

RFI Category & Number: Impact of Key Influencers on Servicewomen's Career Paths (RFI #4)

RFI Question: The Committee continues to observe modest increases in the percentage of women joining the military and consistently low rates of women entering previously closed positions, such as special operations forces. The Committee is trying to understand how cadets/midshipmen are informed/educated about career fields to best suit their desires to serve once they become a commissioned officer.

The Committee requests a briefing from the **Military Service Academies (MSAs)** about key influencers and opportunities to educate cadet/midshipmen about prospective career fields. Utilize the questions below to inform the briefing purpose. In addition, the Committee requests a detailed written response from to the **Army, Department of the Navy, and Department of the Air Force** which answer the questions below:

- a. During which class year do cadets/midshipmen submit their preferences for commissioned career field (e.g., freshman to senior) and within what part of the school year (e.g., end of fall semester)?
- b. How are cadets/midshipmen exposed to the various Military Occupational Specialties (MOS), Air Force Specialty Codes (AFSC), and Designators prior to submitting their desired career field? Please provide any written program guidance on this (regulation, instruction, etc.). Please provide examples of presentations given to cadets/midshipmen prior to and on selection day. Please provide calendar events that are hosted throughout the academic year which showcase educational/information on opportunities to join different career fields.
- c. Who provides the above information to cadets/midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields)?
- d. What process exists for cadets/midshipmen to ask more in-depth questions regarding a specific career field prior to the desired career submittal? For instance, is there a SME they can reach out to? If so, where is the SME located/assigned? Is there a career field officer for each cadet squadron or company? If so, where is that career field officer or SME located within the institution or somewhere within the Service?
- e. In 2016, then-SecDef Carter opened all career fields to women. How, specifically, are those career fields being presented as opportunities for women to ensure awareness, education, and support to apply/list those career fields on their desired career submittal form?
- f. Are there any initiatives or resources that specifically target/engage women to garner their interest in these previously closed career fields? If so, what are they? What is the frequency of education? Who provides it (e.g., instructor or officer at the institution or SME from the field)? If there is not anything specifically done, are there plans to examine this opportunity?
- g. Provide a breakdown of the MOS/AFSC/Designator awarded by academic year from 2017-2024. In addition, include the following:
 - i. Number of cadets/midshipmen in that award for the class (this number may be different than graduating number, so please provide # cadets/midshipmen at the time of career field assignment).
 - ii. Break down # of men awarded by MOS/AFSC/Designator and the # of women award by MOS/AFSC/Designator.

iii. Provide listing of career field by with full title and associated MOS/AFSC/Designator acronym/code (e.g., Pilot, 11 for USAF, Cyber Officer, 17S in Space Force, etc.).

iv. Within each of the above career fields, list the # of men and # of women in each category (e.g., 200 Pilot, 11 for Air Force; 146 men, 54 women).

h. Provide process on how a cadet/midshipmen career field selection is done (e.g., cadet/midshipmen submit a list 1-N of desired career fields). Who receives the career selections? How are decisions made?

i. Does it matter if cadet/midshipman is awarded their 40th of 40 choices? Versus 1-5 choice? If so, how does this matter and what statistics/metrics exist to provide the Superintendent or Service leader for awareness?

RFI Response 4a:

NROTC submissions for career field preference are submitted prior to the Service Selection Board which is held in September of the Senior Year. There is no “selection day” for NROTC, but rather a service assignment process which considers MIDN preference as only one of several factors, other factors including aptitude (as measured by ASTB scores, SOAS and EOD screener performance, undergraduate grades and nuclear propulsion program interview performance, etc), community-specific medical screening, and needs of the navy as defined by the Chief of Naval Personnel for a given commissioning year group.

RFI Response 4b:

Each summer, NROTC Midshipmen take part in “cruises” as part of their learning and decision process leading up to career preference submissions. Following their Freshman year, they take part in a 1 month cruise where they are exposed to the aviation, surface, submarine, and Marine career fields for one week each. After Sophomore year, Midshipman take part in a Third Class Cruise where they shadow senior enlisted members and spend time living in enlisted quarters aboard a ship. The final cruise takes place following Junior year in the preferred career field where time is spent shadowing Officers onboard a ship, submarine, or within an aviation squadron.

Relevant directive: [NSTC M-1533.2E](#)

RFI Response 4c:

Naval Science Instructors at the NROTC Units provide midshipmen with career field and warfare community information.

RFI Response 4h:

NROTC submissions for career field preference are submitted prior to the Service Selection Board which is held in September of the Senior Year. There is no “selection day” for NROTC, but rather a service assignment process which considers MIDN preference as only one of several factors, other factors including aptitude (as measured by ASTB scores, SOAS and EOD screener performance, undergraduate grades and nuclear propulsion program interview performance, etc), community-specific medical screening, and needs of the navy as defined by the Chief of Naval Personnel for a given commissioning year group.

Hours Expended Answering this RFI: 24

POC or office responsible: NSTC

DESIGNATOR	DESCRIPTION	2017			2018			2019					
		MALE	FEMALE	TOTAL	% F	MALE	FEMALE	TOTAL	% F	MALE	FEMALE	TOTAL	% F
1160E	SWO-EDO (ENGINEER DTY OFF OPT)	7	7	14	50.0%	11	3	14	21.4%	12	3	15	20.0%
1160P	SWO-IP (INFO PROF OPT)	1	2	3	66.7%	0	1	1	100.0%	3	0	3	0.0%
1160G	SWO-OCEAN (OCEANOGRAPHY OPT)	1	1	2	50.0%	1	2	3	66.7%	2	0	2	0.0%
1160W	SWO-CW (CRYPTO WARFARE OPT)	1	0	1	0.0%	0	2	2	100.0%	2	0	2	0.0%
1160L	SWO-INTEL (INTELLIGENCE OPT)	1	1	2	50.0%	0	1	1	100.0%	1	1	2	50.0%
1160	SWO-SURFACE WARFARE OFFICER	174	120	294	40.8%	186	92	278	33.1%	188	61	249	24.5%
1160N/S	SWO-NUCLEAR OPT/SEAL OPT	30	19	49	38.8%	31	17	48	35.4%	44	14	58	24.1%
1170E	SUB-EDO (ENGINEER DTY OFF OPT)	10	0	10	0.0%	9	1	10	10.0%	7	3	10	30.0%
1170	SUBMARINES	136	8	144	5.6%	139	12	151	7.9%	124	18	142	12.7%
1180	SPEC WARFARE (SEAL)	20	0	20	0.0%	18	0	18	0.0%	22	0	22	0.0%
1190	SPEC OPS (EXPLOSIVE ORD DISP)	12	0	12	0.0%	11	1	12	8.3%	13	1	14	7.1%
1200	HR-HUMAN RESOURCES	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1210	NR-NUCLEAR POWER SCHOOL INSTRUCTOR	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1220N	NR-NAVAL REACTORS ENGINEER	0	0	0	N/A	6	1	7	14.3%	0	0	0	N/A
1370	NFO-NAVAL FLIGHT OFFICER	59	15	74	20.3%	60	18	78	23.1%	60	24	84	28.6%
1390	PILOT	205	40	245	16.3%	224	37	261	14.2%	243	26	269	9.7%
1520	AVIATION MAINTENANCE DUTY OFFICER	0	0	0	N/A	1	0	1	0.0%	1	0	1	0.0%
1665	RESERVE SWO - SSMP	184	36	220	16.4%	175	31	206	15.0%	188	29	217	13.4%
1800	OCEANOGRAPHY	1	0	1	0.0%	0	0	0	N/A	1	0	1	0.0%
1810	CW- CRYPTOLOGIC WARFARE	4	1	5	20.0%	3	1	4	25.0%	2	1	3	33.3%
1820	IP-INFORMATION PROFESSIONAL	2	1	3	33.3%	2	1	3	33.3%	2	1	3	33.3%
1830	INTELLIGENCE	0	2	2	100.0%	2	0	2	0.0%	1	0	1	0.0%
1840	CYBER WARFARE ENGINEER	0	0	0	N/A	0	0	0	N/A	1	0	1	0.0%
1870	MARITIME SPACE OPERATIONS	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1880	MARITIME CYBER WARFARE	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1970	DOCTOR/DENTIST	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
2300	MEDICAL SERVICE CORPS	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
2900	NURSE CORPS	2	28	30	93.3%	3	14	17	82.4%	0	11	11	100.0%
3100	SUPPLY CORPS	1	0	1	0.0%	2	0	2	0.0%	2	0	2	0.0%
5100	CEC-CIVIL ENGINEERING CORPS	2	0	2	0.0%	2	0	2	0.0%	1	2	3	66.7%
*	MARINE CORPS SECOND LIEUTENANTS	624	68	692	9.8%	595	87	682	12.8%	715	115	830	13.9%
		853	281	1134	24.8%	886	235	1121	21.0%	920	195	1115	17.5%
		1477	349	1826	19.1%	1481	322	1803	17.9%	1635	310	1945	15.9%

FY TOTALS (NAVY ONLY)

FY TOTALS (PLUS USMC)

TRENDS

Increase in Female Assignments

Decrease in Female Assignments

No assignments for FY

USMC Designators Controlled by MCRC

N/A

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DESIGNATOR	DESCRIPTION	2020				2021				2022				2023			
		MALE	FEMALE	TOTAL	% F	MALE	FEMALE	TOTAL	% F	MALE	FEMALE	TOTAL	% F	MALE	FEMALE	TOTAL	% F
1160E	SWO-EDO (ENGINEER DTY OFF OPT)	13	2	15	13.3%	9	4	13	30.8%	12	2	14	14.3%	13	2	15	13.3%
1160P	SWO-IP (INFO PROF OPT)	1	2	3	66.7%	0	1	1	100.0%	1	3	4	75.0%	2	2	4	50.0%
1160G	SWO-OCEAN (OCEANOGRAPHY OPT)	1	3	4	75.0%	0	1	1	100.0%	1	3	4	75.0%	3	1	4	25.0%
1160W	SWO-CW (CRYPTO WARFARE OPT)	3	0	3	0.0%	1	1	2	50.0%	3	1	4	25.0%	1	3	4	75.0%
1160L	SWO-INTEL (INTELLIGENCE OPT)	0	2	2	100.0%	1	1	2	50.0%	2	1	3	33.3%	2	1	3	33.3%
1160	SWO-SURFACE WARFARE OFFICER	203	77	280	27.5%	182	85	267	31.8%	197	75	272	27.6%	152	65	217	30.0%
1160N'S	SWO-NUCLEAR OPT\SEAL OPT	35	14	49	28.6%	35	15	50	30.0%	42	14	56	25.0%	40	18	58	31.0%
1170E	SUB-EDO (ENGINEER DTY OFF OPT)	8	1	9	11.1%	0	1	1	100.0%	9	1	10	10.0%	6	4	10	40.0%
1170	SUBMARINES	139	19	158	12.0%	131	30	161	18.6%	124	33	157	21.0%	137	23	160	14.4%
1180	SPEC WARFARE (SEAL)	19	0	19	0.0%	19	0	19	0.0%	11	0	11	0.0%	17	0	17	0.0%
1190	SPEC OPS (EXPLOSIVE ORD DISP)	12	2	14	14.3%	11	3	14	21.4%	12	2	14	14.3%	9	0	9	0.0%
1200	HR-HUMAN RESOURCES	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1210	NR-NUCLEAR POWER SCHOOL INSTRUCTOR	1	0	1	0.0%	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1220N	NR-NAVAL REACTORS ENGINEER	6	2	8	25.0%	0	0	0	N/A	0	0	0	N/A	3	2	5	40.0%
1370	NFO-NAVAL FLIGHT OFFICER	56	21	77	27.3%	55	15	70	21.4%	49	23	72	31.9%	45	23	68	33.8%
1390	PILOT	211	45	256	17.6%	199	54	253	21.3%	192	53	245	21.6%	183	32	215	14.9%
1520	AVIATION MAINTENANCE DUTY OFFICER	0	0	0	N/A	0	0	0	N/A	1	0	1	0.0%	0	0	0	N/A
1665	RESERVE SWO - SSMP	180	43	223	19.3%	207	42	249	16.9%	227	45	272	16.5%	211	55	266	20.7%
1800	OCEANOGRAPHY	1	1	2	50.0%	0	0	0	N/A	0	0	0	N/A	1	1	2	50.0%
1810	CW- CRYPTOLOGIC WARFARE	5	0	5	0.0%	2	1	3	33.3%	3	2	5	40.0%	3	2	5	40.0%
1820	IP-INFORMATION PROFESSIONAL	2	0	2	0.0%	1	1	2	50.0%	3	0	3	0.0%	5	1	6	16.7%
1830	INTELLIGENCE	3	1	4	25.0%	4	1	5	20.0%	1	3	4	75.0%	2	3	5	60.0%
1840	CYBER WARFARE ENGINEER	1	0	1	0.0%	2	0	2	0.0%	2	1	3	33.3%	4	0	4	0.0%
1870	MARITIME SPACE OPERATIONS	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1880	MARITIME CYBER WARFARE	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
1970	DOCTOR/DENTIST	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A
2300	MEDICAL SERVICE CORPS	0	0	0	N/A	0	0	0	N/A	0	0	0	N/A	1	0	1	0.0%
2900	NURSE CORPS	0	14	14	100.0%	3	7	10	70.0%	2	11	13	84.6%	1	11	12	91.7%
3100	SUPPLY CORPS	1	0	1	0.0%	0	1	1	100.0%	1	1	2	50.0%	1	1	2	50.0%
5100	CEC-CIVIL ENGINEERING CORPS	4	0	4	0.0%	2	1	3	33.3%	4	0	4	0.0%	2	1	3	33.3%
*	MARINE CORPS SECOND LIEUTENANTS	699	121	820	14.8%	655	120	775	15.5%	651	100	751	13.3%	604	92	696	13.2%
		905	249	1154	21.6%	864	265	1129	23.5%	899	274	1173	23.4%	844	251	1095	22.9%
		1604	370	1974	18.7%	1519	385	1904	20.2%	1550	374	1924	19.4%	1448	343	1791	19.2%

FY TOTALS (NAVY ONLY)
FY TOTALS (PLUS USMC)

TRENDS

- Increase in Female Assignments
- Decrease in Female Assignments
- No assignments for FY
- USMC Designators Controlled by MCRC

N/A

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DESIGNATOR	DESCRIPTION	2024				% F
		MALE	FEMALE	TOTAL		
1160E	SWO-EDO (ENGINEER DTY OFF OPT)	11	3	14	21.4%	
1160P	SWO-IP (INFO PROF OPT)	1	3	4	75.0%	
1160G	SWO-OCEAN (OCEANOGRAPHY OPT)	2	4	6	66.7%	
1160W	SWO-CW (CRYPTO WARFARE OPT)	2	1	3	33.3%	
1160L	SWO-INTEL (INTELLIGENCE OPT)	1	2	3	66.7%	
1160	SWO-SURFACE WARFARE OFFICER	123	61	184	33.2%	
1160N/S	SWO-NUCLEAR OPT/SEAL OPT	44	15	59	25.4%	
1170E	SUB-EDO (ENGINEER DTY OFF OPT)	8	2	10	20.0%	
1170	SUBMARINES	165	33	198	16.7%	
1180	SPEC WARFARE (SEAL)	19	0	19	0.0%	
1190	SPEC OPS (EXPLOSIVE ORD DISP)	8	0	8	0.0%	
1200	HR-HUMAN RESOURCES	0	0	0	#DIV/0!	
1210	NR-NUCLEAR POWER SCHOOL INSTRUCTOR	0	0	0	#DIV/0!	
1220N	NR-NAVAL REACTORS ENGINEER	1	1	2	50.0%	
1370	NFO-NAVAL FLIGHT OFFICER	44	17	61	27.9%	
1390	PILOT	172	37	209	17.7%	
1520	AVIATION MAINTENANCE DUTY OFFICER	0	0	0	N/A	
1665	RESERVE SWO - SSMP	81	11	92	12.0%	
1800	OCEANOGRAPHY	3	2	5	40.0%	
1810	CW- CRYPTOLOGIC WARFARE	6	0	6	0.0%	
1820	IP-INFORMATION PROFESSIONAL	4	0	4	0.0%	
1830	INTELLIGENCE	6	2	8	25.0%	
1840	CYBER WARFARE ENGINEER	4	0	4	0.0%	
1870	MARITIME SPACE OPERATIONS	0	0	0	N/A	
1880	MARITIME CYBER WARFARE	4	0	4	0.0%	
1970	DOCTOR/DENTIST	0	0	0	N/A	
2300	MEDICAL SERVICE CORPS	1	0	1	0.0%	
2900	NURSE CORPS	1	8	9	88.9%	
3100	SUPPLY CORPS	0	0	0	N/A	
5100	CEC-CIVIL ENGINEERING CORPS	5	1	6	16.7%	
*	MARINE CORPS SECOND LIEUTENANTS	541	93	634	14.7%	
		716	203	919	22.1%	
		1257	296	1553	19.1%	

FY TOTALS (NAVY ONLY)
FY TOTALS (PLUS USMC)

TRENDS

- Increase in Female Assignments
- Decrease in Female Assignments
- No assignments for FY

USMC Designators Controlled by MCRC



N/A

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