

**BY ORDER OF THE
SECRETARY OF THE AIR FORCE**

AIR FORCE POLICY DIRECTIVE 36-19

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Personnel

RECRUITING PROGRAMS

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This directive provides policies to ensure the Air Force accesses the number of individuals it needs who have the aptitude necessary to meet Air Force requirements. This policy implements the the following Department of Defense Directives and Instructions: DoD Directive (DoDD) 1145.02E, *United States Military Entrance Processing Command (USMEPCOM)*, DoD Instruction (DoDI) 1304.12E, *DoD Military Personnel Accession Testing Programs*, DoDI 1304.23, *Acquisition and Use of Criminal History Record Information for Military Recruiting Purposes*, DoDI 1304.24, *Use of Directory Information on Secondary School Students for Military Recruiting Purposes*, DoDI 1304.25, *Fulfilling the Military Service Obligation (MSO)*, DoDI 1304.26, *Qualification Standards for Enlistment, Appointment, and Induction*, DoDI 1310.02, *Appointing Commissioned Officers*, DoDI 1205.13, *Junior Reserve Officers' Training Corps Program*, DoDI 1215.08, *Senior Reserve Officers Training Corps Programs*, DoDI 1205.05, *Transfer of Members Between Reserve and Regular Components of the Military Services*, , DoDI 1215.17, *Educational Requirements for Appointment of Reserve Component Officers to a Grade Above First Lieutenant or Lieutenant (Junior Grade)*, DoDI 1300.04, *Inter-Service Transfer of Commissioned Officers*, DoDI 6000.13, *Medical Manpower and Personnel*. Additionally, this issuance overlaps AFPD 36-20, *Accessions of Air Force Military Personnel*, and its implementing AFIs. This publication applies to the United States Air Force (USAF), Air Force Reserve (AFR) and the Air National Guard (ANG). In collaboration with the Chief of Air Force Reserve (AF/RE) and the Director of the Air National Guard (NGB/CF), the Deputy Chief of Staff for Manpower, Personnel, and Services (AF/A1) develops personnel policy for recruiting

policy. This publication may not be supplemented. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of in accordance with the Air Force Records Disposition Schedule (RDS) located in the Air Force Records Information Management System (AFRIMS) To recommend changes or suggestions to this publication, use the Air Force Form 847 and route it through the publishing channels to AF/AI for consideration. This instruction directs collecting and maintaining information subject to the Privacy Act of 1974.

1. Policy.

1.1. The foundation of America's Air Force is its Airmen. As a result, the Air Force's recruiting program must attract, engage, and access the brightest, physically fit individuals to create a diverse, technically-savvy, military force that can successfully execute the Air Force's mission. The demographics of this force should reflect the eligible, qualified population of the United States as much as possible.

1.2. The Air Force Recruiting Program will aggressively and effectively market the benefits associated with serving in Active, Air National Guard, and Air Force Reserve components. The recruiting program will be responsible for successfully branding the Air Force to ensure recognition and awareness by our primary audience – eligible applicants and influencers.

1.3. Given the importance of the recruiting mission, the fact that most recruiters are not collocated with military installations, and are the sole Air Force presence in many areas of the United States, individuals selected for this duty must be thoroughly vetted and must exemplify the Air Force's Core Values.

2. Responsibilities.

2.1. SAF/MR serves as an agent of the SECAF within manpower, military and civilian personnel policy and program domains. SAF/MR provides guidance, direction, and oversight for all matters pertaining to the formulation, review, and execution of plans, policies, and programs addressing the recruiting programs for Air Force military personnel.

2.2. AF/A1, in collaboration with AF/RE and NGB/CF, develops, coordinates, and executes personnel policy and essential procedural guidance for the management of Air Force recruiting programs.

Deborah Lee James
Secretary of the Air Force

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

DoDD 1145.02E, *United States Military Entrance Processing Command (USMEPCOM)*, 18 October 2012

DoDI 1205.05, *Transfer of Members Between Reserve and Regular Components of the Military Services*, 30 March 2012

DoDI 1205.13, *Junior Reserve Officers' Training Corps Program*, 6 February 2006

DoDI 1215.08, *Senior Reserve Officers Training Corps Programs*, 26 June, 2006

DoDI 1215.17, *Educational Requirements for Appointment of Reserve Component Officers to a Grade Above First Lieutenant or Lieutenant (Junior Grade)*, 12 September 2002

DoDI 1300.04, *Inter-Service Transfer of Commissioned Officers*, 27 December 2006

DoDI 1304.12E, *DoD Military Personnel Accession Testing Programs*, 20 September 2005

DoDI 1304.23, *Acquisition and Use of Criminal History Record Information for Military Recruiting Purposes*, 7 October 2005

DoDI 1304.24, *Use of Directory Information on Secondary School Students for Military Recruiting Purposes*, 20 September 2005

DoDI 1304.25, *Fulfilling the Military Service Obligation (MSO)*, 25 August 1997

DoDI 1304.26, Chg. 2, *Qualification Standards for Enlistment, Appointment, and Induction*, 20 September 2011

DoDI 1310.02, *Appointing Commissioned Officers*, 8 May 2007

DoDI 6000.13, *Medical Manpower and Personnel*, 30 June 1997

AFMAN 33-363, *Management of Records*, 1 March 2008

AFPD 36-20, *Accessions of Air Force Military Personnel*, 23 December 2012

Prescribed Forms

AF Form 847, *Recommendation for Change of Publication*.

Adopted Forms

There are no adopted forms in this publication.

Abbreviations and Acronyms

AF/A1—Deputy Chief of Staff, Manpower, Personnel & Services

AFMAN—Air Force Manual

AFRC—Air Force Reserve Command

AF/RE—Chief of the Air Force Reserve

AFRIMS—Air Force Records Information Management System

NGB/CF—Director, Air National Guard

RDS—Records Disposition Schedule

MSO—Military Service Obligation

SAF/MR—Assistant Secretary of the Air Force for Manpower and Reserve Affairs

SECAF—Secretary of the Air Force

USAF—United States Air Force

USMEPCOM—United States Military Entrance Processing Command