

DACOWITS RFI #14



Navy Emerging Issues Branch

OPNAV N13X

3 March 2020



DACOWITS – Caregiver Sabbatical (RFI #14)

Provide an update of Service members' use of CIP from the date of inception of the program through present day, to include reasons for the application.

- **Since inception, the Career Intermission Program (CIP) has allowed Service members from various paygrades, enlisted ratings and officer designators, male and female, to pursue a wide array of personal or professional interests while minimizing the impact to their career goals.**

- **Since 2009, the Navy has had 235 participants**
 - **Of those 235 participants, 141 have completed the program and returned to active duty, 67 are currently participating and 27 are pending transition into the program.**
 - **A further breakdown of the 235 are 90 officers consisting of 21 designators and 145 enlisted consisting of 41 rates.**
 - **Of the 235 participants there is a total of 124 female and 111 male**
 - **Participation has varied to include pursuit of higher education, pursuing another career, starting a family/family care and aligning sea/shore rotation of a spouse.**



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Explain how the program is being requested/used by Service members to care for children

- **46 CIP applicants requested participation in order to take care of a child.**
 - **Of those 46 applicants 18 have completed, 15 are active and 5 are pending transition into the program.**
 - **Of the 8 applicants that did not participate, 2 withdrew their application, 4 were approved but declined the offer, 1 was not selected and 1 application is being processed.**
 - **Of those 46 applicants, 32 were female and 14 were male.**
- **1 female applicant not selected to CIP was due to the applicant requesting to commence CIP 13 months prior to her projected rotation date (PRD).**
 - **In line with OPNAVINST 1330.2C, “applicants will not normally be approved to commence CIP during an operational tour or prior to PRD.”**
- **Of the 18 participants that have returned from caring for a child, 8 have completed their obligation and 7 chose to continue to serve in the Navy after completing their obligation.**
 - **10 returning participants are serving their obligation.**
 - **13 females have returned from caring for a child, 1 has promoted to Captain, 2 have promoted to Commander and 1 has promoted to Lieutenant Commander.**
 - **5 males have returned from caring for a child, 1 converted to the Chaplain corps and another was promoted to Commander.**
- **Of the 46 applicants the length of time for the requests ranged from 12 to 36 months with the average being 27 months.**
 - **All length of time requests were granted.**
- **Navy has received no feedback on impacts to career progression.**

Data current as of 01 2020



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As a retention initiative, is your Service considering any other options to provide Service members extended time off?

- **At this time, the Navy is not considering any other options to provide Service members extended time off.**