



# UNITED STATES ARMY RECRUITING COMMAND

***CRUSH IT!!!!***



**USAREC RESPONSE TO RFI 1.4**



**BE ALL YOU CAN BE.**



**UNCLASSIFIED**



## USAREC RESPONSE TO DACOWITS RFI 1.4



### 1.4 – Military Services' Chief Recruiters:

- a. **How do delays or disqualifications at MEPS impact the recruitment process? Please provide figures for FY22 compared to FY23, so we have context to see if things are better, worse, or the same.**

Answer: Floor Conversion for FY22=73%, FY23=79%

- b. **To date for FY24, what percentage of your fiscal year recruiting goal have you met? How does this compare to the same point in time for FY23?**

Answer: To the end of April for FY 23 and FY 24.

FY23-  $21,917/65,000 = 33.7\%$

FY24-  $24,038/55,000 = 43.7\%$

- c. **To date, what percent of your FY24 recruits are women and men? How does this compare to the same point in time for FY23?**

Answer: To the end of April for FY 23 and FY 24.

Females Accessions

FY23-  $3,712/65,000 = 5.7\%$

FY24-  $4,037/55,000 = 6.2\%$

- d. **What barriers/inhibitors/challenges, and/or concerns are recruiters encountering when engaging with potential female applicants?**

Safety concerns of applicants and influencers; females are underrepresented in the recruiting force; Lack of knowledge regarding opportunities in all Military Occupational Specialties (MOSs)

- e. **What specific strategies are or could be used to address/mitigate these barriers/challenges?** Total Army Involvement in Recruiting (TAIR); Female Engagement Teams (FET); Understanding of Programs to address Sexual Assault/Sexual Harassment; Station of Choice

- f. **Are there any additional challenges not already annotated that are impacting your Service's ability to recruit women?** Single parent restriction; concerns about ability to raise a family in the future

- g. **What are the facilitators that impact your Service's ability to recruit women?** Soldier Referral Program; Targeted Marketing Campaign; access to affordable childcare; Military Parental Leave Program