



DACOWITS RFI 7

Gender Integration Implementation Plan Update

4 Dec 2019



Gender Integration Implementation Plans

- a. Accomplishments and/or setbacks to date (i.e., expected to achieve but have not yet).**
 - Completed integration all Forces Command (FORSCOM), Germany, and Italy installations with brigade combat teams in FY19
 - Combat engineers (12B) integrated across the Army; now steady state gender-neutral assignments

- b. Plan for the next 18 months to implement any remaining components of the integration plan. How is this plan being released, promoted, and available for review among leadership, personnel, and the public?**
 - Integration of units at Hawaii and Alaska will begin Spring/Summer 2020
 - Gender-neutral officer accessions begin with officer cohort FY21
 - In accordance with the implementation plan, assignment/career managers communicate assignment options to Soldiers and units.

- c. Has your Service discovered any limitations that may stall your proposed timeline for full integration (e.g., berthing considerations, combat gear and/or equipment, etc.)?**
 - None



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d. Since combat positions were opened, how many women have been accessed into the training pipeline? Of those accessed, how many have completed training?

- As of 31 October, the Regular Army has 1,055 women that have accessed into the Infantry, Armor, and Fire Support Specialties with an additional 160 women pending start of their training pipeline.

- 653 women have completed the training pipeline and are currently serving in the Regular Army.

e. Provide historical attrition rates, by gender, from January 2013 to November 2019 of candidates/students in Service branch schools, programs, or specialty courses integrated since December 2015.

- Attrition rates for trainees vary by Military Occupational Specialty (MOS) and gender, with women generally having higher attrition than men in enlisted MOSs.

- The small number of women enrolled in newly integrated specialty schools significantly skews the percentage comparison to men



U.S. ARMY

2016 Attrition Rates

2016 Attrition Rates of Newly Integrated Courses

Career Field	MOS	Attrition Rate			Starts			Non Grads		
		Total	Men	Women	Total	Men	Women	Total	Men	Women
Infantry	11A Infantry Officer	12%	12%	7%	474	459	15	56	55	1
	11B Infantryman	14%	14%	0%	12330	12330	0	1776	1776	0
	11C Indirect Fire Infantryman	20%	20%	0%	1545	1545	0	306	306	0
Engineer	12B Combat Engineer	9%	7%	20%	2704	2354	350	2470	165	69
Field Artillery	13B Cannon Crewmember	1%	0%	9%	2342	2132	210	23	5	18
	13D AFATDS Operator	0%	0%	0%	168	158	10	0	0	0
	13F Fire Support Specialist	1%	1%	0%	238	232	6	2	2	0
	13M MLRS Crewmember	0%	0%	0%	96	87	9	0	0	0
	13P MLRS Operations	0%	0%	0%	25	15	10	0	0	0
	13R FireFinder Radar Operator	0%	0%	0%	96	88	8	0	0	0
Armor	19A Armor Officer	7%	14%	10%	152	136	16	11	10	1
	19D Cavalry Scout	14%	14%	0%	1065	1065	0	149	149	0
	19K M1 Tank Crewman	13%	13%	0%	446	446	0	59	59	0



2017 Attrition Rates

2017 Attrition Rates of Newly Integrated Courses													
Career Field	MOS	Attrition Rate			Starts			Grads			Non Grads		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Infantry	11A	18%	18%	22%	1384	1357	27	1128	1107	21	256	250	6
	11B	12%	12%	49%	13729	13562	167	12096	12010	86	1658	1577	81
	11C	12%	12%	0%	1749	1749	0	1534	1534	0	215	215	0
Engineer	12B	8%	6%	15%	3501	2917	584	2241	1922	319	263	176	87
Field Artillery	13B	1%	0.48%	11%	3638	3318	320	3587	3302	285	51	16	35
	13F	3%	2%	5%	863	1128	61	1083	1036	47	22	19	3
	13J	0%	0%	0%	168	158	10	168	158	10	0	0	0
	13M	1%	1%	3%	758	652	106	703	602	101	7	4	3
	13R	0%	1%	0%	206	185	21	205	184	21	1	1	0
Armor	19A	14%	15%	0%	512	482	30	440	410	30	72	72	0
	19D	18%	17%	72%	2431	2392	39	1986	1975	11	445	417	28
	19K	13%	12%	41%	1347	1289	58	1171	1137	34	176	152	24



2018 Attrition Rates

2018 Attrition Rates of Newly Integrated Courses													
Career Field	MOS	Attrition Rate			Starts			Grads			Non Grads		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Infantry	11A	1%	1%	3%	702	686	16	693	678	15	9	8	1
	11B	8%	7%	32%	7372	7245	127	6410	6345	65	962	900	62
	11C	13%	13%	0%	976	976	0	796	796	0	180	180	0
Engineer	12B	11%	9%	23%	3227	2800	427	2839	2522	317	388	278	110
Field Artillery	13B	2%	1%	7%	2267	2147	120	2229	2117	112	38	30	8
	13F	3%	3%	4%	1083	1011	72	1050	981	69	33	30	3
	13J	3%	3%	5%	794	709	85	771	690	81	23	19	4
	13M	2%	1%	8%	451	414	37	442	408	34	9	6	3
	13R	3%	2%	8%	283	259	24	275	253	22	8	6	2
Armor	19A	1%	0%	5%	277	253	24	274	252	22	3	1	2
	19D	10%	10%	23%	1867	1816	51	1623	1592	31	244	224	20
	19K	8%	7%	28%	715	682	33	635	619	16	80	63	17