

Defense Advisory Committee on Women in the Army (DACOWITS)

FY25 1st Quarter RFI #3

Current policy and processes that impact Soldiers' ability to transfer back and forth between the Active Component and Reserve Component; What it looks like today.

- The process for Soldiers to transfer between the Active Component (AC) and Reserve Component (RC) in the Army is governed by various policies and regulations.
- Soldiers must:
 - Meet eligibility requirements.
 - Submit application through chain of command.
 - Gain current and gaining command.
 - Complete transition and reintegration process.
 - Meet ongoing obligations for Selected Reserve service.
- Specific policies and procedures may vary depending on factors such as military occupational specialty, length of service, and Army needs.
- Some programs that exist today are:
 - Call to Active Duty Program (CAD)
 - Direct Commissioning Program (DCP)
 - Career Intermission Program (CIP)
 - Recall from Retired Reserve/ Retired list
 - Indispensability
 - Active Duty Operational Support (ADOS)

Current challenges that impact Soldiers' ability to transfer back and forth between the Active Component and Reserve Component

- Challenges when transferring between Army Components include:
 - **Timing:** The transfer process can take time, which can be a challenge for Soldiers who need to transfer quickly or for the Army to fill a vacancy.
 - **Scrolling Process:** For officers, the scrolling process can be a longer process that requires additional steps, such as obtaining a release from their current command.
 - **Resources:** Transferring between the AC and RC can impact resources, such as funding and personnel. The Army must manage these resources carefully to ensure that the needs of both components are met.
 - **Readiness:** There is potential for a critical staffing shortfalls in the losing organization when transferring between components.
- Despite these challenges, there are platforms in place that facilitate these transfers, such as the Integrated Personnel and Pay System - Army (IPPS-A), which makes it easier to maintain one record for Soldiers.
- Additionally, the Components have processes in place to manage these challenges and ensure that the transfer process is as smooth as possible for both the Soldier and the Components.

Lessons learned from Career Intermission Program (CIP) that could be applicable to a more effective permeability policy

- The Career Intermission Program (CIP) is a program that allows Soldiers to take a break from active duty service for a set period, typically up to three years.
- Here are some lessons learned from the CIP that could be applicable to a more effective permeability policy between the Components:
 - **Flexibility:** The CIP has shown that providing flexibility in service options is important for retaining talented Soldiers.
 - **Retention:** The CIP has been shown to improve retention rates, as Soldiers who take a break from active duty service are often more motivated and engaged when they return.
 - **Career Advancement:** Soldiers who take advantage of the CIP for school often return to active duty with new skills and experiences that can help them advance in their careers.
- Overall, the lessons learned from the CIP suggest that a more effective permeability policy between the AC and RC could benefit both Soldiers and the Army by offering more flexibility, improving retention rates, providing opportunities for career advancement, and ultimately improving mission readiness.