Women in the Marine Corps Retention

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Manpower and Reserve Affairs

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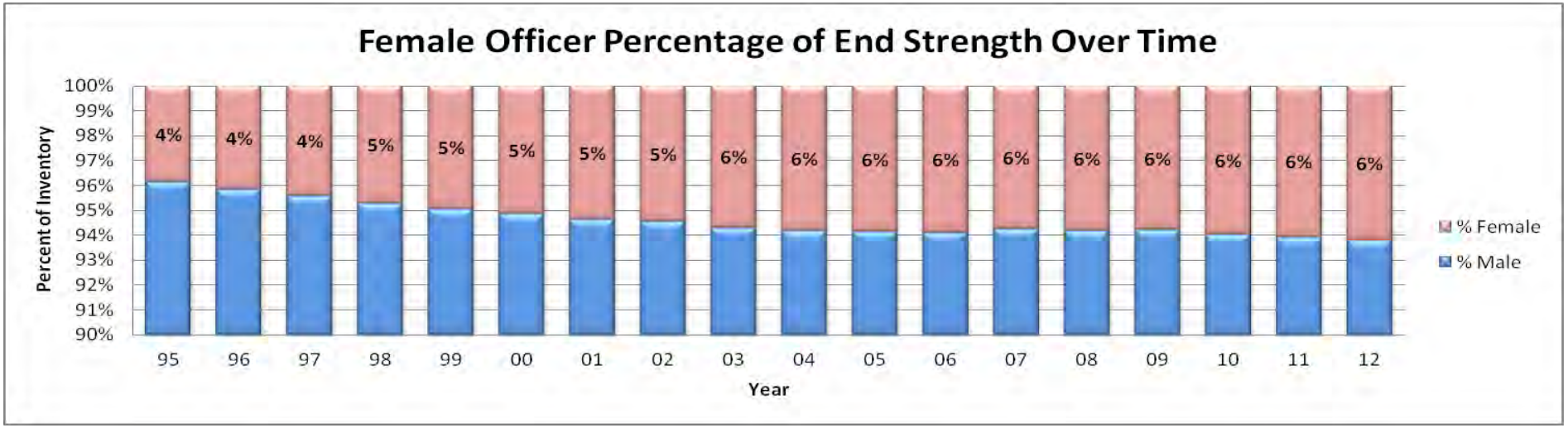
Marine Corps Population
FY12

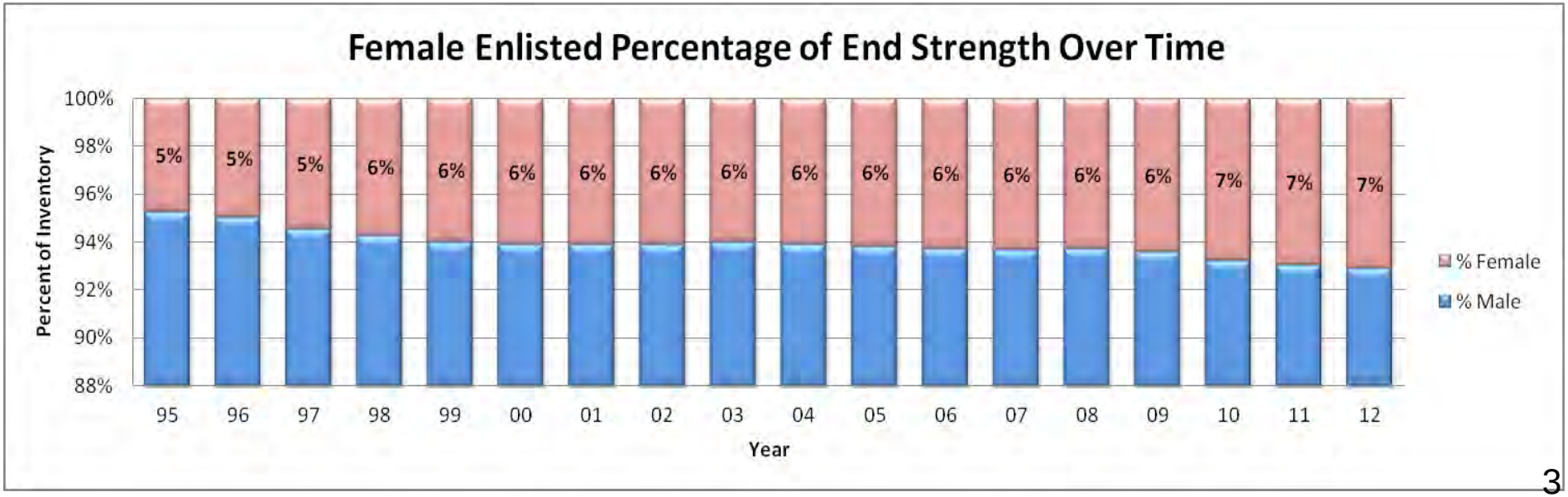
Active duty = 197K

Reserve = 38K

	Active Duty		Reserve	
	Officer	**Enlisted**	**Officer**	**Enlisted**
Female	1,362	12,415	253	1,336
Male	20,654	162,688	3,347	32,896
Total	22,016	175,103	3,600	34,232

Female Marine Corps Endstrength
FY95 – FY12





Top Influence Factors For Continued Service Officers

FY12 Officer Satisfaction Survey

Top Influence Factors to Stay	
Male	**Female**
1. Job Satisfaction	1. Job Satisfaction
2. Opportunity for promotion and advancement	2. Pay and allowances
3. Pay and allowances	3. Opportunity for promotion and advancement

Top Influence Factors to Leave Service	
Male	**Female**
1. Desire to start a second career	1. Family
2. Family	2. Desire to start a second career
3. Civilian job opportunities	3. Civilian job opportunities

Top Influence Factors For Continued Service Enlisted

Results from FY11 Enlisted Retention Survey

Top Influence Factors to Stay	
Male	**Female**
1. USMC Pride	1. USMC Pride
2. Opportunity to Lead & Train Marines	2. Opportunity to Lead & Train Marines
3. Ability to Choose Duty Station	3. Ability to Choose Duty Station

Top Influence Factors to Leave Service	
Male	**Female**
1. Civilian Job Opportunities	1. Number of Hours Worked
2. Number of Hours Worked	2. Civilian Job Opportunities
3. Housing Quality and Availability	3. Deployment Tempo

Efforts To Retain Highly Qualified Women

- Leadership: Commanders conduct formal counseling with Marines who are considering getting out of the Marine Corps.

- Active Duty to Selected Reserve. Active duty Marines have the option to transfer to the Selective Reserve, allowing USMC to retain qualified, quality Marines.
  - Financial incentive; bonus offered to attract active duty to Reserve affiliation
    - 20% of active duty female officers that got out in FY12 joined a drilling Reserve unit
    - 2.5% of active enlisted females that got out in FY12 joined a drilling Reserve unit (all were E-4 to E-6's)

- Enlisted to Officer commissioning programs
  - FY10 - FY12 Female accession goal was increased during this time to 8.5%
  - FY12 Female selection rate was 7.5% (female selection rate remained above 6.0% FY10 - FY11)

- Career Intermission Pilot Program
  - Draft policy currently being reviewed for implementation
  - Allows Marines (officers / enlisted) to temporarily leave active duty for up to 3 years
  - Retain full medical benefits and monthly pay stipend
  - Return to active duty to continue career path with payback obligation
  - Open to all occupational specialties with focus on communities with retention challenges

- Professional Female Organizations: promote retention, career development and mentorship
  - Sea Service Leadership Association (SSLA)
  - Women Marine Association

Questions