

INFORMATION PAPER

Subj: CAREER INTERMISSION PROGRAM (CIP) SUMMARY FOR DEFENSE ADVISORY COMMITTEE
ON WOMEN IN THE SERVICES (DACOWITS) SEPTEMBER PANEL

1. Purpose. Provide DACOWITS with information regarding the Marine Corps CIP for the September discussion panel.

2. Background

The Marine Corps started the CIP in August 2013. Through July 2017 the Marine Corps received 17 applications and approved 14. Of the three not approved 1) one restricted officer was ineligible, 2) one officer was denied based on inventory challenges, and 3) one officer withdrew their application prior to final approval. Of the 14 approved applications, two Marines withdrew their applications after approval. Of the 12 remaining approved applicants, 10 Marines started their intermission, and two are pending intermission in FY18.

While on intermission, two Marines applied for inter-service transfers and returned to active duty in the U.S. Navy. Two other Marines are scheduled to return to active duty in the summer of 2017 (dates to be determined). At the end of calendar year 2017, the Marine Corps will have seven participants on CIP intermission and one pending intermission in January of 2018.

No CIP participants have returned to active duty in the Marine Corps, therefore an assessment of CIP as a retention tool was unavailable for the 2017 Congressional report. If the two Marines scheduled to complete intermission in 2017 successfully return to active duty, they will be accounted for in the 2018 report. However, to date no data is available to assess the CIP's success as a retention tool. A future assessment will note whether the returning Marines are selected for promotion and/or retained beyond their service obligation accrued from the CIP.

3. Key Points

Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA) determines the eligibility criteria for CIP participation. Director, Manpower Management (Dir, MM) has approval authority for applications. Overseeing and managing participants while they are in the program currently resides in Manpower Plans and Policy (MPP) division. Participants muster monthly and identify personnel issues to the MPP CIP manager.

The CIP is open to applications from all Marine Corps military occupational specialties (MOS) except those of restricted officers and those otherwise ineligible for consideration. Special consideration is given to those MOSs experiencing inventory and retention challenges.

The applicant's commanding officer shall submit, as an endorsement, a recommendation that speaks to the applicant's motivation and potential for independent duty and future service. The application is then screened by applicable stakeholders for ineligibility (restricted MOSs, medical, financial, or legal). The applicant's personal statement indicating reasons for intermission is reviewed for feasibility and impacts to a return to active duty; however their reasons for intermission are not the basis for approval.

Data Requested:

a. List the number of participants each fiscal year, by rank and occupational specialty. Provide cumulative number of participants since the Marine Corps began offering the program.

- FY14 (3)
 - SSgt 6113 - Helicopter Mechanic, CH-53
 - Capt 0207 - Air Intelligence Officer
 - SSgt 7041 - Aviation Operation Specialist
- FY15 (1)
 - Capt 0102 - Manpower Officer
- FY16 (2)
 - Capt 0602 - Communications Officer
 - Capt 0302 - Infantry Officer
- FY17 (4)
 - Maj 7566 - Pilot, HMH CH-53E
 - Capt 0402 - Logistics Officer
 - Capt 0402 - Logistics Officer
 - Maj 1302 - Combat Engineer Officer
- Total Cumulative participants (10)

b. List the gender ratio of approved applicants and corresponding justification for their CIP requests.

- 29% Female (4 of 14)
 - Complete graduate degree, take care of children, manage finances
 - Complete graduate degree, attempt to get pregnant
 - Travel the world
 - Work for Teach for America and travel
- 72% Male (10 of 14)
 - Complete Seminary degree
 - Complete Ph.D.
 - Complete graduate degree, work for family business, travel
 - Complete graduate degree
 - Travel, spend time with family
 - Work with underprivileged children, travel to Korea to meet extended family

c. Provide attrition data for CIP participants and for those who applied but were disapproved.

- 100% attrition for those expected to return to the Marine Corps
 - 2 of 2 completed the Marine Corps CIP and commissioned into Navy
- 100% retention for those who applied, but were disapproved

d. Provide gender ratio of disapproved applicants and corresponding justification for their CIP requests, justification for disapproval, and retention information.

- 100% Male (2 of 2)
 - CWO3 - 2305 - Explosive Ordinance Disposal officer
 - Applied to complete bachelor's degree
 - Disapproved - ineligible due to restricted officer status
 - Retained and appointed as LDO Captain
 - Major - 7525 - Naval Flight Officer, F/A-18D Weapons System Officer
 - Applied to travel
 - Disapproved - previously slated for high demand aviation billet
 - Retained and executed orders

e. Summary:

- 17 = Number of applications received
 - 3 = Number of applications disapproved (2) or withdrawn (1)
- 14 = Number of applications approved
 - 2 = Number of applications withdrawn after approval
- 12 = Number of applicants approved to start intermission
 - 2 = Number of participants completed intermission (IST to Navy)
 - 2 = Number of participants scheduled to enter intermission (FY18)
 - 8 = Number of participants currently on intermission

f. Lessons learned:

- Drops from active component must be confirmed prior to visiting DEERS for new ID cards/enrollment in Tricare.
- CIP participants must NOT identify themselves as IRR when enrolling with Tricare. They must state they are active duty in order to enroll.
- The Defense Data Manpower Center (DMDC) must provide the members name to the VA education office and member must ensure their school's certifying official includes a free text remark on the Enrollment Certification (VA Form 22-1999) identifying them as a CIP participant, otherwise the participant may face financial hardship.

g. Success stories - None. No participants have returned to active duty in the Marine Corps.

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