

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI #14: Career Intermission Program (CIP)



**Retirements, Separation, and
Force Management Policy
Briefing: 3 Mar 2020**

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RFI #14: Career Intermission Program (Selectees)

- **14a. Provide an update of Service members' use of the CIP form the date of inception of the program through CY19, to include reasons for the application.**
 - **Response**
 - **From the introduction of the program 2014 to 2019, 215 personnel have participated in CIP**
 - **Primary reasons members participated in CIP*:**
 - **Education (130)**
 - **Raise a family (98)**
 - **Pursue alternate career opportunity (10)**
 - **Align dual military career timing (25)**
 - **Care for ill/elderly/disabled family member (18)**
 - **Religious/missionary work/pilgrimage (5)**

**some members cited more than one reason*



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RFI #14: Career Intermission Program (Applicants and Selectees)

- **14b. Explain how the program is being requested/used by Service members to care for children, to include:**
 - **Response**
 - **i. Number of CIP applicants and selectees broken down by gender**
 - **Applicants: 312 total (156 females / 156 males)**
 - **105 applicants requested CIP to raise and grow a family**
 - **Selectees: 215 total (111 females / 104 males)**
 - **79 selectees requested CIP to raise and grow a family**
 - **ii. Reasons for denying a request for CIP, noting and differences by gender**
 - **Members denied CIP participation due to:**
 - **Undesirable performance indicators (i.e. under investigation, non-judicial punishment, court-martial)**
 - **Unable to complete the associated service commitment prior to mandatory separation/retirement**
 - **Pending a medical evaluation board**



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RFI #14: Career Intermission Program (Selectee-Participants)

■ 14b (cont)

- iii. Results of CIP as it affects retention and satisfaction to serve. Include lengths of time requested, granted, and used for the care of children. Include any feedback from Service members broken down by gender, to include real/perceived impacts on career progression.**

- On average, service members participated in CIP for 2.5 years. A total of 58* members returned to active duty since the program started in 2014.**

*Majority of members are still participating in CIP and have not returned yet.

- 33% of participants were join spouse and the majority of those cited education and family as their reasons for CIP participation.**
- Positive feedback from CIP participants** (34 out of 58 completed the survey) stated that CIP positively impacted their ability to grow a family without compromising career.**

** Survey did not differentiate by gender.



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RFI #14: Career Intermission Program (Other Options)

- **14c. As a retention initiative, is your Service considering any other options to provide Service members extended time off? If so, please provide those details.**
 - **Response**
 - **The Air Force is researching possible options for bereavement leave to allow Service members leave to grieve the loss of a family member.**