

DACOWITS RFI # 5.1 & 5.2 (JUNE 2024)

Subj: IMPACT OF KEY INFLUENCERS ON SERVICEWOMEN'S CAREER PATHS

The Committee continues to observe modest increases in the percentage of women joining the military and consistently low rates of women entering previously closed positions, such as Special Operations, Special Tactics Officers (STOs), Combat Rescue Officers (CROs), Navy SEALs, etc. The Committee is trying to understand how Reserve Officer Training Corps (ROTC) engages potential future ROTC cadets (students applying to ROTC and currently in High School or in college but not enrolled in ROTC) and current ROTC cadets to educate them, especially females, on all career opportunities, but specifically on the previously closed career fields.

**RFI # 5.1** - The Committee requests a written response from the Military Services how the associated Service ROTC programs on how they educate, inform, encourage cadets and future cadets on all career opportunities, but specifically on previously-closed positions, with understanding the Committee's purpose is to present recommendations to the Secretary of Defense on the assigned topic of key influencers to grow women's participation in previously-closed career fields. Written responses should include the following:

a. Annual learning plans showing opportunities to educate and inform on previously closed positions to all current ROTC cadets. Request calendar for 2020 and beyond by FY and/or academic year.

b. Annual calendar of events showcasing specific topics on previously closed positions (e.g., monthly meetings with different members serving in those positions to educate cadets on the lifestyle, operations tempo of the career field, etc.). Request calendar for 2020 and beyond by FY and/or academic year.

c. Metrics for ROTC graduates, by graduation year, for those applying for, being selected for previously closed positions. Provide data by year, gender, name, and specialty code (MOS/AFSC) of the previously closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

**RESPONSE for RFI # 5.1:**

Marine Corps Recruiting Command (MCRC) conducts talks with High School Juniors and Seniors to provide exposure to Naval Reserve Officer Training Corps (NROTC) scholarship opportunities and generate applications while generating a positive attitude towards the Marines Corps. The NROTC program manager at the Recruiting Station conducts the final components of the students' application and submits packages to Marine Corps Districts for a competitive selection process. MCRC aims to build sufficient interest in highly qualified high school students for a potential commission in the United States Marine Corps, regardless of career preference or gender. Specific data as to how NROTC cadets are educated, informed, and encouraged to specific career fields should be addressed to Naval Education Training Command who manages the Department of the Navy's NROTC program.

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In March 2024 (via RFI 4), the Committee received briefings from the Military Service Academies on the key influencers and opportunities to educate cadets/midshipmen about prospective career fields. Many of the briefings discussed events but lacked the needed level of specificity.

**RFI 5.2** - The Committee requests a written response from the Military Service Academies (MSA) the following:

a. Annual learning plans showing opportunities to educate and inform cadets/midshipmen on previously closed positions and for the year of the cadet/midshipmen (e.g., X event occurs in freshman year, sophomore year, etc.). Request calendars for 2020 and beyond by FY and/or academic year.

b. Annual calendar of events showcasing specific topics on previously closed positions (e.g., monthly meetings with different members serving in those positions to educate cadets/midshipmen on the lifestyle, operations tempo of the career field; ad hoc opportunities by visiting members who serve in those career field to the MSAs, formally planned events to educate/inform students on those career fields, etc.). Request calendars for 2020 and beyond by FY and/or academic year. The calendars can and should be the planned events, as well as retroactively include those ad hoc events that occurred by happenstance. Also list the focused audience for the event (e.g., freshman, sophomore, seniors who selected/received that specific career field/specialty).

c. Service Academy developmental plans to include policies, instructions, regulations, and annual objectives and/or goals to educate/inform students on previously closed opportunities through summer programs (e.g., Ops Air Force, USNA's Summer Training Program, etc.). The goal of the Committee here is to understand how summer programs educate to influence.

d. Metrics for graduates, by graduation year for 2017 through 2023, for those applying for (having in their top 5 desired career choices), being selected for previously closed positions. Provide data by year, gender, name of specialty code (MOS/AFSC) of the previously closed position. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

**RESPONSE for RFI # 5.2:**

The Marine Corps does not have a Service Academy; however, individuals may attend the Naval Academy and elect the Marine Option.

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**5.3** - The Committee requests a written response from the Military Services the following:

a. The recruitment/outreach campaigns, activities, information, events, etc. directed toward promoting and growing the inclusion of women into previously closed career fields (e.g., marketing campaigns to include internal Service planning/communications plans to educate/inform the public of women's opportunities into previously closed positions, signing bonuses associated/aligned for women to sign/be assigned to previously closed career fields, etc.).

b. The opportunities afforded to enlisted personnel (with an emphasis at better information/understanding for women's opportunities) to apply and/or cross- train, after enlisting, to a previously closed career field. Ensure response provides any cross-train bonus, retention bonus, etc. and if specific to men, women, or any Service member.

c. Any roadmap/action plan designed to increase women into previously closed career fields. Response should include year of planning, milestones for action/implementation, assessment of those previously executed activities to assess measure of effectiveness. Provide response by FY and include future year's information if part of a future roadmap/implementation/action plan. If no specific plans are designed just for women, provide the plan, purpose, objective, goal, and outcome for cadets, midshipmen, officers, future enlistees, or current enlistees regardless of gender.

**RESPONSE for RFI # 5.3:**

There are no officer or enlisted programs specifically designated towards women, however, MPP plans and programs accessions and retention to meet/maintain end-strength, by-grade and PMOS, which impacts all Marines.