

## TALKING PAPER

ON

### CAREER INTERMISSION PROGRAM (CIP) FOR CAREGIVER SABBATICAL (RFI #5)

#### **Executive Talking Points**

- From CY14-19, 87 servicewomen (53 Enlisted; 34 Officer) were selected from a pool of 111 applicants (CIP-TEMPSEP) to participate in CIP
- The length of time taken by 87 female participants:
  - 13 took 1 year or less; 39 took 2 years or less; 35 took 3 years or less
- 54 of 79 total CIP participants who listed “raise and grow family” as the intent for applying

**PURPOSE:** To provide the Air Force (AF) response to the Defense Advisory Committee on Women in the Services (DACOWITS), Request For Information #5 regarding Career Intermission Program (CIP) participation for childcare or family reasons.

**BACKGROUND:** In March 2020, the Committee received briefings from each of the Military Services on the status of the Career Intermission Program (CIP) and the Temporary Separation Program (TEMPSEP). The AF briefed that it had a total of 111 female participants (CIP and TEMPSEP) from Calendar Year (CY) 14-19. As a follow-up, the Committee is requesting a more comprehensive overview of the data that was provided. Specifically, the Committee requested the female officer and enlisted breakout of the 111 total female participants (CIP and TEMPSEP); the number of women who cited family and/or childcare reasons for their CIP participation; and a breakdown of the length of time taken by female participants.

#### **DISCUSSION:**

- Of 111 female applicants from CY14 - CY19, 87 females participated in CIP; breakout is as follows:
  - 53 Enlisted; 34 Officer
- Number of women who cited family and/or childcare reasons for CIP participation:
  - 54 of the 79 total CIP participants who listed “raise and grow family” as the intent for applying were servicewomen
- The length of time taken by female participants:
  - Of the 87 total number of servicewomen who participated; 13 servicewomen took 1 year or less; 39 servicewomen took 2 years or less; and 35 servicewomen took 3 years or less

**RECOMMENDATION:** Provide response to DACOWITS.