

Talent Management RFI #10:

RFI Question:

In the 2015 Annual Report to the Secretary of Defense, the Committee recommended that the Military Services devote sufficient resources to target and increase the recruitment of women into the officer and enlisted ranks, to include resources specifically devoted to increasing the recruitment of women and number of female recruiters. The Committee requests a written response from the Military Services updating information that was provided in Sept. 2014, Dec. 2014, and March 2015, addressing the following questions:

- a. What are the Services' new recruiting initiatives (within the last 12 months) to recruit women?
- b. What is the percentage of women assigned to recruiting billets? Please include the data for officers and enlisted, trended over the last five years.

RFI Response:

a. In the past 12 months, Navy Recruiting Command developed and deployed a women-focused awareness campaign that included videos, social media, direct email, print media, and professional events and conferences. The video series highlighted women officers in the warfare communities. The series addressed work-life balance, leadership opportunities, and family concerns hoping to overcome common barriers to female propensity. Direct email went out to STEM and technical specialty lists comprised 70% of women. Outreach events included Society of Women Engineers, Women in Aviation, Grace Hopper Celebration of Women in Computing, and National Conference of Women's Bar Association.

b. Below is the percentage of female recruiters going back to Fiscal Year 2009. Please note that the percentage of female Navy recruiters has nearly doubled in that time.

Data Source: NRC Online Personnel Status Report (PSR) system				
FY-16	Enlisted	Officer	Combined	
Male	3555	207	3762	
Female	689	49	738	16.40%
Total	4244	256	4500	
FY-15	Enlisted	Officer	Combined	

Male	3440	211	3651	
Female	614	43	657	15.25%
Total	4054	254	4308	
FY-14	Enlisted	Officer	Combined	
Male	3321	215	3536	
Female	463	45	508	12.50%
Total	3784	260	4044	
FY-13	Enlisted	Officer	Combined	
Male	3407	227	3634	
Female	467	47	514	12.30%
Total	3874	274	4148	
FY-12	Enlisted	Officer	Combined	
Male	3462	205	3667	
Female	410	50	460	11.10%
Total	3872	255	4127	
FY-11	Enlisted	Officer	Combined	
Male	3597	126	3723	
Female	327	37	364	8.90%
Total	3924	163	4087	
FY-10	Enlisted	Officer	Combined	
Male	3988	98	4086	
Female	369	27	396	8.80%
Total	4357	125	4482	
FY-09	Enlisted	Officer	Combined	
Male	4317	101	4418	
Female	391	28	419	8.60%
Total	4708	129	4837	