United States Navy Female Retention

Office of Diversity and Inclusion
Women's Strategy and Policy
(N134W)

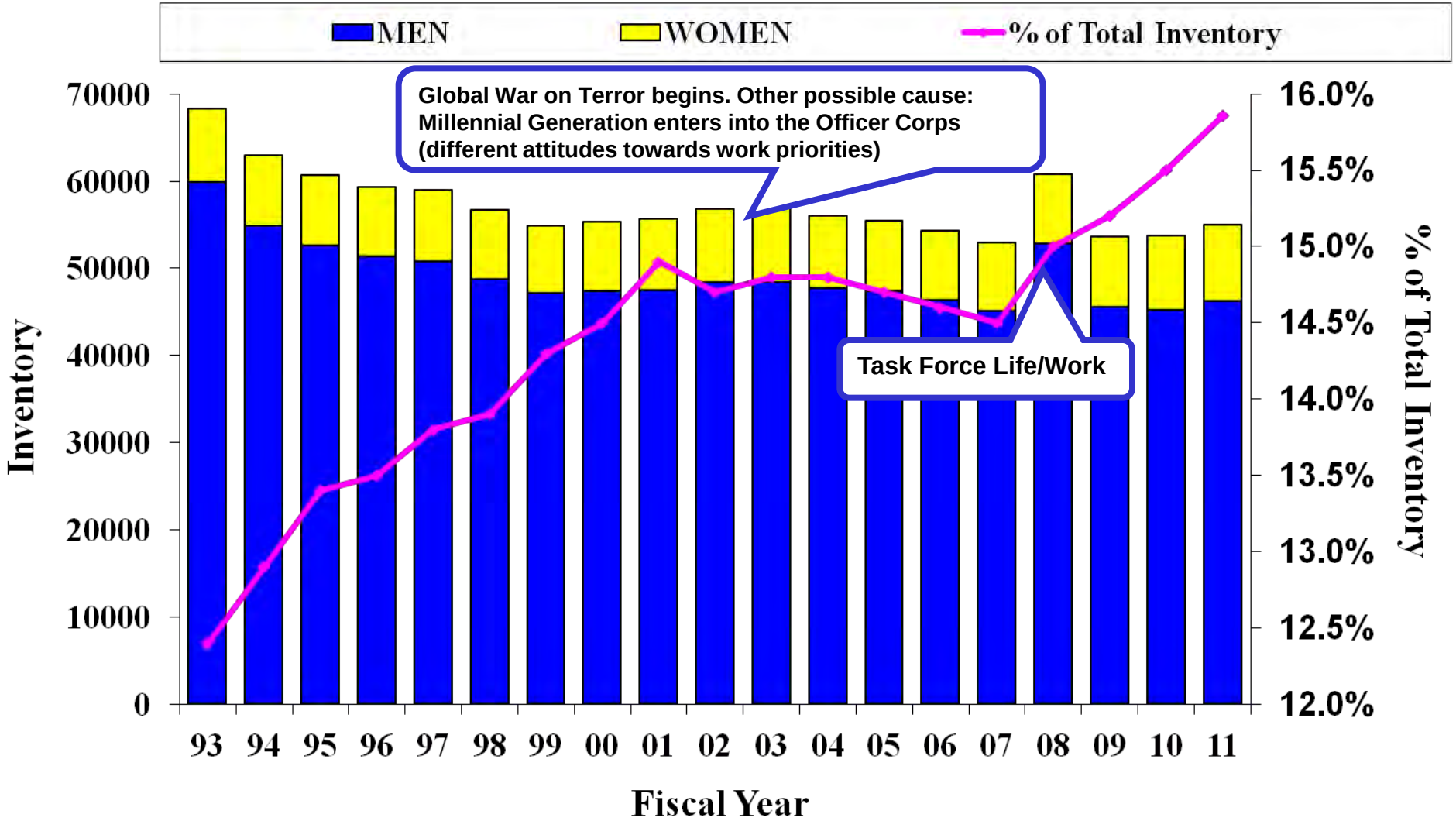
Women in Naval Service

	ACTIVE DUTY		RESERVE		TOTAL
	OFFICER	ENLISTED	OFFICER	ENLISTED	FORCE
WOMEN	8,886 (16.0%)	46,031 (16.9%)	2,238 (17.9%)	8,594 (20.9%)	65,749 (17.3%)
MEN	46,488	225,587	10,269	32,491	314,835
TOTAL	55,374	271,618	12,507	41,085	380,584

As of JUNE 2012

Female Officer Growth Over Time

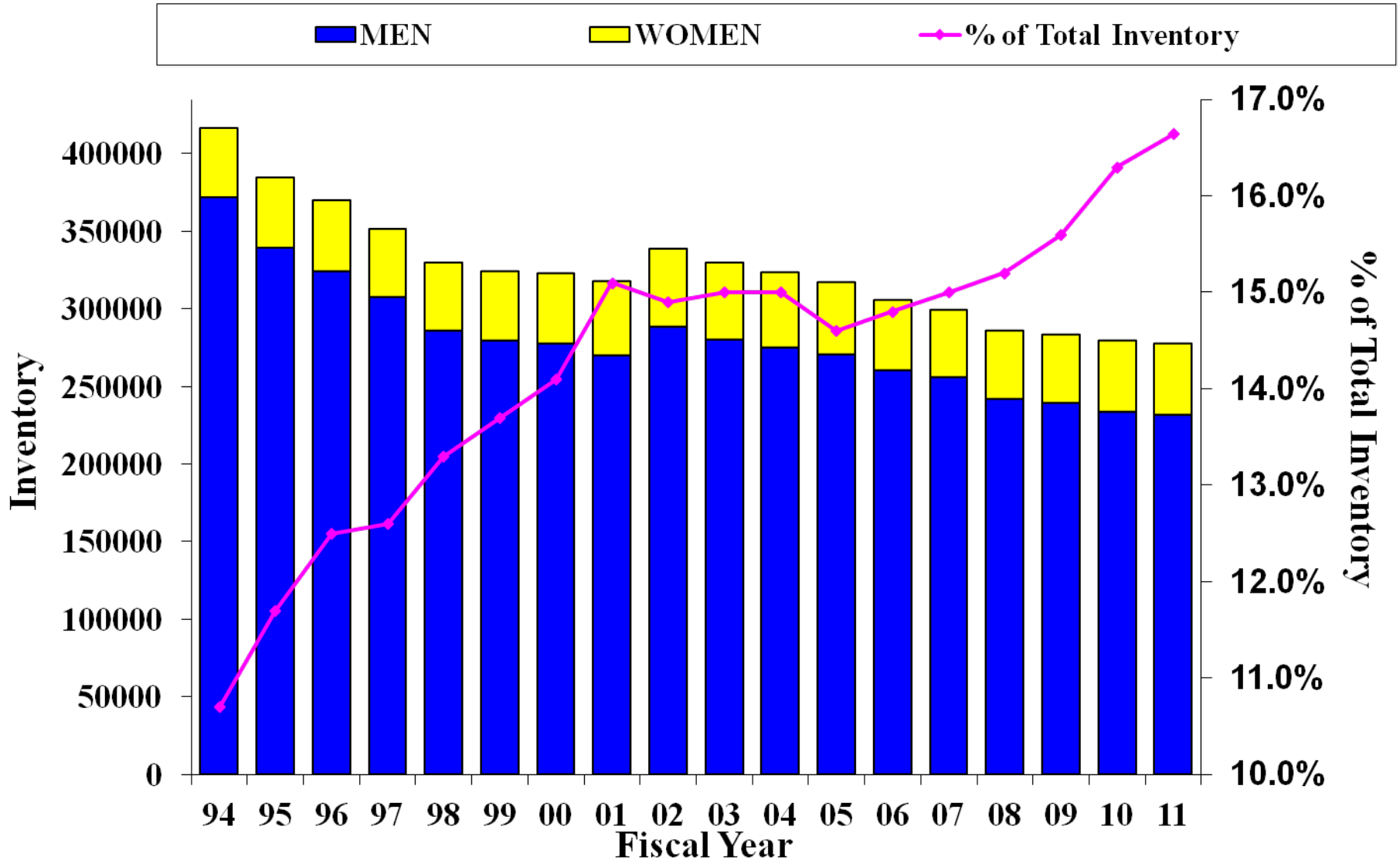
Women as % of All Navy Officers



As of SEPTEMBER 2011

Women in the Navy Today

Women as % of Enlisted Strength

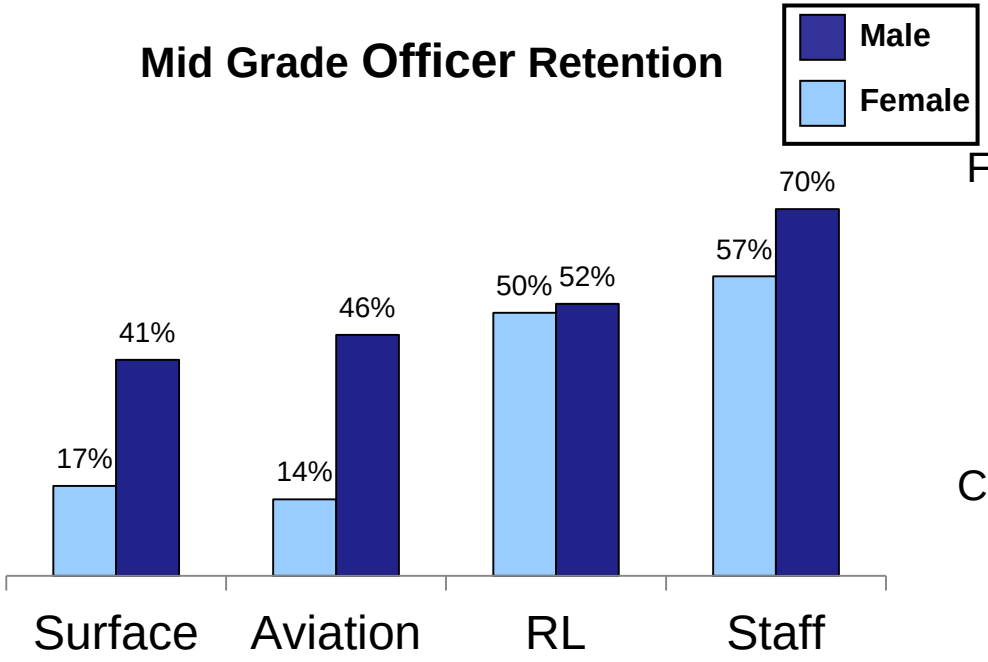


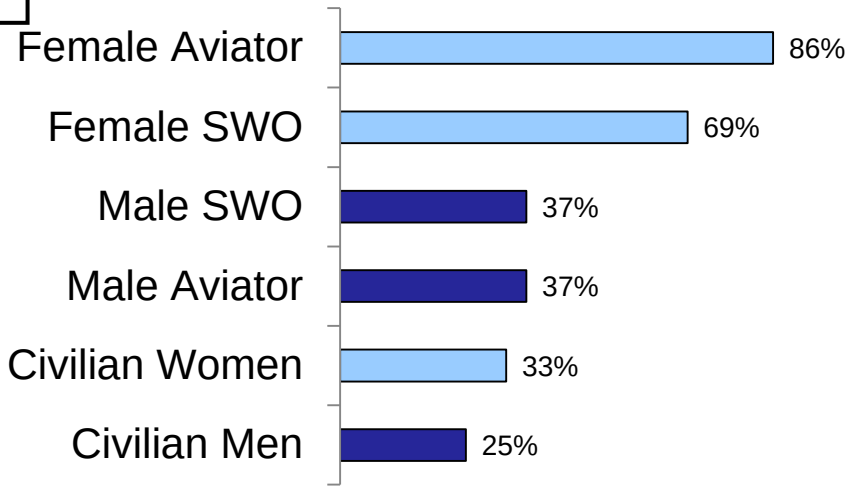
As of SEPTEMBER 2011

Push and Pull Factors of Retention

Males	Females
1. Time Away from Home	1. Red Tape to do Job
2. Red Tape to do Job	2. Time Away from Home
3. Impact on Family	3. Impact on Family
4. Civilian Job Opportunities	4. Command Climate
5. Number of Personnel to do Job	5. Civilian Job Opportunities

Source: O1-O-3, Argus Exit Survey (Jul 2003) Data not representative of Navy





Sources: National Parenting Association (2002) and Officer Master File (01Jan2011)

Career Intermission Pilot Program

Program Overview

- Allows Sailors to leave AC for up to 3 years while retaining certain benefits
- Active Duty health and dental care
- Monthly stipend pay
- PCS move to location of choice
- Return to AC to continue career path

Selection Critera

- Whole Person Standard
- Sustained performance (FITREPS/EVALS)
- Demonstrated leadership ability
- CO's letter of endorsement
- Critical designators, ratings, skills, NECs
- Reviewed by: PERS-4, BUPERS-3, NPC, N1

Applicants

Officers

- 13 Applicants: 3 Women, 10 Men
- 7 URLs: 2 SWO, 5 Aviation, rest RL
- 9 married (3 dual military), 4 single

Enlisted

- 18 Applicants: 11 Women, 7 Men
- 4 Operational Ratings, 6 Support Ratings
- 10 married (2 dual military), 8 single

Purpose for Request

- To be stay at home dad while spouse on surgical residency rotation at Yale
- Single mother with EFM child in need of several critical sugeries
- Medical/humanitarian volunteer work in Central/South America
- Starting a family while on different career timeline as military spouse
- To complete bachelors/masters degree

Questions?