

DACOWITS RFI #2



Branch Head
Outreach and Engagement (OPNAV N134)
CDR Jon Wilson
8 December 2016



DACOWITS - Talent Management (Retention Initiatives) (RFI #2)

The Committee requests a briefing from the Military Services* on the status of initiatives (e.g., **Career Intermission Program**, Navy's pilot program to bring in trained professionals from the civilian sector at the mid-grade level, bonuses, etc.) that focus specifically on reducing attrition and increasing retention of women. Additionally, what years in service do women normally leave your Service branch?

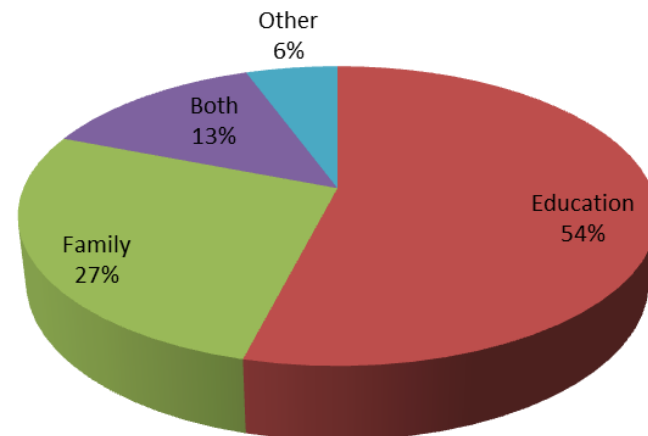
- Service members leave active duty for up to 3 years and receive medical / dental / base benefits and 2/30 monthly base pay
- Service members return to active duty with 2 months obligated service for every 1 month of Career Intermission Program (CIP) participation

- Breakdown of participants as of 1NOV16:

Total Program Participants (126)			
Male (58)		Female (68)	
Officer	17	Officer	33
Enlisted	41	Enlisted	35

- Pending Fiscal Year (FY) 2018 National Defense Authorization Act (NDAA) legislative proposal would offer Service members an option to select up to 4 years of intermission, zero to 5/30 monthly base pay, and optional Permanent Change of Station (PCS) move for variable payback upon return to active duty

Reasons for Participation





DACOWITS - Talent Management (Retention Initiatives) (RFI #2)

The Committee requests a briefing from the Military Services* on the status of initiatives (e.g., Career Intermission Program, **Navy's pilot program to bring in trained professionals from the civilian sector at the mid-grade level**, bonuses, etc.) that focus specifically on reducing attrition and increasing retention of women. Additionally, what years in service do women normally leave your Service branch?

- There is no legislation for a Navy pilot for additional lateral entry authority from what is currently used (i.e., for Health Care Professionals)
- Department of Defense (DoD) submitted an FY17 legislative proposal to expand lateral entry authority in order to meet operational needs across all Officer communities
- The provision would authorize the Secretary concerned to award constructive credit for leadership experience, professional credentials, and technical expertise to directly commission officers up to the grade of O-6



DACOWITS - Talent Management (Retention Initiatives) (RFI #2)

The Committee requests a briefing from the Military Services* on the status of initiatives (e.g., Career Intermission Program, Navy's pilot program to bring in trained professionals from the civilian sector at the mid-grade level, **bonuses**, etc.) that focus specifically on reducing attrition and increasing retention of women. Additionally, what years in service do women normally leave your Service branch?

- **Navy offers bonuses to Sailors based on accession and retention needs of specific skills and cohorts**
- **The following bonus types are offered to Active Duty:**
 - **Enlistment Bonus (various enlisted skills)** - incentivize initial enlistments
 - **Accession Bonus (various officer career fields and skills)** – incentivize commission or appointment
 - Nuclear Officer
 - Naval Special Warfare Chief Warrant Officer
 - Health Professions Officer
 - **Retention Bonus** – incentivize retention of enlisted and officers in specific fields
 - Selective Reenlistment Bonus (various enlisted skills)
 - Surface Warfare Officer
 - Nuclear Officer Incentive Pay
 - Naval Special Warfare Officer
 - Aviation Continuation Pay
 - Health Professions Officer
 - Judge Advocate General Continuation Pay
 - **Critical Skills Retention Bonus** – incentivize retention of enlisted and officers in critical military skills as designated by the Secretary of Defense
 - Explosive Ordnance Disposal (enlisted and officer)
 - Naval Special Warfare (enlisted and officer)

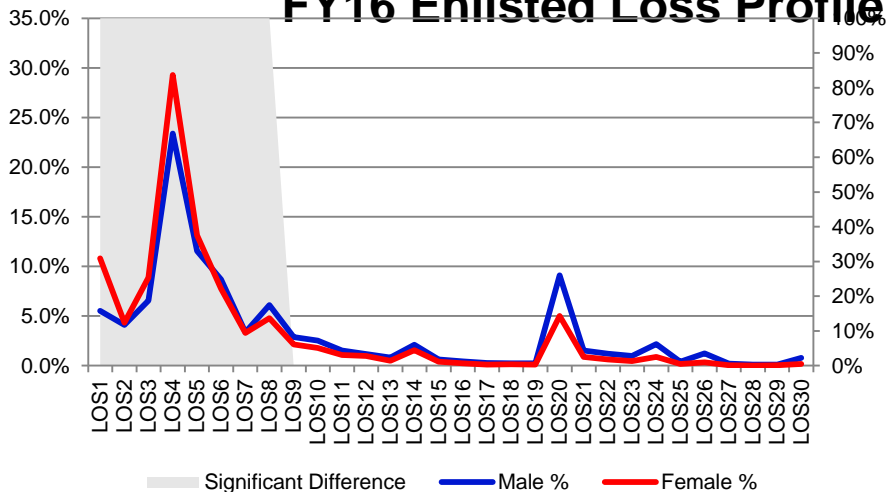
Data current as of NOV16



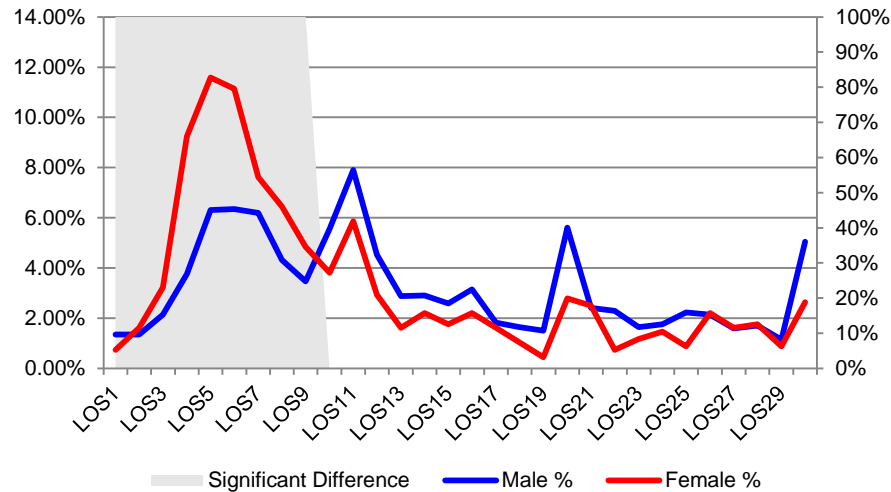
DACOWITS - Talent Management (Retention Initiatives) (RFI #2)

The Committee requests a briefing from the Military Services* on the status of initiatives (e.g., Career Intermission Program, Navy's pilot program to bring in trained professionals from the civilian sector at the mid-grade level, bonuses, etc.) that focus specifically on reducing attrition and increasing retention of women. **Additionally, what years in service do women normally leave your Service branch?**

FY16 Enlisted Loss Profile



FY16 Officer Loss Profile



- On average, female sailors leave the Navy with 5.78 years length of service (LOS) compared to males who separate with 8.05 years
- The difference in retention behavior is most significant in the gray region of the chart above
- Between years 11 and 20, the loss profiles for men and women are statistically similar

- On average, female officers leave the Navy with 10.85 years of service compared to males who separate with 13.71 years
- The difference in retention behavior is most significant in the gray region of the chart above
- Beyond 9 years, the loss profiles for men and women are not statistically different. The reason for observed differences is due more to small numbers than statistical significance