

## DACOWITS RFI #1

### **WOMEN IN OPERATIONAL CAREER FIELDS**

Data provided by the Military Services last September indicated that generally women in operational career fields have higher attrition than their male counterparts. The Committee is interested in the actions being taken to define “operational career fields” important to achieve Service mission requirements to grow future leaders, determining the root cause of this disparity in attrition, and what actions the Services are taking to address the discrepancy.

The Committee requests a **written response** from all the **Military Services** on the:

#### ***1a. Definition of Operational Career Fields (officer and enlisted) for the Service.***

The Army classifies branches as basic branches and special branches. Branch names are used to identify Soldiers and units trained in the principal functions associated with that branch.

The Army categorizes branches as arms and services based on normal functions and roles performed by the personnel assigned to them. Certain branches are both an arm and a service.

1. The arms are those branches whose Soldiers are primarily concerned with combat and combat support. They are further classified as combat arms and combat support
  - (a) Combat arms are those branches whose Soldiers are directly involved in the conduct of actual fighting.
  - (b) Combat support arms are those branches whose Soldiers provide operational assistance to the combat arms.
2. The services are those branches whose Soldiers are concerned with providing combat service support and/or administrative support to the Army

The Functional Area (FA) is a group of officers, other than an arm, service, or branch, who possess tasks and skills that require significant education, training, and experience

Functional Categories includes officer branches and FA, warrant officer branches and military occupational specialties (MOS), enlisted career management fields and MOS, and civilian career programs. Military functional categories are Operations, Operations Support and Force Sustainment.

Army Doctrine combines similar systems and capabilities within the same warfighting function to increase the function’s overall capability. Due to the changes in missions, the alignment of branches and functional areas are subject to revision at any time.

The current organization of operational specialties include Air Defense Artillery (ADA), Armor (AR), Aviation (AV), Engineers (EN), Field Artillery (FA), Infantry (IN), Military Police (MP), and Special Operations branches (Special Forces, Civil Affairs, Psychological Operations), Career Management Fields (CMF): 11, 13, 14, 15, 18, 19, 31, 37, & 38. All other Branches and MOSs are aligned under Operations Support and Force Sustainment divisions.

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### 1b<sup>1</sup> Comparison of: Enlisted Retention Rates

**Chart 1: Executive Summary of Enlisted Retention Rates**

	Initial Term			Mid-Career			Career			Totals		
	ELIG REUP	REUP	REUP RATE	ELIG REUP	REUP	REUP RATE	ELIG REUP	REUP	REUP RATE	ELIG REUP	REUP	REUP RATE
<b>ALL ARMY</b>	<b>60421</b>	<b>23378</b>	<b>38.7%</b>	<b>39963</b>	<b>23763</b>	<b>59.5%</b>	<b>16591</b>	<b>12313</b>	<b>74.2%</b>	<b>116975</b>	<b>59454</b>	<b>50.8%</b>
Female Overall	8308	3493	42.0%	5996	3590	59.9%	2213	1619	73.2%	16517	8702	52.7%
Male Overall	52113	19885	38.2%	33967	20173	59.4%	14378	10694	74.4%	100458	50752	50.5%
Female Operational Branches	908	363	40.0%	462	294	63.6%	163	121	74.2%	1533	778	50.8%
Male Operational Branches	24065	8817	36.6%	14729	8447	57.3%	5755	4153	72.2%	44549	21417	48.1%
Female Support Branches	7400	3130	42.3%	5534	3296	59.6%	2050	1498	73.1%	14984	7924	52.9%
Male Support Branches	28048	11068	39.5%	19238	11726	61.0%	8623	6541	75.9%	55909	29335	52.5%

i. *Retention of women in operational specialties vs. overall retention of women?*

**Response:** Statistically the retention rates of enlisted women in operational specialties are compatible with the retention rates of enlisted women overall.

ii. *Retention of women in operational specialties vs. retention in support-oriented career disciplines.*

**Response:** The retention rates between enlisted women in operational vs. support specialties is negligible overall, but does favor support specialties at the Initial Term decision point.

iii. *Retention of women in operational specialties vs. retention of men in the same disciplines?*

**Response:** Women have similar retention rates in operational specialties compared to males in the same jobs; however, in some of the newly opened CMFs to women, retention data is limited and makes legitimate comparisons difficult

iv. *Retention of women in support-oriented career disciplines vs. retention of men in the same disciplines.*

**Response:** Retention rates of enlisted women in support specialties are compatible with the rates of men in the same jobs

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### 1b<sup>2</sup> Comparison of: Officer Retention Rates

Female officers continue at lower rates than their male counterparts in each of the specified categories (overall, operational, support) Officers in operational branches continue at lower rates than those of note, Women were ineligible for AR and IN branch until 2015, and only eligible for FA on a limited basis until 2011. Officers do not commission into Special Operations branches; analysis dataset does not account for branch changes post commissioning.

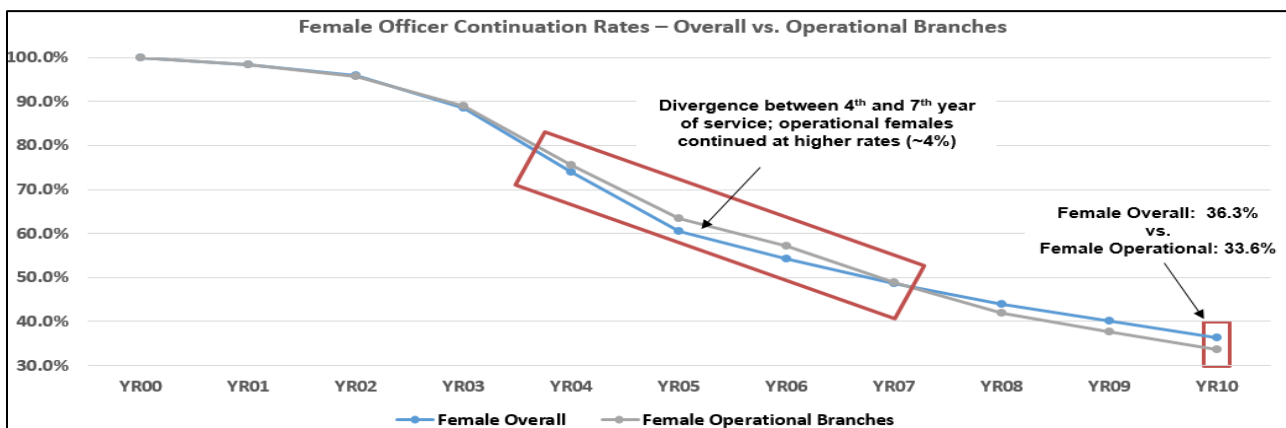
**Chart 2: Executive Summary of Officer continuation rates for RFI1b**

Category	YR00	YR01	YR02	YR03	YR04	YR05	YR06	YR07	YR08	YR09	YR10
Female Overall	100.0%	98.4%	95.8%	88.5%	74.0%	60.6%	54.3%	48.7%	43.9%	40.1%	36.3%
Male Overall	100.0%	98.9%	97.1%	90.7%	79.3%	68.1%	63.0%	58.3%	53.3%	49.8%	46.2%
Female Operational Branches	100.0%	98.3%	95.6%	88.9%	75.4%	63.4%	57.1%	48.9%	41.9%	37.7%	33.6%
Male Operational Branches	100.0%	98.9%	97.0%	90.9%	81.2%	69.4%	64.0%	59.0%	53.6%	49.5%	45.9%
Female Support Branches	100.0%	98.4%	95.9%	88.3%	73.5%	59.6%	53.4%	48.6%	44.5%	40.8%	37.2%
Male Support Branches	100.0%	99.0%	97.2%	90.4%	76.4%	66.2%	61.6%	57.3%	53.0%	50.1%	46.5%

i. Retention of women in operational specialties vs. overall retention of women?

**Response:** There are similar rates through the first 3 years of service, but diverge from the 4 to 6th year of service. Differences are likely the result of officers staying longer for company command (longer wait in operational branches) as well as longer initial service obligations for AV officers. Females in operational branches begin to attrite faster after the 7th year of service and ultimately with slightly lower continuation rates through the 10th year of service (33.6% vs. the overall average of 36.3%). Chart 3 listed below depicts average continuation rates of the overall female population as compared to females in operational branches through the 10th year of service.

**Chart 3: Female Officer Continuation Rates- Overall vs. Operational Branches**

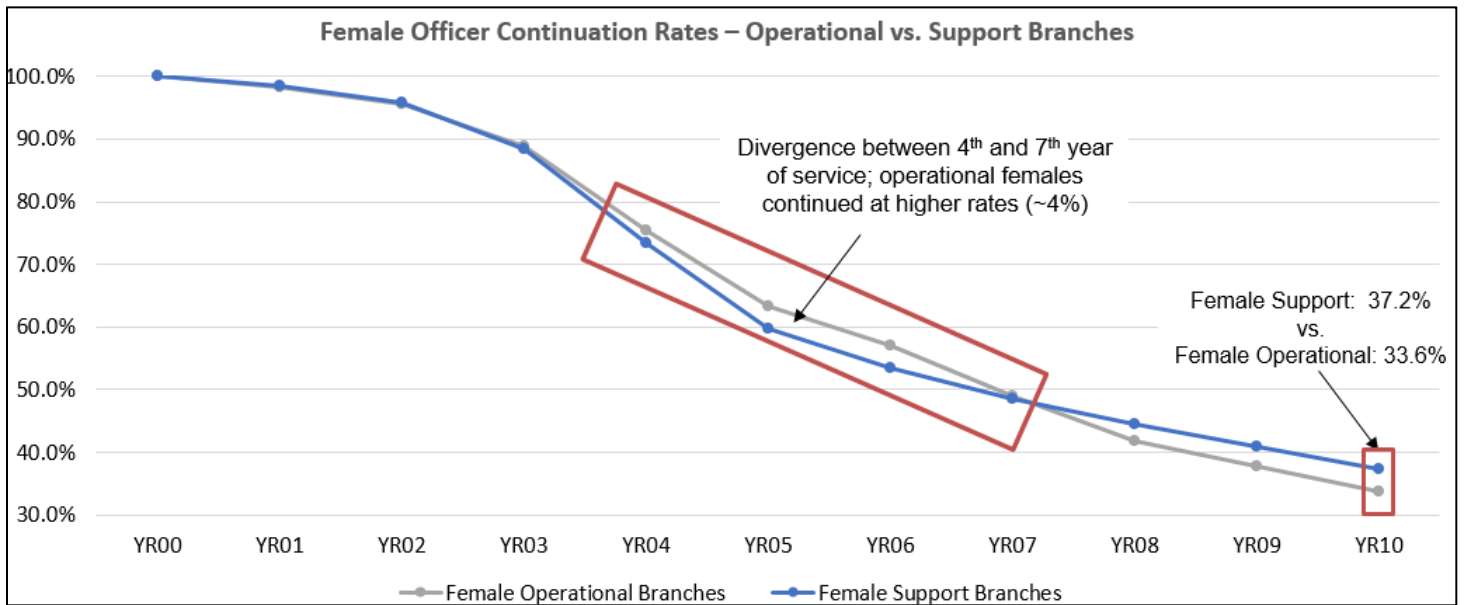


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ii. *Retention of women in operational specialties vs. retention in support-oriented career disciplines.*

**Response:** Continuation behaviors/patterns for females in Support branches are similar to the overall population (see previous slide: Overall vs. Operational). Female officers in support branches continue at higher rates than the overall female average or female operational average, about a 4% differential in continuation at the 10 year mark (37.2% vs 33.6%). Chart 4 depicts average continuation rates of the operational female population as compared to females in support branches through the 10th year of service.

**Chart 4: Female Officer Continuation Rates- Operational vs. Support Branches**

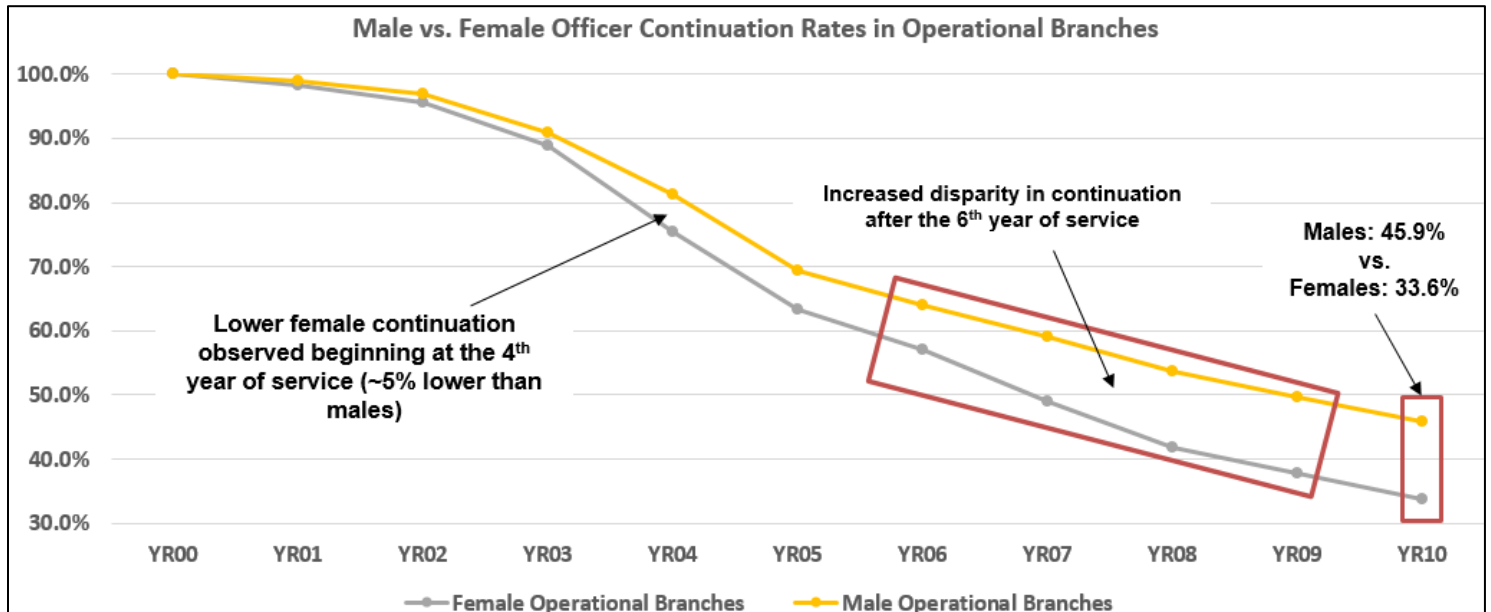


iii. *Retention of women in operational specialties vs. retention of men in the same disciplines?*

**Response:** In operational branches, males continue at higher rates than women; disparity starts around the 4th year of service and continues growing through the 10th (similar trend observed in overall male and overall female comparisons). At the conclusion of the 10th year of service, male officers continue at a higher rate (12%) than female officers in operational branches. Chart 5 compares the average continuation rates of male and female officers in operational branches through the 10th year of service.

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### Chart 5: Operational Branch Continuation Comparison

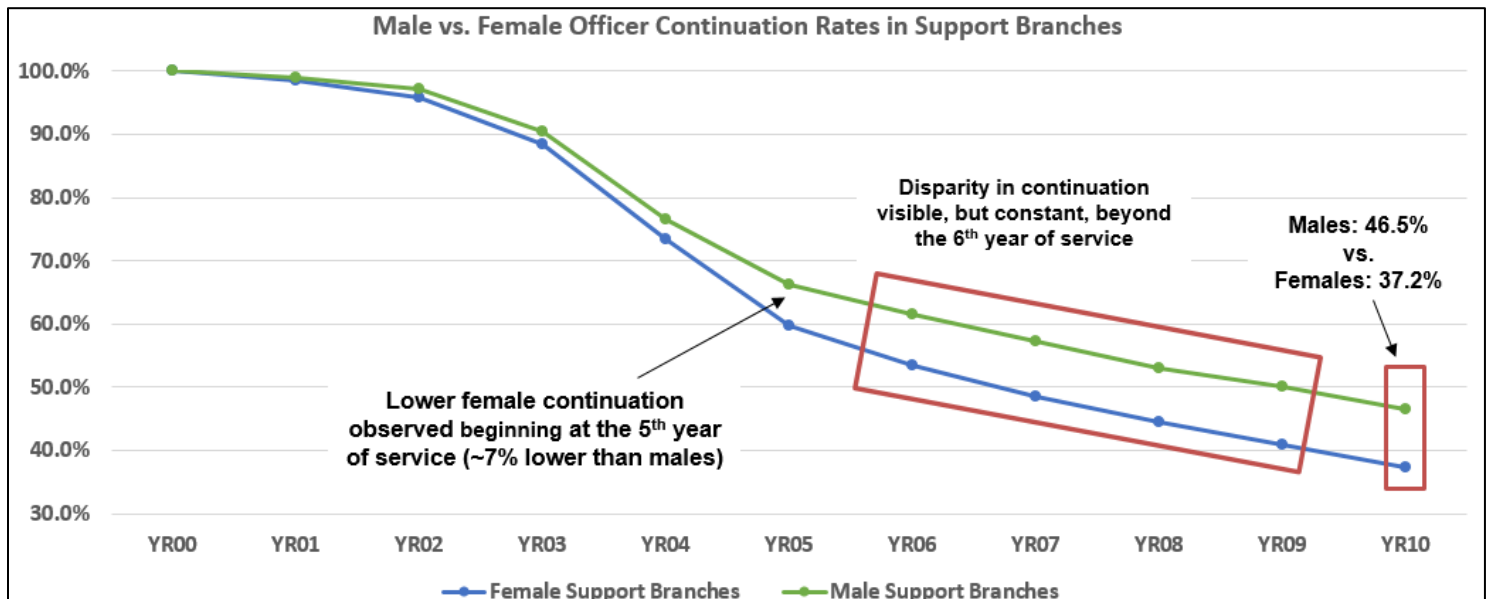


*iv. Retention of women in support-oriented career disciplines vs. retention of men in the same disciplines.*

**Response:** Among the support branches, males continue at higher rates than women (similar trend observed in overall male and overall female comparisons). While disparity between male and female continuation emerges at the 5th year of service, the gap remains relatively constant which indicates similar continuation behavior between genders. Chart 6 compares average continuation rates of male and female officers in support branches through the 10th year of service.

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## Chart 6: Support Branch Continuation Comparison



### 1c. What actions is the Service taking to determine the root cause and address any disparities?

**Response:** There is no requirement for the Army to track retention by gender. With gender integration being a new program for functional categories formerly closed to women, we do not have enough data captured yet to determine trends for gender specific root causes for retention differences by functional category.