

DACOWITS RFI #7

Women's Retention

The Committee believes that the Military Services are losing women disproportionately to men at various career points. There has been concern expressed by senior leaders that as the Military Services work to attract more women that this attrition will result in a disproportionate impact to mission readiness if left unresolved.

The Committee requests a **written response** from the **Military Services** on the status of their use of the Career Intermission Program (CIP), to include the following:

DACOWITS RFI: Overview of the Services' current CIP policy and how long it has been effective.

Response:

The Army Career Intermission Pilot Program (CIPP) provides a one-time temporary transition from the Regular Army and U.S. Army Reserve Active Guard Reserve (AGR) Program to the Individual Ready Reserve (IRR) to allow Soldiers to pursue personal or professional growth outside the army while providing a mechanism for their return to active duty in their prior component. The Army implemented its program in 2014, and its long term intent is to retain the valuable investment in experience and training that is otherwise lost when a Soldier separates permanently. Eligible Soldiers are: Regular Army (RA) competitive category officers (all officers not serving in the Chaplain Corps, Judge Advocate Corps, or in the Army Medical Department); RA warrant officers; RA enlisted sergeants (E-5) and staff sergeants (E-6); and USAR AGR officers, warrant officers, and enlisted Soldiers who have completed their initial 3-year term of active duty, are eligible to apply. Applications may be submitted to the U.S. Army Human Resources Command (HRC) on an open enrollment basis. Applications are reviewed by the applicable career management branch for eligibility criteria and then considered for recommendation of approval or disapproval by a HRC selection panel. Personnel must meet physical fitness and retention standards and have demonstrated a manner of performance that makes them competitive for advancement in the service. Their records must be free of disciplinary actions or flags that would prohibit favorable personnel actions. The personnel files of all applicants are evaluated on a "whole person" basis. Approved applications are provided to the officer and enlisted CIPP career managers for notification to the applicants. Before release from active duty CIPP participants must be counseled by the first LTC (O-5) or civilian equivalent in their chain of command, and complete and sign a contractual agreement and counseling form acknowledging participation requirements and related service obligation.

DACOWITS RFI: Final approval authority for applications.

Response:

The Deputy Chief of Staff, G-1 is the proponent for the Army's CIPP policy, and the Commanding General, U.S. Army Human Resources Command serves as the authority for program execution, including non-statutory waivers for participation in the program.

DACOWITS RFI: Process for overseeing/managing participants while they are in the program (e.g., monthly mustering, personnel issues, etc.).

Response:

CIPP participants are not required to perform a specified number of inactive duty training periods or days of annual training per year. However, Soldiers in the CIPP will report monthly to the HRC CIPP manager via physical muster, electronic mail, electronic message, or telephonic report. Accountability reporting is intended to verify the Soldier's contact information, health and well-being. Soldiers who fail to comply with monthly muster requirements will be in voluntary default of CIPP contract and subject to termination from the program and immediate return to active duty.

DACOWITS RFI: Number of participants each fiscal year, by rank and occupational specialty; cumulative number of participants since the Service began offering the program.

Response:

The table below depicts information on the 14 Army participants.

FY 2015 Participants (7)	O-4	Special Forces Branch
	O-4	Aviation Branch
	O-3	Aviation Branch
	E-6	Public Affairs Specialist
	E-6	Automated Logistical Specialist
	E-5	Petroleum Supply Specialist
	E-5	Multimedia Illustrator
FY 2016 Participants (5)	E-7	Maintenance Supervisor
	E-6	Geospatial Engineer
	E-6	Unit Supply Specialist
	E-6	Shower and Laundry Specialist
	E-5	Infantry
FY 2017 Participants (2)	E-7	Medical Laboratory Specialist
	E-5	Musician

DACOWITS RFI: Gender ratio of approved applicants and corresponding justification for their CIP requests.

Response:

Nine males and 14 females have been approved for participation. This results in a ratio of 1.56 females for every male approved.

The female Soldier justifications were: Education (8); Family (4); and Personal Development (2).

The male Soldier justifications were: Family (5); Education (3); and Personal Development (1)

DACOWITS RFI: Gender ratio of disapproved applicants and corresponding justification for their CIP requests, as well as justification for disapproval.

Response:

Eight male and six female Soldiers were disapproved to participate in CIPP. This resulted in a ratio of 0.75 females for every male disapproved. Their requested reason for participation in CIPP is not a requirement in the Congressional Annual report and is not tracked after disapproval.

The female Soldier disapproval justifications were: five Soldiers were not selected based on past performance and one Soldier did not meet the rank requirements to apply.

The male Soldier disapproval justifications were: seven Soldiers were not selected based on past performance and one Soldier did not meet the eligibility requirements.

DACOWITS RFI: Number of participants currently in the program; the number of participants scheduled to enter the program; and the number of participants scheduled to return to active duty.

Response:

There are currently nine Soldiers in CIPP; three scheduled to enter CIPP during CY 2017; five have previously returned; and while all Soldiers are projected to return to active duty at the completion of their intermission, no additional Soldiers are scheduled to return during the remainder of CY 2017.

DACOWITS RFI: Attrition data for CIP participants and for those who applied but were disapproved.

Response:

No Soldiers that have started their intermission have separated from the U.S. Army. Of the 14 disapproved Soldiers, one was discharged at completion on enlistment, one was discharged due to selection for separation under the Qualitative Management Program, one was retired for permanent physical disability, one voluntarily resigned and transferred to the Selected Reserve, and the remaining personnel are on active duty.

DACOWITS RFI: Lessons learned (e.g., issues with pay/benefits/GI Bill funding; issuance of ID cards; etc.).

Response:

No issues/problems have been reported by those who have returned to active duty.

DACOWITS RFI: Success stories (e.g., promotion/advancements after returning to program; conversion from enlisted to officer; etc.).

Response:

A female officer who entered the program to complete the first year towards a physical therapy degree finished her education program with high marks, returned to active duty as planned, is presently under consideration for promotion and working towards completing her physical therapy degree using an officer education program.