



# DACOWITS September 2018 Quarterly Business Meeting – RFI #2



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# RFI#2

- The Committee requests a **briefing** from the **Military Services' Recruiting Commands** (to include the Reserve Components) on the following:
  - a. Number of recruiting offices and recruiters in each state and territory.
  - b. Current number and percentage of female recruiters.
  - c. Ongoing efforts to increase the number of recruits in underrepresented states and regions.
  - d. Does your Service-branch have a set goal in the number of women accessed each fiscal year? If so, how is this number calculated and how often is it reviewed?



***a. Number of recruiting offices and recruiters in each state and territory.***

- Marine Corps Recruiting Command (MCRC) consists of:
  - 2 Regions (East and West).
  - 6 Districts per Region.
  - 8 Recruiting Stations per District.
  - There are 1,491 total facilities within MCRC.



# MARINE CORPS RECRUITING COMMAND



## a. Number of recruiting offices and recruiters in each state and territory.

STATE	# of Facilities	# female Recruiters	# of Personnel	STATE	# of Facilities	# female Recruiters	# of Personnel	STATE	# of Facilities	# female Recruiters	# of Personnel
AK	3	0	8	LA	22	2	61	OK	21	3	55
AL	22	1	64	MA	31	4	72	OR	22	2	61
AR	15	1	26	MD	28	7	84	PA	61	2	145
AS	1	0	1	ME	7	0	11	PR	4	0	9
AZ	29	3	94	MI	54	2	112	RI	4	1	10
CA	149	51	514	MN	24	2	66	SC	20	7	63
CO	24	6	78	MO	38	3	104	SD	3	0	8
CT	15	1	30	MP	1	0	1	TN	26	1	83
DC	1	0	1	MS	14	2	26	TX	110	21	369
DE	6	1	13	MT	7	0	12	UT	11	2	51
FL	76	15	244	NC	47	7	140	VA	46	9	124
GA	44	10	128	ND	5	0	8	VI	1	0	1
HI	6	0	10	NE	11	1	21	VT	4	0	5
IA	21	0	46	NH	8	0	33	WA	35	3	88
ID	7	1	16	NJ	29	8	95	WI	31	2	73
IL	59	4	136	NM	12	2	39	WV	12	0	34
IN	38	4	85	NV	8	1	20	WY	5	1	9
KS	16	1	29	NY	83	12	193	Germany	2	0	1
KY	25	2	54	OH	67	5	147				



***b. Current number and percentage of female recruiters.***

- Recruiter Strength (MOSs 8411/8412)
  - 8411: Basic Recruiter (Active Duty)
    - $204/3,210 = 6.36\%$
  - 8412: Career Recruiter (Active Duty)
    - $13/553 = 2.35\%$
  - 8411: Prior Service Recruiter (Active Reserve)
    - $6/81 = 7.41\%$
  - 8411: Extended Active Duty Recruiter (Active Duty)
    - $5/104 = 4.81\%$
- Leadership: Recruiting Station COs
  - Board Selected, Top 4% of All USMC Majors
    - $3/48 = 6.25\%$
    - FY19 Selections:  $1/17 = 5.9\%$
    - FY19 Selections with Alternates:  $4/32 = 12.5\%$



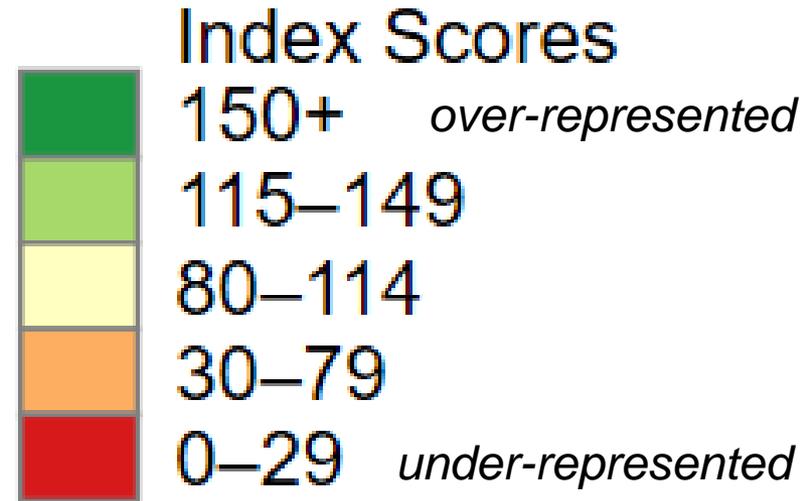
***c. Ongoing efforts to increase the number of recruits in underrepresented states and regions.***

- MCRC does not currently view this matter as an area of concern, as we ensure appropriate allocation of mission and resources in a timely, cost-effective manner to ensure every recruiter has an equitable opportunity to be successful.
- The Marine Corps' competitive standing in the military recruitment marketplace currently affords us sufficient opportunity for success; however, many divergent factors affect this opportunity. To remain relevant and responsive, we proactively conduct market research and meticulously analyze the application of our resources to ensure the greatest return on investment.



# Female Index Scores by State

- Source: Woods & Poole Economics (2013), 2017 estimates. DMDC Accession File, FY15–17. Non-prior service active duty accessions to the Army, Navy, Marine Corps, Air Force, and Coast Guard. Ages 17–24. Accession defined as an individual who has shipped to boot camp.
- *Note: Index score calculated by comparing the percentage of female accessions (all non-prior service new recruits) that came from the state to the percentage of the (2017) national female youth population that live in the state. As the index deviates from 100, it can be concluded that the state is over or under-represented for female accessions.*

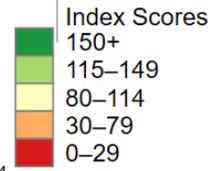
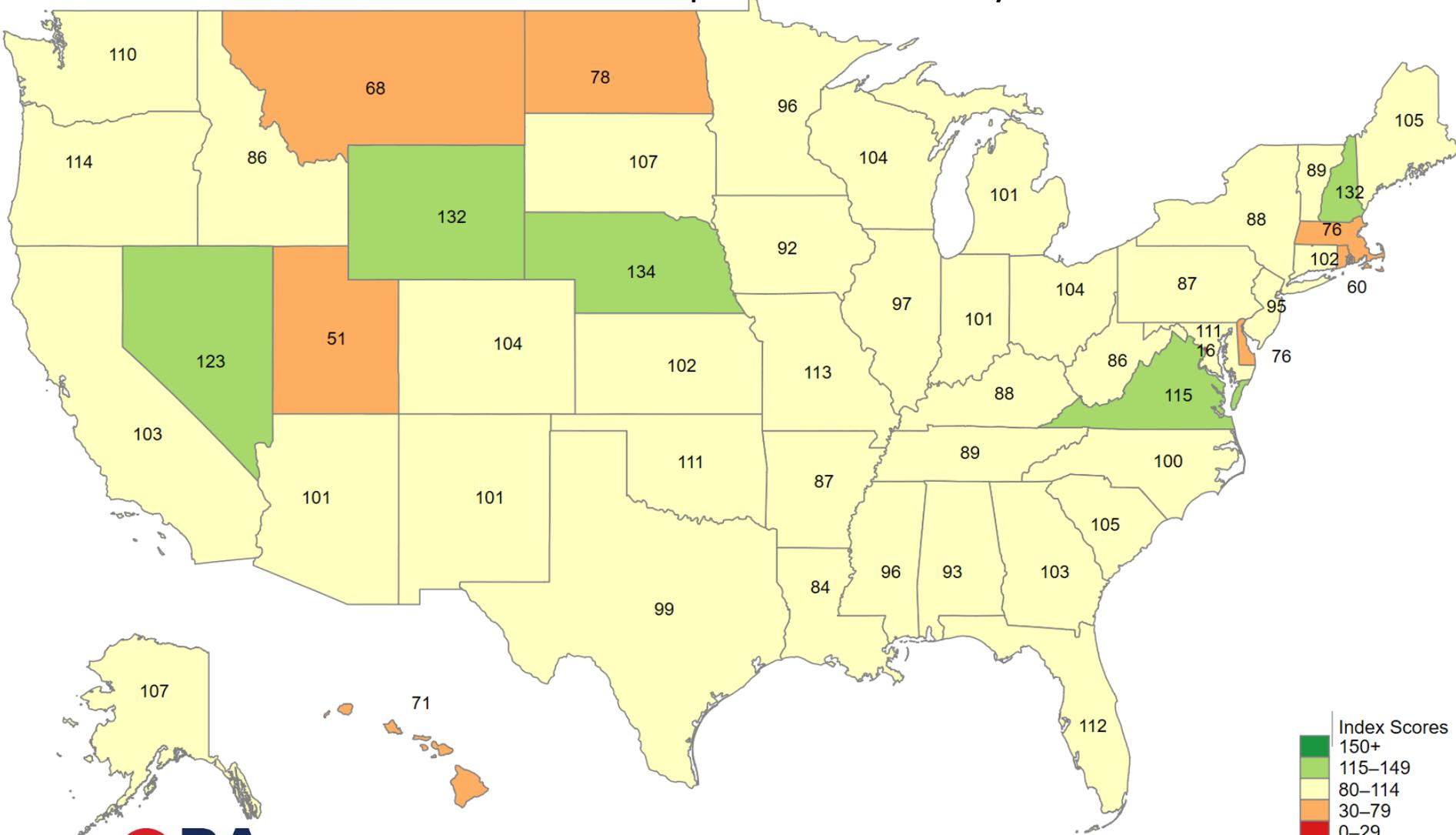




# MARINE CORPS RECRUITING COMMAND



## Female Marine Corps Index Scores by State



Source: Woods & Poole Economics (2013), 2017 estimates. DMDC Accession File, FY15-17. Non-prior service active duty accessions to the Marine Corps. Ages 17-24. Accession defined as an individual who has shipped to boot camp.

Note: Index score calculated by comparing the percentage of female Marine Corps accessions (all non-prior service new recruits) that came from the state to the percentage of the (2017) national female youth population that live in the state. As the index deviates from 100, it can be concluded that the state is over or under-represented for female accessions.



***d. Does your Service-branch have a set goal in the number of women accessed each fiscal year? If so, how is this number calculated and how often is it reviewed?***

- No, as MCRC's priority of effort is to access quality citizens to become Marines.
- The Marine Corps Recruiting Command is responsible to the Commandant of the Marine Corps for the procurement of qualified individuals in sufficient numbers to meet the established personnel strength levels of the Marine Corps and Marine Corps Reserve.