



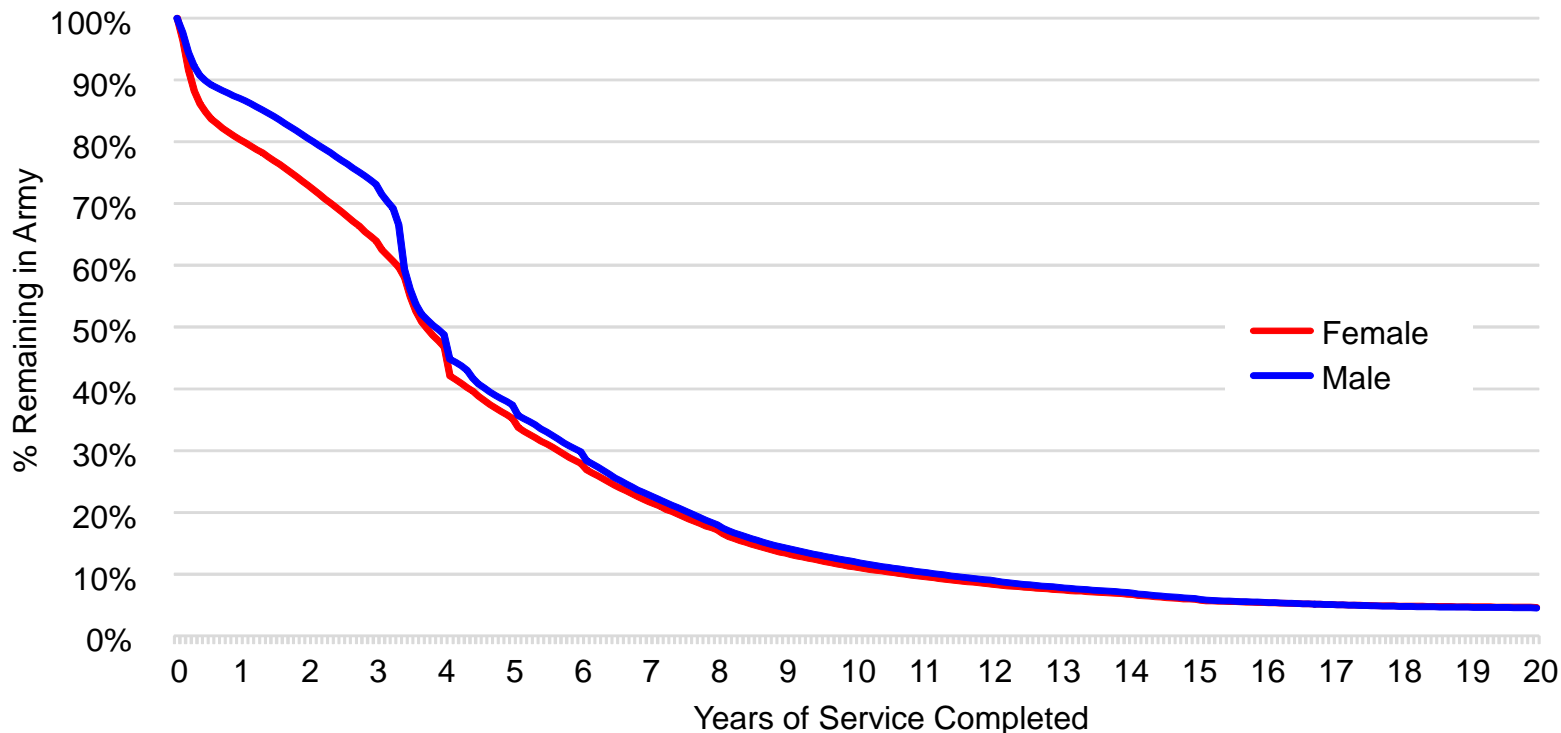
*Defense Advisory Committee on Women in the
Services Meeting
March 2017*

**MAJ Brian Miller
Plans and Resources
HQDA, DCS G-1**



Army Enlisted Continuation Differences by Gender

Continuation Behavior of AC Enlisted Soldiers (2014-2016)



Male Leading IET Attrition: (% of Attrition)

1. Entry-Level Separation: 20.8%
2. Procurement Standards: 12.6%

Male Leading 1st Unit Attrition

1. Misconduct: 13.9%
2. Drug or Alcohol: 12.2%
3. Disability: 11.7%
4. Physical Condition, not Disability: 8.8%
5. APFT Failure: 6.6%
6. Unsatisfactory Performance: 5.8%

Female Leading IET Attrition: (% Attrition)

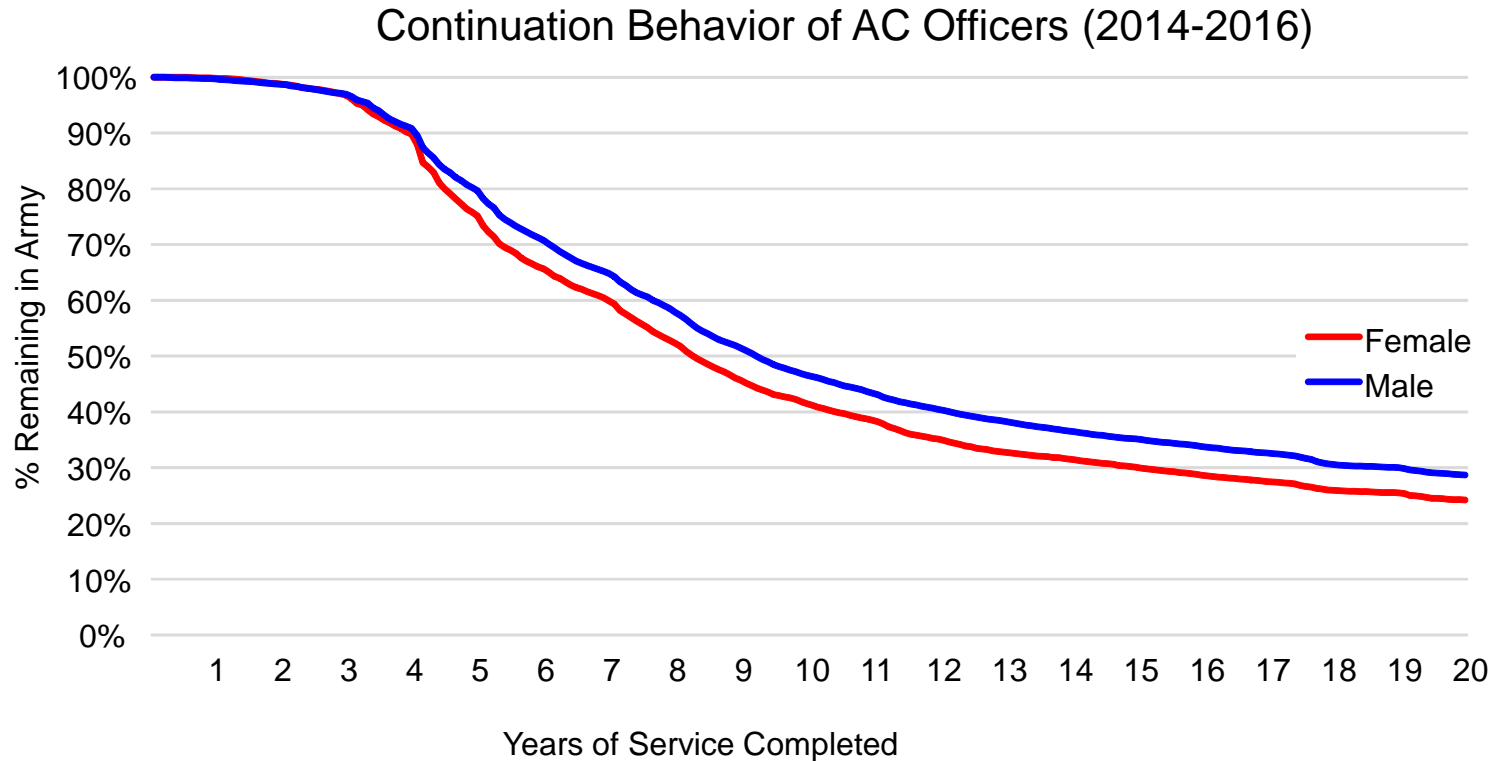
1. Entry-Level Separation: 22.1%
2. Procurement Standards: 15.8%

Female Leading 1st Unit Attrition

1. Parenthood and Pregnancy: 14.0%
2. Disability: 14.8%
3. Physical Condition, not Disability: 12.9%
4. Misconduct: 5.3%
5. Unsatisfactory Performance: 3.8%
6. APFT Failure: 3.8%



Continuation Behavior of AC Officers (2014-2016)

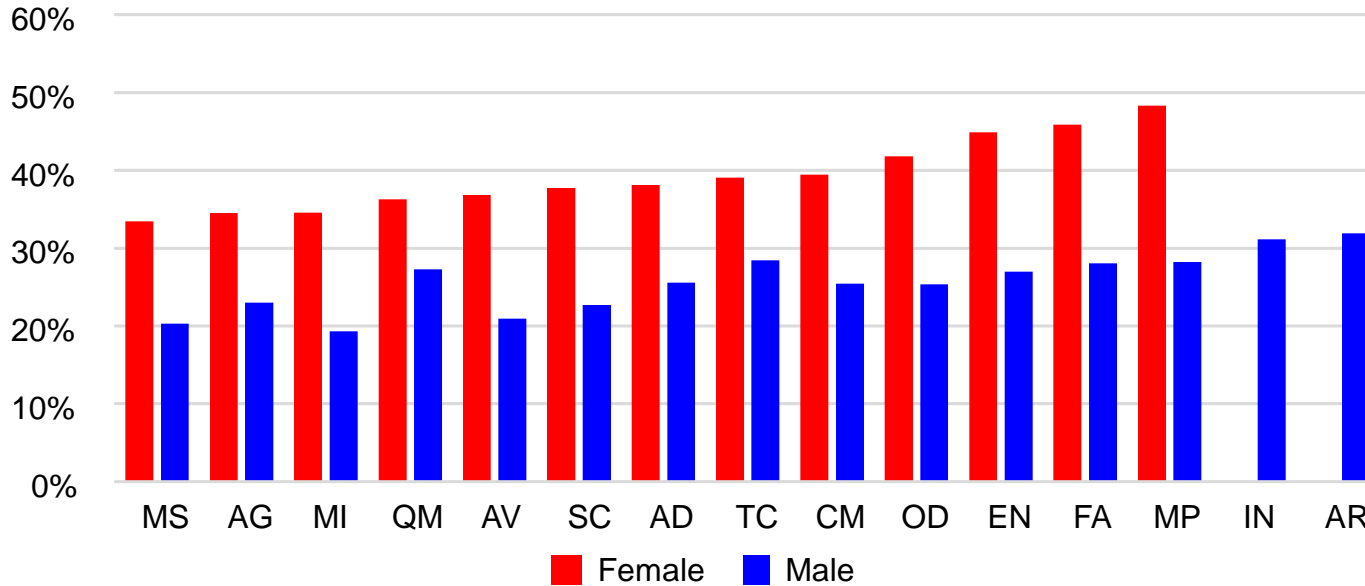


- Female and Male loss behavior similar through four years of service
- Continuation behavior diverges after initial service obligation (4-5 years)
- After initial separations (5 years) gender related separation once again synchronize



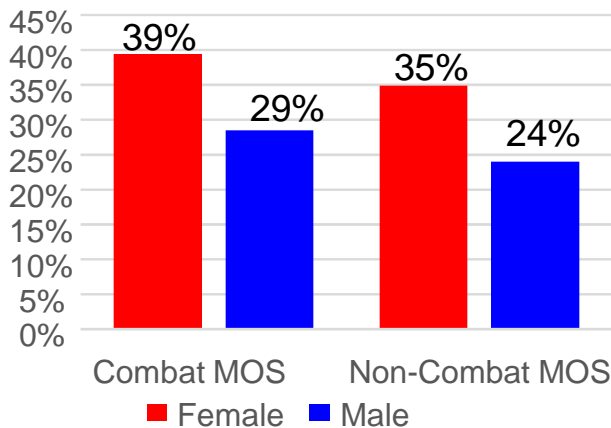
Army Enlisted First Term Attrition by Career Management Field

Army 36 Month Attrition by Career Management Field (2014-2016)



Carrer Field	Code
Medical Service	MS
Adjutant's General	AG
Military Intelligence	MI
Quartermaster	QM
Aviation	AV
Signal Corps	SC
Air Defense	AD
Transportation Corps	TC
Chemical Corps	CM
Ordnance	OD
Engineers	EN
Field Artillery	FA
Military Police	MP
Infantry	IN
Armor	AR

36 Month Attrition by MOS Type



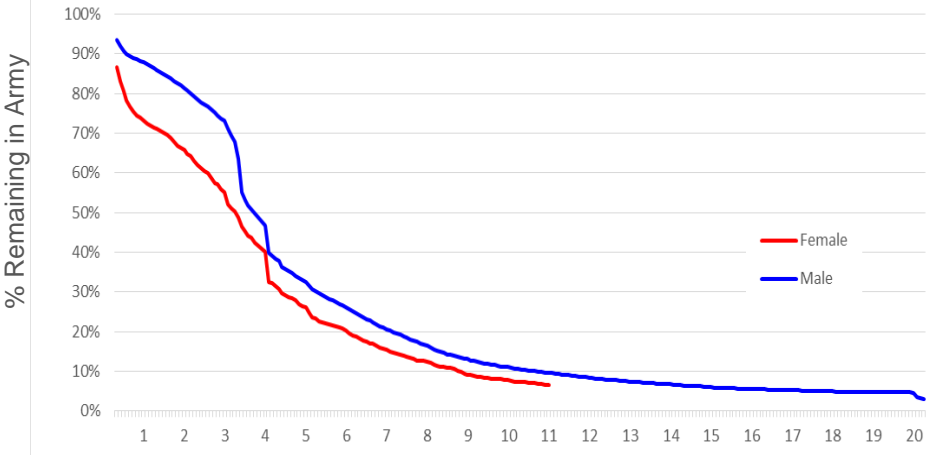
- First Term Attrition defined as loss within 36 months of service
- Females consistently experience higher first term attrition across all occupations when compared to male soldiers
- Female attrition generally follows same trends as male soldiers across CMFs
- Army Average First Term Attrition: 27%



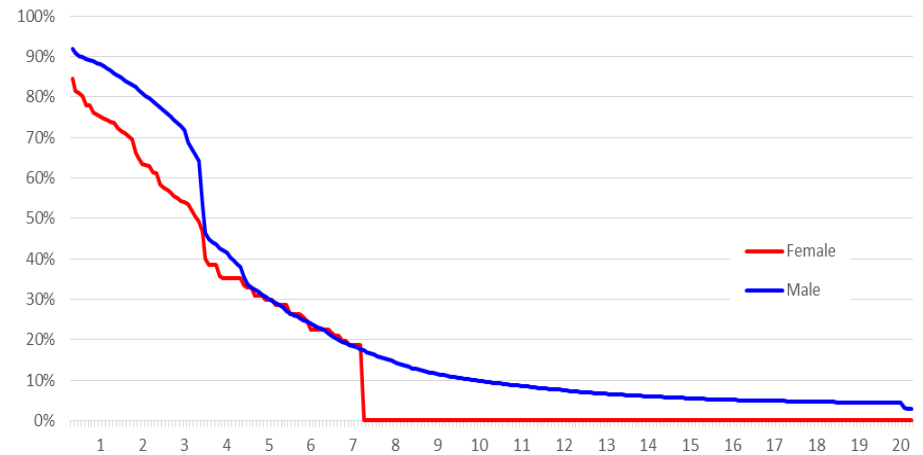
U.S. ARMY

Continuation Curves of Select Career Management Fields

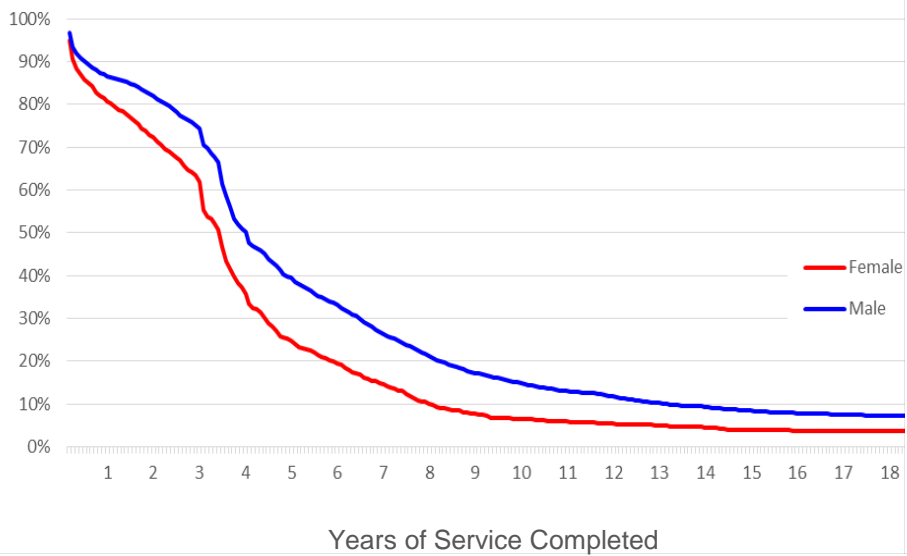
Continuation of AC Enlisted Soldiers (Engineers)



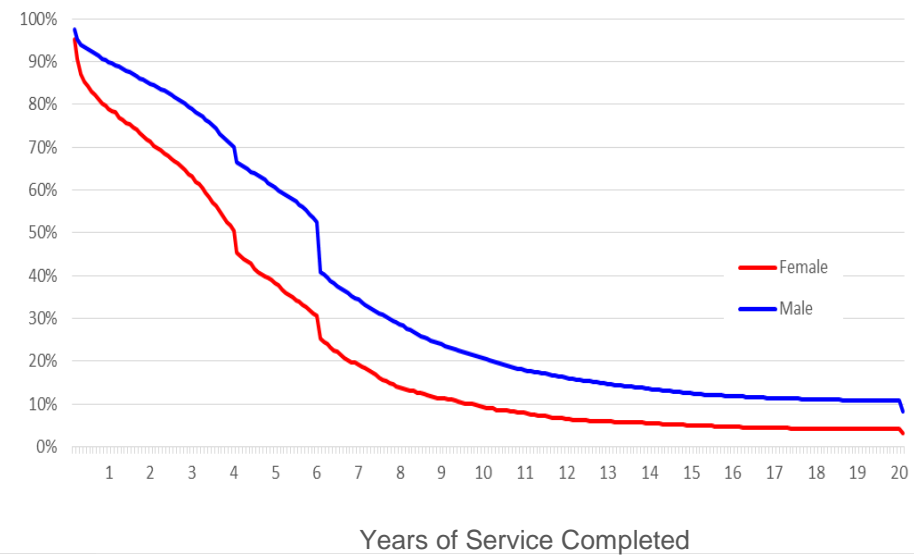
Continuation of AC Enlisted Soldiers (Field Artillery)



Continuation of AC Enlisted Soldiers (Air Defense)



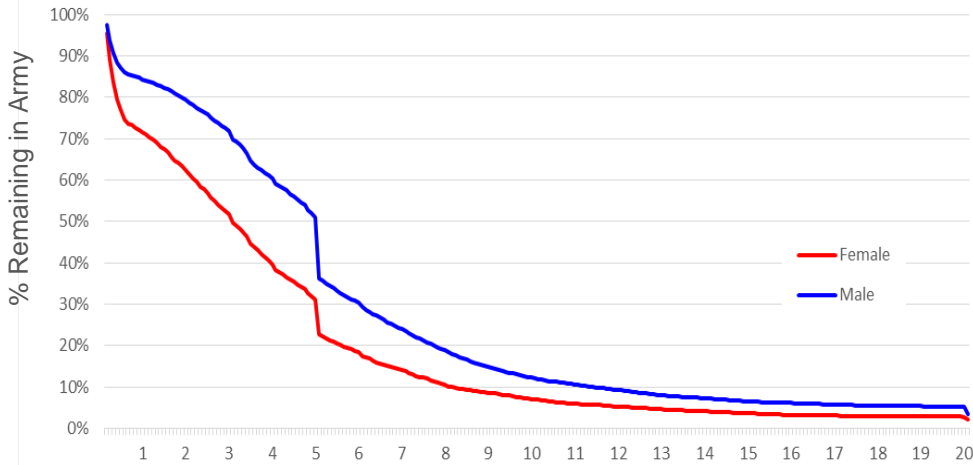
Continuation of AC Enlisted Soldiers (Aviation)



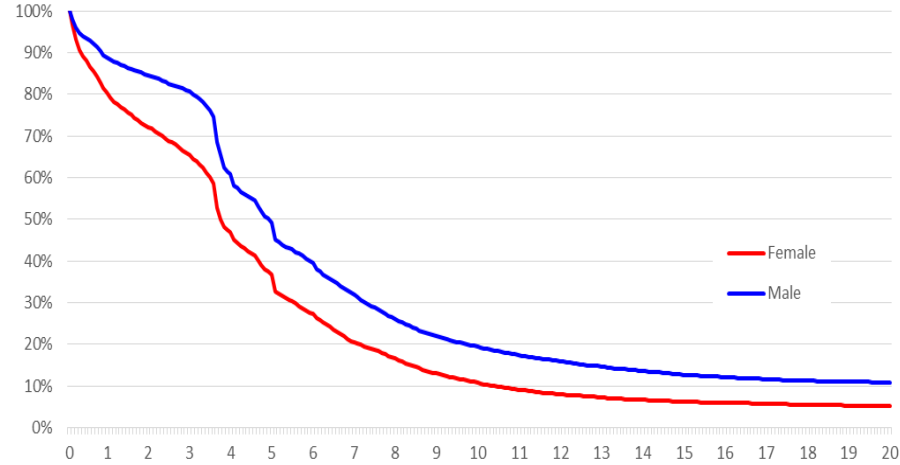


Continuation Curves of Select Career Management Fields

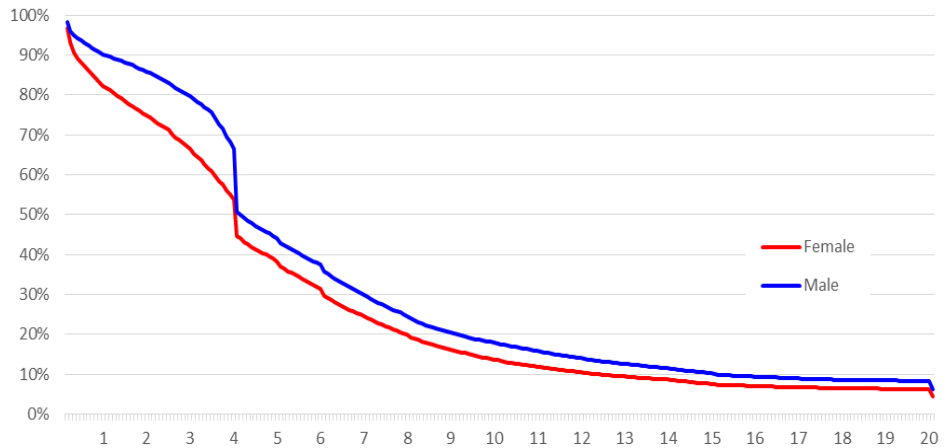
Continuation of AC Enlisted Soldiers (Military Police)



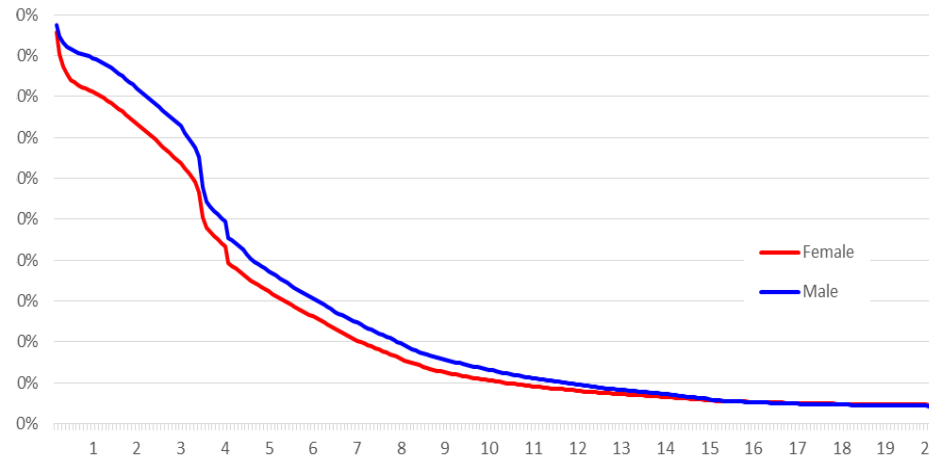
Continuation of AC Enlisted Soldiers (Military Intelligence)



Continuation of AC Enlisted Soldiers (Medical Service)



Continuation of AC Enlisted Soldiers (Quartermasters)



Years of Service Completed

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