

EXECUTIVE SUMMARY: DEPARTMENT OF THE AIR FORCE PRESENTATION TO
THE SUBCOMMITTEE ON PERSONNEL COMMITTEE ON ARMED SERVICES UNITED
STATES SENATE

SUBJECT: HEARINGS TO EXAMINE THE ACTIVE, GUARD, RESERVE, AND
CIVILIAN PERSONNEL PROGRAMS IN REVIEW OF THE DEFENSE AUTHORIZATION
REQUEST FOR FISCAL YEAR 2013 AND THE FUTURE YEARS DEFENSE PROGRAM

STATEMENT OF: HONORABLE DANIEL B. GINSBERG
ASSISTANT SECRETARY OF THE AIR FORCE
FOR MANPOWER AND RESERVE AFFAIRS

LIEUTENANT GENERAL DARRELL D. JONES
DEPUTY CHIEF OF STAFF MANPOWER, PERSONNEL
AND SERVICES UNITED STATES AIR FORCE

Our Airmen remain at the forefront of today's conflicts and other contingency operations around the globe, serving proudly alongside our sister service brethren. Today there are more than 80,000 Airmen either forward positioned or deployed worldwide in our Nation's defense with an additional 134,000 Airmen providing direct support to our joint war fighters, representing 43 percent of our Total Force directly supporting Combatant Commander requirements.

The Air Force is dedicated to properly managing our forces to maintain and sustain the appropriate size and force mix required to meet current and future mission requirements. At the same time, we must continue the efforts we began in 2010 to properly shape the force to remain within our authorized end strength.

Fiscal year 2013 force structure reductions and associated end strength adjustments will necessitate continued implementation of Force Management authorities in 2013 and beyond. We will exercise existing Force Management legislative authorities, and when needed, we will seek the extension of authorities and the addition of other legislative authorities utilizing voluntary programs first, incentive programs when needed and involuntary measures as required.

We must also remain focused on, accessing, retaining and growing motivated and uniquely qualified Airmen to meet the security threats of today and the future. We will carefully tailor recruitment and retention efforts to balance current needs with future requirements, as under-accessing or under-retaining Airmen has the potential to ripple through the force for many years to come. Therefore, we will continue investing in Air Force recruiting efforts and provide targeted retention bonuses as needed. These are worthy and necessary investments we make today to maintain a competitive advantage in drawing and retaining Airmen into the force of tomorrow. While making these investments we will strive to draw and develop a diverse group of Airmen who represent the rich tapestry of our nation. We view this endeavor not solely out of moral obligation, but as a military necessity.

Developing Airmen is critical to our future success, and one of our primary initiatives in developing our Airmen is our effort to better define, identify, and track institutional,

occupational and cross-functional competencies. Doing so will allow us to develop Airmen within the Total Force more deliberately by matching training, education and experiential opportunities to real-world requirements. The Air Force is developing cross-cultural competence for all Airmen. We must prepare all Airmen to deliver the global vigilance, reach and power our Nation expects.

We are committed to streamlining and strengthening the resilience of our Airmen and their families. Our goal is to build resilient Airmen by providing the tools needed to help our Total Force Airmen and their families withstand, recover and/or grow in the face of stressors and changing demands.

The Air Force owes a debt of gratitude for the sacrifices made by our Airmen and their families. Therefore, effective quality of life and family programs will continue to be one of our highest priorities. The demographics and lifestyles of our Airmen have changed over the years, and we must adapt our programs and services to ensure we focus on meeting the needs of today's Airmen and families.

The Air Force continues to strengthen our support for our wounded, ill and injured population through our Warrior and Survivor Care Division. The Warrior and Survivor Care Division is committed to providing them individualized, focused non-clinical support through the support of our recovery care coordinators and our family liaison officers.

We are fully committed to partnering with Congress to reduce sexual assaults in the Air Force. We have spent the last two years focusing on intervention education, providing Airmen the situational awareness to recognize potential sexual assault situations where bystander intervention or personal risk-reduction strategies can be applied to pre-empt incidents of sexual assault before they occur. The Air Force is also committed to holding offenders appropriately accountable, and we have dedicated training and resources to enhance our ability to assist investigators and judge advocates to successfully prosecute offenders.

The hallmark of the United States Air Force's success has always been, and will remain, our people. Our Airmen continue to contribute significant capabilities to the joint team and do so with the integrity and excellence familiar to the global community. We are a smaller force, but a ready force. By sustaining accessions for the long-term and balancing the total force to meet operational requirements, your United States Air Force, with its joint partners, provides unmatched capabilities across the spectrum of operations.