

# ***Headquarters U.S. Air Force***

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*Integrity - Service - Excellence*

## **DACOWITS Sep 2017 Retention RFI: Career Intermission Program**



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HAF/A1PPS**

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# Overview

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- **Goal: Improve long-term retention of high-performing Airmen, while allowing pursuit of individual goals**
- **AF implemented in CY14; program changes in CY16 & 17**
  - **Removed 20 ea officer/enlisted cap (CY16)**
  - **Eliminated panel for O-6 reviewer (CY17)**
  - **CIP offered if Joint-Spouse assignment not possible (CY17)**
- **Final approval authority for applicants: AFPC/CC**
  - **Requires Sq/CC, Wg/CC & CFM recommendations**
- **Managing participants in the program:**
  - **Monthly electronic check-in w/ AFPC CIP Manager**
  - **AFPC contacts participants 12 mos & 6 mos prior to return**



# *Program Data*

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- Number of participants currently in the program: 55
- Number scheduled to enter the program: 5
- Number of participants returned to active duty: 24
- Attrition data for CIP participants returned to AD: 2
  - Officer: 1 (entered Medical School -- HPSP)
  - Enlisted: 1 (separated to be appointed a Chaplain)
- Attrition data for those who applied but were disapproved: 6
  - Retired: 2
  - Transferred to ARC: 3
  - Civilian: 1



# Participation by FY

FY15	Capt	Maj	Lt Col	SSgt	TSgt	Msgt	
Acquisition	2				1		3
Logistics				1	2		3
Medical	1	1		6			8
Operations	4	1	1	3			9
Professional - Chaplain Asst					1		1
Support	1			1	1	1	4
<b>Total</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>28</b>

FY16	Capt	Maj	Lt Col	SSgt	TSgt	Msgt	
Acquisition	2	1					3
Logistics	1			3		1	5
Medical	1		1	4	1		7
Operations	7	4					11
Support				4	3		7
<b>Total</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>33</b>

FY17	1Lt	Capt	Maj	Lt Col	SrA	SSgt	TSgt	Msgt	
Logistics					1	1			2
Medical	1					2	2	1	6
Operations		4		2	1				7
Special Duty							1		1
Special Investigations			1						1
Support					1	1	2	2	6
<b>Total</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>23</b>

*Breaking Barriers ... Since 1947*



# Approval Data

- **Approval by Gender & Reason for Application**
  - **Data covers entire life of program (CY14 implementation)**
  - **Reason for application is not provided to the reviewing panel and does not contribute to approval/disapproval**

	Female	Male	TOTAL
Education	24	34	58
Education/Family	14	5	19
Align dual-military couples' career timing	5	1	6
Family/care for children/grow family	12	5	17
Pursue alternate career opportunity	2	7	9
Missionary work		1	1
<b>TOTAL</b>	<b>57</b>	<b>53</b>	<b>110</b>



# Disapproval Data

- **Disapproval by Gender & Reason for Application**
  - Data covers entire life of program (CY14 implementation)
  - Reason for application is not provided to the reviewing panel and does not contribute to approval/disapproval

	Female	Male	TOTAL
Education	11	10	21
Education/Family	5	2	7
Family	3	1	4
Education/Career Opportunity	1	1	2
Recreational Endeavor		1	1
<b>TOTAL</b>	<b>20</b>	<b>15</b>	<b>35</b>

Disapproval Rates  
 Females: 26% (20 of 77)  
 Males: 22% (15 of 68)



# *Success Stories*

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- **Two Airmen used CIP to pursue education requirements for commissioning into professional specialties. Both Airmen were subsequently approved to pursue those specialties—one separated and has been appointed to the Chaplain Corps and the other separated to attend medical school (HPSP)**
- **Retained female C-21 pilot who intended to leave AD, or separate entirely, to start a family. She lauded the CIP as a wonderful program allowing her the time she wanted with her newborn, while allowing her to return to a career she loved at a later date**
- **It's too early in our execution of the program to monitor promotions/advancements of those returning from the program. However, we are tracking that information as participants return and will provide that data for the annual OSD report as it becomes available**



# *Completed Lessons Learned*

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- **VA Education Benefits during CIP Participation**
  - **Issue: Housing allowance recoupment for participants**
  - **Fix: School certifying official must include a remark on a CIP Participant's enrollment certification (VA Form 22-1999), identifying them as a CIP Participant**
  
- **Leave Carryover**
  - **Issue: No process existed to allow for carryover of leave for members in the IRR**
  - **Fix: Established new procedures to provide for leave carryover**



# *Completed Lessons Learned*

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## ■ ID Cards:

- Issue: Delay in ID card issuance for CIP participants
- Fix: Ensured system transactions are sequenced and completed timely for a Reserve ID card to be issued

## ■ Bonus Recoupment

- Issue: No process existed to prevent bonus recoupment for members transferred to IRR before ADSC expiration/DOS
- Fix: Established procedures to prevent inappropriate bonus recoupment



# *Completed Lessons Learned*

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- **Knowledge Gap: Chain of Command/Administrative assistance**
  - **Issue: Lack of procedures to exercise command authority and to provide CIP participants help they needed**
  - **Fix: Established & advertised procedures for obtaining command approval when required and for other assistance**



# *Pending Lessons Learned*

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- **AF Portal/Personnel Records Access**
  - **Issue: CIP participants cannot access AF Portal or AFPC Secure applications because their CAC cards are not associated with a military e-mail account, due to their IRR status**
  - **Status: Researching fix**
- **Periodic Health Assessments (PHA)**
  - **Issue: No process exists to accomplish annual Physical Health Assessment (PHA) to facilitate medical clearance upon return**
  - **Status: AFPC is working with ARPC/AFRC to establish procedures**