

DACOWITS RFI #15



COMMANDER, NAVY RECRUITING COMMAND



DACOWITS – Recruitable Population(RFI #15)

What criteria are the Services using to gauge the likelihood for success of potential recruits, to ensure they are prepared to be successful in the long term?

- Navy Recruiters screen applicants to ensure they meet minimum DoD qualification standards for enlistment (DoDI 1304.26)
- Navy uses education level (e.g. High School Diploma Graduate), ASVAB line scores, and knowledge, skill, ability specific tests (e.g. DLAB, NAAPT) in order to determine which applicant's demonstrate the cognitive abilities required to have the highest chance to succeed in a specific rating.
- Some ratings have stricter medical requirements due to rating specific bona fide occupational qualifications (e.g. SEAL, Diver).



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How do you define recruitable (include qualifiers and disqualifiers)?

- Navy defines “recruitable” based on the National Estimates of Qualified Military Available established by the 2013 Lewin Group study. The study identified 7 disqualifying conditions:
 - Medical/Physical
 - Overweight
 - Mental Health
 - Drugs
 - Conduct
 - Dependents
 - Aptitude

What is the rationale behind this definition and when was it last examined?

- “Identify specific and defensible factors to be accounted for in a revised estimate of the proportion of U.S. youth that would be ineligible or would require a waiver to serve in the U.S. Military.”– Lewin Group study Oct 2013



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What is waiverable, by Service, and why?

- Navy Recruiting Policy is based on DoDI 1304.26, Qualification Standards for Enlistment, Appointment, and Induction. Waivers of enlistment eligibility may be considered for the following categories based on the whole person concept: Medical, Dependent, Conduct, Drug

How many men as compared to women receive waivers?

Navy Waivers FY16				
	Men		Women	
Medical	54	.23%	9	.12%
Dependent	66	.29%	20	.27%
Conduct	207	.89%	41	.55%
Drug	93	.40%	15	.20%



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How many single parent waivers are approved? Of those, how many are women?

- The subject of custody and single parents falls under the Navy Recruiting Dependency policy, and all waivers are categorized as Dependency waivers (there is no waiver category for single parents).
 - Active Duty and Full-Time Support: Single parents are ineligible to enlist (no waiver authorized), they may become eligible if they surrender physical custody.
 - Reserve: Unmarried applicants with physical custody of children may enlist (SELRES- New Accession for Training Program) and retain physical custody.
- Navy Waiver Policy does not differentiate, or make exceptions, based on gender.
 - Of the 2,179 dependency waivers granted to unmarried applicants between OCT 2011 and MAY 2016, 787 were to women.



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For those Services that allow a waiver for single parents to enter the military, who has decision making authority for the waiver?

- Dependency waiver authority rests with the Commanding Officer of the Navy Recruiting District.