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# Career Intermission Program (CIP)

Manpower & Reserve Affairs  
Headquarters United States Marine Corps



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## RFI #14

# Career Intermission Program

- USMC Program
  - Retain quality Marines who might otherwise exit service by providing an opportunity to pursue interests outside the service and return to active duty.
  - Applications received and approved at M&RA
  
- Open to all genders, targeted to retain career Marines
  
- Low take rate since 2013
  - 23 Marines applied for CIP; 19 Marines were approved; 14 Marines executed CIP
  - 11 Marines have completed intermission and 9 returned to Active Duty in the USMC; 2 were accepted for Interservice Transfer to the Navy
  - 32% Female (6/19 approved participants are female; no females disapproved)
    - Reasons provided: Complete graduate level education/work, spend time with family, travel the world, seminary
    - Occupations: Combat arms, combat support, aviation, aviation support

INFORMATION PAPER

Subj: USMC CAREER INTERMISSION PROGRAM (CIP) SUMMARY FOR DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES (DACOWITS) MARCH 2020 PANEL

1. Purpose. Provide DACOWITS with information regarding the Marine Corps CIP for the March discussion panel.

2. Background

The Marine Corps started the CIP in August 2013. Through September 2019, the Marine Corps approved 19 applications of the total 23 received. Of the four not approved, one officer was denied based on inventory challenges, one officer was denied based on being selected for the attaché program, one restricted officer was ineligible, and one officer was denied based on inventory challenges and remaining service obligations. Of the 19 approved applications, five Marines withdrew their applications after approval. Of the 14 remaining approved applicants, all 14 Marines executed their intermission, with four of this group currently executing the program.

While on intermission, two Marines applied for inter-service transfers and returned to active duty in the U.S. Navy. Of the Marines currently on the program, one officer is scheduled to return during FY20, one officer is scheduled to return during FY21, and one officer and one enlisted are scheduled to return during FY23.

Five officers and one enlisted have returned to active duty in the Marine Corps since the last DACOWITS CIP report of September 2017. Two officers were twice passed over for promotion, resulting in mandatory separation dates after their CIP obligations. Two officers were selected for the next rank and will continue to serve past their CIP obligation. One officer and one enlisted are not eligible for promotion to the next rank at this time.

3. Key Points

Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA) determines the eligibility criteria for CIP participation. Director, Manpower Management (Dir, MM) has approval authority for applications. Overseeing and managing participants while they are in the program currently resides in Manpower Management Separation and Retirement Branch (MMSR). Participants muster monthly and identify personnel issues to the CIP manager.

The CIP is open to applications from all Marine Corps military occupational specialties (MOS) except those from restricted officers and those otherwise ineligible for consideration. Special consideration is given to those MOSs experiencing inventory and retention challenges.

The applicant's commanding officer shall submit, as an endorsement, a recommendation that speaks to the applicant's motivation and potential for independent duty and future service. The application is screened by applicable stakeholders for ineligibility (restricted MOSs, medical, financial, or legal). The applicant's personal statement indicating reasons

for intermission is reviewed for feasibility and impacts to a return to active duty; however their reasons for intermission are not the basis for approval.

**Data Requested:**

- a. List the number of participants each fiscal year, by rank and occupational specialty. Provide cumulative number of participants since the Marine Corps began offering the program.
  - FY14 (3)
    - o SSgt 6113 - Helicopter Mechanic, CH-53
    - o Capt 0207 - Air Intelligence Officer
    - o SSgt 7041 - Aviation Operation Specialist
  - FY15 (1)
    - o Capt 0102 - Manpower Officer
  - FY16 (2)
    - o Capt 0602 - Communications Officer
    - o Capt 0302 - Infantry Officer
  - FY17 (4)
    - o Maj 7566 - Pilot, HMH CH-53E
    - o Capt 0402 - Logistics Officer
    - o Capt 0402 - Logistics Officer
    - o Maj 1302 - Combat Engineer Officer
  - FY18 (1)
    - o GySgt 0659 - Cyber Network System Chief
  - FY19 (1)
    - o Capt 0802 - Artillery Officer
  - FY20 (2)
    - o Maj 0102 - Manpower Officer
    - o SSgt 0511 - MAGTF Planner
  - Total cumulative participants (14)
- b. List the gender ratio of approved applicants and corresponding justification for their CIP requests.
  - 32% Female (6 of 19)
    - o Complete graduate degree, take care of children, manage finances
    - o Complete graduate degree, attempt to get pregnant
    - o Travel the world
    - o Work for Teach for America and travel
    - o Family, devote time to her daughter
  - 68% Male (13 of 19)
    - o Complete Seminary degree
    - o Complete Ph.D.
    - o Complete graduate degree, work for family business, travel
    - o Complete graduate degree

- o Follow spouse on initial part of overseas assignment, complete graduate school
  - o Travel, spend time with family
  - o Work with underprivileged children, travel to Korea to meet extended family
- c. Provide attrition data for CIP participants and for those who applied but were disapproved.
- 100% attrition for those expected to return to the Marine Corps
    - o 2 of 2 completed the Marine Corps CIP and commissioned into Navy
  - 100% retention for those who applied, but were disapproved
- d. Provide gender ratio of disapproved applicants and corresponding justification for their CIP requests, justification for disapproval, and retention information.
- 100% Male (4 of 4)
    - o Capt - 7588 - Naval Flight Officer, EA-6B Electronic Warfare Officer
      - Applied to pursue graduate degree
      - Disapproved - Remaining aviation training obligation and needs of the Marine Corps
      - Retained, executed orders, selected to Maj
    - o CW02 - 2305 - Explosive Ordnance Disposal officer
      - Applied to complete bachelor's degree
      - Disapproved - ineligible due to restricted officer status
      - Retained and appointed as LDO Captain
    - o Major - 7525 - Naval Flight Officer, F/A-18D Weapons System Officer
      - Applied to travel
      - Disapproved - previously slated for high demand aviation billet
      - Retained and executed orders
    - o LtCol - 6602 - Aviation Supply Officer
      - Applied to fill time gap between Attaché course and assignment to the selected region.
      - Disapproval - not in the intent of the program, needs of the Marine Corps
- e. Summary:
- 23 = Number of applications received
    - o 4 = Number of applications disapproved
  - 19 = Number of applications approved
    - o 2 = Number of applications withdrawn after approval
  - 14 = Number of applicants approved to start intermission
    - o 11 = Number of participants completed intermission

- 2 IST to the Navy
- 4 = Number of participants currently on intermission

f. Lessons learned:

- Drops from active component must be confirmed prior to visiting DEERS for new ID cards/enrollment in Tricare.
- CIP participants must NOT identify themselves as IRR when enrolling with Tricare. They must state they are active duty in order to enroll.
- The Defense Data Manpower Center (DMDC) must provide the members name to the VA education office and member must ensure their school's certifying official includes a free text remark on the Enrollment Certification (VA Form 22-1999) identifying them as a CIP participant, otherwise the participant may face financial hardship.

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