

Career Intermission Pilot Program

Officer and Enlisted Personnel Management

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PERSONNEL AND READINESS



Agenda

- Program History
- Entitlements Package / Payback
- Participation Demographics
- Career Intermission Pilot Program (CIPP)
Participation by Year
- Targeted Retention
- Reasons for Participation
- Way Forward



Program History

- Duncan Hunter National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2009, Section 533
 - Service Secretaries may “inactivate” individuals from active duty to meet personal or professional needs
 - Is career flexibility an effective means to enhance retention?
 - Limitations
- NDAA for FY 2012
 - Extended the program to December 31, 2015
- NDAA for FY 2013
 - Extended eligibility to the Active Guard Reserve population
- NDAA for FY 2015
 - Extended the program to December 31, 2019
- NDAA for FY 2016
 - Repealed the limitation on number of participants

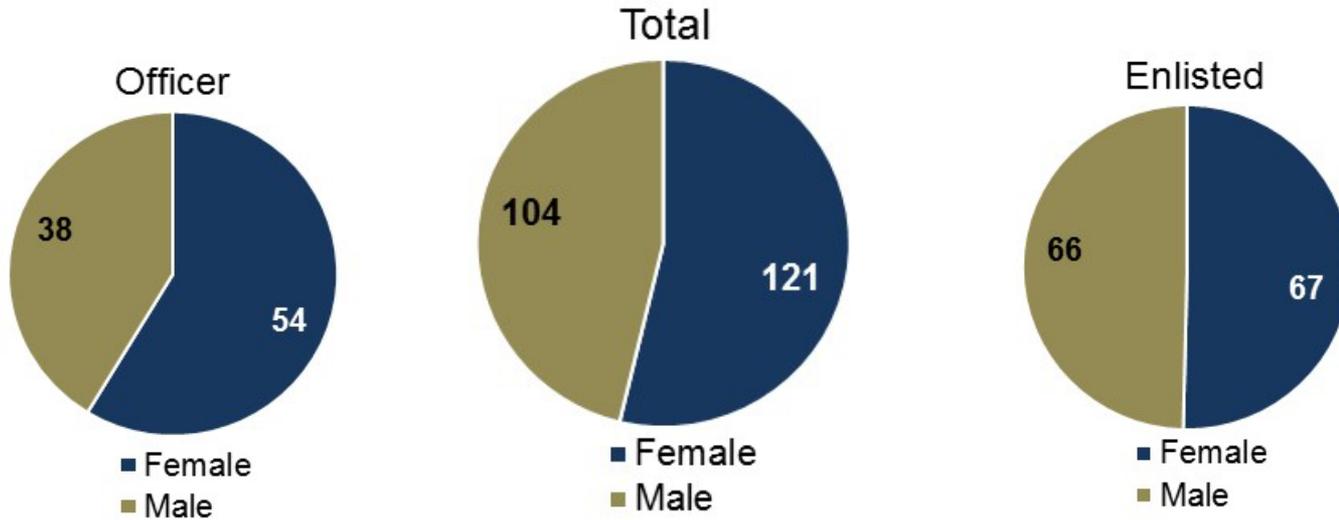


Entitlements Package / Payback

- Basic Pay
 - 2/30th base pay per month; no special pays
- Transportation
 - Authorized one move to and one move from location of residence during the program
- Commissary / Exchange Privileges
- Medical and Dental Care
 - Continue to receive benefits
 - TRICARE Prime
- Payback
 - Two months on active duty for each month of inactivation



Participation Demographics



CIPP PARTICIPATION BY SERVICE (2009-2016)					
	NUMBER OF APPLICANTS	APPROVED APPLICANTS	PILOT PROGRAM PARTICIPANTS		TOTAL PARTICIPANTS
			OFFICER	ENLISTED	
NAVY	171	147	42	70	112
USMC	12	10	4	2	6
AIR FORCE	182	110	43	51	94
ARMY	37	23	3	10	13
TOTAL	402	290	92	133	225



CIPP Participation by Year

CIPP PARTICIPATION BY YEAR					
YEAR	NUMBER OF APPLICANTS	APPROVED APPLICANTS	PILOT PROGRAM PARTICIPANTS		TOTAL PARTICIPANTS
			OFFICER	ENLISTED	
2009	20	16	0	2	2
2010	12	6	5	3	8
2011	9	9	2	9	11
2012	21	20	7	5	12
2013	32	29	5	8	13
2014	103	72	23	33	56
2015	120	77	25	37	62
2016	85	61	25	36	61
TOTAL	402	290	92	133	225

Average cost is \$6,200.00 per Service Member, for a 6-year service obligation



Targeted Retention

- Navy
 - Implemented the program in 2009
 - Rolling application window, Naval Personnel Command approval
- Marine Corps
 - First board 2013, first participant 2014
 - Rolling window, Deputy Commandant, Manpower and Reserve Affairs approval
- Army
 - First board in 2014, first participant 2015
 - Selection panels at U.S. Army Human Resources Command
- Air Force
 - Implemented the program in 2014
 - Two selection panels at Air Force Personnel Center
- All Services
 - 'Whole person' concept



Reasons for Participation

- Education (60% of population)
 - Bachelors, Masters, and Doctorate degrees
- Family (25% of population)
 - Spend Time with Family
 - Care of Ailing Parents, Spouses, or Children
 - Aligning dual military couple tours
- Education and Family (10% of the population)
- Other Goals (5% of the population)
 - Professional Opportunities
 - Traveling



Way Forward

- December 31, 2019
 - Last Service member can enter program
- Report to Congress
 - June 1, 2023 (Final)



Questions



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