

**RFI Category and Number: DACOWITS RFI #1**

**RFI Question:** *DACOWITS continues to believe the increased accession of women into the Military Services will help create a stronger, more capable force. The Committee requests a written response from DoD and the Military Services on information, outcomes, and impact of DoD/Service funded Public Affairs Community Relations and Marketing Programs that support recruitment.*

**RFI Response:** *U.S. Naval Sea Cadet Corps (USNSCC)*

**Type of activity:** *The USNSCC is a youth development organization made up of two separate programs. The senior program is the Naval Sea Cadet Corps, which enrolls young men and women from age 13 through the completion of high school. The junior program is the Navy League Cadet Corps, which enrolls young men and women from ages 10-13. In close cooperation with the U.S. Navy and U.S. Coast Guard, the USNSCC provides an opportunity for young people to learn about maritime subjects, to sample military life and career fields, and to improve themselves through challenging training and educational programs. USNSCC training consists of hundreds of separate opportunities to learn work alongside Navy and Coast Guard professionals whose experience spans from aviation, construction, dive, food service, medical, legal, law enforcement, music, photojournalism, to SWCC, EOD, and SEAL training. Cadets are also able to participate in Science, Technology, Engineering, and Math initiatives, including local and nationwide efforts such as the Office of Naval Research's SeaPerch program, the Air Force Association's national youth cyber program (CyberPatriot) and Robotics in partnership with Carnegie Mellon University. The USNSCC is currently developing an age-appropriate drone/quadcopter curriculum focusing on avionics and aeronautics.*

**Financial cost:** *The USNSCC is a Congressionally chartered, non-profit youth development corporation. The National Defense Appropriations Act provides programmatic funding in addition to baseline funding provided by Navy Recruiting Command (NRC). Funding is approved and made available through a grant from Naval Supply Systems Command, Fleet Logistics Center. NRC has historically provided a base line \$1.7M each year to USNSCC to support their training programs. USNSCC lobby's Congress for any remaining requirement – Congress appropriated \$4.3M for FY20.*

**Return on investment:** *The USNSCC program contributes an average of 0.46% to annual mission. The USNSCC program supports MyNavyHR Line of Effort (LOE3), Man the Fleet, via our Strategic Outreach programs. Navy Recruiters are not goaled to find Sea Cadets for service, and Sea Cadets are not required to join the Navy as a condition of membership. Historically the percentage of Sea Cadets who join the Navy is less one percent (<1%). Prior membership in the*

*Sea Cadet program is self-reported by the future Sailor to their recruiter. Because this is applicant self-reported, it is possible that the total number of Sea Cadets recorded as joining the Navy is under reported. A loss of <1% potential applicants would likely not require changes in manpower or funding to address the shortfall.*

	<i>Sea Cadet Accessions</i>	<i>NRC Mission</i>	<i>% of Mission</i>
<i>FY17</i>	<i>161</i>	<i>35,107</i>	<i>0.46%</i>
<i>FY18</i>	<i>168</i>	<i>38,915</i>	<i>0.44%</i>
<i>FY19</i>	<i>179</i>	<i>38,973</i>	<i>0.46%</i>
<i>FY20</i>	<i>203*</i>	<i>44,100</i>	<i>0.46%**</i>
<i>FY21</i>	<i>203*</i>	<i>44,100</i>	<i>0.46%**</i>

*\* Estimated Number*

*\*\* Average percent of mission from FY17 to FY19.*

***Geographic coverage:*** *The USNSCC consists of nearly 400 units across the continental United States, Hawaii, Alaska, and U.S. territories (Puerto Rico and Guam). For purposes of effective management and administration, the USNSCC is managed by a national headquarters (NHQ), with authority delegated to several NHQ representatives, each with a specific geographic area of responsibility (AOR). These AORs are further divided into regions, each of which is managed by a volunteer regional director. Regional directors, in turn, supervise the units and unit commanding officers within their regions.*

***Percentage of women participants of the total population (in 2010 and 2015):*** *The USNSCC could only provide demographic data for the cadet population starting in FY15.*

*FY15: 19% female cadets*

*FY19: 22.9% female cadets*

***Educational outcome for the students:*** *USNSCC tracks cadet participation through high school graduation. In the past 5 years, less than 115 cadets left the program for “academic issues” – less than 25 per year (0.6% of all discharges). Based on information gathered from USNSCC exit surveys for 2018 and 2019 participating high school graduates, the following post-high school plans were captured:*

- *2018 graduation plans survey (871 total surveys)*
  - *Two-year college: 48 (5.5%)*
  - *Four-year college: 388 (includes USNA, NROTC, other service academies) (44.5%)*
  - *Navy Enlistments: 188 (21.6%)*
  - *USA, USMC, USAF, USCG Enlistment: 139 (15.9%)*
  - *Public service career (law enforcement etc.): 14 (1.6%)*

- Unknown: 94 (10.8%)
- 2019 graduation plans survey (846 total surveys)
  - Two-year college: 54 (6.4%)
  - Four-year college: 391 (includes USNA, NROTC, other service academies) (46.2%)
  - Navy Enlistments: 185 (21.9%)
  - USA, USMC, USAF, USCG Enlistment: 139 (15.5%)
  - Public service career (law enforcement etc.): 14 (1.6%)
  - Unknown: 90 (10.6%)

*USNSCC data on graduation plans has been suspect because of low response rates, plans that change after graduation, and missing data from cadets who leave the program at age 16 or 17.*

**Percentage of students who completed the program:** *Per the USNSCC Regulations, a cadet is considered to have completed the program upon being “honorably discharged”. Honorable discharge is defined as: (1) A League Cadet (age 10-13) who is in good standing, is honorably discharged when the cadet transfers to a Sea Cadet unit and becomes a Sea Cadet. (2) A Sea Cadet (age 13-18) who is in good standing and has advanced to the rate of Seaman/Airman or above, is honorably discharged from the USNSCC when the cadet:*

- (i) withdraws anytime after attaining the rate of Chief Petty Officer,*
- (ii) withdraws within four months of graduating high school, or*
- (iii) reaches the maximum age.*

*League Cadets join at an average age of 11.7, and are discharged at an average age of 12.7 (nearly half go on to be Sea Cadets at age 13). Sea Cadets join at an average age of 14.4, and are discharge at an average age of 16.6.*

- *36.0% of cadets complete the program*
  - *Of cadets who start as League Cadets, 25.7% complete the program as a Sea Cadet.*
  - *Of cadets who start as Sea Cadets, 37.48% complete the program.*
- *About 4.6% of cadets advance to Sea Cadet Chief Petty Officer (E-7).*

**Program impacts on improving the recruitment of women:** *Historical ROI data shows that future Sailors with prior membership in the USNSCC contribute to .46% of the overall Navy recruiting mission each year. Of the 508 Sea Cadets that joined the Navy from FY17-FY19, 80 (15.7%) were women cadets.*

*Hours Expended Answering this RFI: 20 hours*

*POC or office responsible: CNRC Outreach and Diversity Department*