

September 2017 DACOWITS RFI

COMDT CG-12A

Officer Workforce Team



Human Resources Directorate



7. Woman's Retention, CG-12A Officer Team Input

- TEMP SEP Officer Participant Breakdown: Rank (Previous 10 FY's)

	LTJG (O-2)	LT (O-3)	LCDR (O-4)	CDR (O-5)	Total (FY)
FY07	1	34	9	0	44
FY08	0	42	11	0	53
FY09	0	43	10	0	53
FY10	0	53	8	0	61
FY11	2	45	7	0	54
FY12	1	46	8	1	56
FY13	1	46	6	0	53
FY14	0	42	6	0	48
FY15	0	42	6	0	48
FY16	0	47	9	0	56
Total (Rank)	5	440	80	1	



7. Woman's Retention, CG-12A Officer Team Input

- TEMP SEP Officer Participant Breakdown: Occupational Specialty (Previous 10 FY's)**

	Aviation	C4IT	Engineer	Finance	Human Resources	Intel	Legal	Medical	Management	Ops Afloat	Prevention Ashore	Response Ashore	Reserve Program Admin	No Specialty	Total (FY)
FY07	3	1	1	2	1	2	0	0	2	0	13	19	0	0	44
FY08	5	0	3	0	1	2	3	1	1	17	6	9	0	5	53
FY09	4	1	9	3	2	1	0	0	0	21	6	1	0	5	53
FY10	1	0	4	2	1	1	2	0	1	30	7	7	1	4	61
FY11	3	2	7	0	1	0	1	0	1	22	9	4	0	4	54
FY12	1	0	5	1	1	2	1	0	0	15	4	4	0	22	56
FY13	1	0	4	0	0	1	0	1	1	7	1	1	0	36	53
FY14	4	0	3	1	0	1	1	0	0	2	1	0	0	35	48
FY15	0	0	4	0	0	0	0	0	0	5	2	2	0	35	48
FY16	1	0	1	0	1	0	2	0	0	6	0	3	0	42	56
Total (Occupation)	23	4	41	9	8	10	10	2	6	125	49	50	1	188	



7. Woman's Retention, OPM-1 & EPM-1 Input

- TEMP SEP Applicant Approval Data, FY15-17: Gender Ratio of Approved/Disapproved Applicants

FY15	Male	Female	Gender Ratio M/F
Approved	12	22	54.55%
Officer	12	22	54.55%
* Enlisted	n/a	n/a	n/a
Dissaproved	2	1	200.00%
Officer	2	1	200.00%
* Enlisted	n/a	n/a	n/a

FY16	Male	Female	Gender Ratio M/F
Approved	60	50	120.00%
Officer	25	10	250.00%
Enlisted	35	40	87.50%
Dissaproved	21	7	300.00%
Officer	5	2	250.00%
Enlisted	16	5	320.00%

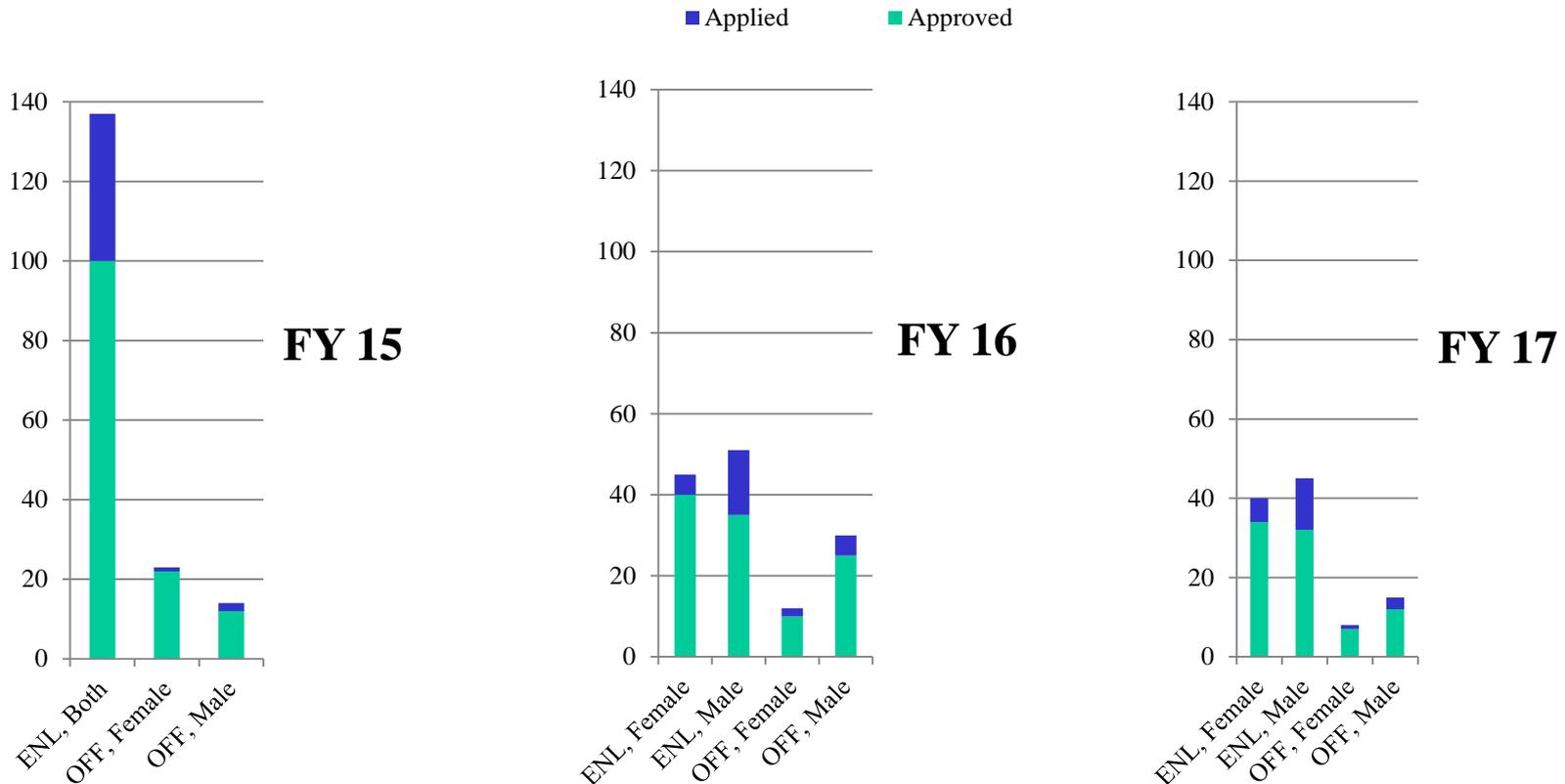
FY17	Male	Female	Gender Ratio M/F
Approved	44	41	107.32%
Officer	12	7	171.43%
Enlisted	32	34	94.12%
Dissaproved	16	7	228.57%
Officer	3	1	300.00%
Enlisted	13	6	216.67%

* Gender-specific data for FY15 Enlisted TEMP SEP applicants not available.



7. Woman's Retention, OPM-1 & EPM-1 Input

- TEMP SEP Applicant Approval Data, FY15-17



7. Woman's Retention, CG-12A Officer Team Input

- **Program Participants**

- Cumulative number of (officer) participants since USCG began TEMP SEP program (FY03 – FY17): 727 (322 female, 405 male)
- Current number of (officer) participants currently in the program: 108 (38 female, 70 male)
- Number scheduled to enter the program: 9 (4 female, 5 male)
- Number scheduled to return to active duty: this is not data CG-12A would have access to

- **Attrition Data for CIP (TEMP SEP) participants**

- The below chart shows data from FY07-FY16 about the number/percentage of officers who depart on TEMPSEP and do not return

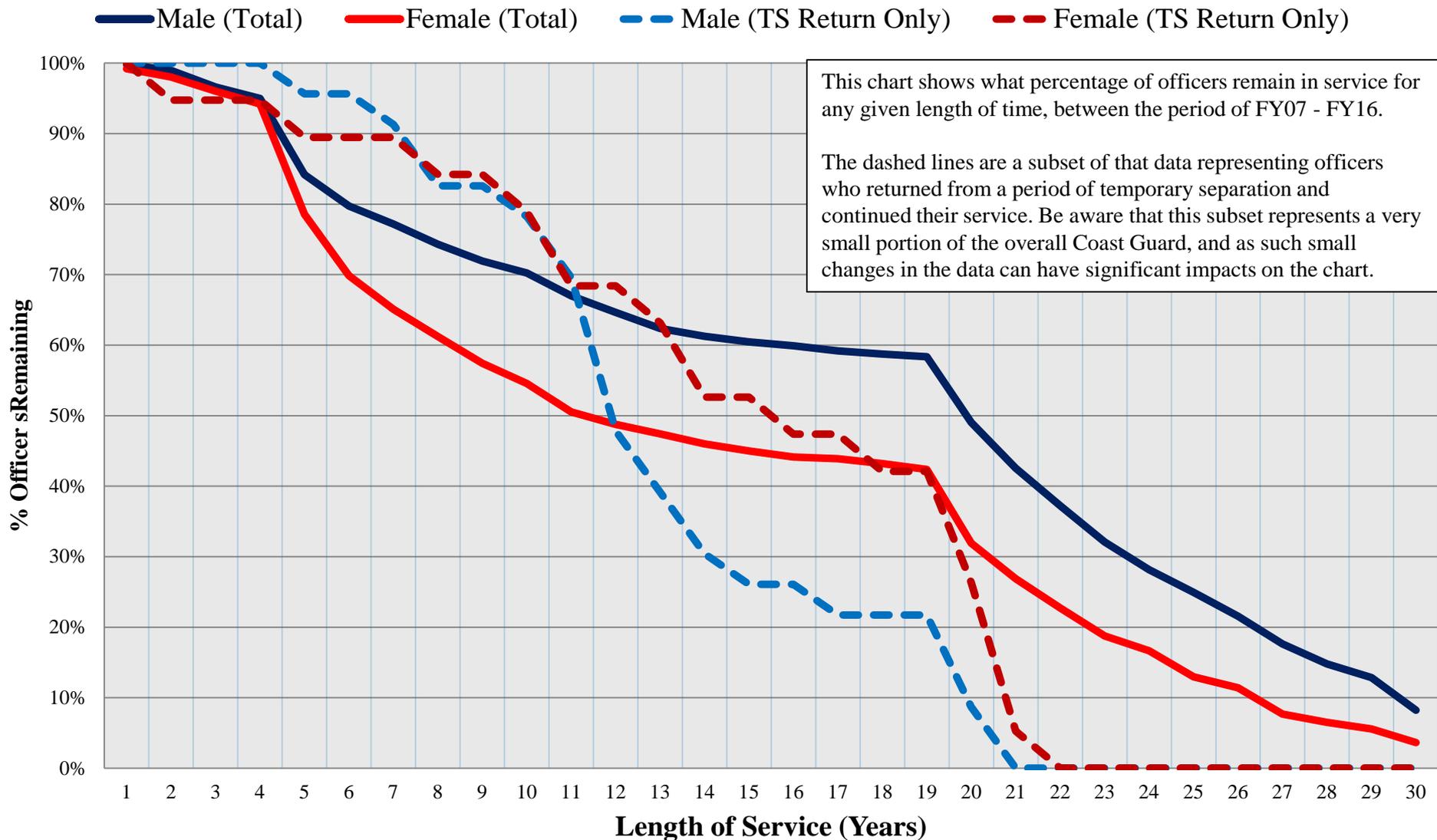
	TEMP SEP	# Do Not Return	% Do Not Return
Female	245	203	82.74%
Male	288	238	82.64%
Total	533	441	82.74%

- The next slide contains data from FY07-FY16 comparing Length of Service profiles between females and males, breaking out the subset of the population that returned from TEMP SEP.



7. Woman's Retention, CG-12A Officer Team Input

Officer Length of Service (LOS) Retention Profiles by Gender



7. Woman's Retention, CG-12A Officer Team Input

- **Success Stories**

- Of the 101 personnel who have returned from TEMP SEP since FY07:
 - 3 females who began TEMP SEP as an O4 were promoted to O5 before final separation
 - 1 female who began TEMP SEP as an O3 was promoted to O4 before final separation
 - 2 males who began TEMP SEP as an O4 were promoted to O5 before final separation
 - 1 male who began TEMP SEP as an O3 was promoted to O4 before final separation

