

*RFI Category and Number:*

*Women In Operational Career Fields RFI # 1.*

*RFI Question:*

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

- a. Definition of operational career fields (officer and enlisted) for the Service.*
- b. Comparison of:*
  - i. Retention of women in operational specialties vs. overall retention of women?*
  - ii. Retention of women in operational specialties vs. retention of women in support-oriented career disciplines?*
  - iii. Retention of women in operational specialties vs. retention of men in the same disciplines?*
  - iv. Retention of women in support-oriented career disciplines vs. retention of men in the same disciplines?*
- c. What actions is the Service taking to determine root cause and address any disparities?*

*RFI Response:*

*a. Operational career fields for Naval officers are defined as those filling Unrestricted Line (URL) designators. Enlisted operational career fields are identified by ratings that have sea shore flow (SSF) career paths set to the maximum sea tour lengths allowed by Navy policy, resulting in 216 months or 18 years on sea duty over a 30-year career, and are considered sea-intensive. This also includes shore-intensive communities where enlisted Sailors do not have career paths defined by SSF but can expect to spend more than half their career on shore duty assignments.*

*b. Officer continuation rates express the population that remains on Manpower Navy (MPN) strength in the same category (URL and non-URL) from one fiscal year (FY) to following FY. Continuation rates for "non-URL" officers are based on Restricted Line and Staff Corps officer communities only, excluding LDO and CWOs. Officer continuation rates are calculated by dividing the continued strength by the begin strength.<sup>1</sup> Enlisted retention rates measure the combined reenlistment and attrition rates by dividing the sum total of reenlistments and long term extensions (LTE) by the sum total of reenlistments, LTEs and all losses.<sup>2</sup> The following data comparisons are provided below in response to the RFI:*

- i. Retention of women in operational specialties vs. overall retention of women?*  
*Officers: URL (women) vs overall (women) retention: 88.8% / 92.1%*  
*Enlisted: Sea-intensive (women) vs overall (women) retention: 39.1%/44.0%*

- ii. Retention of women in operational specialties vs. retention of women in support-oriented career disciplines?*  
*Officers: URL (women) vs non-URL (women): 88.8% / 91.9%*

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<sup>1</sup> Officer continuation rates based on system source Navy Manpower Program and Budget System as of 30 Sep 2017.

<sup>2</sup> Enlisted continuation rates based on system source Navy Retention Monitoring System as of 31 Jan 2018.

*Enlisted: Sea-intensive (women) vs shore-intensive (women): 39.1%/48.3%*

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

*Officers: URL (women) vs URL (men): 88.8% / 91.1%*

*Enlisted: Sea-intensive (women) vs sea-intensive (men): 39.1%/43.0%*

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

*Officers: Non-URL (women) vs non-URL (men): 91.9% / 92.8%*

*Enlisted: Shore-intensive (women) vs shore-intensive (men): 48.3%/44.1%*

*c. Navy utilizes many methods to determine the root causes of retention disparities. Along with direct feedback from the Fleet, Navy conducts a biennial Secretary of the Navy-directed survey to collect data and comments from Sailors across the Fleet to gauge the present-day impact of Navy policies on Sailors and their families. The survey touches on a wide variety of issues, including career development, work-life balance, retention issues, adoption leave and family planning. It attempts to capture as wide an audience as possible and serves as an initial indicator on "root causes" for retention disparities between male and female service members.*

*Navy actions to address retention disparities include the Sailor 2025 program, a set of approximately 45 different initiatives designed to put Navy in a better position to deal with the increased competition for talent the Navy is facing due to an improving economy and a decreased propensity to serve from the younger generation. These policies are applicable to all Sailors regardless of race, gender or ethnicity. They are aimed at modernizing our personnel management and training systems to more effectively recruit, train and manage the force of tomorrow all while improving the Navy's warfighting readiness. Furthering these efforts, Sailor 2025 attempts to identify and address root causes for why Sailors leave and produces policies and programs that address these concerns. These policies and initiatives include:*

- Extending availability of Child Development Centers based on local demand.*
- Increasing female enlisted accessions in support of achieving 20% females on each ship by 2020.*
- Modifying all surface ships to support gender neutral assignment by 2025.*
- Piloting or expanding initiatives to increase recruitment of women in the science, technology, engineering and mathematics (STEM) fields of study.*
- Increasing the number of STEM majors at the United States Naval Academy (USNA) and Navy Reserve Officer Training Corps (NROTC) units to increase female technical accessions.*
- Updating maternity, paternity and adoption leave policies based on research and analysis to improve the retention of female Sailors and develop Navy culture into a more family-friendly workplace.*
- Implementing a permanent Career Intermision Program (CIP) to allow for greater flexibility for life events.*

- *Increasing the ease of transition between the active and reserve components to meet mission requirements and encourage a lifetime of service.*
- *Developed a family operational stress control course that mirrors the one received by active duty (AD) Sailors pre-deployment. This course is designed to address stress issues before they become problems that affect the AD service member.*
- *Conducting exit surveys to determine why service members decide to leave the service. These surveys are primarily focused on the O-4/E-6 and below paygrades.*
- *Establishing procedures where chains of command and command career counselors contact service members to discuss career options before they have the opportunity to separate from the military (a “stay in” survey).*
- *Meritorious Advancement Program (MAP) - Provides more opportunities to Fleet COs, CMCs, and the Chiefs' Mess to better identify and meritoriously advance talented, hard-working Sailors at sea and shore.*
- *Tours with Industry (TWI) - Provides opportunities for 30 top-performing Sailors at high-performing corporations to observe and learn the newest insights and best practices to bring back to the Fleet.*
- *Fleet Scholar Education Program (FSEP) - Expands fully-funded, in-residence graduate degree opportunities at civilian institutions by 30 billets at the officer's (URL and IWC officers eligible) choice of institution.*
- *Assigned Deployed Resilience Counselors to aircraft carriers and amphibious assault ships – build inclusive teams that leverage our Sailors diverse backgrounds, experience, and skillsets to improve our warfighting capacity and readiness.*
- *Creating a program to offer personnel with critical skills and superior performance guaranteed opportunities to return to active duty following a temporary separation (less than two years) from the Navy.*
- *Revised the co-location policy to improve distribution procedures to ensure military couples are provided every reasonable opportunity to establish a joint household.*
- *Incorporating female berthing availability into Navy’s enlisted Career Management System Interactive Detailing (CMS-ID) system to improve distribution of female Sailors to sea-going billets.*
- *Providing more billet options to reduce the need for Sailors to make Geo-bachelor decisions to improve quality of life and reduce attrition due to geographic separation concerns.*
- *Expanding the detailing marketplace to the officer communities to provide greater visibility on career options.*
- *Researching and developing officer management initiatives to provide officers with the choices, flexibility and transparency they want and need.*

*Navy’s Office of Inclusion and Diversity conducts ongoing engagement with representatives at the system command (i.e. Naval Sea Systems Command, Naval Air Systems Command), warfare type commander (i.e. Surface, Aviation, Submarine), and other communities (i.e. Medical, Supply, Human Resources) through the Strategic Workforce Action Group (SWAG). SWAG meetings drive the execution of Navy’s Inclusion and Diversity Strategic Principles and Objectives—designed to increase retention of under-represented races, genders, and ethnicities.*

*Additionally, they allow sharing of best practices and lessons learned regarding mitigating disparities in retention data and trends.*

*POC or office responsible:*

*OPNAV N1D*