

# DACOWITS RFI #2

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## Military Personnel Plans & Policies (OPNAV N13)

22 March 2017



# DACOWITS – Women’s Retention (RFI 2)

**Question #1: Which career fields are having a hard time retaining personnel? When does this occur? Compare men to women.**

- “Hard time retaining personnel” was interpreted as both: High turnover (low retention or continuation rate), and difficult to source in sufficient numbers to meet the work requirement (undermanned career field).
- Enlisted career fields with difficulty retaining personnel are:

Lowest Retention Rate among Under-manned Communities* (Females)	
Career Field	Retention Rate
Naval Aircrewman (Helicopter)	30.77 %
Aviation Boatswain's Mate-Aircraft (Handling)	36.07 %
Steelworker	36.23 %
Aviation Boatswain's Mate-Launch/Recovery	36.35 %
Aviation Boatswain's Mate-Fuels	39.38 %

Lowest Retention Rate among Under-manned Communities* (Males)	
Career Field	Retention Rate
Aviation Boatswain's Mate-Aircraft (Handling)	43.22 %
Aviation Boatswain's Mate-Fuels	43.93 %
Ship's Serviceman	44.35 %
Aviation Boatswain's Mate-Launch/Recovery	46.68 %
CTI-Eastern Europe	48.12 %

\*Differences in retention rates cannot be wholly attributed to gender without isolating other potential explanatory factors.

- Four officer communities are experiencing difficulty in retaining personnel to meet milestone requirements:
  - Surface Warfare (Nuclear)
  - Submarine
  - Aviation
  - Special Warfare

Average Length of Service before Separating (Years)		
	Enlisted	Officer
Male	8.05	13.71
Female	5.78	10.85



# DACOWITS – Women’s Retention (RFI 2)

**Question #2: 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.**

Bottom 10 Retention (Enlisted Male)	
Career Field (Rating)	Retention Rate
Aviation Boatswain's Mate-Aircraft (Handling)	43.22 %
Aviation Boatswain's Mate-Fuels	43.93 %
Ship's Serviceman	44.35 %
Aviation Boatswain's Mate-Launch/Recovery	46.68 %
CTI-Eastern Europe	48.12 %
Builder	48.33 %
Hull Maintenance Technician	48.68 %
CTI-East/Far East Asia	48.99 %
Equipment Operator	49.14 %
Fire Controlman	49.28 %

Top 10 Retention (Enlisted Male)	
Career Field (Rating)	Retention Rate
Explosive Ordnance Disposal	77.05 %
Special Warfare Operator	76.94 %
CTI-Latin/South America	75.96 %
Yeoman, Submarine	75.54 %
Special Warfare Boat Operator	75.00 %
Machinist's Mate, NucPow, Submarine	71.13 %
Navy Counselor	70.91 %
Information System Technician Submarine	70.75 %
Naval Aircrewman (Operator)	70.69 %
Navy Counselor, Career Recruiter	69.68 %

Bottom 10 Retention (Enlisted Female)	
Career Field (Rating)	Retention Rate
Missile Technician	N/A
Special Warfare Operator	N/A
Special Warfare Boat Operator	N/A
Naval Aircrewman (Helicopter)	30.77 %
Interior Comm Electrician, Surface Warfare	35.00 %
Aircrewman Mechanical	35.56 %
Aviation Boatswain's Mate-Aircraft (Handling)	36.07 %
Steelworker	36.23 %
Aviation Boatswain's Mate-Launch/Recovery	36.35 %
Equipment Operator	37.42 %

Top 10 Retention (Enlisted Female)	
Career Field (Rating)	Retention Rate
Navy Counselor, Career Recruiter	83.54 %
Navy Counselor	72.83 %
CTI-Latin/South America	72.22 %
Musician	68.37 %
Legalman	67.74 %
Cryptologic Technician (Networks)	67.18 %
Yeoman	66.26 %
Personnel Specialist	66.00 %
Aviation Maintenance Administrationman	62.09 %
Information Systems Technician	60.03 %



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**Question #2 (cont.): 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.**

- Officer career fields are categorized by continuation rates which represent longevity in a community not necessarily longevity in the service. Some officers remain in service but transfer to a different community.
- The following officer continuation rates show communities with difficulty retaining personnel in the same field over the length of a career.

COMMUNITY	Continuation Rates for Year Groups 2006-2015 (Male)	Continuation Rates for Year Groups 2006-2015 (Female)
Surface Warfare	36.06%	25.07%
Submarines*	29.00%	26.18%
Aviation	58.07%	47.46%
Special Warfare	51.73%	N/A

\*The submarine community did not have warfare qualified female officers until 2012



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**Question #3: What are current retention rates for women in operational and non-operational career fields compared to men?**

- The Navy does not qualify career fields as operational or non-operational as most fields directly support warfighting efforts. The following community rollups are offered as an alternative:

## Enlisted

Bottom 3 Retention Female Community Roll-Up		
Community	Female Retention Rate	Male Retention Rate
Surface	43.68%	53.10%
Aviation	48.48%	55.65%
Nuclear	48.86%	61.40%

Top 3 Retention Female Community Roll-Up		
Community	Female Retention Rate	Male Retention Rate
Administration & Supply	59.50%	56.28%
Information Warfare	56.47%	60.95%
Medical	55.11%	53.69%

## Officer\*

All Navy Year Groups 2005-2016	
Female Continuation Rate	Male Continuation Rate
50.22%	52.99%

Unrestricted Line Year Groups 2005-2016	
Female Continuation Rate	Male Continuation Rate
31.33%	45.77%

Restricted Line/Staff/Limited Duty Officer/Chief Warrant Officer Year Groups 2005-2016	
Female Continuation Rate	Male Continuation Rate
63.18%	64.51%

**\*The percentages in the above tables include both strength losses and lateral losses which are transfers between communities.**

*Data current as of 09/2016*



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**Question #4: If there is a gender difference in retention rates, what strategies is your Service using to address this issue?**

- **The Navy has targeted efforts to improve retention by:**
  - Increasing maternity leave from 6 to 18 weeks
  - Improving colocation policies to limit or eliminate geographical separation for dual military couples
  - Expanding investment in Child Development Centers to extend hours of operation
  - Expanding the Career Intermission Program (CIP) to permit temporary breaks in service without harm to career timing
  
- **Future initiatives to improve career flexibility include:**
  - Promotion deferments for officers
  - Changes to the evaluation system



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**Question #5. How does your Service use retention data to inform recruitment strategies?**

- **The Navy utilizes retention data to understand personnel turnover and establish recruitment goals.**

**Question #6: What opportunities are afforded to Service members for rebranching or reclassifying?**

- **Navy enlisted requirements or needs are advertised to Sailors within career decision windows. Sailors applying for rebranching or reclassification are competitively evaluated to ensure that the best and most qualified candidates are selected.**
- **Officers can apply for a redesignation board that is hosted twice annually. Several officer communities rely almost exclusively on inter-transfer to build their inventory.**
- **Probationary Officers that are unable to meet the requirements of their initial community are given a chance to redesignate to another one vice immediate separation from the Navy.**



# *Backup*



## ▪ **Retention Rate (Enlisted):**

- Combines Reenlistment and Attrition
- Retention: The percentage of personnel that remain in service over the total population that makes a long-term decision to stay or leave. Attrition is included as a long-term decision to leave.

$$\text{Retention Rate} = \frac{\text{Reenlistments} + \text{LTE}}{\text{Reenlistments} + \text{LTE} + \text{All losses}}$$

## ▪ **Continuation Rate (Officer):**

- Compares inventory at the beginning of the year and at the end of the year.
- The continued population is the inventory present in both time periods.

$$\text{Continuation Rate} = \frac{\text{Continued Population}}{\text{Begin Strength}}$$