

## INFORMATION PAPER

Department of the Army, G-1  
19 Dec 19

**SUBJECT:** DACOWITS December 2019 Follow up RFI 7: Gender Integration Implementation Plan

1. Purpose: To reply to the DACOWITS December 2019 Quarterly Business Meeting follow up RFI on the gender integration implementation plan.

**Question i:**

What are the top five reasons (by number and percentage) for attrition from the MOS/rating producing schools for the previously closed positions to women?

**Response i:** In 2018, the top five reasons for attrition from initial entry training / MOS-producing schools for occupations previously closed to women are conditions that existed prior to service (888 separations / 48.9%), entry-level separations (810 separations / 44.6%), unsatisfactory performance (49 separations / 2.7%), medical (40 separations / 2.2%), and Army Physical Fitness Test failure (11 separations / 0.6%).

**Question ii:** What are the top five reasons (by number and percentage) for recycling into a later class in MOS/rating producing schools by gender?

**Response ii:** In FY19, the top five reasons for recycling into a later class are retraining, other, medical, physical fitness, and trainee discharge program as presented below:

Top 5 Reasons for recycle						
	Male		Female		Total	
Retraining	636	26%	440	25%	1076	26%
Other <small>ie. Retrainee In (from another course of Instruction), Retrainee Out (to another course of Instruction),</small>	449	19%	260	15%	709	17%
Medical	361	15%	347	20%	708	17%
Physical Fitness	327	14%	271	15%	598	14%
Trainee Discharge Program	234	10%	126	7%	360	9%
<b>Total Recycled FY19</b>	<b>2403</b>	<b>58%</b>	<b>1758</b>	<b>42%</b>	<b>4161</b>	<b>100%</b>

**Request for Information (RFI) 7i & 7ii**

Military Services:

- i. What are the top five reasons (by number and percentage) for attrition from the MOS/rating producing schools for the previously closed positions to women?
- ii. What are the top five reasons (by number and percentage) for recycling into a later class in MOS/rating producing schools by gender?

**Answer:**

- i. NSWC only tracks four reasons for attrition: Drop on Request (DOR), Administrative Drop, Medical Drop, and Performance Drop.

	Drop on Request	Administrative	Medical	Performance	Total
<b>2017</b>					
SO: SEAL (Enlisted)	62.6 %	1.4 %	4.2%	4.2%	72.3%
SEAL (Officer)	15.5 %	1.0 %	5.2%	5.2%	25.8%
SB: SWCC	60.4 %	2.7 %	3.6%	5.4%	72.1%
<b>2018</b>					
SO: SEAL (Enlisted)	51.2%	3.4%	11.1%	16.9%	82.6%
SEAL (Officer)	21.1%	2.6%	14.5%	21.1%	59.2%
SB: SWCC	61.3%	1.2%	3.1%	3.7%	69.3%
<b>2019</b>					
SO: SEAL (Enlisted)	42.3%	3.6%	13.8%	15.5%	75.2%
SEAL (Officer)	8.5%	1.2%	11%	24.4%	45.1%
SB: SWCC	34.7%	1.6%	5.2%	9.8%	51.3%

In 2017, there were two female SWCC candidates. One dropped on request and one was medically dropped.

In 2018, there was one female SWCC candidate. One was administratively dropped.

In 2019, there have been four female SWCC candidates. All of which are currently in the SWCC training pipeline.

- ii. NSWC only tracks three reasons for Pulls and/or Rolls: Administrative, Medical, and Performance.

	<b>Administrative</b>	<b>Medical</b>	<b>Performance</b>	<b>Total</b>
<b>2017</b>				
SEAL (Enlisted)	3.7%	24.1%	20.5%	48.3%
SEAL (Officer)	4.1%	28.9%	29.9%	62.9%
SWCC	3.6%	18%	21.6%	43.2%
<b>2018</b>				
SEAL (Enlisted)	9.8%	28%	32.9%	70.7%
SEAL (Officer)	21.1%	23.7%	36.8%	81.6%
SWCC	1.2%	19%	11.7%	31.9%
<b>2019</b>				
SEAL (Enlisted)	12.2%	18.7%	19.1%	50%
SEAL (Officer)	2.4%	12.2%	25.6%	40.2%
SWCC	5.2%	14.0%	14%	33.2%

In 2017, none of the female SWCC Candidates were pulled or rolled.

In 2018, the female SWCC candidate was administratively rolled, and subsequently administratively dropped.

In 2019, one female SWCC candidate was medically rolled.

# DACOWITS RFI #7

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**COMSUBLANT Director for Manpower  
and Personnel  
Mr. Steve McShane**



# DACOWITS – RFI Gender Integration Implementation Plans (#7)

**What are the top five reasons (by number and percentage) for attrition from the MOS/rating producing schools for the previously closed positions to women?**

- Non-nuclear trained enlisted Sailor attrition reasons**

Year	Total Attrition				Reason
	Female		Male		
	Number	Percent	Number	Percent	
2017	6	75%	349	80%	Medical (all)
	2	25%	38	9%	Legal (pre and post service)
	0	0%	33	8%	Stop Loss - No record in CeTars
	0	0%	8	2%	PRT Failure at RTC
	0	0%	8	2%	Loss Motivation - poor attitude
2018	24	69%	379	67%	Medical (all)
	7	20%	84	15%	Physical Performance - NON PRT Fail at RTC
	3	9%	57	10%	Legal (pre and post service)
	1	3%	12	2%	Stop Loss - No record in CeTars
	0	0%	24	4%	PRT Failure at RTC
2019	16	55%	370	70%	Medical (all)
	9	31%	102	19%	Physical Performance - NON PRT Fail at RTC
	3	10%	35	7%	Legal (pre and post service)
	1	3%	9	2%	PRT Failure at RTC
	0	0%	8	2%	Stop Loss - No record in CeTars



# DACOWITS – RFI Gender Integration Implementation Plans (#7)

**What are the top five reasons (by number and percentage) for attrition from the MOS/rating producing schools for the previously closed positions to women? (cont.)**

- Officer attrition reasons**

School	Total Attrition				Reason
	Female		Male		
	Number	Percent	Number	Percent	
Nuclear Power School (NPS) Classes 1403-1902	17	73.9%	148	80.9%	Lack of Ability
	6	26.1%	29	15.8%	Medical
	0	0.0%	5	2.7%	Administrative
	0	0.0%	1	0.5%	Demonstrated Unreliability
Nuclear Power Training Unit (NPTU) Classes 1306-1805	2	20.0%	82	51.9%	Lack of Ability
	8	80.0%	68	43.0%	Medical
	0	0.0%	6	3.8%	Administrative
	0	0.0%	2	1.3%	Demonstrated Unreliability
NPS/NPTU Combined	19	57.6%	230	67.4%	Lack of Ability
	14	42.4%	97	28.4%	Medical
	0	0.0%	11	3.2%	Administrative
	0	0.0%	3	0.9%	Demonstrated Unreliability



# DACOWITS – RFI Gender Integration Implementation Plans (#7)

**What are the top five reasons (by number and percentage) for recycling into a later class in MOS/rating producing schools by gender?**

- **The tables below show the reasons for non-nuclear trained enlisted Sailor who re-class from a submarine rating into a non-submarine rating (e.g., from Submarine Sonar Technician to Surface Sonar Technician) from 2017 to 2020 (partial year)**

Male	
Medical	50.36%
Disciplinary	25.40%
Academic	19.71%
Security Clearance	3.21%
Voluntary Reclass	0.88%
Program Disqual	0.44%

Female	
Medical	65.22%
Academic	13.04%
Voluntary Reclass	13.04%
Security Clearance	8.70%
Disciplinary	0.00%
Program Disqual	0.00%

**Note: Submarine Sailors are not recycled from one submarine rating to another. They are usually re-classed into a non-submarine community or ADSEP from the Navy.**

1/9/2020

INFORMATION PAPER

Subj: TRAINING AND EDUCATION COMMAND, HQMC, USMC, FOLLOW ON  
RESPONSE FOR DACOWITS RFI #7 DECEMBER 2019

**RFI 7 - Gender Integration Implementation Plans:  
Military Services:**

i. What are the top five reasons (by number and percentage) for attrition from the MOS/rating producing schools for the previously closed positions to women?

- Academic                    563     52%
- Medical                     320     30%
- MSPS\*                      72      7%
- Administrative            57      5%
- Swim Drop                 29      3%

\*MOS Specific Performance Standards (MSPS)

ii. What are the top five reasons (by number and percentage) for recycling into a later class in MOS/rating producing schools by gender?

- Drop on Request 316     39%
- Academic                 164     20%
- Medical                    126     16%
- Administrative            51      6%
- Pre-Req                    42      5%





## DEPARTMENT OF THE AIR FORCE WASHINGTON DC

17 December 19

MEMORANDUM FOR AF/A3

FROM: AF/A3S

SUBJECT: DACOWITS Requests for Information, Follow-Up Questions, December 2019  
Quarterly Business Meeting (HAF191211OSSC)

1. This memorandum provides responses to the AF/A1 tasker received 11 December 2019 requesting responses to follow-up questions for the Defense Advisory Committee on Women in Services (DACOWITS) RFI 7 (Gender Integration Implementation Plans) from December QBM (Tab 1).

2. RFI 7 - Gender Integration Implementation Plans:

- i. *What are the top five reasons (by number and percentage) for attrition MOS/rating producing schools for the previously closed positions to women?*
  - a. Over a 3-year period (spans period of female entry), the Special Warfare Training Wing (SWTW) has had one (1) female candidate enter an AFSC awarding course. She entered the USAF as a Pararescue candidate, but did not make it past the Course of Initial Entry (COIE) due to injury. After rehabilitation, she was then reclassified into TACP, graduated the COIE (TACP Prep), but failed to meet the physical standards of Block 1 of TACP Apprentice due to injury and was medically eliminated.
  - b. In total, ten (10) females have attempted the COIE and two are awaiting COIE entry. Top 5 reasons:
    - i. 5x Medically eliminated
    - ii. 2x Self eliminated
    - iii. 2x Non-selects from Assessment and Selection Course
    - iv. 1x Performance failure
  - c. In FY19, the SWTW had 622 males enter training. In the COIEs:
    - i. 49x Medically eliminated (7.8%)
    - ii. 149x Self eliminated (24%)
    - iii. 79x Performance failures (13%)
    - iv. 1x Disciplinary Issue (.1%)
- ii. *What are the top five reasons (by number and percentage) for recycling into later class in MOS/rating producing schools by gender?*
  - a. No females have recycled in FY19. In FY19 there were 151 recycles and 344 first-time starts in MOS awarding courses – all male candidates
  - b. The top 5 reasons are:
    - i. Self-Elimination
    - ii. Performance Issues
    - iii. Quitting by Action
    - iv. Medically eliminated
    - v. Discipline