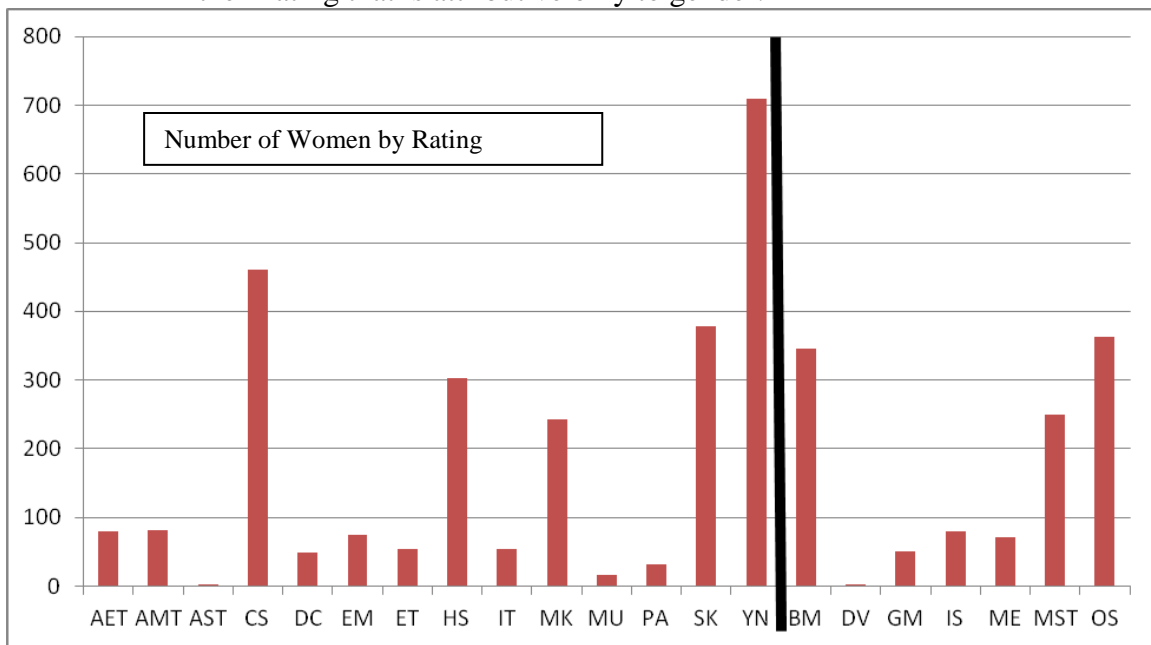


U.S. Coast Guard Response to DACOWITS Request for Information, March 2017

RFI #2: 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.

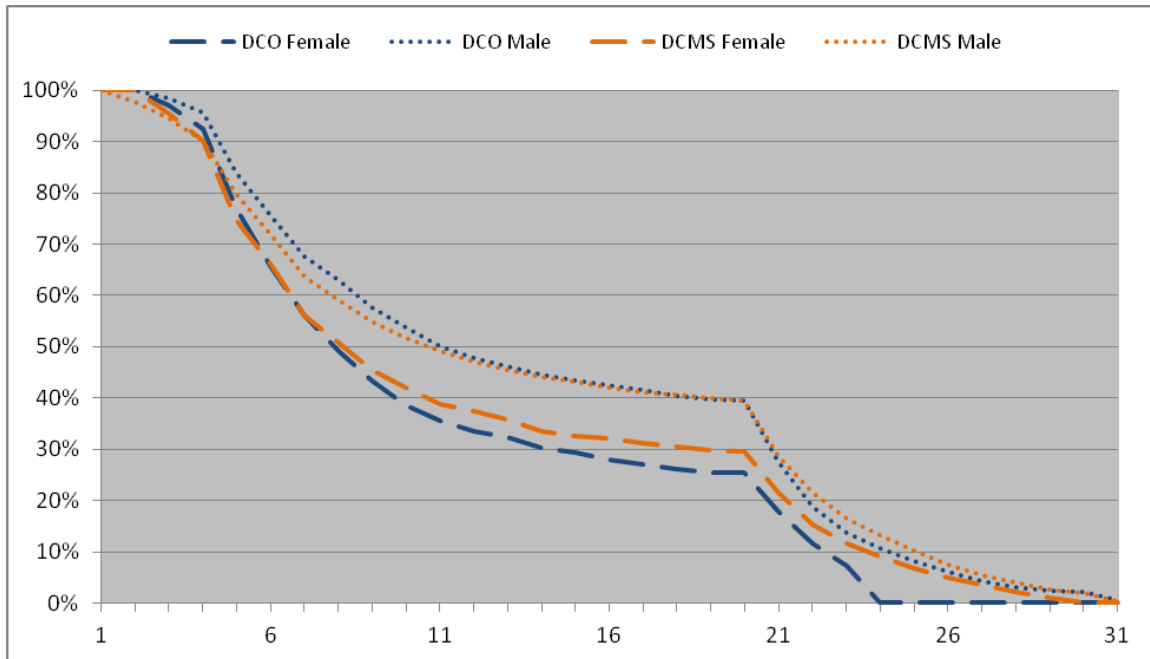
Unable to answer due to:

- 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?

Deputy Commandant for Operations (DCO) represents the operational ratings and Deputy Commandant for Mission Support (DCMS) represent our non-operational ratings.

Enlisted Retention Profiles



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.