

RFI Category and Number:

Recruitment Initiatives to Increase Women's Propensity to Serve, RFI #5

RFI Question:

In 2016, Committee made the following recommendation: The Secretary of Defense should require each of the Military Services to adopt a policy regarding accession of single custodial parents into the military to allow such accessions when facts, circumstances, and occupational requirements would allow, and when the Military Services would benefit. At the time, the Air Force allowed single parent applicants (both male and female) to join via a waiver with up to three dependents whereas the other Services only allowed male applicants to join with a waiver. Female applicants were required to sign over custody of any minor children for the duration of their first enlistment in order to join the military.

- a. The current status of your Services' single parent policies regarding male and female applicant's ability to join via a waiver and the details of these policies.
- b. The current status of your Services' single parent policies regarding male and female applicant's ability to commission via the Military Service Academies, Reserve Officers' Training Corps (ROTC), Officer Candidate School (OCS), Direct Commission Officer (DCO) programs, etc.
- c. The status of the Military Service Academies implementation of the CADET Act outlined in the National Defense Authorization Act (NDAA) for FY22, which ensures cadets and midshipmen preserve parental guardianship rights and can become commissioned officers while raising a family.
- d. Provide copies of these policies and instructions for both officer and enlisted applicants

RFI Response 5a and 5b combined same response.

Navy Recruiting Command (NRC) does not differentiate single parent accession requirements for enlisted and officer applicants and the single parent policy was last adjusted to grant a waiver for both officer and enlisted accessions in September of 2018. Since that time, NRC has granted 471 waivers to allow for single parents, both male and females. The only limitations are the maximum number of dependents (2) based on DODI 1304.26 and that the applicant complete a valid family care plan that is approved by a recruiting Commanding Officer. For a 1-year period between Sep20 and Sep21, NRC had limited the waiver process to only Reserve Component (RC) applicants.

RFI Response 5c USNA Response:

USNA is aware of CADET Act, however, policy is still in progress of being approved.

RFI Response 5d.

1. COMNAVCRUITCOM NOTICE 1130, PILOT PROGRAM FOR ENLISTMENT INTO THE ACTIVE AND RESERVE COMPONENT OF UNMARRIED INDIVIDUALS WITH CUSTODY OF DEPENDENTS UNDER THE AGE OF 18
2. NAVPERS 1740-6_Rev02-22, DEPARTMENT OF THE NAVY FAMILY CARE PLAN CERTIFICATE AND ANNUAL CERTIFICATION

Hours Expended Answering this RFI: 5

Office responsible:

Navy Recruiting Command
United States Naval Academy