

DACOWITS RFI 2



Navy Recruiting Command DC Liaison

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DACOWITS – RFI Subject (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?

STATE	# of Stations	Female Recruiters	STATE	# of Stations	Female Recruiters	STATE	# of Stations	Female Recruiters	STATE	# of Stations	Female Recruiters
AK	5	2 (14%)	ID	9	4 (25%)	MT	7	1 (8%)	RI	4	0 of 3
AL	22	11 (20%)	IL	51	32 (20%)	NC	39	44 (21%)	SC	19	18 (24%)
AR	18	1 (7%)	IN	30	14 (21%)	ND	3	1 (50%)	SD	2	0 of 0
AZ	28	23 (32%)	IT	1	0 of 2	NE	6	1 (8%)	TN	30	27 (18%)
CA	144	133 (20%)	JA	1	0 of 2	NH	6	2 (22%)	TX	130	100 (19%)
CO	25	16 (16%)	KS	9	6 (24%)	NJ	24	12 (16%)	UT	10	4 (15%)
CT	13	7 (26%)	KY	12	3 (10%)	NM	10	9 (10%)	VA	43	48 (23%)
DC	1	0 of 1	LA	24	2 (20%)	NV	12	8 (17%)	VI	1	0 of 0
DE	4	0 of 10	MA	15	21 (15%)	NY	68	33 (20%)	VT	3	0 of 1
FL	79	102 (23%)	MD	25	30 (30%)	OH	47	25 (14%)	WA	34	12 (11%)
GA	40	40 (24%)	ME	6	2 (15%)	OK	19	11 (19%)	WI	24	14 (20%)
GE	2	1 (100%)	MI	47	22 (14%)	OR	20	17 (17%)	WV	7	0 of 4
GU	1	1 (13%)	MN	17	8 (16%)	PA	50	39 (16%)	WY	3	0 of 3
HI	8	2 (11%)	MO	24	26 (20%)	PR	7	1 (7%)	Total	1313	940 (19%)
IA	11	1 (5%)	MS	13	3 (12%)						



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- **Efforts to increase # of recruits in underrepresented areas**
 - Recruiting efforts are based on market analysis
 - Increasing use of virtual recruiting to reach other markets
 - Cyber recruiters at NRC HQ chat online
 - Use of technology (Skype, FaceTime, etc.)
 - Saves time for recruit and recruiter
 - Sponsor STEM affinity organizations to target collegiate students
 - Affinity Groups – African American, American Indian, Hispanic, Asian/Pacific Islander, and Female
 - Navy Visibility Days at Historically Black Colleges and Universities and other minority serving institutions
- **Female accession goals**
 - In general, no fixed accession target
 - Aspirational target - 25% minimum female accession
 - FY18 data (as of 31 July) – 23.7% AC / 27.0% RC
 - One exception, female nuclear field accessions
 - 12% goal is based on female enlisted billets on submarines to support specific berthing configurations
 - FY18 data (as of 31 July) – 11% enlisted NF