



# **DACOWITS Quarterly Business Meeting**

**8-9 December 2016**

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MPP**

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## RFI #2

# Initiatives Focusing on Reducing Female attrition

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- The USMC has no programs or initiatives that focus specifically on reducing attrition and increasing retention of women.
- USMC programs focus on increasing retention of quality Marines and are open to all genders.
  - Career Intermission Program: Since inception 1/6 is female; 2/2 pending in 2017 are female
    - Low take rate – 6 participants; 2 more pending in 2017
    - No individual has completed intermission and returned to Active Duty in the USMC
    - Education, family & travel have been provided as reasons for participation
- Retention: generally similar between genders
  - Officer continuation:
    - Females 4 percentage points lower at 9 YOS and 3 percentage points higher at 12 YOS
  - Enlisted continuation:
    - Females 3 percentage points higher at FTAP and 1 percentage point higher at 12 YOS