Women In The Army--
Meeting the Challenge

ASA (M&RA) Presentation to

Defense Advisory Committee On Women In The Services (DACOWITS)

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- Increase likelihood of women viewing the Army as a career
  - Why Women join?
  - Why Women stay?
- Establish policies, plans and programs to retain highly qualified women
- Develop strategic implementation plans to address challenges

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Increase likelihood of women viewing the Army as a career

- Why women join
  - Job training/ work skills #1
  - Benefits

- Why women stay
  - Tuition assistance/ Post 9-11 GI Bill
  - Medical
  - Pay equity
  - Family Programs
  - Married Couples Program
  - Army Community Services (ACS)

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Establish policies, plans and programs to recruit and retain highly qualified women

- Gain Senior Leader guidance on recruiting women in the Army to help shape future force modeling, marketing, advertising and accessions efforts

- Ensure retention efforts are shaped to reinforce the Army's intent to keep the best qualified Soldiers in the Army and shape future Senior Leader populations

- Ensure the force structure for the Career Management Field/Branches are conducive to advancement opportunities for women in the Army

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Develop strategic plans to address Challenges

- Advertising and recruiting efforts
- Assignment Opportunities
- Expand access to Military Occupational Specialties/Careers
- Physical Requirements
- Higher attrition rate

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Summary

- Senior Leaders recognize the challenges
- Marketing focus to improve the propensity trend
- TRADOC is assessing the physical standards of specialties closed to women and has incorporated this directive into their Soldiers for the Army of 2020 Review