**From *Air Force Magazine*, April 2023**

**Recruitment is a crisis for the Air Force and the military that will also impact the America Legion and all veterans' organizations.**

**According to Maj Gen Edward W. Thomas, chief of the Air Force Recruitment Service, the biggest problem with recruitment today is "simply finding people interested in joining the military." This is true of recruitment is for all of our military services. If recruitment remains an issue, that will affect the number of veterans will have in the future, and that will further shrink the pool of veterans to join all our veterans' organizations, including our American Legion.**

**For the near term, retention in the Air Force is not currently a problem, but there is a definite need to get more people.**

**How short are we? In 2022, for the active duty Air Force, including the Guard and the Reserve, we were short about 2000 recruits, and for 2023, it is projected to be around 5,000 people short - just for the active duty.**

**Why are we short recruits? One reason is that there is rampant negative misperceptions about military service.**

**What is being done to increase recruitment?**

**In March 2023, the AF established the Enlisted College Loan Repayment program that can reimburse up to $65,000 for student loans.**

**To combat the psychological reasons for military service, there must be an emphasis on the sense of purpose, comraderie, and personal growth that define the service experience. The recruitment program must also serve our community, doing the things that matter, and doing things that help our family, and our nation.**

**To what extent these efforts will increase recruitment remains unknown, but if not successful and recruitment continues to be a problem, not just for the Air Force, but all military services, the combined effect of the aging of our current veterans and shrinkage of our Air Force, and the military services, spells severe threat to the American Legion and all other veterans organizations.**

**SOURCES:**

**"Why Recruiting is in Crisis," Tobias Naegele, *Air Force Magazine*, p2**

**"How to Solve the Recruiting Crisis," David Rosa, *Air Force Magazine*, p 34-36**