



Soldier 2020 (Gender Integration)

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Chief, Women in the Service Assignments Policy/Soldier 2020

HQDA G-1

14 June 2017



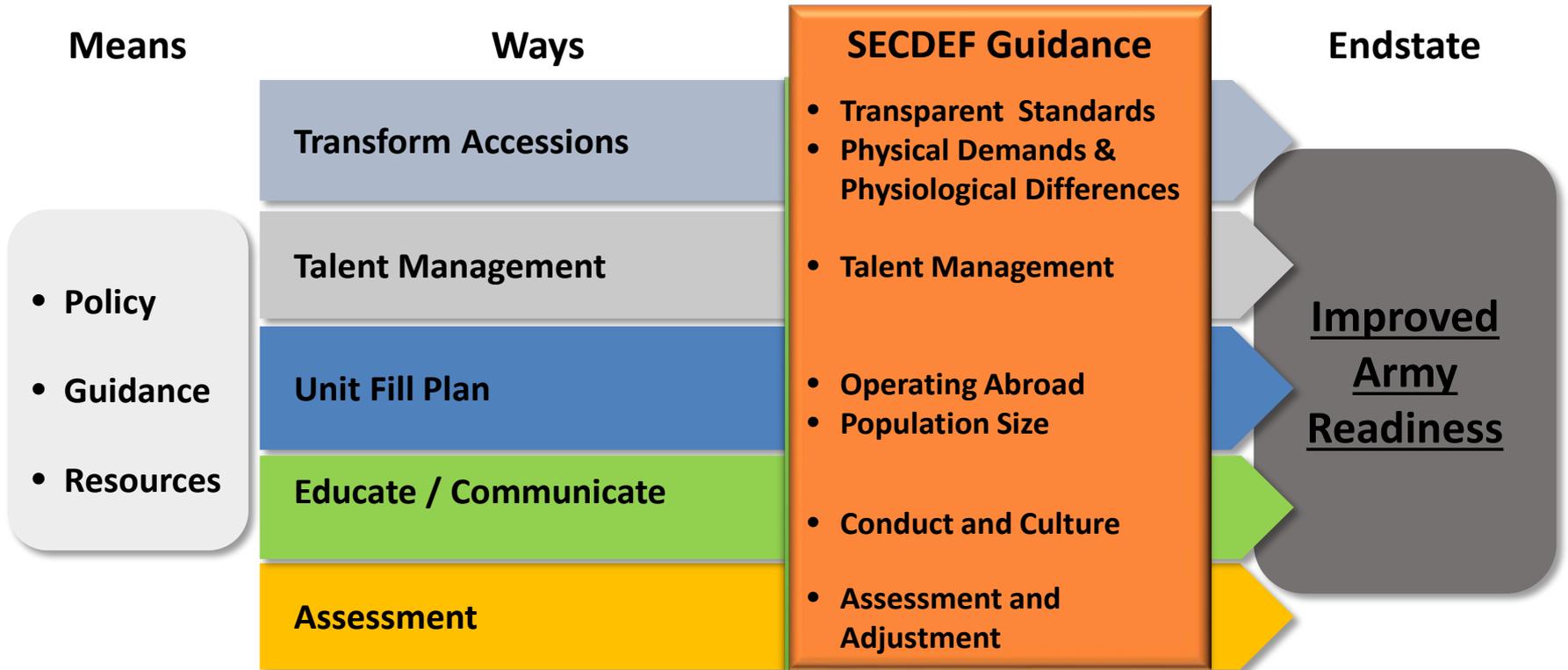
Agenda

- Army Strategy Update
- Timeline
- Accessions / Training Overview
- Limitations / Concerns
- Attrition Rates in previously closed occupations



Army Strategy

Mission. NLT 1 April 2016, the Army executes its implementation plan to open all occupations to qualified personnel regardless of gender and implements more effective talent acquisition and management in order to improve combat readiness.

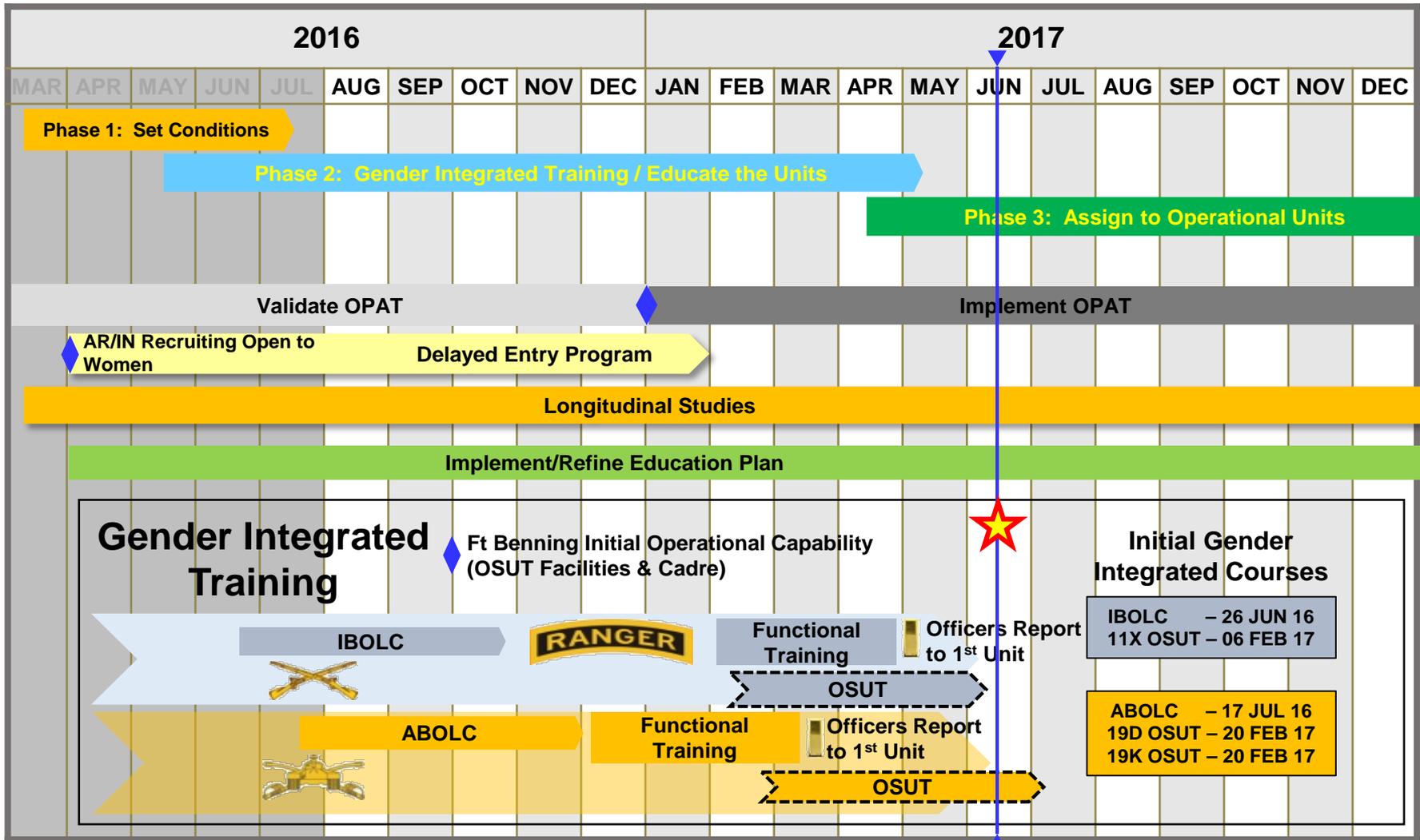


Secretary of the Army/Chief of Staff of the Army Guidance: 15 December 2015

Standards Based – Improve Readiness – **Leaders First** – Deliberate and Methodical – Detailed Education Plan Unit Fill Plan – Time-phased Execution – Iterative and Continual Assessment



Soldier 2020: Timeline



IBOLC-Infantry Basic Officer Leadership Course
 ABOLC-Armor Basic Officer Leadership Course

OSUT-One Station Unit Training
 OPAT-Occupational Physical Assessment Test



Accessions and Training Overview



	Pending Initial Military Training			In-Training			Assigned to FORSCOM/ARNG			Total
	AC	RC	Total	AC	RC	Total	AC	RC	Total	Total
Armor Officers	24	3	27	15	0	15	13	4	17	59
Infantry Officers	16	6	22	8	5	13	11	3	14	49
	AC	RC	Total	AC	RC	Total	AC	RC	Total	Total
Armor NCOs	1	2	3	2	0	2	1	2	3	8
Infantry NCOs	1	1	2	1	4	5	4	12	16	23
	AC	RC	Total	AC	RC	Total	AC	RC	Total	Total
Armor Enlisted	99	0	99	42	0	42	2	0	2	143
Infantry Enlisted	84	0	84	81	0	81	21	0	21	186
										468
<i>As of 24 MAY 17</i>										

- Minimal Officer Attrition (4)
- Limited interest from NCOs to reclassify/transfer
- Initial enlisted attrition remains similar to Army trends (Failure to Adapt; Existed Prior to Service Medical)



Limitations / Concerns

- Propensity / Attrition
- Female Cadre – Training Base
- Equipment sizing and inventory
- Geographic disbursement and location – Army National Guard



Attrition Rates (Previously Closed Occupations)

Occupation	FY07-12		Various Accession Cohorts				
	Male Counts	Male Attrition	Male Attrition	Female Attrition	Male Counts	Female Counts	Cohorts
11B/C Infantry	68,422	15.0%			<i>too few</i>		FY17
12B Combat Engineer	10,793	9.9%	8%	22%	2,439	411	FY16-17
13B Cannon Crewmember	9,873	8.6%	12%	19%	1,616	209	FY16-17
13D FA ATDS Specialist	3,561	9.7%	13%	16%	636	77	FY16-17
13F Fire Support Specialist	5,564	7.7%	11%	27%	1,014	36	FY16-17
13M Multiple Launch Rocket System	1,237	9.5%	12%	19%	781	209	FY13-17
13P MLRS Fire Direction Specialist	834	9.2%	10%	23%	413	140	FY13-17
13R FA Firefinder Radar Operator	656	8.5%	13%	22%	608	139	FY13-17
19D Cavalry Scout	11,974	11.5%			<i>too few</i>		FY17
19K M1 Armor Abrams Crewmember	6,124	13.9%			<i>too few</i>		FY17
91A Abrams System Maintainer	1,025	8.7%	13%	25%	787	185	FY13-17
91M Bradley System Maintainer	1,642	8.7%	13%	29%	905	187	FY13-17
91P Artillery System Maintainer	385	6.8%	8%	36%	190	51	FY13-17
Other occupations	193,697	10.0%	10%	17%	139,602	41,934	FY13-17

Small cohort