is as worthless as an eyeless needle. The pavement maintenance specialist prevents such occurrences by constructing airfields, landing strips, roads, streets and other improved areas in a highly professional manner. Specialists become proficient in use of materials such as asphalt, concrete, soil admixtures and related substances. Operating rock crushing, track gauge and associated equipment and instruments, pavement specialists also insure that railroad beds are adequately drained and properly sloped to eliminate erosion. Technical training offered includes a seven-week course at Sheppard AFB.

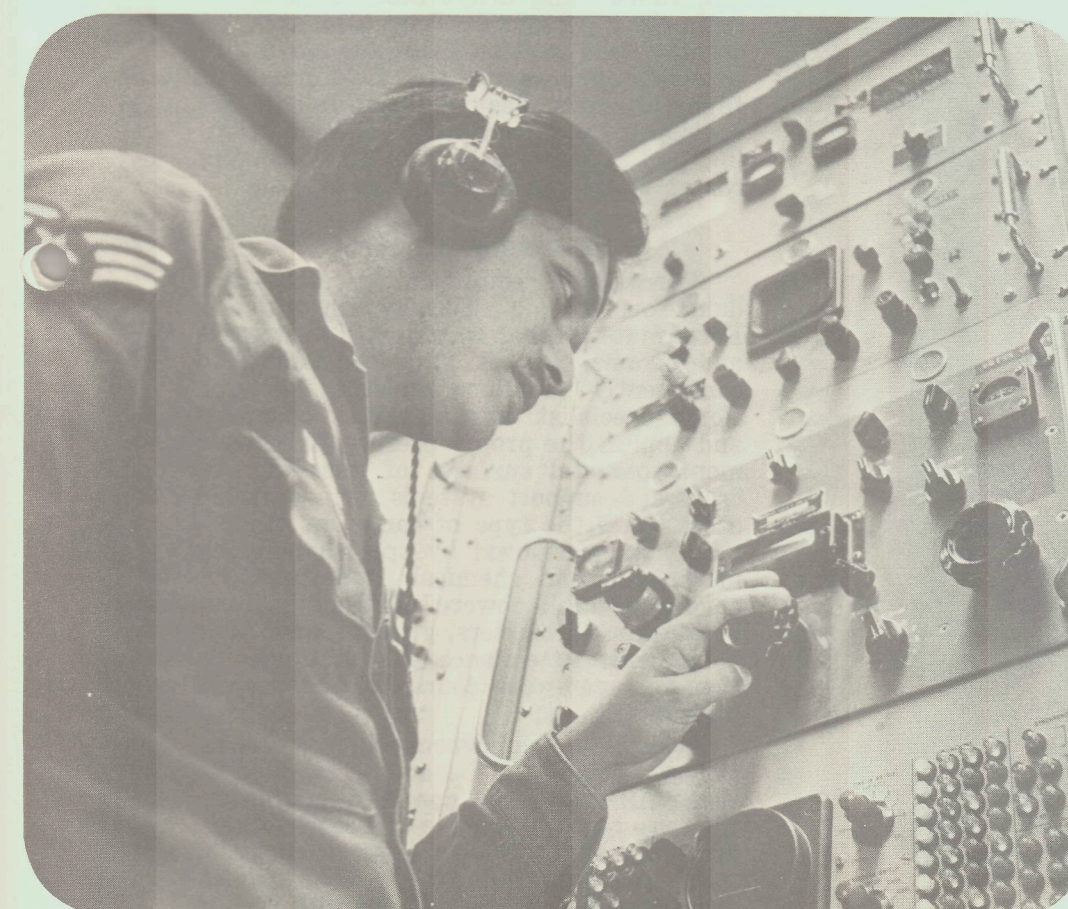
(Continued on Page 10)



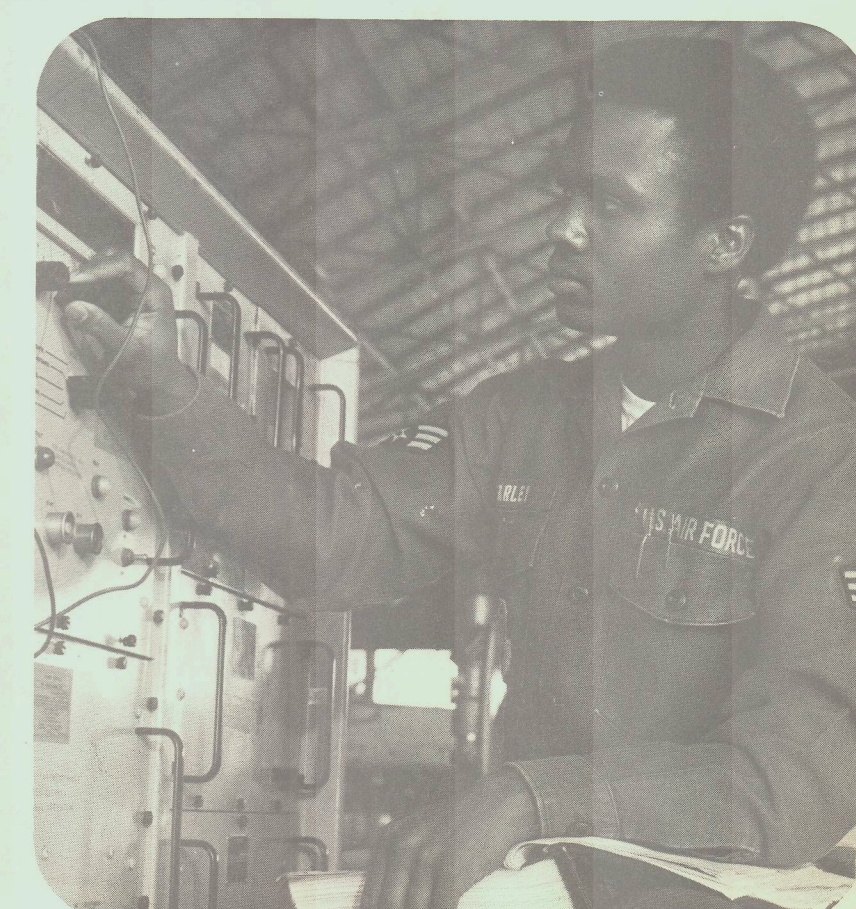
Security Specialist—81130



Morse Systems Operator—20731



Printer Systems Operator—20732



Weapons Mechanic—46230



# Sergeants busy at base open house

by Captain Thomas L. Sack

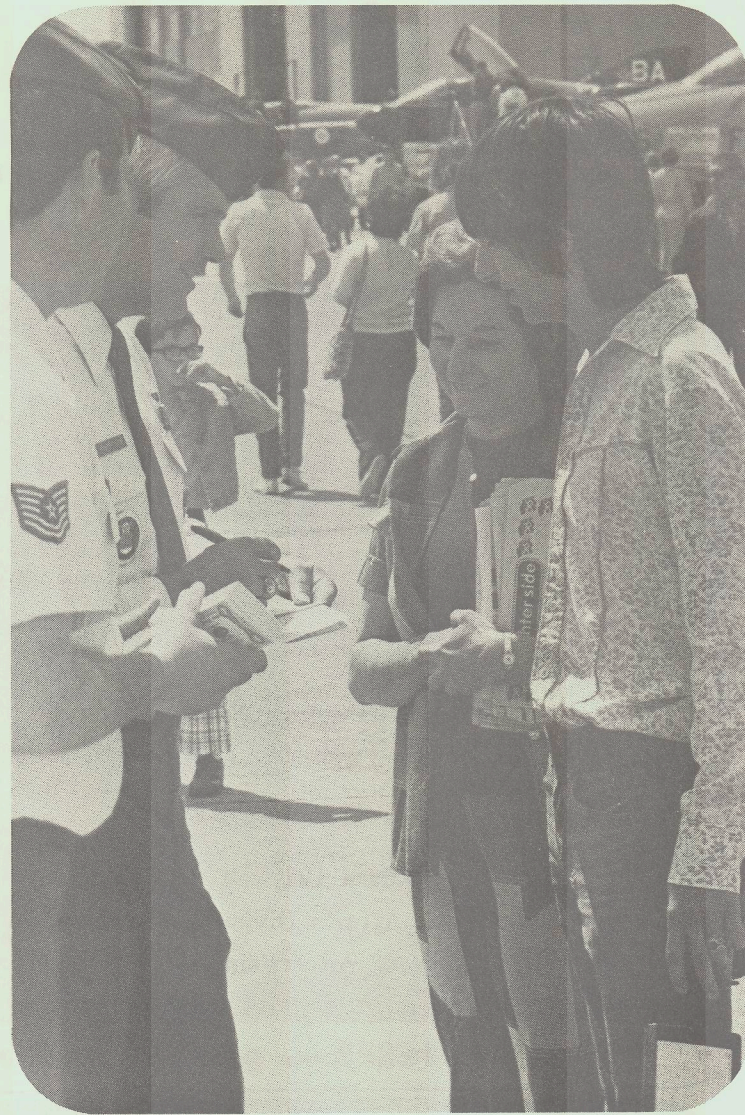
**LITTLE ROCK AFB, Ark.** — Talking about the Air Force, distributing literature and recruiting aids, entertaining centers-of-influence, and working with local news media was all part of Air Force recruiting Detachment 405 recruiter's efforts during a recent base open house here.

The day's activities were highlighted by the Thunderbirds, The Air Force Air Demonstration Squadron, which performed for an estimated 55,000 people during an afternoon air show. Five local recruiters who participated in the open house helped arrange media interviews with the Thunderbirds for representatives of three Little Rock television stations and four high schools. Other participation included a flightline recruiting booth and center-of-

influence dinner in the base Noncommissioned Officer's Club. Guest speakers for the event were Captain Steve Mish, Thunderbirds right wingman, and Sergeant Brock McMahon, an egress system specialist. The two described the planning which goes into an air show similar to the one the recruiters guests saw that afternoon.

Said Senior Master Sergeant Harry Stringfellow, Sector F supervisor. "The day's events were very successful. Although we are well known in the local area, our participation in the open house and related activities certainly reinforced awareness of Air Force recruiting in Little Rock and the surrounding communities."

Recruiters participating in the event included SMSgt. Stringfellow, and Technical Sergeants Michael Troxel, Ed Comparon, Ed Gilbert and Gerald Rice.



**TECHNICAL SERGEANT Mike Troxell, left, recruiter, and his sector supervisor, Senior Master Sergeant Harry Stringfellow, discuss Air Force job opportunities with Joe Ballard and his mother during a recent open house at Little Rock Air Force Base, Ark. The young man is a senior at Metropolitan Vocational-Technical High School in Little Rock.**

# Recruiters need help from every AF member

Air Force recruiting is getting tougher, recruits are getting better, and recruiters need the help of every Air Force member.

That was the message carried to Air Force commanders and supervisors in

an article in the June 4 issue of TIG BRIEF magazine.

The article attributed tougher recruiting to major budget and manpower cuts, competition for sharp young men and women by other services, industry, educational institutions, and other segments of society, and an increase in minimum enlistment standards.

Efforts by recruiters to meet the standards, "... have resulted in a quality of enlistee unprecedented in recent years," explained the story. "Reduced attrition in basic and technical training is one indicator..."

"While all members of the Air Force can appreciate and take pride in this achievement, they must also be aware of the challenges which the Air Force Recruiting Service faces," according to the article.

The story encouraged formal information and community relations program use to support recruiting, and suggested that commanders and staff agencies at support bases can do much to assist recruiters by assuming a "what can we do to help?" attitude.

"Recruiters refer to their badge as a 'pressure plate,' a title that becomes more appropriate with each day. Support from Air Force people in other activities can do much to reduce the pressure," concluded the story.

As a result of the article, the author, Captain Robert L. MacNaughton, of the Directorate of Advertising, Publicity Division, whose telephone number was listed at the bottom, received nine calls from people interested in more information about recruiting duty. One call came from Taiwan.

# Col. Young is new operations director

**Colonel Edward D. Young Jr., is the new Director of Operations, Air Force Recruiting Service here.**

As director of operations, the 23-year Air Force veteran is responsible for policies and procedures in support of all personnel recruiting programs.

The directorate monitors the progress of the recruiting groups in meeting their assigned objectives and establishes policy concerning the training of re-

cruiters, in addition to monitoring recruiting processing. Additionally, it develops guidance regarding enlistment eligibility criteria and reviews officer applications. The directorate monitors the current and long-range recruiting programs for the Recruiting Service commander.

Before coming to Randolph AFB, Col. Young served as commander of the 3504th Air Force Recruiting Group, Lackland Air Force Base, Tex., for one year. Lieutenant Colonel (Colonel selectee) Monte Montgomery is the new 3504th Group commander.

Col. Young served as the commander of the 3507th the Air Force Recruiting Group, Lowry AFB, Colo., from July 1974 to July 1975.

From March 1970 to June 1974, he was assigned as chief of the Housing and Facilities Branch, Directorate of Personnel Plans, Headquarters United States Air Force, Washington, D. C.

A native of Washington, D. C., Col. Young was commissioned a second lieutenant in the Air Force in July 1953. He earned his Master's Degree in Education from California State College, Sacramento, Calif., in 1962.

Col. Young's decorations include the Legion of Merit, Bronze Star, Air Force Commendation Medal with two Oak Leaf clusters, Vietnam Service Medal and the Air Force Outstanding Unit Award.

He is married to the former Vertie Jones, daughter of Mrs. Easter Vincent, Memphis. They have one son, Edward III, age 20.

Col. Young is the son of Mr. and Mrs. Edward D. Young Sr., 9815 Good Luck Road, Seabrook, Maryland.



**AIR FORCE RECRUITING Detachment 303 recruiter, Master Sergeant Ed Furr, chats with Wally the Walrus and a Sea World hostess during Air Force Days at Sea World Amusement Park, Orlando, Fla., recently. (Air Force Photo by Technical Sergeant Tommy McDonald)**

# He is recruiting AF recruiters

by Technical Sergeant Bob Hopewell

**HANSCOM AFB, Mass.** — Recruiting Air Force recruiters is little different from any other recruiting program. Staff Sergeant Bill Sowers is proving that.

A member of the 3501st Air Force Recruiting Group here, he is responsible for the group's Recruit-the-Recruiter Program.

"I use basically the same techniques for this program as I did when I was on production in Worcester, Mass., for 15 months," said the 28-year-old native of Hialeah, Fla. "I capitalize on every opportunity to prospect, perpetuate and motivate prospective applicants."

"I advertise in daily bulletins at all Air Force bases within the '01st Group. My advertising theme is changed each month, emphasizing the benefits of recruiting duty and the high standards required for qualification," continued the sergeant.

"Telephone prospecting," he said, "is another important aspect of my program. I use Personnel System Management Listings from consolidated base personnel offices (CBPOs). These listings contain names and duty phone numbers of each staff and technical sergeant on each base. I use the listings in conjunction with my Lead Refinement Worksheet (ATC Form 1340)."

SSgt. Sowers has also built an imaginative direct mail campaign. He uses four different direct mail letters in his program.

"I mail letters to all staff and technical sergeants listed in base phone directories, and I refine these lead lists as phone books are updated," he said.

The sergeant designed a special mailback card for use with his direct mail letters. Upon receipt of a mailback card, he immediately contacts the prospect by phone. At this time SSgt. Sowers asks qualifying questions, further explains the program to tentatively qualified individuals, and completes a personal interview record.

Then he advises the prospect to go to the CBPO Customer Service Center and view the latest Recruit the Recruiter film. At the same time he mails a copy of the "One Word Des-

cribes Recruiting Duty" fact folder (Project GS 76-36) and a letter to the prospect.

Follow-up every two weeks includes perpetuation.

"Speaking of perpetuation," SSgt. Sowers said, "I constantly ask prospective applicants and centers of influence to provide names and phone numbers of noncommissioned officers they know who present an extremely sharp appearance, and are well motivated in the performance of their duties. 'Perpetuation takes place during every contact,' he said.

Since he is recruiting recruiters from several bases at one time, SSgt. Sowers has modified, and maintained a School Program Folder (ATC Form 1339) on each base.

"Helping replenish the recruiter force is one of the most rewarding and challenging jobs I've had in my Air Force career," he concluded.



**EXPLAINING AIR FORCE recruiting duty to a prospective applicant is Staff Sergeant Bill Sowers. The sergeant is responsible for the 3501st Air Force Recruiting Group's Recruit the Recruiter Program.**



A PROSPECTIVE RECRUITER applicant reviews the new "Recruit the Recruiter" film. Master Sergeant Ronald Davis, standing, left, noncommissioned officer in charge of the Customer Service Center at Hanscom Air Force Base, Mass., is always ready to provide assistance, according to Staff Sergeant Bill Sowers, right, who recruits recruiters for the 3501st Air Force Recruiting Group.

by Technical  
Sergeant  
Bob Hopewell



SSGT. BILL SOWERS utilizes the "shop call" (similar to the "house call") when a prospective applicant cannot come to him. Here, he discusses the benefits of recruiting with SSgt. Phillip Henry, a Cost Accounting Specialist assigned to the 3245th Civil Engineering Division at Hanscom Air Force Base, Mass. SSgt. Henry was recently selected for recruiting duty.





**TECHNICAL SERGEANT** Darrel C. Cantrell, a recruiter in Air Force Recruiting Detachment 304's Marietta, Ga., inspects the Sprayberry High School Junior Air Force Reserve Officer Training Corps (Jr. AFROTC) drill team during a recent Cobb County Junior ROTC drill meet. TSgt. Cantrell was an official inspector for the drill meet.

## Senior master sergeant selectees announced

Thirty-three members of Air Force Recruiting Service have been selected for promotion to senior master sergeant.

Master Sergeants Tippy L. Jordan is the selectee from Headquarters Air Force Recruiting Service.

Six members of the 3501st Air Force Recruiting Group are selected for promotion are: MSGts. Harry W. Genes, group headquarters; Charlie H. Harris, Detachment 104; Gerald Praetorius, Det. 105; Leo Helle, Det. 108; Charles A. Sullivan and Philip A. Winsor Jr., Det. 109.

To don senior master sergeant stripes in the 3503rd Group are: MSGts. Bernard S. Sundberg, William A. Moore II, and Charles F. Council of Det. 303; Eugene A. Leonard, Det. 304; Elmer L. Sehen, Det. 310; Paul R. Pitzer, Det. 311.

Selected for upgrading in the 3504th Group are MSGts. William A. Cullen, group headquarters; Earl D. Goff and Gerald Tripp, Det. 401; Paul J. Stigliano, Det. 404; Ivy L. Armstrong and Ronald Backschies, Det. 405; Roger Q. Harmon, Det. 406; Jerry L. Brown, Det. 407;

William R. Newbold, Det. 409; Gene L. Hilger, Det. 411; Dale D. Danielson and Jerry V. Manos, Det. 412.

Senior master sergeant selectee in the 3505th Group is Donald E. Berry, Det. 514.

Those identified for promotion from the 3506th Group are: MSGts. L. C. Johnson and Donald S. Kearton, group headquarters; James O. Robison, Det. 601; Alvin L. Jamison, Det. 603; Albert DeCosta Jr., and James G. Hebert Jr., Det. 608; and William E. Whitaker, Det. 610.

Selfridge, Mich., and MSGt. Michael B. Shimon, Det. 605, Milwaukee.

Remaining graduates, from the 3506th Group, included MSGt. Ernest D. Saiz, Det. 607, Lowry AFB, Colo.; SMgt. Eddy N. Betenson, Det. 608, Salt Lake City, Utah, and MSGt. Sherrill M. Hume, Det. 609, Los Angeles.

**LACKLAND AFB, Tex.**—Fifteen senior noncommissioned officers were recently graduated from Air Force Recruiting Service's sector supervisor course here.

Representing Air Force recruiting units from throughout the United States, the sector supervisors received in-depth instruction dealing with the latest management techniques during the three-week course.

Graduates included Master Sergeant James F. Cox, Air Force Recruiting Detachment 103, Syracuse, N.Y.; Technical Sergeant Robert R. George, Det. 104, Carle Place, N.Y.; and MSGt. Leslie C. Van Horn, Det. 105, McGuire Air Force Base, N.J.

Three members representing the 3503rd Air Force Recruiting Group included MSGt. Elliott R. Andrews, Det. 301, Gunter Air Force Station, Ala.; MSGt. Levy A. Goodrich Jr., Det. 307, Raleigh, N.C.; and MSGt. Elmer L. Sehen, Det. 310, Richmond, Va.

Graduates from the 3504th Group jurisdiction included

## Officers finish three-week class

**LACKLAND AFB, Tex.**—Nine officers were recently graduated from the three-week Air Force Recruiting Officer Course here.

Honor graduate from the course was Captain Robert LeCount, personnel and administrative officer, 3505th Air Force Recruiting Group, Chanute Air Force Base, Ill.

Also graduated were Capt. David Braun, operations officer and Horace J. Klamper, support officer, Air Force Recruiting

Detachment 105, McGuire AFB, N.J.; Capt. Gary Nachajko, support officer, Det. 106, Milford, Conn.; First Lieutenant Neil G. Patterson, medical recruitment officer, Det. 109, Bedford, Mass.

Other graduates were Capt. Jane A. Hollister, nurse recruitment officer, and 1st Lt. John Lampton, medical recruitment officer, Det. 401, Kansas City, Mo.; Capt. Joseph V. Balesky, medical recruitment officer, Det. 406, Houston and Capt. Janet Steen, nurse recruitment officer, Det. 501, Elwood, Ill.

## Twenty-nine graduated from recruiting course

Twenty-nine Air Force noncommissioned officers recently graduated from the six week recruiting course here. They are being assigned to recruiting units throughout the United States.

Staff Sergeant Michael T. Fox, Air Force Recruiting Detachment 409, Oklahoma City, was selected as the Distinguished Honor Graduate.

SSgt. John F. Hendrickson, Det. 606, Alameda, Calif.; Technical Sergeant Thomas L. Morgan, Det. 101, Pittsburgh, and Master Sergeant Ralph H. Shufeldt Jr., Det. 504, Selfridge, Mich., were honor graduates.

Scheduled to report to the 3501st Air Force Recruiting Group are SSgt. Luek C. James, and Sergeant Edward A. Noonan, Det. 101, Pittsburgh; SSgts. John D. Barnhart and Leonardo V. Moya, Det. 108, New Cumberland, Pa.; TSgt. Edward J. Searcy and SSgt. Diane K. Eller, Det. 109, Bedford, Mass.

The 3503rd Group will gain TSgt. Gail E. Hughes, group headquarters, SSgt. Kenneth L. Hightower, Det. 303, Patrick Air Force Base, Fla., and Sgt. Phillip J. Manley, Det. 304, Atlanta.

Being assigned to the 3504th Group are TSgt. Jimmie A. Armstrong and Sgt. Kim D. Sutton, Det. 405, St. Louis; SSgts. Larry Steele and Kenneth Jasper, Det. 406, Houston.

Recruiters going to the 3505th Group are SSgt. Steven Napier-

stick, Det. 500, Indianapolis; Sgt. Thomas F. Phillips, Det. 504, Selfridge, Mich.; SSgts. Escarino Hernandez and Frederick D. Thompson, Det. 513, Cleveland; SSgt. Richard A. Lebel, Det. 514, Columbus, Ohio.

Going to the 3506th Group are SSgt. Dewayne R. Carmichael, Det. 601, Bellevue, Wash.; SSgt. William R. Sweet, Det. 603, Sacramento, Calif.; TSgts. George Eret Jr., and Richard P. Endler, Det. 607, Lowry AFB, Colo.; Sgts. Carl J. Bradbury and Robert C. Gurslin, Det. 609, Los Angeles. Sgt. Margaret E. Healy is going to group headquarters, Mather, AFB, Calif.

TSgt. David A. Chaves, Det. 109, Bedford, Mass. and TSgt. Thomas J. Crandall, Det. 412, St. Paul, Minn., graduated from the class early.

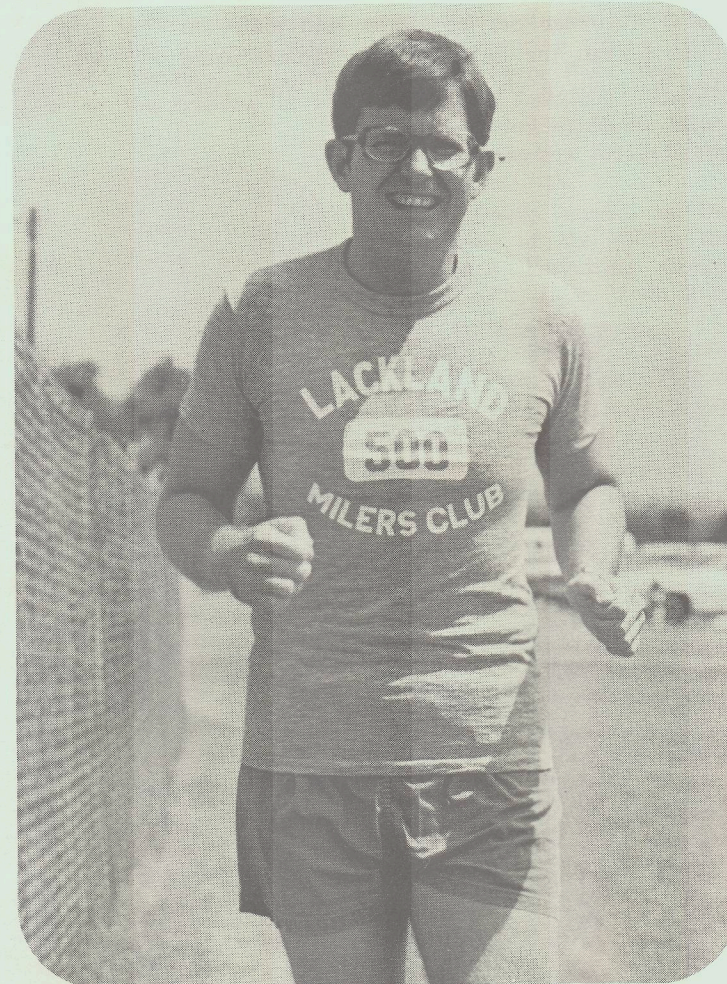
## Professionals named by Inspector General

Three members of the 3507 Airman Classification Squadron, Lackland Air Force Base, Tex., have been identified as Professional Performers by the Air Training Command (ATC) Inspector General.

The Professional Performer award is presented to individuals who demonstrate professionalism in their job performance and attitudes. Identified for the award by the Management Effectiveness Inspection team

were Captain Joseph A. Slowinski, chief, Assessments Section; Master Sergeant James R. Tally Jr., noncommissioned officer in charge, Personnel Systems Management Unit and Technical Sergeant James N. Seguin, Special Projects Assignment Section.

Certificates, signed by the ATC commander and the Inspector General, and congratulatory letters from the Air Force Recruiting Service commander were presented to the three individuals.



**ADMINISTRATIVE OFFICER** for the 3504th Air Force Recruiting Group, Lackland Air Force Base, Tex., First Lieutenant Albert D. McPhee Jr., jogs to stay in shape. The lieutenant recently earned his "500 Milers Club" tee shirt by jogging a total of more than 500 miles during his lunch hours.

### Controller of the Month

Highly motivated and sets a fine example for his peers, is how Accession Control Center officials describe Airman Terry Martin, their Controller of the Month. The 21-year-old native of New Orleans has been in the Air Force since October 1975. Amn. Martin, a personnel specialist attended technical training at Keesler Air Force Base, Miss., before coming to Randolph.

### Honorary Recruiter

Tawny Godin, reigning Miss America was presented an Honorary Recruiter certificate by Air Force Recruiting Detachment 105 commander, Major Charles R. Caudill. During a recent visit she assisted in the dedication of 200 Bicentennial trees planted by McGuire Air Force Base, N.J. and a neighboring county.

### Advertising

"Join the Air Force — You Might Learn Something" was one of the slogans 6th grade students came up with during a recent Air Force Day at the Freeport, Maine Middle School. Using ideas from literature provided by Master Sergeant Ev Bisson, Air Force Recruiting Detachment 109, the children came up with their own ideas for Air Force advertising slogans.

### Award

During Milwaukee's Armed Forces Week, Technical Sergeant Glenn B. Knight, chief, advertising and publicity section, Air Force Recruiting Detachment 505 was awarded the Richard I. Bong Memorial award. A native of Lititz, Pa., TSgt. Knight was cited for his contributions toward better understanding between civilian and military communities, devotion to duty and involvement in community activities, according to Det. 505 officials.

### Mascot?

Air Force Recruiting Detachment 406 has an unusual mascot — a snake of undetermined variety. According to Staff Sergeant James A. Ward, logistics noncommissioned officer, the snake appeared several months ago in the storeroom, and has managed to elude capture so far. When last seen, the Det. 406 mascot appeared to have grown several inches.



**STAFF SERGEANT** Ramon Bortle, a recruiter in Enid, Okla., recently used a borrowed bull to "tell it like it is" at the Vance Air Force Base, Okla., open house. SSgt. Bortle is a member of Air Force Recruiting Detachment 409.

### NASA recognizes recruiter

Air Force Recruiting Detachment 406's Rookie Recruiter of the Year for 1975, Master Sergeant Troy M. Stewart, recently received a letter of appreciation from the National Aeronautics and Space Administration (NASA) for his work in support of the Apollo XVII mission. While at NASA, MSGt. Stewart was part of a four man team responsible for maintaining astronaut's training and flight equipment and numerous other duties. He is now assigned to the recruiting office in Texas City, Tex.

### Benefit

Air Force Recruiting Detachment 103 recruiters recently challenged Radio Station WNYR, Rochester, N.Y., disc jockeys to play a benefit basketball game for the patients at Monroe Development Center in Rochester. Members of the Rochester and Greece, N.Y. recruiting offices and several Delayed Enlistment Program (DEP) enlistees played the disc jockeys, losing 47 to 55. "It was well worth the time spent just to see the looks on the faces of the 65 children attending the game," said Staff Sergeant Ronald O. Hardy, Rochester based recruiter, who participated in the game.

### Escorts

Four members of Air Force Recruiting Detachment 606 recently had the opportunity to combine work and pleasure. Master Sergeants Donald Johnson, Raymond Martinez, and Technical Sergeants Gerald Collins, and Chuck Wells, were escorts for a preliminary beauty pageant for the upcoming Miss California contest. According to MSGt. Martinez, "Every time one of the contestants was photographed, Air Force was in the picture. It was definitely a community relations effort which produced maximum results with minimum efforts. Besides, it was fun."

### Honor Graduate

Staff Sergeant Roger J. Scott, a member of Air Force Recruiting Detachment 607, recently graduated from the Non-commissioned Officer Leadership School, Lowry Air Force Base, Colo., as the honor graduate.

### Eagle Scout

Scott A. Goodwin, son of Master Sergeant Roger Goodwin, Air Force Recruiting Detachment 109 recruiter was recently awarded the Eagle Scout award in Beverly, Mass. It is the highest award attainable in Boy Scouts.

### Recruiters

A husband and wife team of recruiters have been assigned to Air Force Recruiting Detachment 105. Technical Sergeant Steven Faupel and Staff Sergeant Oletta Faupel recently graduated from the Recruiting School at Lackland Air Force Base, Tex. Formerly assigned to Minot AFB, N.D., the couple will work out of the Trenton, N.J. recruiting office.

### Appreciation

Technical Sergeant Paul Marin, a recruiter in Air Force Recruiting Detachment 610, was recently honored by six of his Delayed Enlistment Program (DEP) enlistees. The DEPs, along with 10 friends, presented TSgt. Marin a plaque in appreciation for his help and concern. According to Det. 601 officials, six of the ten friends are now members of the DEP.

### Bicentennial

An Air Force Recruiting Detachment 310 recruiter recently participated in the "America's Freedom in Review" Bicentennial celebration in Virginia Beach, Va. While setting up the multi-purpose display, Master Sergeant William Dougherty said, "The Bicentennial celebrations are excellent means of building and strengthening community relations and help spark our community's awareness of the nation's 200th birthday."

### Kudos

Members of Air Force Recruiting Detachment 309 recently received two letters of appreciation for their efforts in helping make the Meridian, Miss., Bicentennial Flight enlistment ceremonies program a success. The letters from Major Generals Andrew P. Iosue, Recruiting Service commander and Winfield W. Scott Jr., commander, Keesler Technical Training Center, Miss., both conveyed appreciation to Master Sergeant Bobbie T. Kent, sector supervisor and the entire staff of the Jackson, Miss., recruiting office for a job well done. "The entire program was one of the most impressive I have attended in my Air Force career," General Scott said, (and) "your Jackson area recruiters are representing the Air Force in an outstanding manner."

### Star display

Stars with names on them, a flight suit, and three model airplanes were part of a window display Staff Sergeant Charles Hosier set up recently in Westminster Senior High School, Westminster, Md. The sergeant, an Air Force Recruiting Detachment 305 recruiter, built the models and the det. advertising and publicity branch provided the flight suit. Stars printed with the names of students SSgt. Hosier enlisted from the high school were sprinkled throughout the center of the display.

### Aerial Tour

Following formal ceremonies in Air Force Recruiting Detachment 406 for the commissioning of Glee Alexander as a captain in the Air Force Nurse Corps, Captain Terry R. Moore, nurse recruitment officer and the new Air Force nurse boarded the Good-year Airship America for an aerial tour of the Houston area. This goodwill gesture was made possible through the cooperation of the Public Relations Division of the Goodyear Tire and Rubber Company.

### Boost

Two airmen from the Pittsburgh, Pa., area recently returned home on leave and helped Air Force Recruiting Detachment 101 recruit. Airman First Class James E. Hileman and Robert M. Russell, members of the USAF Honor Guard in Washington, D.C. visited area high schools, including their own former schools, and discussed Air Force life and their jobs. During their leave, they also met with Det. 101 commander, Lieutenant Colonel Kenneth T. Stehli and Master Sergeant Ody A. Dickey Jr., sector supervisor.

### Freedom Train

Staff Sergeant Michael Perks, a member of Air Force Recruiting Detachment 405, took part in the multi-service color guard ceremonies welcoming the American Freedom Train to St. Louis recently. The Bicentennial exhibit was on display there for a week.

### Sound support

Major Frank M. Benton Jr., chief, advertising and publicity, 3504th Air Force Recruiting Group, Lackland Air Force Base, Tex. recently lent some "sound" support to the Skylarks, a choral group sponsored by the Officer's Wives Club, Randolph AFB, Tex. He recorded the Skylarks current half hour show on which they sing "Air Force Blue" for broadcast on Radio Stations KGNB/KNBT, New Braunfels, Tex.

Here n't here





"CAPTAIN LARRY," one of Air Force Recruiting Detachment 305's mannequins sits in the cockpit of an Air Force Orientation Group F-104 Starfighter awaiting the opening of a mall in Fairfax, Va. The aircraft and a Multipurpose Display were set up at the mall during Armed Forces Week. The display drew thousands of shoppers according to Staff Sergeant Barry Floyd, Air Force recruiter at Fairfax. "The other services had displays, but the F-104 attracted the most attention," he commented.

## AF Opportunities Center becomes operational

A new program designed to provide improved Air Force opportunities information to potential applicants became operational July 1, officials here have announced.

Called the Air Force Opportunities Center, the latest inquiry response program was developed by Recruiting Service Directorates of Advertising and Operations. It is designed to provide timely information to the approximately 200,000 national advertising inquiries received annually and generate qualified leads to Air Force recruiters.

Those seeking information through the system will receive a comprehensive informational brochure which explains the various Air Force career pro-

grams, and the address and phone number of the Air Force recruiting office for their area.

Inquirers will also be asked to verify, by a second-step mail-back card, the information they provided in their inquiry, such as age, name, address, etc., and to state whether or not they desire additional information or Air Force contact. Although recruiters will be provided only the names and addresses of all inquirers who state they are age-qualified, officials said, those completing and returning the second-step card will be considered prime potential applicants and shall receive priority contact by a recruiting representative.

"Our new system," remarked Lieutenant Colonel Donald E. Burgrabe, director of advertising, "has many decided advantages over the old method. Our new system will eliminate res-

ponses to obvious prank requests, stop sending leads to recruiters on unqualified inquiries and improve the national advertising responsiveness. We will also be able to curb duplicate request fulfillments and, at the same time, provide our recruiter force with the names and addresses of top-quality, age-qualified potential Air Force candidates."

Staff Sergeant Howard Andrews, a former Air Force recruiter, will be assigned full-time to the Air Force Opportunities Center in Peoria, Ill. Serving as liaison representative, he will screen all cards and coupons received, make immediate inputs to the computer system as program changes dictate, handle nonstandard written requests for information, and answer inquiries and solve problems relayed directly from sector supervisors throughout the United States.

## Reports identify areas of concern

Four subjects that first-term airmen feel recruiters should thoroughly discuss with Air Force applicants were brought out in recent Recruiter/Customer Awareness Program (RECAP) reports.

Headquarters Recruiting Service officials compiled the reports and extracted most often voiced concerns or comments.

They include hair standards, remote tour assignments, responses to questions about drug use, and casual status after basic training.

Recruiters should insure their applicants understand that they will be expected to meet certain grooming standards as part of the Air Force way of life, reminded Recruiting Service officials. Applicants should be made aware of the hair style required in basic training, as well as standards they will be responsible for meeting throughout their enlistment. Photographs in recruiting aids can be used to show applicants the various acceptable styles.

Officials say that applicants should also be made aware of the possibility of an overseas or remote assignment. Chances

vary considerably from career field to career field; however, officials indicate that as many as 60% of the enlistees in some Air Force specialty codes go overseas (all assignment lengths) on their first assignment.

It is imperative that prospective Air Force applicants understand they must answer any question dealing with the illegal use of drugs honestly and as thoroughly as possible, emphasize officials.

Another area recruiters should discuss with their applicants is casual status. "Casuals" are airmen who have completed basic training but cannot leave immediately for technical training or their first duty assignment.

"We want BMT graduates to 'ship out' upon completion of BMT and extra efforts are taken to minimize the numbers of those who go into casual status. The majority of those in casual status are awaiting next day transportation, medical, and security clearances," stated Colonel Donald B. Wren, director of student resources here.

Applicants need to know what causes people to be assigned to casual status — and what they will be doing while there, say officials.

## Chief wants enlistees to start on 'right foot'

LOS ANGELES — Chief Master Sergeant Sean Prossor wants every young man and woman entering the Air Force through Air Force Recruiting Detachment 609 to start out on the right foot—not in marching—in attitude.

And the detachment operations superintendent is taking steps to make it happen.

CMSgt. Prossor meets with enlistees immediately prior to their departure from the Armed Forces Examining and Entrance Station for Lackland Air Force Base, Tex., and basic training.

During the final moments before departure little fears or doubts sometimes creep in to plague the enlistee, say detach-

ment officials. Leaving home, friends and familiar surroundings can put pressure on the new Air Force member. The sergeant's talk is designed to ease the enlistee's mind.

The sergeant goes over things recruiters have already told the enlistee with more preparation, particularly for the first five days of training, the initial shock of transition from civilian to airman, and the Air Force way of life. Then he answers questions.

The chief admits it takes time from his day. But he believes it is worth time and effort required. If the enlistees are prepared for those first days, they won't be likely to cave in under the pressure according to the sergeant.

EDUCATORS from the Baltimore City School System get a close look at a jet engine undergoing maintenance during a tour of Andrews Air Force Base, Md. Eleven educators recently visited the base as guests of Staff Sergeant Ralph Lawton, recruiter in Baltimore, Master Sergeant Bobby Murphy, sector supervisor, and Air Force Recruiting Detachment 305. The group toured the base weather station, engine shop, civil engineers, and base communications center. They were also on hand to see the first Concorde supersonic transport to land in the United States depart Andrews for Houston, Tex. (Air Force Photo by SSgt. Joe Geraci)

