

DACOWITS RFI 7



PERS-45

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Instructor Cadre

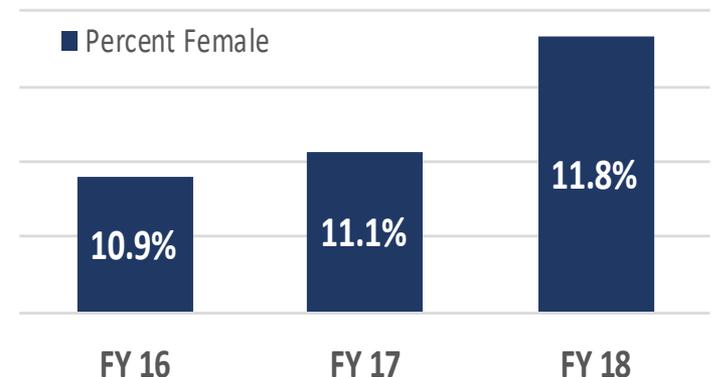
RFI 7a

What is the gender representation of instructors/trainers throughout the training pipeline?

- Female representation has increased over the last three years
- Table & figure show gender representation at the end of each fiscal year and includes the following:
 - Basic training for enlisted
 - Follow-on courses for enlisted
 - Commissioning programs for officers

	FY 16	FY 17	FY 18
Female	1,259	1,284	1,398
Male	10,247	10,276	10,400
Total	11,506	11,560	11,798
Percent Female	10.9%	11.1%	11.8%

End of FY Snapshots





Enlisted Instructors

RFI 7a i & ii

What is the gender representation of instructors/trainers for
i. Basic training for enlisted?

- Includes both instructors and Recruit Division Commanders (RDCs) at basic training
- ~ 1 in 5 RDCs is female
- Enables gender integration during basic training

	FY 16	FY 17	FY 18
Female	139	142	148
Male	619	622	736
Percent Female	18.3%	18.6%	16.7%

What is the gender representation of instructors/trainers for
ii. Follow-on courses for enlisted?

- Females are 11.3% of all instructors for enlisted training

	FY 16	FY 17	FY 18
Female	1,045	1,062	1,169
Male	9,188	9,204	9,210
Percent Female	10.2%	10.3%	11.3%

End of FY Snapshots



Officer Instructors

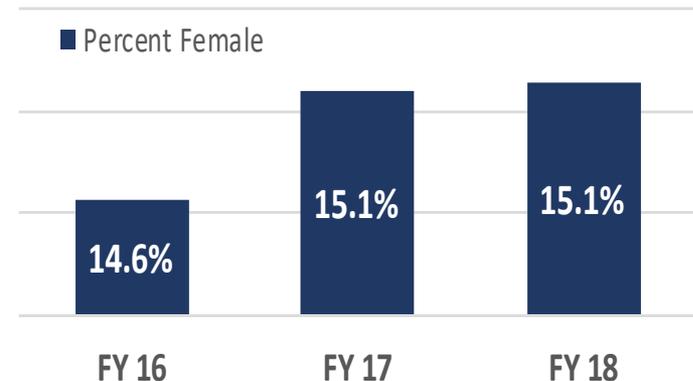
RFI 7a iii

What is the gender representation of instructors/trainers for
iii. Commissioning programs for officers?

- Female officers fill ~15% of these billets
- Only includes training where graduates are commissioned
(e.g., Reserve Officer Training Corps; Officer Candidate School; Military Service Academies)
- Navy wide officer gender representation is 19% Female and 81% Male

	FY 16	FY 17	FY 18
Female	75	80	81
Male	440	450	454
Total	515	530	535
Percent Female	14.6%	15.1%	15.1%

End of FY Snapshots





Tracking Mechanisms

RFI 7b

What is the tracking mechanism to follow the career progression of instructors/trainers (i.e., designator/identifier)?

- **Navy identifies specific skills which may not be reflected by rank or career field (e.g., enlisted rating/MOS or officer designator) in two ways:**
 - **Navy Enlisted Classifications (NECs) or**
 - **Navy Officer Billet Classifications (NOBCs)**

- **NECs and NOBCs may be assigned to**
 - **Personnel – reflects skillset of an individual**
 - **Billets – capturing necessary abilities for that position**

- **NECs / NOBCs are used for personnel assignments (ensuring personnel have requisite skills for success in billet assigned)**

- **NECs / NOBCs are not used for purposes of career progression**



What is the strategic plan to assign women as trainers and specialty instructors throughout the training pipeline, to include fields previously closed to women?

- All positions are open to women
- Navy does not preferentially select qualified females (over qualified males) for a generic billet
- Instructor billets are gender neutral with the exception of Recruit Training Command due to gender specific berthing requirements
- Naval Special Warfare (NSW) is executing their Female Cadre Plan by integrating and utilizing female staff as instructors. These female cadre members have become integral and valuable members of their respective training divisions and are prepared for the arrival of female NSW candidates.
- Naval Surface Forces and the Naval Submarine Force have integrated crews with female “leaders first” so junior Sailors have role models in leadership positions that truly understand the challenges females face while at sea
- As Navy increases female accessions and more women successfully complete training and operational tours in previously closed fields, the number/percentage of female instructors is expected to increase