



# **DACOWITS RFI #2**

## **Briefer Command**

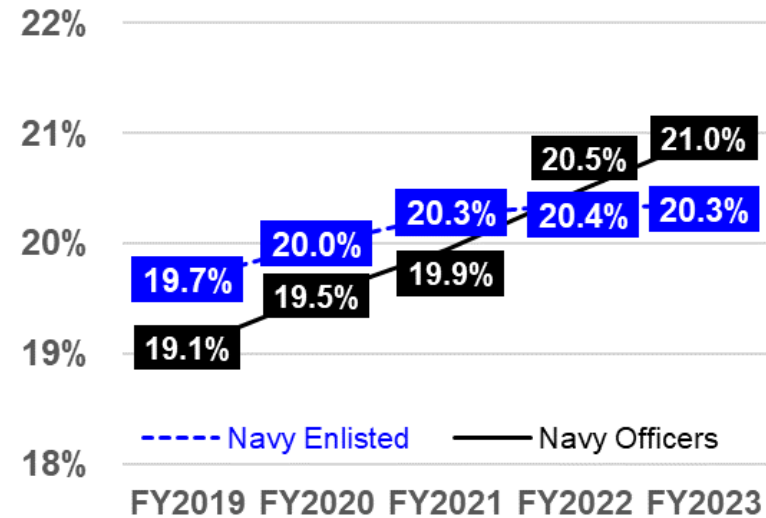
### **December 2023**



# DACOWITS RFI #2a

	End of Fiscal Year Snapshots					Trend (5 Yr)
	FY2019	FY2020	FY2021	FY2022	FY2023	
<b>CWO2-5</b>	7%	8%	9%	10%	11%	
<b>O1</b>	23%	23%	23%	24%	24%	
<b>O2</b>	22%	23%	23%	22%	23%	
<b>O3</b>	21%	22%	22%	23%	24%	
<b>O4</b>	18%	19%	20%	20%	21%	
<b>O5</b>	13%	14%	14%	14%	15%	
<b>O6</b>	11%	12%	12%	12%	13%	
<b>Flag Officers</b>	9%	7%	6%	7%	7%	
<b>Navy Officers</b>	<b>19.1%</b>	<b>19.5%</b>	<b>19.9%</b>	<b>20.5%</b>	<b>21.0%</b>	

	End of Fiscal Year Snapshots					Trend (5 Yr)
	FY2019	FY2020	FY2021	FY2022	FY2023	
<b>E1</b>	23%	23%	23%	23%	24%	
<b>E2</b>	24%	24%	23%	23%	23%	
<b>E3</b>	25%	25%	25%	25%	24%	
<b>E4</b>	23%	23%	23%	23%	22%	
<b>E5</b>	20%	21%	21%	22%	22%	
<b>E6</b>	14%	15%	15%	16%	16%	
<b>E7</b>	13%	13%	13%	14%	14%	
<b>E8</b>	10%	10%	11%	11%	12%	
<b>E9</b>	8%	8%	9%	10%	10%	
<b>Navy Enlisted</b>	<b>19.7%</b>	<b>20.0%</b>	<b>20.3%</b>	<b>20.4%</b>	<b>20.3%</b>	

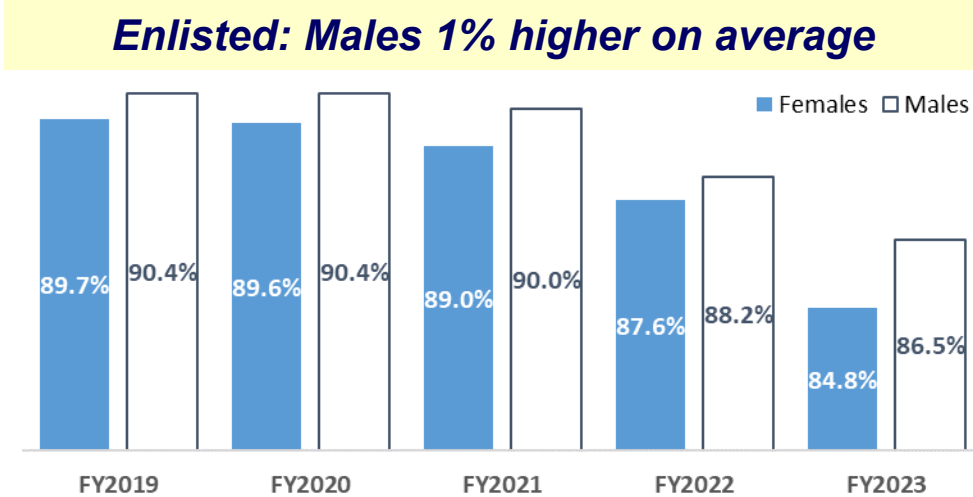


**Navy's gender diversity continues to improve**

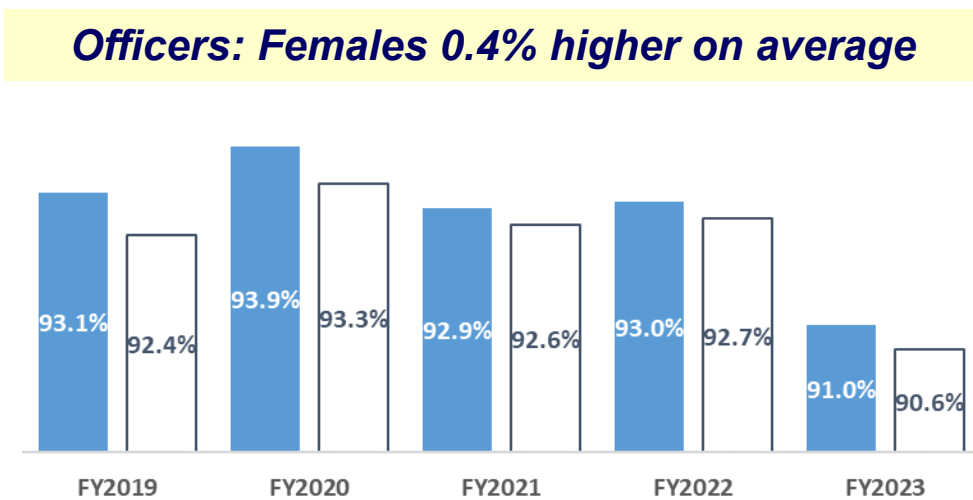


# DACOWITS RFI #2b

Enlisted	Annual Continuation	Female Rate	Male Rate
	FY2019	89.7%	90.4%
	FY2020	89.6%	90.4%
	FY2021	89.0%	90.0%
	FY2022	87.6%	88.2%
	FY2023	84.8%	86.5%



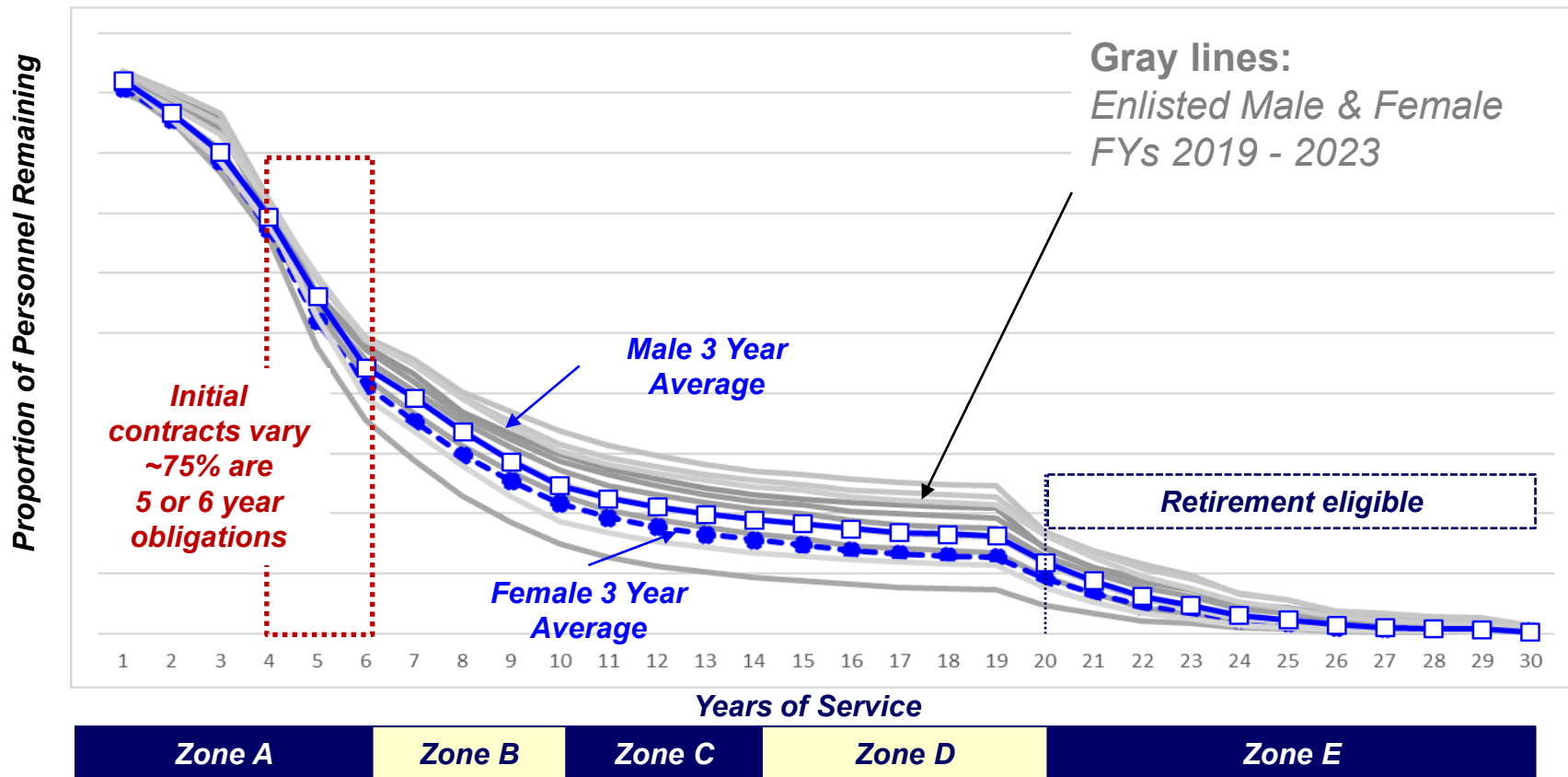
Officers	Annual Continuation	Female Rate	Male Rate
	FY2019	93.1%	92.4%
	FY2020	93.9%	93.3%
	FY2021	92.9%	92.6%
	FY2022	93.0%	92.7%
	FY2023	91.0%	90.6%





# DACOWITS RFI #2b

- Navy tracks impact of continuation rates over time
- Behavior varies over span of career

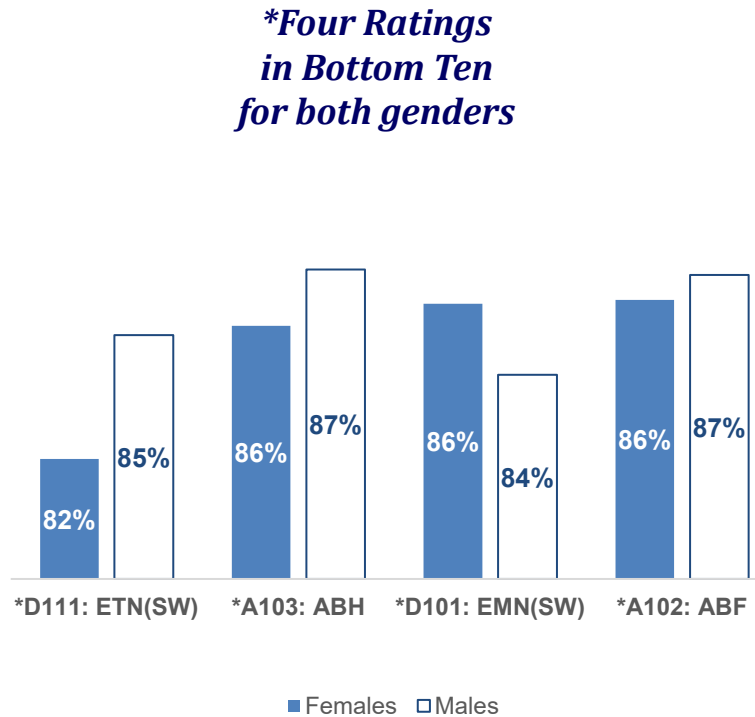


**Over time, minor gender differences in continuation (~2% on average)**



# DACOWITS RFI #2c

<i>Females</i>	
<i>EMC : Rating</i>	<i>Rate</i>
*D111: ETN(SW)	82.1%
E200: EOD	84.1%
B311: FC AEGIS	85.1%
B640: MA	85.2%
A550: AWV	85.3%
*A103: ABH	85.6%
B121: GSE	86.1%
*D101: EMN(SW)	86.1%
*A102: ABF	86.2%
B230: IC	86.3%
<b>Female Average</b>	<b>88.2%</b>



<i>Males</i>	
<i>EMC : Rating</i>	<i>Rate</i>
*D101: EMN(SW)	84.3%
D134: MMNELT(SW)	85.0%
*D111: ETN(SW)	85.3%
D131: MMN(SW)	86.1%
*A102: ABF	86.9%
*A103: ABH	87.0%
A420: AO	87.3%
A430: AS	87.3%
D100: EMN(SS)	87.3%
D130: MMN(SS)	87.4%
<b>Male Average</b>	<b>89.1%</b>

5 year average continuation rates (FYs19-23)



# DACOWITS RFI #2d and g

- **While Top 10 Factors remained consistent among demographics, the order in which they were ranked did vary among demographic groups.**
- **Females vs. Males**
  - Females ranked health related concerns as #1 factor, driven by enlisted personnel (#7 for males)
  - Career Assignments and Promotion/Advancement Opportunities rated higher for males than females
- **Enlisted vs. Officer (All)**
  - Leadership, health-related concerns, and command climate all rated higher for enlisted personnel than officers.
- **Enlisted vs. Officer (Female)**
  - Females ranked health care concerns and command climate higher than officers.
  - Officers ranked work-life balance higher than enlisted
- **Enlisted vs. Officer (Males)**
  - Enlisted ranked command climate and health care concerns higher than officers
  - Officers ranked impact on family and promotion/advancement opportunities higher than enlisted



# DACOWITS RFI #2e

- Navy's Office of Women's Policy (OWP) was re-established in 2021 and advocates for Navy Servicewomen throughout the enterprise to advise the Chief of Naval Operations (CNO) and Chief of Naval Personnel (CNP) on policies and programs to advance Navy culture, and enhance the recruitment and retention of women in the Navy.
- OWP is a Navy point of contact for affinity groups and professional development organizations (Sea Service Leadership Association, Academy Women) to assist in communicating Navy's strategy to attract, recruit, develop and retain a diverse force. OWP also has continuing coordination with BUMED Office of Women's Health, DoD Women in Service Working Group, and Sister service Women's Initiatives Team.
- Sponsors the annual Captain Joy Bright Hancock and Master Chief Anna Der Vartanian Leadership Awards to recognize and honor the inspirational and visionary Officer and Enlisted Navy Service members whose ideals and dedication foster an inclusive culture by reinforcing the integral role of women in the Navy.
- Established the Navy-wide Command Advisor on Parenthood & Pregnancy Program (CAPP) to ensure Sailors, regardless of their gender, are aware of their rights, responsibilities, and resources available to them as they make the transition into parenthood by serving as the main point of contact for any Sailor, regardless of parenthood or pregnancy status.



# DACOWITS RFI #2e

- Released the updated Parenthood & Pregnancy (P&P) Mobile Application to assist Sailors and their leadership to navigate the unique military challenges of parenthood.
- Executing FY21 NDAA amendment to establish a pilot program for issuing maternity-related uniform items to pregnant members of the Armed Forces at no cost to the member, the Navy launched its Maternity Pilot Program (MPP) in January 2022.
- Expanded female uniform and grooming standards regarding hair styles, footwear, swimwear, earrings, hosiery, and slacks, based on feedback from the fleet to increase the propensity for women to serve.
- Removal of the Wellness Physical Fitness Assessment (PFA) for postpartum Sailors. It required postpartum Sailors to participate in an unofficial PFA between 6-9 months following a qualifying birthing event (QBE), in order to help women pass their first PFA after a QBE.
- Established policies to all access to non-covered reproductive health care, allowing Sailors either an administrative absence or travel and transportation allowances to facilitate official travel to access non-covered reproductive health care that is unavailable within the local area of a Sailor's permanent duty station. The same travel and transportation allowances may also be available to a Sailor's dependents.
- Updated the command notification of pregnancy policy to allow Sailors appropriate privacy protections in the early months of pregnancy and delay notifications of pregnancy status to the Sailor's command to 20 weeks gestation unless there are special circumstances requiring earlier notification.





# DACOWITS RFI #2e

- Navy's Women's Initiatives Team (N-WIT), set to launch imminently as a Community of Practice (CoPs). CoPs have existed, but on an ad hoc basis, without the structure necessary to identify and remove barriers Navy wide. A formalized N-WIT will deliberately build a stronger Navy and advance Navy culture by providing additional structure for OWP to work with Navy community leaders to identify and remove barriers for Servicewomen.
- Updating OPNAVINST 6000.1D "Navy Guidelines for Parenthood & Pregnancy" is currently being updated to reflect newly implemented policies for parental leave, non-covered reproductive healthcare, notification of pregnancy, maternity pilot program for uniforms, and lactation policies, guidance on workplace assignments, and postpartum considerations.



# DACOWITS RFI #2f

- **Navy distributes two monthly surveys as a part of the Retention Survey Program**
  - Milestone Survey: Distributed monthly to personnel approximately 1.5 years prior to SEAOS to a random sample of personnel
  - Exit Survey: Distributed monthly to personnel that have indicated they are separating from active service approximately 6 months prior to EDLN
- **Surveys contain core questions every personnel answers and 15 major factors that can influence retention decisions**
  - Personnel rate 15 major factors (e.g., impact on family, work-life balance) on a 1-7 scale
    - For all factors rated as a major influence to leave or stay, participants are given follow up questions to gain more detail about each of the major factors



# DACOWITS RFI #2g

- **Updated Exit Survey Launched in April 2023 with new questions to gain better insights on retention/separation decisions**
  - Which factor influenced your decision the most
  - Inclusion of health-related concerns as a major factor impacting retention decisions
- **Top 10 factors consistent for all demographic breakdowns**
  - Work-life balance, leadership, career assignments, impact on family, health related concerns, command climate, promotion advancement opportunities, current job satisfaction, civilian job/educational opportunities, and monetary compensation
  - Other factors surveyed, which never reached top 10 status: Personnel policy/programs, housing, medical benefits, other benefits, and fitness reports/recognition
- **Work-life balance, leadership, and impact on family among the top factors for all demographic groups**



# DACOWITS RFI #2h

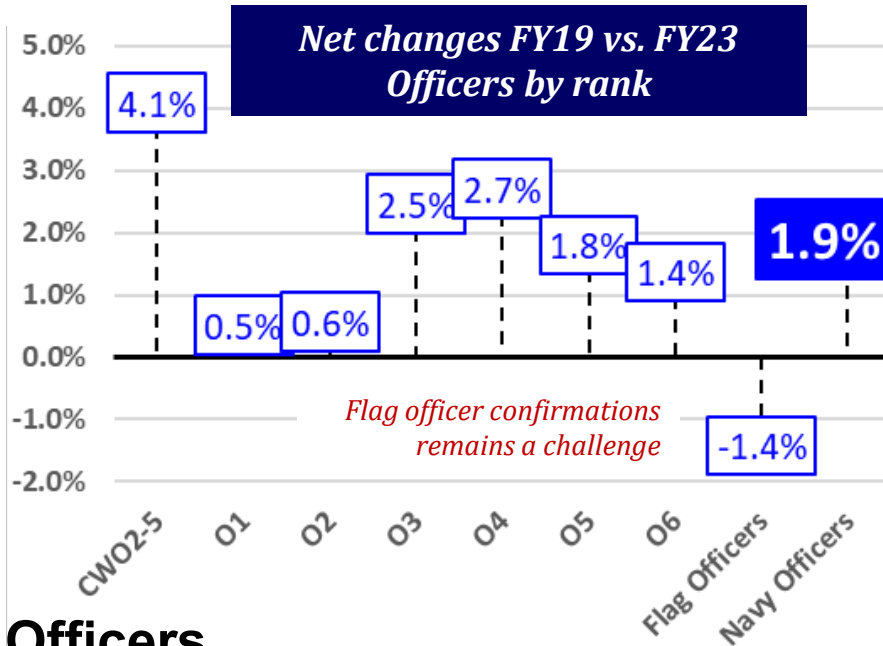
- **Broad categories (i.e., the major factors) serve two purposes in the exit survey**
  - Summarize results at a high level
  - Provide a filtering mechanism for more detailed questions
- **Respondents are given follow-up questions to obtain more detail about the factors they feel are most important**
  - Impact on family detail questions ask about impacts of PCS moves on family/children, geographic location impact on spouse's career, childcare, separation from family/friends, children's education, family support programs, family support for Navy career, and proximity to extended family
  - Career Assignments detail questions ask about detailers (availability, knowledge of open jobs), PCS (frequency, control over destination), and variety/satisfaction with job choices available
  - Using major factors as filter mechanism enables the survey to be shortened by not asking lots of detailed questions about topics that didn't influence retention decision



# Supporting Information



# DACOWITS RFI #2a

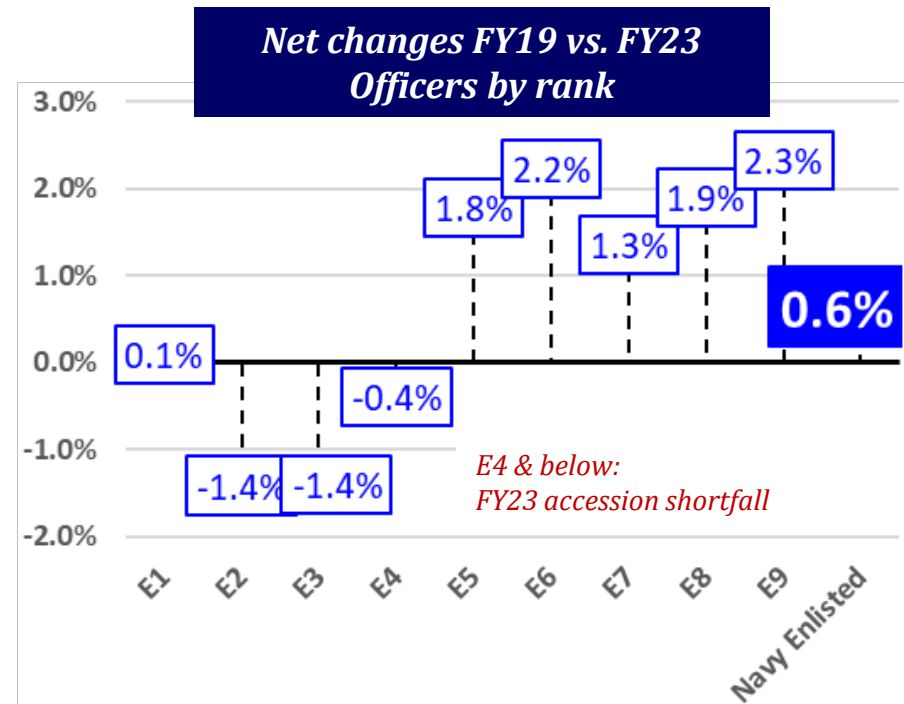


## Officers

- Increases at nearly every grade
- Most impactful growth: O3 – O6
- ADM Lisa Franchetti: 33<sup>rd</sup> CNO
  - 1<sup>st</sup> Female as CNO & member JCS

## Enlisted

- Growth in E5 & above
- E6 & up supports CWO growth



**Growth among O3 to O6 and in E5-E9 points to positive trends**