



Tobias Naegele:

Good afternoon. China, China, China. Okay, so we set, as the Secretary said, a remarkable set of complex security challenges facing us. And here at home we have a whole different set of problems. We have shifting demographics, and in case you haven't noticed, we have a major recruiting crisis. When the fiscal year ends in a couple of weeks, the army will miss its recruiting goal by 30 percent, the Navy by 20 percent, the Air Force by 10 percent. Only the Marine Corps and Space Force will make their goals. But all told 35,000 recruits will be vacant. That's vacancies that won't be filled. Now there's a strong economy. We've got 3 and a half percent unemployment, but we also have a lot of other issues. Fewer Americans have seen someone in uniform or ever met or even talked to a veteran. Nine out of 10 young adults cannot name all five branches of the military services. American families or smaller.

About half the size as when the all-volunteer force was created 50 years ago. 46 percent of parents are overprotective by their own measure. 16-year-olds are now getting a license at less than half the rate they were 35 years ago. Now let's look at the recruiting population. 17- to 24-year-olds, 22 percent are overweight or suffer some mental or physical problem. 8 percent are ineligible due to past drug abuse. 1 percent can't pass the exam. 44 percent have some combination of those factors. 11 percent could qualify but choose college instead. And out of a total population of 20 million, we're left with 370,000 who might have an interest. That's only 10 times the shortage that we just mentioned. So AFA sent a camera crew, we sent a camera crew out onto the mall and we wanted to talk to people, young people, about would they or would they not consider joining the military. Here's what we found out.

Video: Interviewee:

My father was in the Air Force, so I definitely was intrigued by that as well as love for country and whatnot, but ended up going to college and took a different path.

If life doesn't pan out the way I see it in the near future, I'd actively join the military.

Not particularly, no.

When people hear something like the Air Force or air base, I think they immediately kind of link it with going out and fighting and immediately kind of throws them off and they don't think that's a good idea.

Nope, people don't want to die in wars.

Honestly, I don't think I would ever consider joining.

Not really. Maybe.

I just don't think it's my calling.

No, no.

I'm afraid of-

Never, ever. Military training's too hard. Couldn't do it.

I've thought about it.

I've considered it before.

Not me.

So make it more lucrative and I think that this little money hungry generation might be more interested.

I'm still not going to join.

I'm not money hungry.

One of my legs don't really work, so I would probably disqualified immediately.



Space is low-key scary, I'm not going to lie.

I have no idea what the space force does, but I would imagine now I think it's an intergalactic defense.

And then you have a roommate in a tiny barracks' room with black mold in it. Nowadays, people don't want to live in those kinds of conditions.

The events of like let's say video games like Halo happen and there's an actual alien race that wanted to kill us, I would prefer diplomatic means rather than aggressive means. But if any case, if they were straight up wanting the extinction of humanity, then maybe? Question mark?

Tobias Naegele:

Okay, so if the human race was really completely at risk, maybe they're going to serve. So we have the perfect couple of people to join us right now and talk about the challenge. Brigadier General Chris Amrhein, Commander of the Air Force Recruiting Service and Chief Master Sergeant Rebecca Arbona, his Command Chief. So welcome both of you. How do we get after this problem?

Brig. Gen. Chris Amrhein:

Yeah, thanks Tobias. And thanks to AFA for having this panel. I had the opportunity to speak with all of the chapter presidents yesterday as well and it is probably the second most question I get asked. And so I'll answer that and then I'll give the first one, which I think is probably the most important for this audience to know. But how are we getting after that and what is the environment? Well, you saw the environment, it's tough. And I have told, the recruiting force chief and I have been in the seat now for about 90 days and you look back at what we would call the way things were and we had that little skip of what I would call COVID in there that did not help, but it actually gave us a pivot or an inflection point to go to. And I'll tell you the environment, just like you'd heard in the opening remarks this morning, it is the new normal.

It is the new normal to be into this environment. But getting after it, well, we've done a lot in this last year and I will tell you, Tobias, you said we're going to come up about 10 percent short or so. So what I will tell you is we've been watching this for a while now and without the efforts of the vice chief of staff's cross-functional team that looked at policies and barriers that were probably outdated and needed to be updated, several initiatives through that over the last six to eight months. And then truly over the summer timeframe, AFRS went into a deployment mode, OPTEMPO, a surge, and we are just now coming out of that.

But those two events really put us on the best footing we can be on going into 24. And without those initiatives and policy re-looks as well as the dedicated work of our recruiters, about 1,850 total force recruiters strong on the bag out there, we could have missed by as high as 16 to 18 percent. So I will say that those two things alone in this year have really set the conditions and of the policy initiatives and some of the barrier removals. We estimate that we got a thousand more recruits in this year just in the last four to six months, not each of those phased in starting at the beginning of the year and we believe that we can get an excess of 2,500 or more next year just on continuing that alone.

Tobias Naegele:

Okay, so that was actually my next question was how we going to do next year. But let's talk about how you're changing the situation for the recruiters themselves because one of the challenges is their workload. You said 1800 recruiters, they got to bring in 27,000?

Brig. Gen. Chris Amrhein:



Just shy of 27,000 active duty, almost 45,000 total when we include all the total force guard and the reserve. But it's a great point and what I'll tell you is we are a very lean force. The army has about seven times the number of recruiters. They have their own different challenges, but the reality is that in some places such as Montana, we have four recruiters for the entire state. And so it's a lot of distance to cover. And we've looked at some ways and implemented some ways to, I'll use the Moneyball reference here, to make up for that in the aggregate. So we have grown what's called the E-Recruiter force. It started off as a pilot program last year at five. We've grown that to 21 and my challenge to the team is how large can we grow that? That is a nationwide, they take nationwide leads and then actually work those all the way to the point where we would send them to MEPS or get them to almost to that ship point.

And then we have a physical interface with the recruiter in the local area. But let me back up a little bit because the E-Recruiter gets theirs from what's called our lead generation office. And so again, that is another via electronic, rather virtual rather than a physical means that takes leads from all over the United States and refines them. Because somebody may say, I'm really interested in joining the Air Force or the Space Force, but they may be 16 years old and they don't know we need you to come but it needs to be in a couple of years or maybe as you're getting close to 17 and we can put you into the depth of the bank. And so those two initiatives alone have really gotten after areas or spaces that we have not been able to be in before and I want to grow that and expand it. And I know the team welcomes that.

Tobias Naegele:

I'm curious, are those E-Recruiters as efficient as a regular recruiter?

Chief Master Sgt. Rebecca A. C. Arbona:

Yeah, so our E-Recruiters are actually retired recruiters and so it's pretty amazing. We're able to still utilize all the knowledge and capabilities we had when they were working with us and then they get the opportunity to continue with that. And so when you press the button, you go out on the app and we have that Aim High app and you go out and you look for opportunities to see what you can do to serve, they reach out to you and it's approximately three days and we can start with your assistance immediately because in this day and age, that's what we have to do to keep up.

Brig. Gen. Chris Amrhein:

Could I add one thing there to what we're doing? So one of the other environments, let alone of what you kind of heard on the video there, but in the last 18 months or so for very good reason, the DOD implemented this requirement for medical records review that used to be essentially a verbal history into MHS GENESIS, the electronic medical record. And I will tell you that there are some events that have caused that with that lookback, obviously you're probably going to find a few more things that we need to look into. But that has stretched out our medical sessions processing timeline almost threefold in about 18 months from what it used to be. And so one of the other areas we're getting after it is working hard with our OSD counterparts on adjusting the criteria for entry where appropriate, taking smart risk in medical sessions waivers, which falls under AFRS for all medical sessions' officer enlisted.

And we're looking at these and I'll tell you in a lot of cases we're waiving up to the retention standard at about 70 percent or so. And so my message to you when we're talking about what can you do? Well, it's be informed. If you hear somebody that says, Hey, I don't think I can get in because I'm going to be medically disqualified. Let them disqualify you at MEPS and then let them get into our waiver process and see if there's a talent there that we have and if we can get them to the retention standard, then we'll work really hard to do that.



The second piece to help out the recruiters within that realm is all of that back and forth had originally or to this day goes back upon the recruiter. And so what we've done is we're in the final stages of working a contract where we will bring medical contractors in to take that piece on, take the load off the recruiter so that they can get back out on the bag and do what they do best. So those are a couple of pieces as well within the medical run.

Tobias Naegele:

And how much time will that buy a recruiter? Is that 20 percent of his time?

Brig. Gen. Chris Amrhein:

So our initial estimate, and of course we're kind of a little bit in uncharted waters here, but when the team briefed the courses of action on where we were going to go with this, the estimate was between two to three hours a week of administrative work back on the recruiter by average. That may be higher or lower depending on some areas, but it's definitely, when I went out and canvassed just in my initial few visits, you talk about giving a recruiter a couple of hours a week back, I'm telling you it makes a difference.

Tobias Naegele:

So Chief, what's recruiter morale like? If you get this kind of negative thing, we're missing goal and there's negative news in the media, are they down or are they motivated and how do you keep them motivated?

Chief Master Sgt. Rebecca A. C. Arbona:

How do we keep them motivated? Well, we try to help them out. So this day and age, it's certainly changed in the way in which we've gone about recruiting. And so we've had to be innovative and thankfully we've had assistance from Department of the Air Force and so we had our sprint, General Amrhein mentioned it a little bit before, and in January we started taking a look at what it is we could do to ease it for them and maybe help with that morale a bit.

And so from simple things like looking at antiquated policies, if I had to list it, we have easing our rules on tattoos, simple things like the hair and the medical as mentioned, those kind of things give a little bit of ability back for our recruiters to kind of accept more people that were originally, something as simple as those things I've listed and more, would keep them from actually coming into our doors and then serving with us and we've realized that we lost or we're losing a huge amount of talent. So that's bringing the morale up and the assistance that they get through the initiatives that the boss just mentioned.

Brig. Gen. Chris Amrhein:

As Chief Arbona had also mentioned, Tobias, that we've gotten great support from our senior leadership at the DAF level. Being able to continue our special duty pay for our recruiters is very much needed. It's very important to reinforce the extreme value and the tough environments that they're out in. I think keeping that was absolutely instrumental as well. And then plusing-up our force. So we are in the process of adding another 91 billets to the recruiting force, that restores our levels that we were at in the mid-20 teens, I think timeframe. Those are working through the assignment process right now and they'll start to go to training and we'll be hitting the field between February and June of 2024.



Tobias Naegele:

Let's talk about one of the challenges. I think as a parent, one of the biggest challenges is us, right? Small family, this is all my apples in one basket. I think that the ideas that we heard expressed by those people on that video are reflective of, oh, I don't want anything bad to happen to you. So how do you get over that?

Chief Master Sgt. Rebecca A. C. Arbona:

So I know we got a bit of a chuckle out of that initial video, which was kind of good, but that's our reality right now. So around 1995, we did a study from back in those timeframes. I didn't want to say that that's around the timeframe that I came in, but it is. And so at those time we had 40 percent parents that served. And so what do you get when you're at the house? You're going to go in the military, this is a thing we're going to do.

And it was something that was talked about a little more. It was, I'll say more acceptable for all intents and purposes. And then as we flow through the time in the last couple of years, it's around 13 percent. That's just inside the household. And so we're dealing with today's day and age and the propensity to serve has changed. I won't say it doesn't exist because I don't believe that and we'll see a little bit of that today, but it's changed and it's different. And so our recruiters are working with that. And so that's where we come in. People just aren't recommending the service as much as they used to for various reasons.

Brig. Gen. Chris Amrhein:

And Chief, to dovetail right off of that is, this gets into the first question that I normally get asked outside of day-to-day, but whether it's folks in uniform or out of uniform, many have recognized the tough challenges that are out there and they ask what can we do to help? And that's the whole point of today's discussion with y'all is tell your story. I'm telling you the fact when we used to have 40 to 45 hands out of a hundred, now down to 13, there is nobody passing that story about what military service is about, what they did in their air or space force. And it is so critical for you all to understand, tell your story. We have to make up for that. That is not there right now. This lack of familiarity of our military, it's not that it's not supported. In fact, some of the studies that are out there for grandparents and parents are between 70 and 75 percent support the US military.

And then you ask them how many of you would recommend military service? And for the moms out there, it's at about 36 percent. For the dads it's about 50 percent. And for the grandparents it's at about 50 percent. And why? Well if anybody comes up and asks you what would you recommend out of any type of anything, if you have never had experience with it, how likely are you to recommend it? That's why it's so important to fill in that, be that voice. And I'm telling you, I would implore all of you to have a 30-second, two-minute, 10-minute and 30-minute version of why you came in the Air Force, what you get to do every day. It's really, really important. That's how you can help. What is your why?

Tobias Naegele:

We got what, maybe we're not quite full, maybe 3,000 people in this room. It's bigger than your recruiting force.

Brig. Gen. Chris Amrhein:

Absolutely.



Tobias Naegele:

What kind of a force multiplying effect can it be if everybody in here actually went and said to somebody, here's why you should join?

Brig. Gen. Chris Amrhein:

Absolutely. In fact, I think, do we have the takeaways in the Aim High app slide? Can we put that one up?

At the risk of everybody pulling out their phone and going crazy, I actually want you to pull out your phone and go crazy here. Scan the QR code. All right, and this is the takeaway. Tell your story how you choose a path. There are over 240 jobs or AFSCs with our air and space force across all components. Let's not forget about that. Some people may want to serve but stay in their state. Hey, have you heard of the guard? But be able to talk about choosing a path, how to download the app and then work within it. It is not just for recruits and recruiters. Anybody can go on that. Influencers, and oh by the way, everybody in here, you are an influencer just as much as you are a recruiter and that there's a job for everyone.

Chief Master Sgt. Rebecca A. C. Arbona:

And so just to add on, for that app, we talked about who we're dealing with these days, technology is it, it's the way to go and most of us we're going to be able to speak to what it is we do and maybe a little knowledge of somebody else's job. But this app right here, it's going to open somebody's eyes to what's available out there. You never know what interest is going to get peaked. The tendency is to go for something that maybe you've heard of, but over 200 jobs available. And it's easy. If you're uncomfortable with the conversation, we've just helped you out. All you got to do is open that and share it and it'll tell them where a recruiter is too in their local area.

Tobias Naegele:

So you both have this app on your phones?

Brig. Gen. Chris Amrhein:

Yes.

Tobias Naegele:

Have you ever pulled it out while online at the supermarket or something? And what do you do? How does that work?

Chief Master Sgt. Rebecca A. C. Arbona:

Yeah, so I did it the other day. I was standing in line, you say at the supermarket. We did not set this up. So I was actually at the store at HEB that was from San Antonio. Who doesn't love HEB? So I was in HEB, I was in uniform. And then someone just asks, what do you do? Do you fly planes? I don't get to say yes to that. As cool as it is, and as much as I want to sometimes. But I was able to pull out the app and just say, Hey, kind of look through here.

And they actually had questions about Space Force and so that information is there as well so they can learn about how to be a Guardian or an Airman. And it was as simple as that. And they just said, can I take this information from you? So the burden of trying to have those answers was removed from me



and they walked away feeling a little satisfied about something that probably it was a little uncomfortable to maybe ask the question on the initial. So for me that was an absolute reminder of this thing that we're carrying around with us all the time anyways and what we can do with it.

Tobias Naegele:

So you were saying before about telling stories and trying to personalize this sense so when you're talking to people to get them to engage, how do you bring that to life so people get a sense of it?

Brig. Gen. Chris Amrhein:

Yeah, absolutely. Tobias, thanks for that. So I think rather than me speak to it, we've got a video that speaks to it, but what I would ask as this video's getting queued up is start thinking about what was your why? When you first came in, what was your why? Let's run the video.

Asia Bravo:

I really wish that my father was still here today because he would've been super ecstatic that I got another opportunity to do something that I love, which is give back to the force and lead the way for people back in my city. I'm Sergeant Asia Bravo. I'm a cyber operator for the United States Space Force and I joined to escape gun and gang violence.

Cam Kelsch:

I watched the second plane hit the second tower, saw my mom crying. First time I was ever terrified in my life. I made a vow that day that I was going to join and take the fight back to the enemy. I'm Tech Sergeant Cam Kelsch. I'm a SOF TACP and I joined the Air Force to win wars.

Kristina Schneider:

I always wanted to join the military. I joined the day before my 40th birthday. I just wanted to be able to help and do my job on a broader scale. My name is Senior Airman Kristina Schneider. I'm a fire protection specialist for the 179th airlift wing out of Mansfield, Ohio. I joined the Air National Guard to be part of something bigger and to help my community and my nation.

Ashley Bird:

It's been said that Airmen are our greatest weapon systems. And to me that means that being an operator, I can take the fight directly to the enemy knowing that the best of the best are behind me. I am Captain Ashley Bird. I'm an instructor pilot at Vance Air Force Base. I'm currently attending SOS and I joined the Air Force to be the tip of the spear.

Asia Bravo:

To escape gun and gang violence.

Cam Kelsch:

To win wars.

Kristina Schneider:

To be part of something bigger than myself.



Video: Interviewee:

To serve those that serve.

To explore educational opportunities.

To continue my family legacy.

Airman Knox:

Why did you join?

Tobias Naegele:

Yeah, that's pretty awesome.

Chief Master Sgt. Rebecca A. C. Arbona:

So I've seen that video. I think this is like the sixth time and you think after the first time you get a little, I know there's misty eyes out there, don't try to act like there isn't. And then you're watching it. And when these guys walked up, man, it hit me more and not only could I find some portions that I just related to, I'm naturally super patriotic, but to actually get the opportunity to have these four amazing individuals come up here and tell us a little bit more, expand on why it is that they decided to accept the offer and talk about their why. And so we just wanted to put that in front of you personally. And so I'm going to walk down the line and just ask each one of them to give you a little bit of something starting with Kelsch, how are you doing?

Cam Kelsch:

Great, Chief. How are you?

Chief Master Sgt. Rebecca A. C. Arbona:

Great, thanks. So just the 22nd anniversary of September 11th. And you talked about that in the video. You were sixth grade, right? Can you take us back a little bit in time, what that day was for you?

Cam Kelsch:

Yes, absolutely. I remember getting ready for school, like you just said, sixth grade. And I walked into my mom's bedroom to ask her a question and she was glued the television. I asked her what was going on and I looked and she said there was an accident, one of the planes had hit the tower and I started watching with her. And at that point we watched the second plane hit the tower. And at that point I looked at my mom and I asked what's happening? And she looked at me just speechless.

She didn't really have to say anything because she looked terrified. It was written all over her face. And the announcers started talking about how they believe we're under attack. My sisters were upset, they were crying. And at that point I knew that our country was not invulnerable. My whole facade of security was completely crumbling out from underneath me. And I became angry, a sense of resolve, a call of duty, if you will. And it was at that moment I decided as soon as I could, I would join the military and I would take the fight back to the enemy. I would deter further aggression and bring those who are responsible for the attacks to justice.

Chief Master Sgt. Rebecca A. C. Arbona:





Yeah, thanks for that. I don't care how much time goes by. I think anybody in this room can remember where they were on the 11th of September. I know I can. Ma'am, how are you?

Ashley Bird:

I'm good chief. How are you?

Chief Master Sgt. Rebecca A. C. Arbona:

I'm good, thanks. So Captain, when we were talking the other day, you mentioned that you weren't even sure if you were going to join the service, and so I was wondering if you could tell us a little bit about that, please?

Ashley Bird:

Yeah, absolutely. So similar to those four girls that we all just saw on the screen, they all said it was going to be hard. That was pretty much my reason is why I was not interested in joining the military at all. Both my parents being in the FBI, that was kind of the way that I wanted to go. So I asked my mom what the easiest way to do that was and she told me the military. So I was like, all right, I'll try this ROTC thing out. Joined Purdue ROTC my first semester and I absolutely hated it. I thought everybody was super weird and just not my thing. My mom and dad told me to stick it out for just one more semester. And my second semester I was offered a type two Air Force ROTC scholarship. And believe it or not, the weirdos, I actually fit in with them. And the comradery that the Air Force, the military has in general is unlike anything else I've ever been a part of.

Chief Master Sgt. Rebecca A. C. Arbona:

Thank you. That comradery, right? Okay, Sergeant Bravo, how you doing?

Asia Bravo:

I'm good. How are you ma'am?

Chief Master Sgt. Rebecca A. C. Arbona:

I'm good, thank you. Our representative, a Guardian up here. So for those of you that don't know, which I believe everybody, Sergeant Bravo was in the Army. She was with our sister service before this. And so I thought since February you came to US in February.

Asia Bravo:

Roger. Well, I was selected in February of 2022.

Chief Master Sgt. Rebecca A. C. Arbona:

Selected in February. So I thought you could tell us a little bit of why you decided to leave one branch service and come to the Space Force.

Asia Bravo:

Yes ma'am. So after serving my seven years in the Army, I had a lot of good to take away, but I was a couple of steps shy of separating from the military service and all. After being notified of my selection into the Space Force, I recently had lost my father and I thought it would be a great honor to pay just



that I would be able to continue the legacy and get this great opportunity to serve in another branch. So I was given a time to shine and I thought it wouldn't be a better chance than to go on and switch over.

Chief Master Sgt. Rebecca A. C. Arbona:

Thank you. Yeah, we can applause. We can do that.

Okay, last but not least on this one, Senior Airman Schneider. So in her video she mentioned at what point in her life she decided to join. And that really got me since I'm close to that age, we won't talk about how close on which end of it. And I just thought that was super intriguing because at some point in our lives, usually we're not ready to make another change. We're not ready to do something else. We're established, we're settled, and so if you could share a little bit about that, I'd love it. And she's a firefighter.

Kristina Schneider:

Thank you. So I have always wanted to be part of the military and I started my family young, so I kind of put that on hold and I was reaching the point of no return and I didn't want to have any regrets and I always wanted to be part of something bigger. Being a first responder, paramedic and a firefighter and civilian, joined the military and the Air National Guard, I thought I could do that. So I asked my children if it was okay if mom would be gone and they were like, absolutely. So I joined. So I did and loved every minute of it. Wouldn't change it.

Brig. Gen. Chris Amrhein:

That's awesome. You just heard four stories. They're all different. All serving our great Air and Space Force in all of our components, whether that be active, guard, reserve, let's give them a round of applause. Pretty awesome, Chief?

Chief Master Sgt. Rebecca A. C. Arbona:

Absolutely.

Tobias Naegele:

So, that's what you want these folks to do?

Brig. Gen. Chris Amrhein:

Absolutely.

Chief Master Sgt. Rebecca A. C. Arbona:

Tell your story.

Tobias Naegele:

I think there's one more.

Chief Master Sgt. Rebecca A. C. Arbona:

Yes. So in this video we saw one individual right from the beginning and right at the end. And so you guys didn't get to hear his why and we wanted to bring Airman Knox forward so he can share with us his why and give him a round of applause. This is a big deal. Come one.



Tobias Naegele:

It is worth noting that he was not acting. He really was a recruit that was in fact his recruiter, but he is now an Airman among you.

Chief Master Sgt. Rebecca A. C. Arbona:

So real quick, I just want to add Airman Knox was on recruiter's assistance at that timeframe and so that's how new he is if you can't tell by those slick sleeves we got going on here and I love it. We all started from the bottom. Now we hear. So we're going somewhere quick. So he's going to go ahead and share his story right now.

Airman Knox:

Hey everyone, I'm Airman Knox. Just want to introduce myself. Like she said, I'm fairly new to the Air Force. I've only been in about five months. I'm still Airman basic. I know all you can relate, but anyway. Anyway, so my why for joining the Air Force was the fact that I was working a job at Walmart. I'm sure most of you worked there before. I dreaded going to that place. I would go in to work every day and I tell my coworkers, man, I really want to join the Air Force. And they were like, you're not going to do it. You're not going to join the Air Force, you're going to stay here. I don't want to stay here. So I told them I'm going to join the Air Force, and one day I got fed up with the way I was getting treated. I wasn't getting any benefits or anything like that. So I showed up to my recruiter's office, I said, "Hey, I want to be a recruiter like you. How do I do that?"

So I show up there, she's like, "Here, I can get you in the Air Force." Fast-forward to today. Now I'm in the Air Force and I couldn't complain. I'm getting treated better than ever. I'm part of a team bigger than myself. And I also want to thank all of you as well for coming out, serving active duty, retired, all that. I'm just thankful than ever to be a part of a team bigger than myself and be able to call myself an Airman just like y'all. And I have, but it's not just about myself. I have nine other people here today to share their why's with me as well.

Recruits:

For growth opportunity.

Career opportunity.

To be a trailblazer.

To improve myself.

To give back.

Education and direction.

Education.

To travel the world.

Education.

Tobias Naegele:

So we've got another little twist here. We've got Lieutenant General Brian Robinson, the Commander of Air Education and Training Command. General.

Lt. Gen. Brian Robinson:



Awesome, Chief, how are you? Good to see you. Thanks. How are you? Ladies and gentlemen how are you doing? Awesome. Are you ready? All right. Raise your right hand and repeat after me. I, state your name. Do solemnly swear.

Recruits:

Do solemnly swear.

Lt. Gen. Brian Robinson:

That I will support and defend the Constitution of the United States.

Recruits:

That I will support and defend the Constitution of the United States.

Lt. Gen. Brian Robinson:

Against all enemies.

Recruits:

Against all enemies.

Lt. Gen. Brian Robinson:

Foreign and domestic.

Recruits:

Foreign and domestic.

Lt. Gen. Brian Robinson:

That I will bear true faith and allegiance to the same.

Recruits:

That I will bear true faith and allegiance to the same.

Lt. Gen. Brian Robinson:

That I will obey the orders of the President of the United States.

Recruits:

That I will obey the orders of the President of the United States.

Lt. Gen. Brian Robinson:

And the orders of the officers appointed over me.

Recruits:

And the orders of the officers appointed over me.



Lt. Gen. Brian Robinson:  
According to the regulations.

Recruits:  
According to the regulations.

Lt. Gen. Brian Robinson:  
And uniformed code of Military Justice code.

Recruits:  
And uniformed cod of Military Justice.

Lt. Gen. Brian Robinson:  
So help me God.

Recruits:  
So help me God.

Lt. Gen. Brian Robinson:  
Congratulations.

All right. I just want to say on behalf of all these Airmen and Guardians out here in the audience, welcome to the United States Air Force, United States Space Force. Welcome to the Airmen and Guardian family. We're happy to have you and thanks for signing up to serve. We appreciate you.

Brig. Gen. Chris Amrhein:  
Congratulations to our newest Airmen and Guardians. Welcome to the team. Let's give them one more round of applause.

Tobias Naegele:  
Kind of hard to beat that. A couple of takeaways. What's the message everyone should walk out of this room with?

Brig. Gen. Chris Amrhein:  
Tell your story. Tell your story. And this generation, generation Z, they like the apps, point them to that app. There's so much information on there. Once you get them cooking there, they'll be cooking with gas. I can guarantee it. But be able to tell your story.

Tobias Naegele:  
And I'm going to add to that. If you tell your story in social media, you can put a hashtag on it. Tell your Air Force story, tell your Space Force story. We can amplify that message. This is not only a one-to-one kind of equation. You're going to reach more people if you can amplify the message. If you can reach out and multiply, you tell two friends, they tell two friends the old message. Chief, anything to add?



Chief Master Sgt. Rebecca A. C. Arbona:

They like hashtags too. So you just said it Tobias, but it's super easy to remember. #MYAIRFORCESTORY. #MYSPACEFORCESTORY. So start there and we got it. We can't do it without you.

Tobias Naegele:

All right, thank you very much.

Brig. Gen. Chris Amrhein:

Yeah, Tobias said I was going to get the last word. If we could, I'd like every recruiter to please stand up. What's that? Yeah.

Chief Master Sgt. Rebecca A. C. Arbona:

Hey, so that's the whole room. We are all recruiters. That was a test and some of you did not pass it. So come on. Everybody get on your feet. We about to do this. You about to learn something today.