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**United States Air Force Aeromedical Evacuation Technician
Direct Accession Process for Non-Prior Service Airmen**

Evan J. Hatfield

M.S. in Health Care Management

Winter 2023

Granite State College

SITUATION

- Aeromedical Evacuation (AE) Technician (AET) is a special duty for Air Force medical technicians
- Current recruitment, accession, and retention processes have led to an undermanned force
- Retention process improvements are forthcoming though with few changes to recruitment and accession

BACKGROUND

- Current process for creating an AET:

Basic Military Training	Technical Training Phase 1 - EMT	Technical Training Phase 1 - Nursing	Technical Training Phase 2	First Assignment	AE Formal Training	Mission Qualification Training
2 Months	2 Months	1 Month	1.5 months	2+ years	3 months	3 Months
Time until completion of AE Formal Training = Approx. 3 Years						

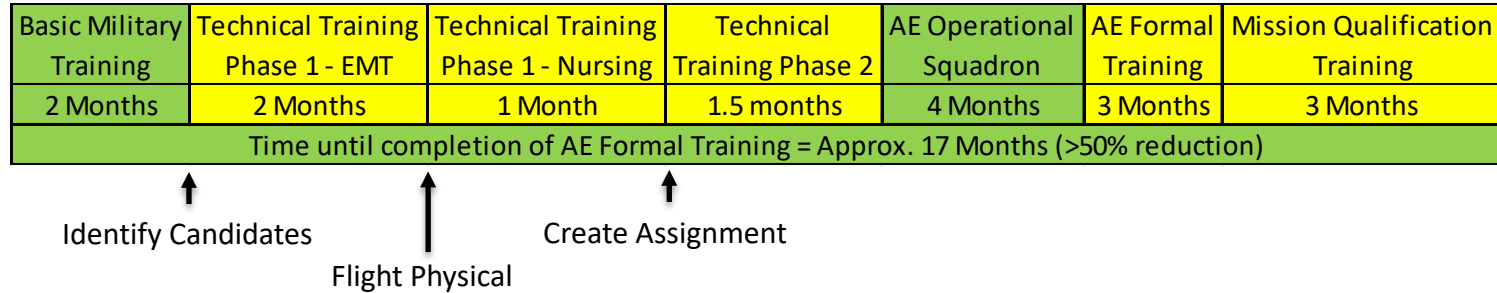
- Challenges:
 - Low number of volunteers after completion of Upgrade Training (UGT) at first assignment
 - Clinical acumen from first assignment often does not meet desired level of skill

ASSESSMENT

- Major roadblocks for direct accession of Non-Prior Service (NPS) airmen:
 - Identifying pool of capable candidates in technical training
 - Accomplishing flight physical during technical training
 - Accomplishing UGT at AE operational squadrons

RECOMMENDATION

- Proposed future state for creating an AET:



- Advantages:

- Qualified candidates sooner
- Opportunities for growth

- Challenges/Opportunities:

- AE Squadron does UGT
- NPS airmen in AE Squadron

Questions?

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