

RFI Category and Number:

Career Intermission Program (RFI #7)

RFI Question:

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

- *Final approval authority for applications.*
- *Process for overseeing/managing participants while they are in the program (e.g., monthly mustering, personnel issues, etc.).*

RFI Response:

The Career Intermission Pilot Program (CIPP) was implemented under the authority granted in Section 533 of the Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 (Public Law 110-471; 10 U.S.C. 701), which authorized the Secretary of each military department to implement a "Pilot Program on Career Flexibility to Enhance Retention of Members of the Armed Forces." The Navy implemented its program in 2009 followed by the Marine Corps in 2013 and the Army and Air Force in 2014. CIPP provides a temporary transition from active duty to the Individual Ready Reserve (IRR) for Service members to pursue personal or professional growth outside the service while providing a mechanism for their seamless return to active duty. The long term intent of this program is to retain the valuable experience and training Service members possess that might otherwise be lost by permanent separation. Authority to conduct CIPP has been extended twice for a total of an additional 7 years, through December 2019 by Section 531 of the National Defense Authorization Act for Fiscal Year 2012 (Public Law 112-81) and Section 522 of the National Defense Authorization Act for Fiscal Year 2015 (Public Law 113-291). Section 522 of the National Defense Authorization Act for Fiscal Year 2013 (Public Law 112-239) authorized members to carry over up to 60 days of unused leave, authorized members on active Guard and Reserve duty to participate, and allowed participants critically injured or killed during their intermission to be treated and considered for retirement or separation for physical disability under the provisions of chapters 55 and 61 of title 10, U.S.C. Section 523 of the National Defense Authorization Act for Fiscal Year 2016 (Public Law 114-92) repealed limitations on eligibility and number of participants.

- *Final approval authority for Navy Service members applying for CIP lies with the Chief of Naval Personnel (CNP). CNP has delegated approval authority to Navy Personnel Command (NPC). Should NPC recommend disapproval, the application is then routed to CNP for final adjudication*
- *NAVPERSCOM (PERS-9) is administratively responsible for the member for the duration of their participation in the program to include:*
 - *Accounting and tracking of member through a monthly muster (whether physical or electronic).*
 - *Tracking security clearances and notifying members of expiration of security clearance within program period.*

- *Preparing a “Not Observed” fitness report, chief petty officer evaluation or evaluation at the conclusion of the member’s participation in the program.*
- *Completing the “Return to Active Duty Eligibility Approval” memorandum prior to member’s return to active duty.*

POC or office responsible:

OPNAV N13X

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RFI Question:

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

RFI Response:

Since the program’s inception, 206 personnel have applied for CIP, of which 171 were selected for participation, 21 were not selected, seven removed their applications from consideration prior to final decision, and seven applications are being reviewed. Of the 171 selectees, 48 have transitioned into the IRR and are currently in their career intermission, 77 have completed their intermission and returned to active duty, 22 declined participation, and 24 are awaiting their transition date.

Category	Gender	Number of Applicants
Navy Applicants		
<i>Officer - Unrestricted Line</i>	<i>Male</i>	<i>15</i>
	<i>Female</i>	<i>17</i>
<i>Officer - Restricted Line/Staff</i>	<i>Male</i>	<i>19</i>
	<i>Female</i>	<i>28</i>
<i>Enlisted – Operational</i>	<i>Male</i>	<i>18</i>
	<i>Female</i>	<i>18</i>
<i>Enlisted – Support</i>	<i>Male</i>	<i>41</i>
	<i>Female</i>	<i>50</i>

CIP PARTICIPATION PAY GRADE			
Pay Grade	APPLICANTS	APPROVED	PARTICIPANTS
E-1	0	0	0
E-2	0	0	0
E-3	0	0	0
E-4	7	4	3
E-5	60	47	35
E-6	52	45	34
E-7	8	7	5
E-8	0	0	0
E-9	0	0	0
W-1	0	0	0
W-2	0	0	0
W-3	0	0	0
W-4	0	0	0
W-5	0	0	0
O-1	1	0	0
O-2	2	2	2
O-3	41	35	23
O-4	31	28	21
O-5	4	3	2
O-6	0	0	0
O-7	0	0	0
O-8	0	0	0
O-9	0	0	0
O-10	0	0	0

By law, Congress requires reporting based on calendar year, not fiscal year. Therefore, data is managed based on calendar year. Section 533 of the National Defense Authorization Act for Fiscal Year 2009 (Public Law 110-417) directed the following:

(1) REPORTS.— No later than June 1 of 2011, 2013, 2015, and 2017, the Secretary of each military department shall submit to the congressional defense committees a report on the implementation and current status of the pilot programs conducted by such Secretary under this section.

(2) FINAL REPORT.—No later than March 1, 2019, the Secretary of Defense shall submit to the congressional defense committees a report on the pilot programs conducted under this section.

(3) ELEMENTS OF REPORT.—Each interim report and the final report under this subsection shall include the following:

(A) A description of each pilot program conducted under this section, including a description of the number of applicants for such pilot program and the criteria used to select individuals for participation in such pilot program.

(B) An assessment by the Secretary concerned of the pilot programs, including an evaluation of whether—

(i) the authorities of the pilot programs provided an effective means to enhance the retention of members of the Armed Forces possessing critical skills, talents, and leadership abilities;

(ii) the career progression in the Armed Forces of individuals who participate in the pilot program has been or will be adversely affected; and

(iii) the usefulness of the pilot program in responding to the personal and professional needs of individual members of the Armed Forces.

(C) Such recommendations for legislative or administrative action as the Secretary concerned considers appropriate for the modification or continuation of the pilot programs.

Navy CIP PARTICIPATION/EXECUTION BY YEAR												
YEAR	TOTAL APPLICANTS*		ELIGIBLE/ QUALIFIED APPLICANTS		APPROVED APPLICANTS DECLINED / WITHDRAWN PRIOR TO CIP		DISSAPPROVED (NOT SELECTED) APPLICANTS		TOTAL APPROVED APPLICANTS		TOTAL ENTERING PROGRAM**	
	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED	OFFICER	ENLISTED
2009	10	10	10	10	5	1	1	3	9	7	0	2
2010	3	9	2	8	0	5	1	1	2	4	5	3
2011	3	6	3	6	0	0	0	0	3	6	2	9
2012	10	12	10	11	1	0	0	1	9	11	7	5
2013	11	17	11	16	3	5	0	1	11	15	5	8
2014	9	20	9	18	2	2	0	2	9	18	9	14
2015	10	17	8	15	1	0	1	3	9	15	6	17
2016	13	13	12	8	1	2	2	2	11	11	8	12
2017	10	23	7	14	1	0	1	2	5	16	0	0
TOTAL	79	127	72	106	14	15	6	15	68	103	42	70

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RFI Question:

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

RFI Response:

Of the 206 (113 female, 93 male) total applicants, 178 (100 female, 78 male) met their respective Service's initial eligibility criteria. Of the 178, 171 (95 female, 76 male) applicants were approved. Seven other applicants (five female, two male) withdrew their application.

- Of the 125 participants (48 in IRR, 77 returned to active duty), 56 percent participated in the program to pursue educational goals such as Bachelors, Masters, and Doctorate degrees to*

include Juris Doctor and Doctor of Dental Surgery, as well as professional licenses and certificates.

- *26 percent of the participants spent time with family; cared for ailing parents, spouses, and children; adopted children; or aligned sea/shore rotations with spouses.*
- *14 percent participated to simultaneously pursue educational accomplishments while spending time with family.*
- *4 percent of the participants chose to pursue other goals such as professional opportunities and traveling.*

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RFI Category and Number:

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RFI Question:

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

RFI Response:

Of the 206 (113 female, 93 male) total applicants, 21 (8 female, 13 male) were not selected.

Top reasons for disapproval include:

- *High-Year-Tenure (HYT) limitations.*
- *Community needs.*
- *Not completing initial minimum service requirements (I-MSR) prior to the release of NAVADMIN 209/16, which listed that as a requirement for CIP participation.*

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Career Intermission Program RFI (#7)

RFI Question:

Current number of participants in the program; the number of participants scheduled to enter the program; and the number of participants scheduled to return to active duty.

RFI Response:

Of the 171 selectees, 48 have transitioned into the IRR and are currently in their career intermission, 77 completed their intermission and returned to active duty, 22 declined participation, and 24 are awaiting their transition date to return to begin CIP.

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RFI Question:

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

RFI Response:

Every member who participated in CIP returned to active duty upon completion of his/her intermission. However, one participant was administratively separated prior to completion of the obligation incurred by her intermission. 17 out of 18 participants have retained beyond the completion of their CIP-incurred obligation. CIP has aided in retaining critical skills as evidenced by participation of those in highly stressful career fields that are offered critical skills retention bonuses such as the 8 Surface Warfare Officers and 13 Aviation Officers who completed CIP. In addition to these officer communities, medical professionals and administrative specialist communities have benefitted from the program as evidenced by the program's popularity and participation by their members.

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RFI Question:

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

RFI Response:

Within the statutory constraints, CIP provides a means to enhance the retention of officers and enlisted personnel possessing critical skills, talents, and leadership abilities. Among the personnel who have participated or are participating in the program, 20 different officer designators and 36 enlisted ratings are represented illustrating the diversity of talent the program has attracted. 85 Navy participants (68 percent) are in the paygrades of E-6 and above and O-4 and above.

CIP has also proven successful in responding to the personal and professional needs of Service members. In a 2014 Navy survey, the top three influencers to leave the Navy for all Navy Sailors - officer, enlisted, male, and female - were the following:

- *Impact of Navy career on spouse/family*
- *Impact of Navy career on ability to have a family*
- *Work/Personal Life Balance*

Based upon the CIP applications, all Navy participants indicated at least one of these three influencers as their primary reason for interest in the program. Although the total number of participants is lower than originally anticipated, the individuals who apply and participate express how important their career intermission will be in meeting personal and professional goals while remaining committed to further service within the Navy. If approved, additional program flexibilities requested by Navy are anticipated to enhance and increase program participation by allowing customization of benefits, requirements, and payback.

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RFI Question:

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

RFI Response:

Family Planning Discussion: *Family planning is a challenge for members serving in the military. Often, Service members feel as though they must make a choice between career and family. CIP*

provides an alternative that allows the Navy to retain high performing Sailors without having to sacrifice family life.

- **Example:** *A male O-3 and his spouse were coordinating international adoption from the Democratic Republic of Congo until the Government ceased issuing exit visas for adopted children. They have been working with a children's home in Uganda since August 2015 and in May 2016, the Ugandan President mandated that international adoptive parents must reside in Uganda for 12 months prior to adoption. CIP provides an avenue for this family to serve in a nongovernment organization and fulfill the requirement for international adoption from Uganda, enabling the member to maintain all the efforts already exerted to expand his family while ensuring the Navy retains his talent, leadership, and training.*

Education Discussion: *Eligibility requirements, school acceptance and location, as well as military workload make it difficult for many to achieve education goals. Additionally, service-funded education comes at the expense of other professionally enhancing assignments. CIP provides an opportunity for Sailors to focus on both personal and professional goals. 56 percent of CIP participants used their intermission to further their education.*

- **Example:** *Recently, an E-5 returned from a 36-month intermission and earned a commission in the Judge Advocate General (JAG) Corps. Competition for quality legal and paralegal talent has been a significant challenge for the JAG Corps. A number of Legalmen have the talent, but not the required degree, to serve as a JAG Corps officer. In this case, the JAG Corps identified a Service member who displayed the aptitude, work ethic, and talent needed to serve as an attorney. The Sailor was mentored and encouraged to complete the requisite degree, earning a Juris Doctorate, and to apply for a commission in the JAG Corps upon returning to active duty. The Navy gained an attorney and the Sailor achieved personal and professional goals.*

Dual Military Discussion: *Dual military couples often find it challenging to manage the demands of two careers. A recurring complaint from Service members is the hardship of having to forego a career-enhancing assignment or school in order to co-locate with their spouse, essentially forcing dual military couples to prioritize one career at the expense of the other. CIP allows for increased career-path flexibility to help balance conflicting operational schedules and family responsibilities.*

- **Example:** *An O-5 Engineering Duty Officer selectee requested CIP participation to offset her milestone billet from that of her husband. The dual military couple has a 2 year-old daughter who would have to be cared for by family members while both Service members completed demanding operational assignments. CIP effectively offset the couple's career milestones, allowing each to complete a demanding operational assignment while raising and expanding their family.*
- **Example:** *An O-3 female member was expecting her first child earlier than anticipated, and her initial thought was to separate from the Navy in order to support her family needs and husband's naval career. She reached out and was mentored by a senior member in her community who, as an O-5, had participated in the program to align sea/shore rotations with her husband. The Service member maintained communication with her mentor while on intermission in order to submit an application to Test Pilot School (TPS), to which she was accepted. Upon return to active-duty from her intermission, the Service member was*

community who, as an O-5, had participated in the program to align sea/shore rotations with her husband. The Service member maintained communication with her mentor while on intermission in order to submit an application to Test Pilot School (TPS), to which she was accepted. Upon return to active-duty from her intermission, the Service member was detailed to TPS and is collocated with her husband. CIP allowed this Service member to attend to unplanned family needs and pursue her goal of participating in a very competitive program. This Service member was afforded the opportunity to satisfy personal needs and professional goals while being retained by the Navy for many more years.

Family Hardship Discussion: *Navy has a humanitarian assignment policy to aid Sailors in resolving short-term hardships. However, this policy may not meet the needs of every Sailor, and hardships that cannot be resolved within a reasonable timeframe may result in a hardship discharge, resulting in the loss of talented Sailors in whom Navy has heavily invested.*


- **Example:** *An E-6 Service member requested CIP participation to focus on unique medical needs of a child. The Sailor is a single parent whose child required multiple surgeries. The child's medical needs made it extremely challenging for the Sailor to effectively perform professional duties while on active duty. CIP provided the necessary time to focus on the child's medical care during a very critical period. By allowing the Service member to participate in CIP, the Navy retained a skilled and experienced specialist who otherwise may have been separated due to humanitarian reasons.*

Pursuing Personal Goals: *Personnel may find it difficult to pursue personal goals while on active duty because of mission requirements and time commitments. CIP is an avenue by which personnel may pursue personal growth outside of the service, while allowing for seamless return to active duty. CIP provides an avenue to retain quality personnel without them having to sacrifice personal goals for professional goals.*

- **Example:** *An E-6 Service member requested CIP participation to focus on pursuing his personal goal of becoming a professional Mixed Martial Artist. Practicing judo for 26 years, this Sailor represented the United States Navy as a member of the All Armed Forces Team every year since 2006, and most recently in the 2015 Military World Championship games held in Mungyeong, South Korea. Participating in CIP allows the Service member the opportunity to train and travel full time in pursuit of a life-long passion, while allowing the Navy to retain a highly experienced senior Sailor.*

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