



US Coast Guard briefing to DACOWITS March 2017

Presented by:

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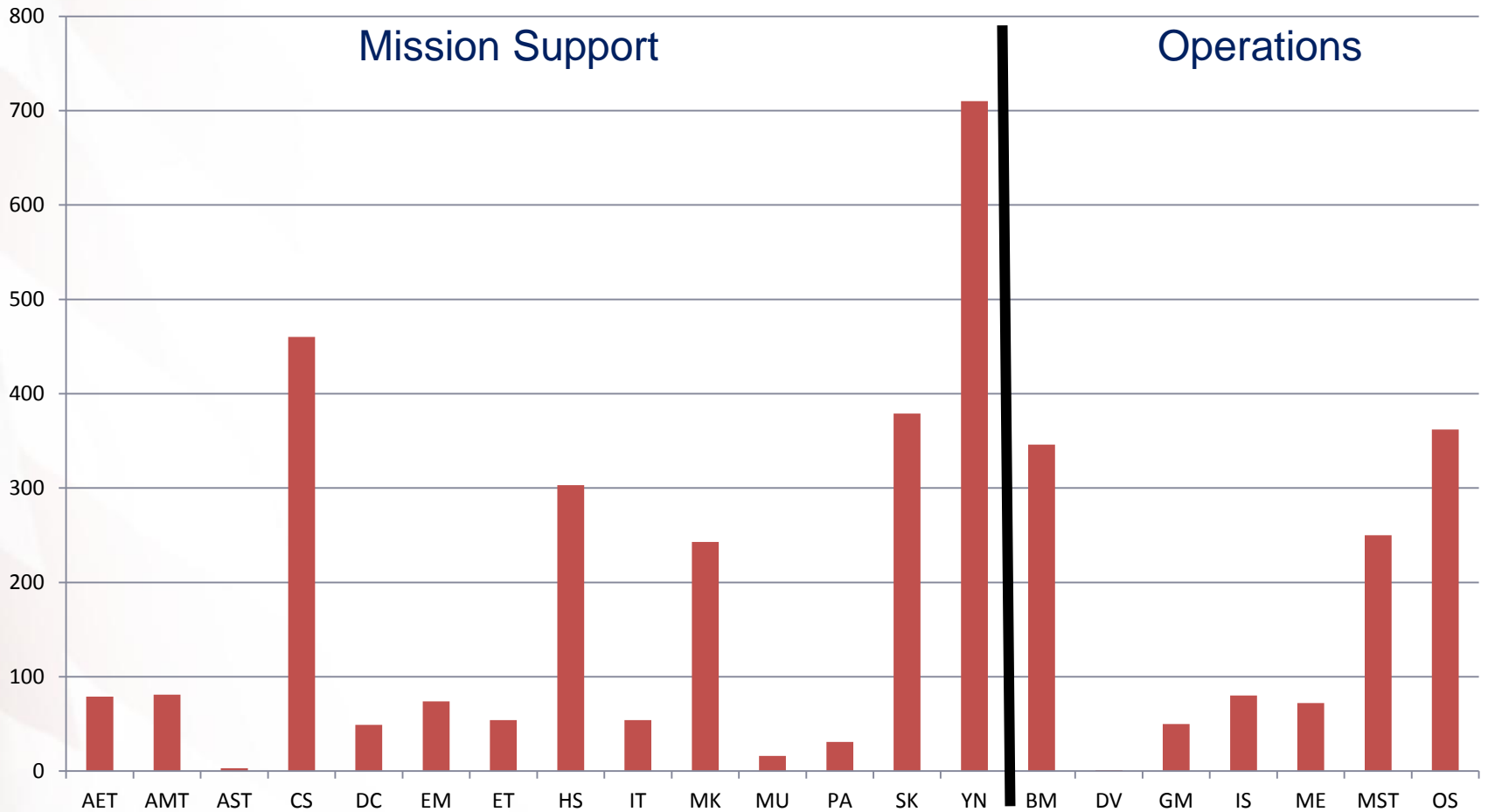


Request for Information

- The Coast Guard has:
 - 21 enlisted ratings which are mutually exclusive,
 - 18 warrant officer specialties which are mutually exclusive but all members must have at least eight years prior to appointment, and
 - 14 officer specialties, with many officers holding more than one specialty.
- As a result, analysis by career field is limited to enlisted members only. Analysis was conducted for statistically significant differences between groups (gender, operational/non-operations, etc).
- The Coast Guard is broadly divided into operational (DCO) and mission support (DCMS), but many non-operational ratings have significant presence in the operational world.*



Females by Rating



Request for Information

•Which career fields are having a hard time retaining personnel? When does this occur?

Compare men to women.

- Lowest Retained Rating: Culinary Specialist (CS) and Operations Specialists (OS)
- Expected career/contract termination points: 4 to 8 years active duty.
- Both CS and OS are in the top five ratings that women choose. Both ratings had lower retention rates for women as well.
- There is no significant difference in women leaving the service because of their rating that is attributive only to gender.

•Provide the top 10 career fields with the highest retention rates and bottom 10 career fields with the lowest retention rates, broken by men and women. Unable to answer due to:

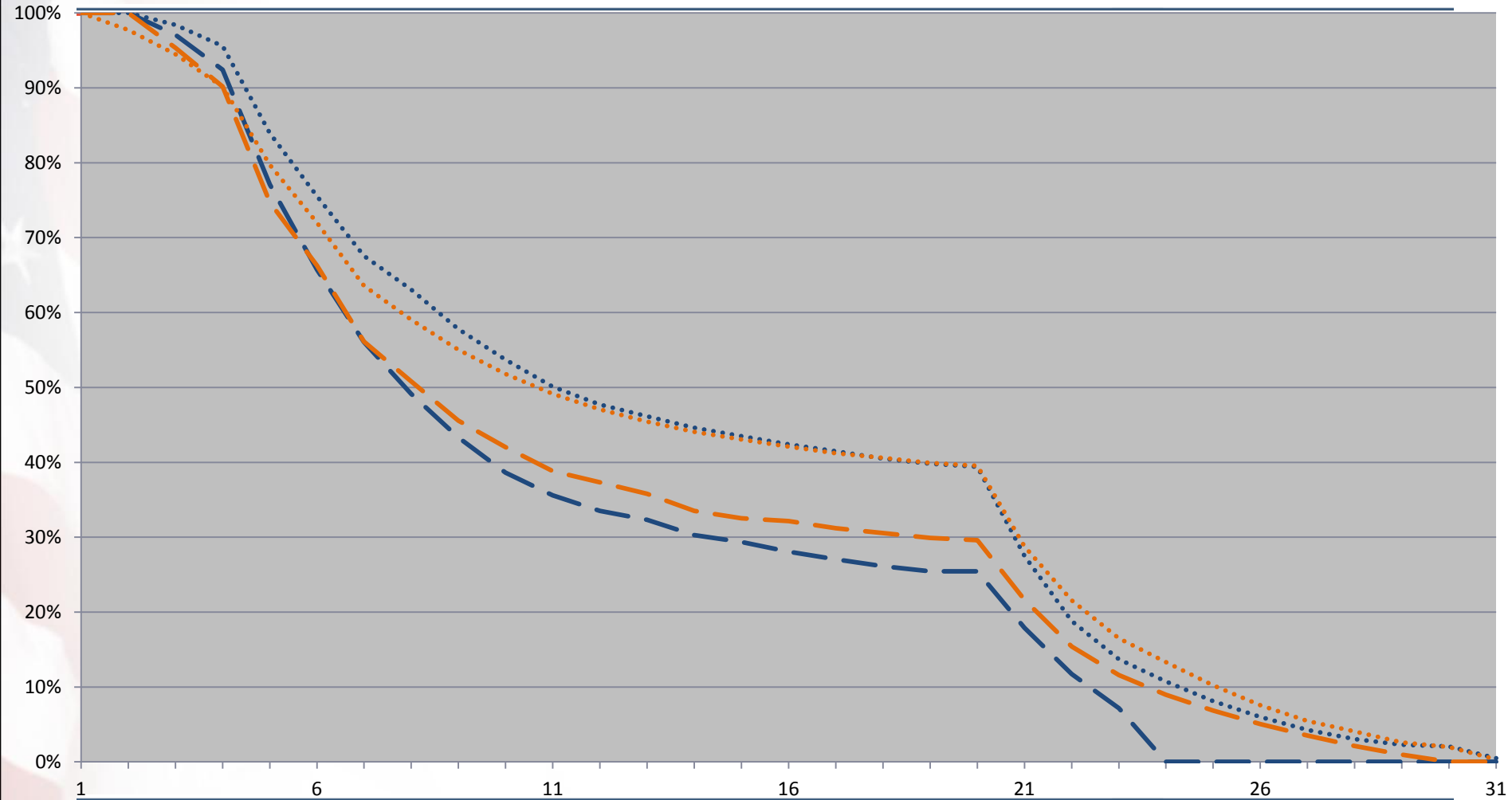
- Small size of the Coast Guard
- Number of ratings dictated comparing operational vs mission support only,
- Five ratings have less than 500 people.

•What are current retention rates for women in operational and non-operational career fields compared to men? Next Slide



Enlisted Retention Profiles

— DCO Female DCO Male - - - DCMS Female DCMS Male



Requests for Information

- **If there is a gender difference in retention rates, what strategies is your Service using to address this issue?** The Coast Guard is fully integrated and does not, in or by policy, treat females differently from males except for berthing/cohabitation. We continue to support, endorse, and promote affinity and mentoring groups that assist females in deciding to remain in the Coast Guard. We also recently updated our Temporary Separation (TEMPSEP) policy.
 - (TEMPSEP allows Coast Guard active duty members to return to active duty after a temporary separation. The member can take up to 2 years and must agree to affiliate with the Coast Guard Reserve for the entire TEMPSEP period to ensure easier return to active duty.)
 - **How does your Service use retention data to inform recruitment strategies?** We prioritize low-retention ratings with a variety of incentives, including bonuses for the recruit and non-monetary incentives for the recruiter and other members of the Coast Guard.
 - **What opportunities are afforded to Service members for rebranching or reclassifying?** The Coast Guard has a gender neutral policy on changing ratings. In general, we do not approve changing ratings unless there is an explicit need of the Service. Instead, the Coast Guard is fairly unique in that most boot camp graduates do not go straight to rating school, but spend time in the fleet. This allows members to better choose a rating.
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Points of Contact

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