Coast Guard Retention Programs

CDR Tanya Schneider
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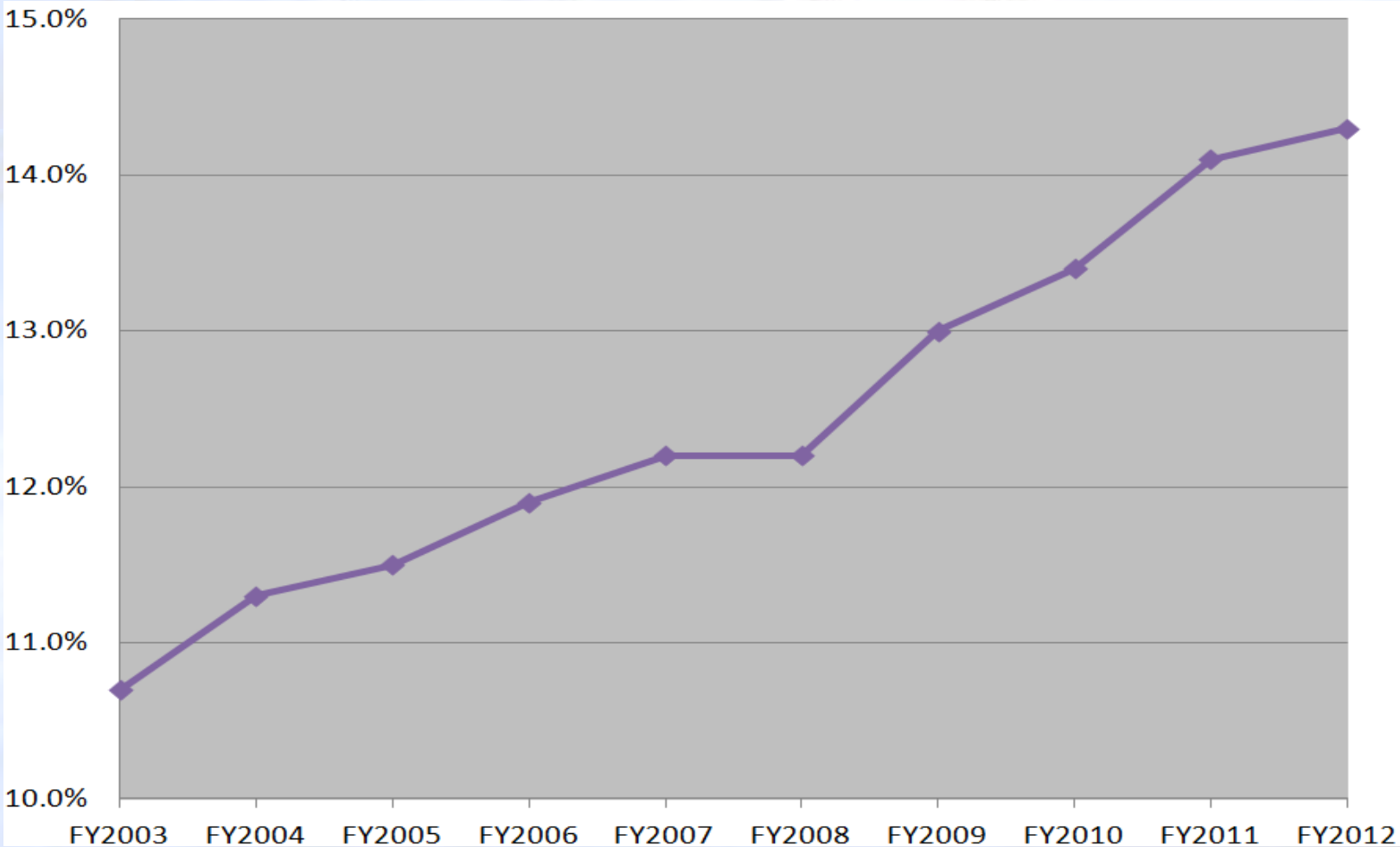
Coast Guard Workforce

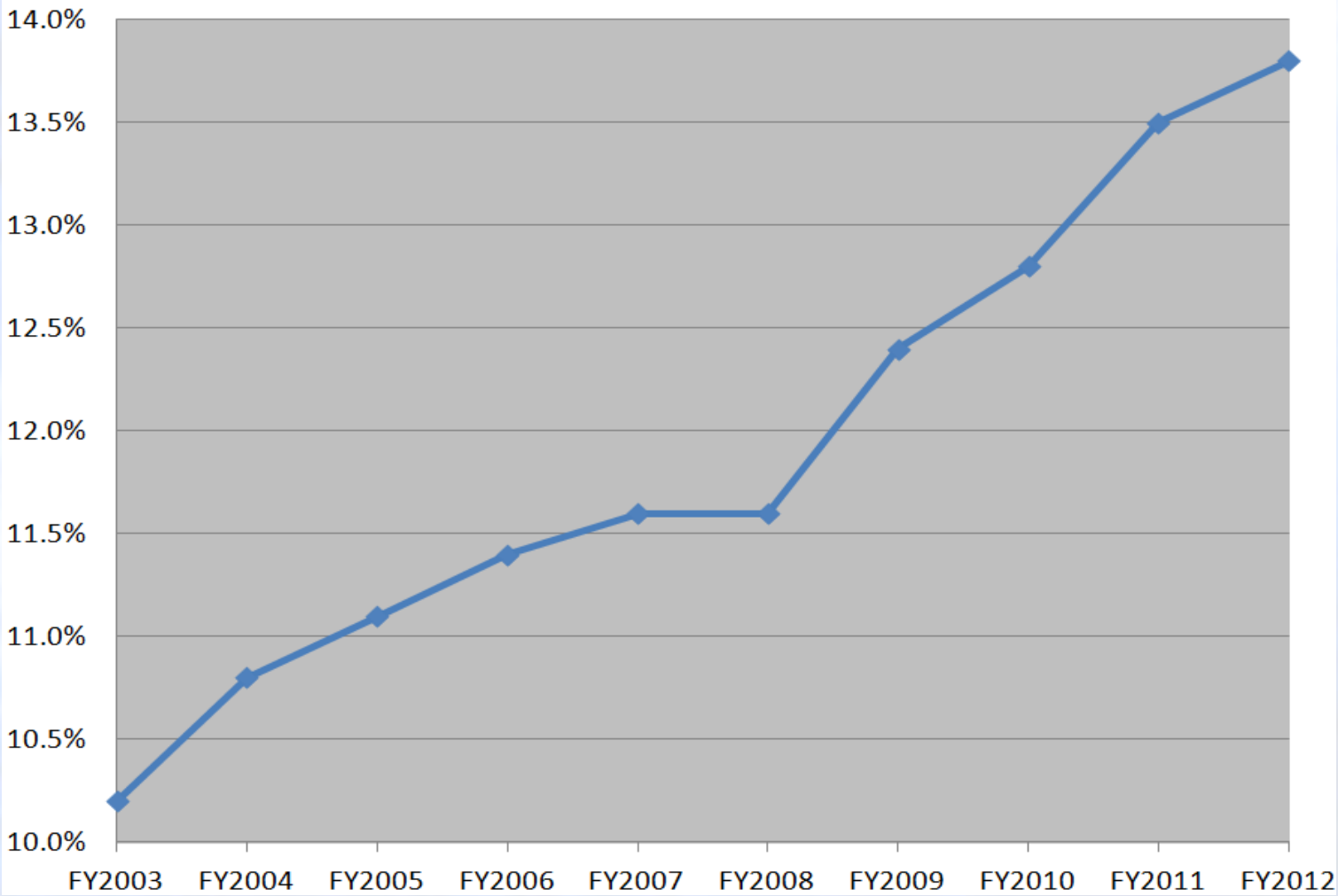
by the numbers

- Active Duty Military 42,000
- Enlisted 33,500
- Officers 6,800
- Warrant Officers 1,700
- Active Duty Women 6,000
- Active Duty Men 36,000

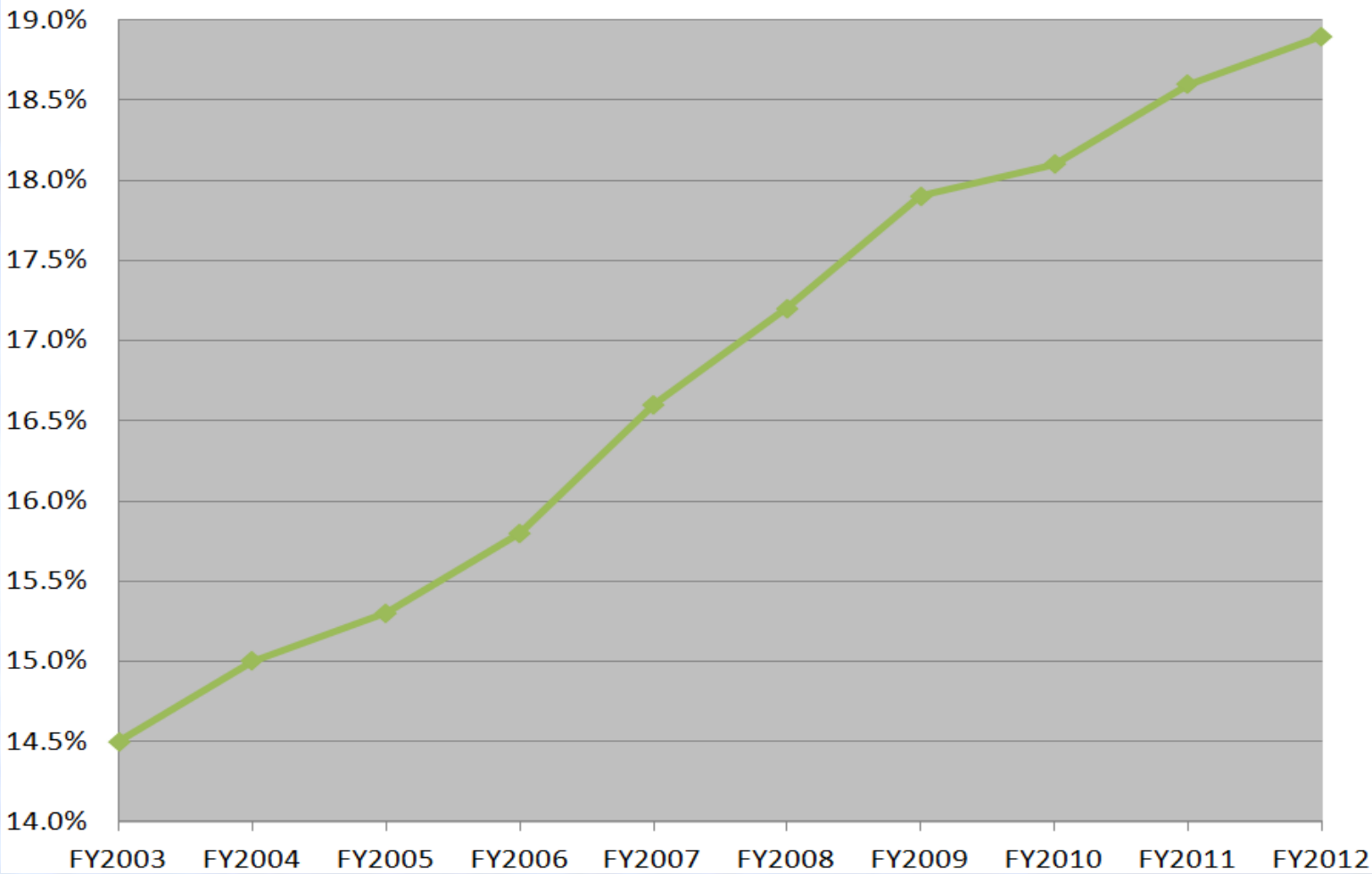
Women in the Active Duty Workforce



Women in the Enlisted Workforce



Women in the Officer Workforce



CG Retention Programs

Parenting Focus

- Care for Newborn Children (CNC)
- Child Development Centers
- Childcare Subsides
- Maternity/Paternity leave
  - 42 days post partum for women
  - 10 days paternity for men
- Breastfeeding/post partum policies
  - Policies updated in Spring 2011
  - Work group looking at further policy changes

CG Retention Programs

Women Focus

- Affinity group participation
  - Coast Guard members
  - Senior Leadership
- Regional/Local mentoring groups
- Women's Afloat Coordinator
- No combat exclusions

CG Retention Programs

General Retention

- Temporary Separation
- Leadership and Diversity Advisory Councils
- Commandant's Leadership, Excellence and Diversity Council
- Work-Life Programs

Questions?

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