



DACOWITS Quarterly Business Meeting

22-23 March 2017

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RFI #2

Women's Retention

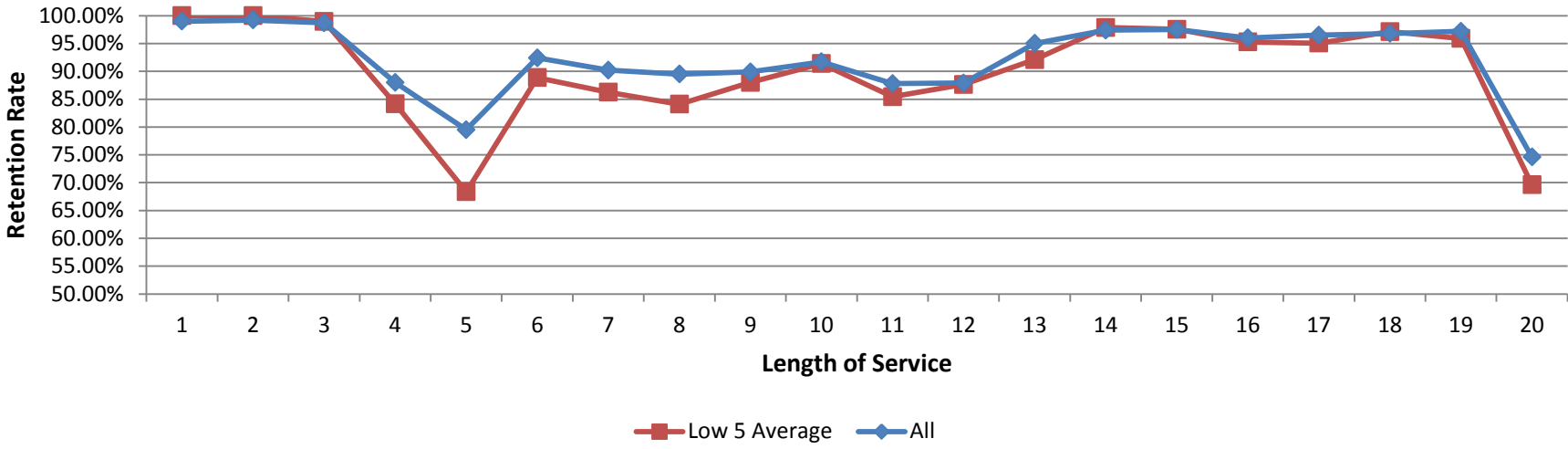
- The Marine Corps does not access, retain, or promote by race, creed, color, or gender.
- The USMC has no programs or initiatives that focus specifically on reducing attrition and increasing retention of women.
- USMC programs focus on increasing retention of quality Marines – regardless of gender.
- Retention rates affect inventory, which leads to accession mission given to Marine Corps Recruiting Command – regardless of gender.
- Marines are afforded the opportunity to lateral move into a different MOS based on the inventory needs of the Marine Corps.
- Retention rates are generally similar between genders.
 - Officer continuation: Females 4 percentage points lower at 9 YOS and 3 percentage points higher at 12 YOS
 - Enlisted continuation: Females 2.3 percentage points higher at FTAP and .6 percentage points higher at 12 YOS



RFI #2

Women's Retention – Officers

Retention of All Officers vs Bottom 5 Retaining OccFlds (FY12-FY16)



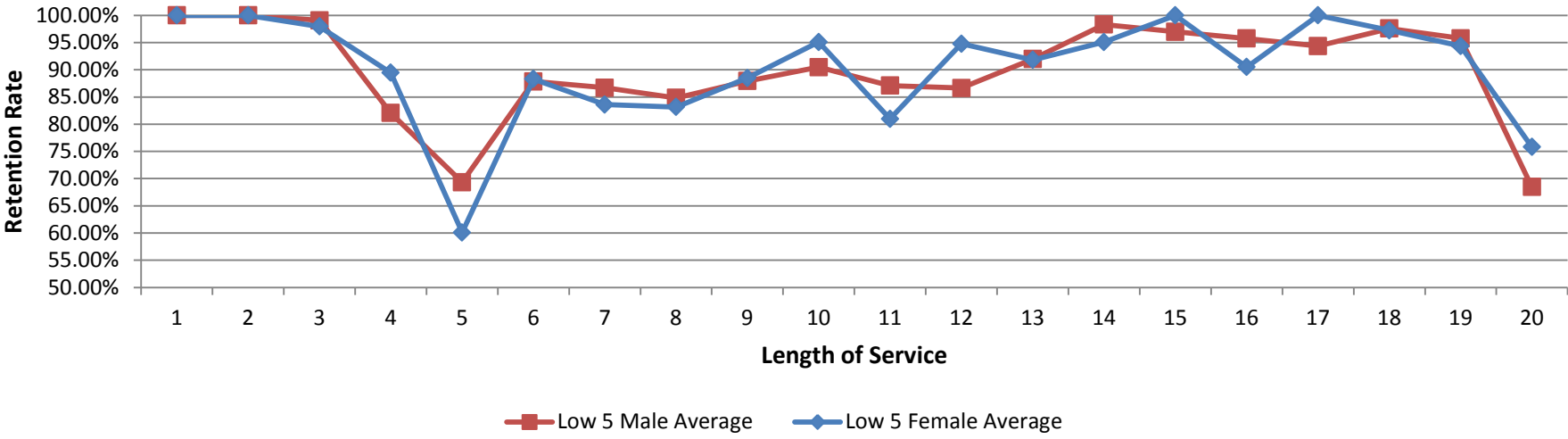
- The Marine Corps has 15 officer occupational fields (OccFlds).
 - OccFlds with Top 5 Retention Rates:
 - Unmanned Aircraft Systems (73XX)
 - Naval Aviators (75XX)
 - Aircraft Maintenance (60XX)
 - Military Police (58XX)
 - Judge Advocates (44XX)
 - OccFlds with Bottom 5 Retention Rates:
 - Manpower (01XX)
 - Public Affairs (43XX)
 - Financial Management (34XX)
 - Air Command and Control (72XX)
 - Communications (0602)
- OccFlds with Bottom 5 Retention Rates have lower retention rates at 5, 8, and 11 YOS.



RFI #2

Women's Retention – Officers

Retention of Males vs Females in Bottom 5 Retaining OccFlds



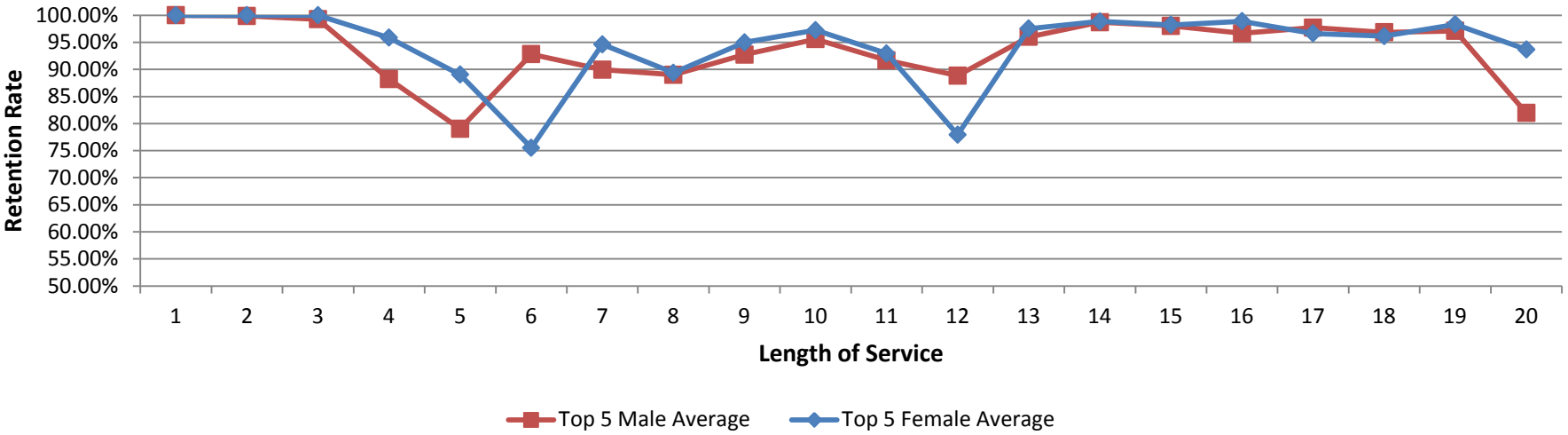
- Bottom 5 Retaining MOSs Continuation:
 - Males and females trade higher/lower continuation rates throughout the 20 YOS.
 - Males continuation is 7 percentage points lower at 4 YOS and 8 percentage points lower at 12 YOS.
 - Females continuation is 9 percentage points lower at 5 YOS and 6 percentage points lower at 11 YOS.



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Women's Retention – Officers

Retention of Males vs Females in Top 5 Retaining OccFlds



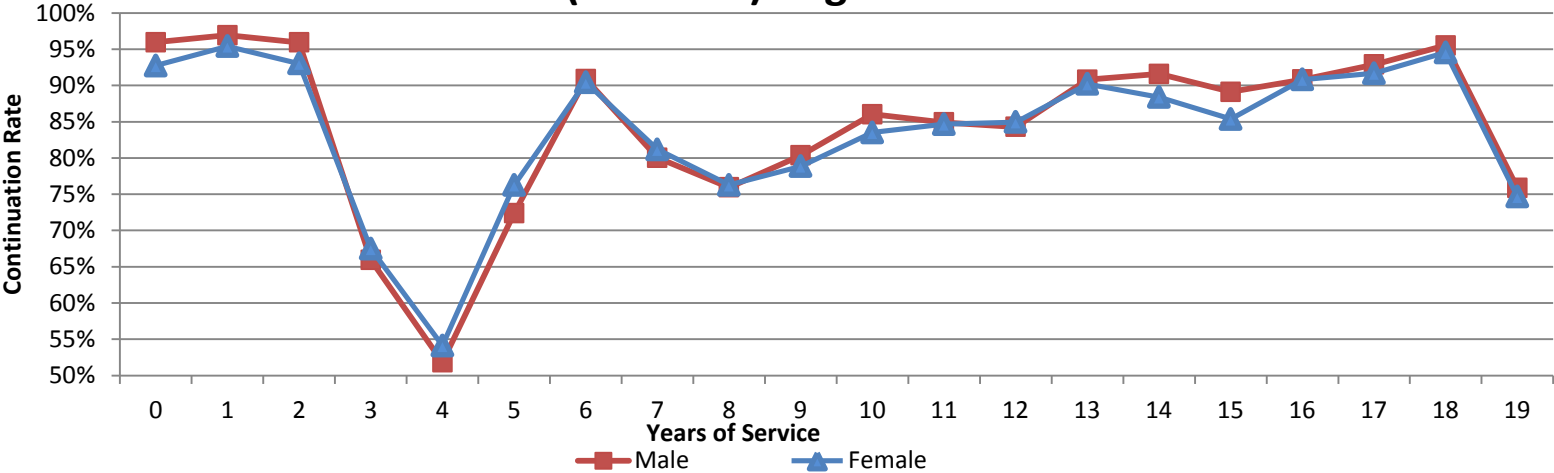
- Top 5 Retaining MOSs Continuation:
 - Males and females trade higher/lower continuation rates throughout the 20 YOS.
 - Males continuation is 10 percentage points lower at 5 YOS and 5 percentage points lower at 7 YOS.
 - Females continuation is 17 percentage points lower at 6 YOS and 11 percentage points lower at 12 YOS.



RFI #2

Retention – Enlisted

Four Year (FY 13-16) Avg Continuation Rate



FY16 Retention Rates

Top Ten Healthiest MOSs			Top Ten Degraded MOSs		
MOS	Male	Female	MOS	Male	Female
4821-Career Planner	71%	70%	7257- ATC*	36%	8%
1141-Electrician	33%	18%	0211-Intel*	66%	100%
3381-Food Service	32%	40%	5821-CID*	45%	50%
0612-Switch Operator	23%	27%	0372-CSO	79%	N/A
2141-AAV Mech	41%	N/A	2831-Digital Mech*	29%	0%
2111-Small Arms Mech	30%	44%	0659-Cyber*	35%	22%
3521-Auto Mech	25%	25%	0241-Imagery *	35%	36%
6046-Aviation Data	23%	26%	7314-UAV	35%	N/A
6531- Aviation Ordnance	25%	30%	0321-RECON	42%	N/A
3043-Supply Chain	32%	34%	2336-EOD	67%	N/A

* Small Populations in Female retention cohorts equates to large fluctuations in retention percentages.