



DACOWITS RFI #4

U.S. Naval Academy

19 March 2024



DACOWITS RFI #4.a.

IMPACT OF KEY INFLUENCERS ON SERVICEWOMEN'S CAREER PATHS

- 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)?
- Community preferences are submitted by midshipmen each year. The first three years of submissions are for data tracking purposes, and the final submission during senior year is for commissioning.
 - 4/C (freshman) - Spring semester, usually April
 - 3/C (sophomore) - Spring semester, usually April
 - 2/C (junior) - Fall semester, usually September
- Spring semester, usually April
 - 1/C (senior) - * Final preference submission for service assignment consideration, fall semester, August



DACOWITS RFI #4.b.

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b. How are midshipmen exposed to the various Military Occupational Specialties (MOS) 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.

- Midshipmen exposure to the communities in which they will one day commission begins in Plebe Summer and continues for the next 47 months:
- The most concentrated exposure occurs during summer training, however, midshipmen are also exposed to various career fields throughout the academic year. Each company has a Company Officer and a Senior Enlisted Advisor that are purposely picked from dissimilar career fields. Additionally, each company will have a company mentor from each of the major communities across the Navy and Marine Corps.
 - Academic Year
 - Professional Knowledge and Military Qualification Standards
 - Community briefings / events
 - Community SME mentoring
 - Summer Training
 - 3/C PROTRAMID (Professional Training of Midshipmen)
 - 2/C Fleet Cruise
 - 1/C Junior Officer experience



DACOWITS RFI #4.c.

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- c. Who provides the above information to midshipmen about the different career field options (e.g., instructors at the institutions; subject matter experts (SME) within the career fields)?
- The Office of the Deputy Commandant for Professional Development, specifically Officer Accessions and Talent Optimization, oversees the formal coordination of information on career field options. However, all officers, to include former Sailors and Marines as members of the civilian faculty and staff, play a role in informing midshipmen on their options.
 - Some specific roles include designated community leaders, community mentors for each company from the four major communities (Aviation, Submarine, Surface, and USMC), and Summer Training Program Managers, Officers-In-Charge, and Midshipmen Liaison Officers.
 - Each community maintains a list of all officers and enlisted on faculty and staff who are currently assigned in order to help midshipmen build a network and request mentorship.
 - These officers and enlisted provide both formal and informal career information sessions or briefs, mentorship, and coaching.



DACOWITS RFI #4.d.

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d. What process exists for 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? If so, where is that career field officer or SME located within the institution or somewhere within the Service?

- Communities maintain rosters of all officers and enlisted assigned to USNA. Information on those assigned almost always includes designated specialties such as MOS, aviation platform, surface platform and/or division or department head duties.
- There is a strong commitment from all on the Yard to connect midshipmen with community SMEs when midshipmen display an interest.
- When a representative from a specific career field and/or demographic within a career field is not available on the Yard, communities are often able to find a representative within the Washington, DC district.
- The USNA intranet website, community emails, and flyers provide additional resources for midshipmen.
- Representatives from sister services, as well as international representatives, are assigned to USNA.



DACOWITS RFI #4.e.

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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?

- All career fields are open to both female and male midshipmen who meet the criteria detailed in USNA Instruction 1301.5L. Community managers present those career fields previously closed to women in a variety of ways.
- **USMC:** USNA's Marine Detachment (MARDET) offers information to all midshipmen for previously closed career fields at our MOS mixers and other information sessions. The MARDET actively seeks to bring women in (both on staff and for engagement opportunities) from the formally closed career fields to highlight their duties and responsibilities (i.e., Infantry, Amtracs, Artillery MOS).
- **NSW:** During community briefs, the Naval Special Warfare (NSW) Program Manager and Senior Enlisted Leader stress that the community is open to female midshipmen. The SMEs take an active role in mentoring women to prepare for the various selection milestones at USNA.
 - NSW utilizes the Women In Special Operation Forces (WISOF) team to further answer questions about what it is like to be a woman in this career field. The WISOF team sends representatives to USNA for milestone selection events to ensure unbiased behavior is upheld and provide interested female midshipmen a female cadre member to seek guidance from if desired.
 - The USNA NSW Program established a new mentorship program this semester that assigns 4/C and 3/C Midshipmen interested in NSW with a group of 1/C that have successfully been selected for NSW. Thus far, 118 midn have signed up, including 9 women. Midshipmen interested in NSW are encouraged to engage in a layered mentorship plan that includes like-minded peer mentors, 1/C NSW-selected mentors, and SEAL officers and enlisted assigned to the Yard.



DACOWITS RFI #4.f.

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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?

- **Naval Academy Women's Network**: Comprised of officers and midshipmen from across the Naval Academy with a mission to create a space for midshipmen to meet potential long-term mentors through a series of events throughout the academic year.
 - Events which host women who are/were in previously closed career fields are the "Women in Combat" and "Moms in Flight Suits" panels. These occur once per academic year, usually based on panel member availability.
 - The largest event is the Military Life Symposium in March. The theme this year is "Trailblazers" and focuses on women who are the first in their fields. In the past, these panelists and speakers have been very informative for our female midshipmen.
 - Speed mentoring is done twice a year where about 25 female officers from all different communities rotate through approximately 150 midshipmen in an effort to spark interest in a mentoring relationship.



DACOWITS RFI #4.g.

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g. Breakdown of the MOS/AFSC/Designator awarded, Academic Year 2017-2024.

			Desig Code	AY 2017			AY 2018			AY 2019			AY 2020			AY 2021			AY 2022			AY 2023			AY 2024		
Service	Code	Service Assignment		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Navy	10	Surface Warfare (SWO)	1160	108	85	193	119	82	201	121	71	192	127	68	195	131	77	208	131	80	211	119	64	183	110	66	176
	12	SWO - Engineering Duty Officer	1160	7	4	11	9	4	13	8	5	13	9	4	13	9	6	15	8	2	10	7	5	12	9	3	12
	13	SWO - IP Option	1160	2	0	2	2	0	2	3	0	3	0	3	3	2	1	3	2	2	4	2	2	4	3	1	4
	14	SWO - Intel Option	1160	1	0	1	2	0	2	0	2	2	1	0	1	1	0	1	1	1	2	1	2	3	2	1	3
	15	SWO - Oceanography Option	1160	0	2	2	0	2	2	0	5	5	0	5	5	1	4	5	1	4	5	3	3	6	1	5	6
	16	SWO - Cryptologic Warfare Option	1160	2	0	2	1	0	1	1	2	3	1	1	2	2	0	2	3	1	4	3	1	4	1	3	4
	20	Navy Pilot	1390	202	38	240	185	48	233	184	56	240	174	54	228	188	52	240	194	56	250	180	51	231	159	62	221
	21	Navy Naval Flight Officer	1370	47	28	75	33	34	67	30	20	50	26	20	46	29	24	53	33	27	60	39	16	55	20	19	39
	29	Surface Warfare (Nuclear)	1160	20	17	37	22	17	39	17	24	41	22	19	41	24	20	44	26	16	42	27	8	35	29	10	39
	30	Submarine (Nuclear)	1170	124	12	136	119	17	136	112	28	140	109	30	139	104	42	146	104	37	141	95	41	136	112	46	158
	32	Special Warfare (SEAL)	1180	34	0	34	34	0	34	33	0	33	30	0	30	30	0	30	35	0	35	29	0	29	32	0	32
	33	Special Operations (EOD)	1190	14	1	15	14	1	15	14	1	15	14	2	16	14	3	17	14	2	16	13	3	16	14	2	16
	35	Medical/Dental	1970	4	8	12	7	5	12	2	10	12	7	1	8	3	9	12	3	5	8	5	2	7	7	3	10
	36	Oceanography	1800	0	0	0	1	0	1	0	1	1	2	0	2	2	0	2	2	0	2	1	1	2	2	1	3
	40	Supply Corps	3100	9	0	9	9	2	11	7	1	8	4	0	4	1	1	2	2	1	3	4	0	4	5	5	10
	41	Civil Engineer Corps	5100	1	1	2	4	0	4	3	1	4	3	1	4	2	2	4	2	0	2	2	0	2	3	2	5
	44	Intelligence	1830	4	4	8	2	4	6	6	2	8	4	4	8	7	2	9	6	2	8	4	0	4	6	5	11
	46	Aerospace Maintenance Duty Office	1520	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1	1
	47	Cryptologic Warfare	1810	8	0	8	15	2	17	16	5	21	11	5	16	14	2	16	12	4	16	10	3	13	8	7	15
48	Cyber Warfare Engineer	1840	0	0	0	0	0	0	0	0	0	0	1	1	3	0	3	2	0	2	0	0	0	3	1	4	
97	Information Professional	1820	3	1	4	1	0	1	3	3	6	3	1	4	5	1	6	5	2	7	7	1	8	5	3	8	
Marine Corps	50	USMC Ground	9901	140	33	173	151	30	181	126	40	166	119	42	161	137	36	173	145	52	197	138	41	179	140	48	188
	51	USMC Pilot	7580	88	6	94	60	7	67	82	23	105	76	15	91	76	26	102	55	20	75	59	16	75	50	19	69
	52	USMC Naval Flight Officer	7599	1	1	2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53	USMC Cyber	1701	0	0	0	0	0	0	0	0	0	2	4	6	3	1	4	4	3	7	4	2	6	6	4	10



DACOWITS RFI #4.h.

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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?

- In August of their first class year, midshipmen submit their final community preferences, ranked 1-6.
- These preferences are received by community leadership and the process begins in accordance with USNAINST 1301.5L - Midshipmen Service Assignment.
- Midshipmen must meet physical, medical, and community screening requirements in order to be eligible. These are defined by community in USNAINST 1301.5L
- The Service Assignment Review Board (SARB), made of senior representatives from all communities, oversees the assignment process. This includes ensuring the required number of midshipmen, as delineated by OPNAV(N1), are assigned to each community.
- Each community uses Community Assignment Boards (CAB) to review and select potential members of their community based off of midshipmen preference and midshipman aptitude for that community. The CAB selection criteria are determined solely by that community.
- The SARB's final recommendation is forwarded to the Commandant of Midshipmen for endorsement and to the Superintendent for final approval.



DACOWITS RFI #4.i.

IMPACT OF KEY INFLUENCERS ON SERVICEWOMEN'S CAREER PATHS

- i. Does it matter if a 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?
- In accordance with USNAINST 1301.5L, midshipman service preference is the top factor taken into consideration along with needs of the service and midshipman performance and aptitude.
 - Overall results for 2024 were consistent with previous years:
 - 1st preference: 82.8%
 - 1st or 2nd preference: 93.8%
 - The Superintendent is briefed on all metrics regarding assignment and preference match. The Superintendent approves all assignments.
 - This data is also provided to the Office of the Chief of Naval Personnel (N1).
 - There is a process for midshipmen to request to transfer to another community following service assignment and before graduation/commissioning.