



DACOWITS RFI 14

Caregiver Sabbatical

3 March 2020

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a. Provide an update of Service members' use of the CIP from the date of inception of the program through present day, to include reasons for the application.

The Army implemented the program in 2014 for Regular Army or U.S. Army Reserve Active Guard Reserve Soldiers, allowing their pursuit of personal or professional growth with a mechanism for their seamless return to active duty. Reasons for participating:

- 10 Soldiers participated in the program to pursue education goals such as Bachelor's, Master's, or Doctorate degrees or pre-requisites for Army Medical Department programs.
- 6 Soldiers participated for family reasons such as spending time/reconnecting with family, caring for ailing parents, spouses, and children; to adopt children; or to align assignments with a military spouse.
- 1 Soldier chose to pursue other civilian professional opportunities overseas.
- 1 Soldier took time to learn organic farming with the non-governmental organization World Wide Opportunities on Organic Farms.



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b. Explain how the program is being requested/used by Service members to care for children:

Soldiers are required to specify their reason for entry into the program. 1/3 of Soldiers approved for the program cited children and/or family reasons. Continued coverage by TRICARE while in the program greatly assists the Soldier's care for their children/families during their intermission.

One Soldier responded: "I didn't really want to walk away from my career, but it was getting to that point." This Soldier was struggling with balancing her eleven year Army career, spending time with her toddler child, and having time to complete her bachelor's degree. She is also married to a career Soldier. This Soldier successfully completed her degree and returned to active duty after three years in the CIP.



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i. Numbers of CIP applicants and selectees broken down by gender;

CIP PARTICIPATION RACE/ETHNICITY/GENDER DATA – CY 09-18												
RACE	FEMALE				MALE				TOTAL			
	APPLICANTS		PARTICIPANTS		APPLICANTS		PARTICIPANTS		APPLICANTS		PARTICIPANTS	
	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED
American Indian/Alaska Native												
Asian	1								1			
Black/African American	5	6	1	3		7		3	5	13	1	6
Hawaiian/Other Pacific Islander												
White/Caucasian	5	5	3	4	7	5	1	2	12	10	4	6
2 or more Races												
Declined to Respond/Unknown					3	1			3	1	1	
TOTAL	11	11	4	7	10	13	1	5	21	24	6	12
ETHNICITY												
Hispanic/Latino					4				4		1	
Not Hispanic/Latino	11	11	4	7	5	12		5	17	23	4	12
Declined to Respond/Unknown					1	1	1		1	1	1	
TOTAL	11	11	4	7	10	13	1	5	21	24	6	12



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ii. Reasons for denying a request for CIP, noting any differences by gender:

- Rank (1 Enlisted Female)
- Medical Profile (1 Enlisted Male)
- Under Investigation/Misconduct (1 Enlisted Female)
- UCMJ for Drugs (1 Enlisted Male)
- Poor Performance/Evaluations (5 Female Officers; 4 Male Officers/ 1 Male Enlisted)



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iii. Results of CIP as it affects retention and satisfaction to serve.

- All but one Soldier met reaccession requirements and returned on schedule. The Soldier who did not return on schedule underwent a medical evaluation board and physical evaluation board and was retired for physical disability. All participating Soldiers who returned and have completed their service obligation are continuing to serve in the Army.
- One Female Enlisted Soldier completed law school while in the program and has been commissioned in the Judge Advocate General Corps in the Regular Army.
- One Female Aviation officer completed educational requirements while in the program and was reappointed in the Army Medical Specialist Corps.
- Two Female Enlisted Soldiers were promoted after return to the Regular Army.
- One Male Enlisted Soldier was selected for the Army's Green to Gold Program and is currently attending ROTC.



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iii. Lengths of time requested, granted, and used for the care of children.

- 7 Soldiers (1 Female Officer/5 Female Enlisted/1 Male Enlisted) cited children as the basis for their request. All requested periods were granted:
 - 1 Female Officer – 3 year period.
 - 3 Female Enlisted – 3 year period
 - 2 Female Enlisted – 2 year period
 - 1 Male Enlisted – 2 year period



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iii. Include any feedback from Service members broken down by gender, to include real/perceived impacts on career progression.

The Army has not conducted a formalized survey of Soldiers who have returned to active duty, but thus far no negative impacts on career progression have been identified for either Female or Male Soldiers.



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c. As a retention initiative, is your Service considering any other options to provide Service members extended time off? If so, please provide those details.

No other options are being considered at this time.
