Defense Advisory Committee on Women in the Service (DACOWITS)

June 2013

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Purpose

To provide an overview of female officer accession and retention data for specific Army commissioning sources.

- Regular Army Officer Accessions
- Reserve Officer Training Corps (ROTC)
- Officer Candidate School (OCS)
- Direct Commissions
- Continuity Rates
- Recruiting and Retention Efforts

Regular Army Officer Accessions

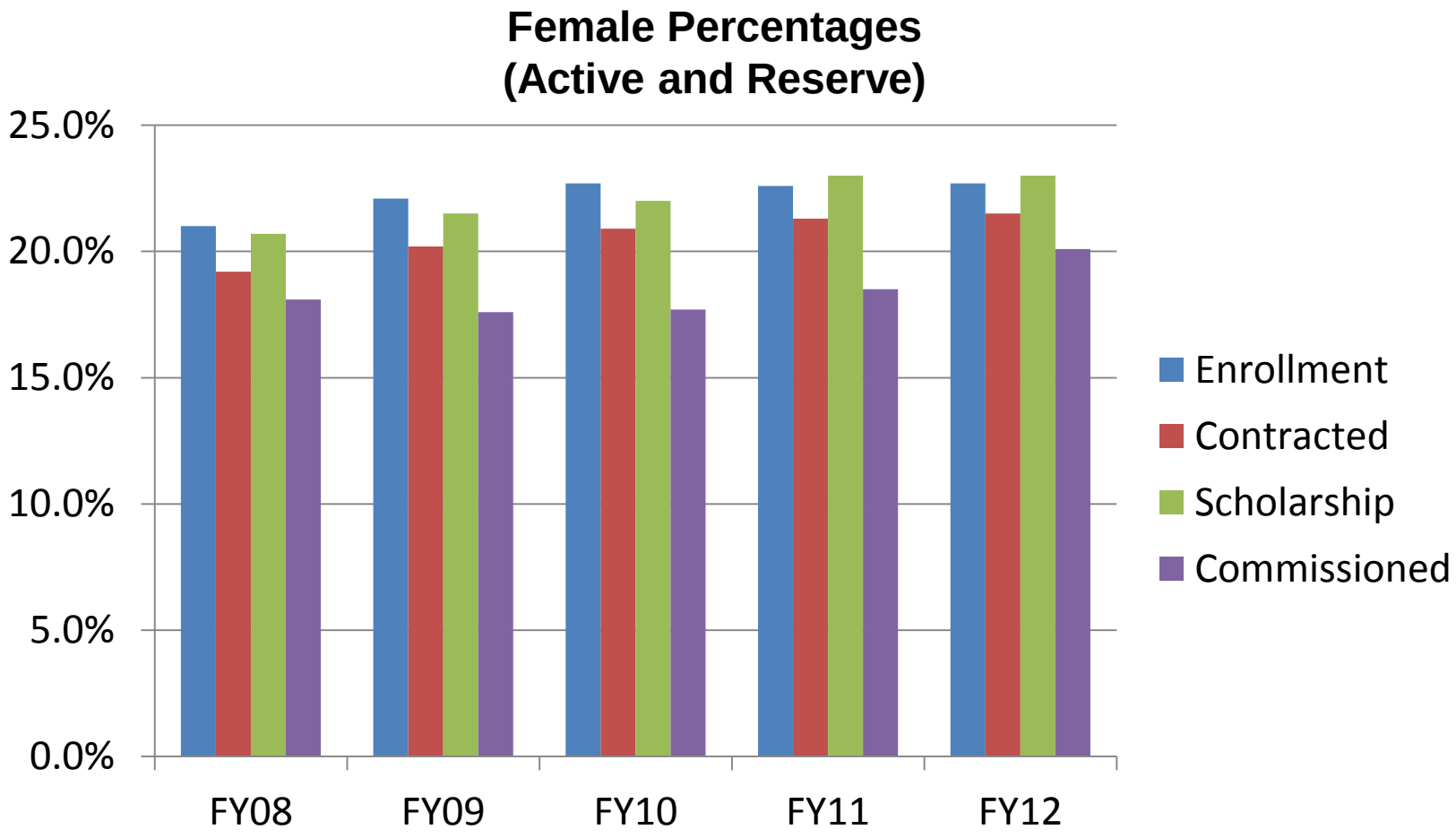
USMA					
Year Groups 2002-2012					
	Commissioned				
Year	Males	%	Females	%	Total
2002	817	84.6%	149	15.4%	966
2003	727	84.4%	134	15.6%	861
2004	780	83.9%	150	16.1%	930
2005	767	84.1%	145	15.9%	912
2006	728	84.9%	129	15.1%	857
2007	853	86.2%	137	13.8%	990
2008	814	84.4%	150	15.6%	964
2009	825	85.1%	145	14.9%	970
2010	870	86.6%	135	13.4%	1005
2011	877	83.4%	175	16.6%	1052
2012	836	85.6%	141	14.4%	977

ROTC RA					
Year Groups 2002-2012					
	Commissioned				
Year	Males	%	Females	%	Total
2002	1,995	79.4%	518	20.6%	2,513
2003	2,217	82.8%	461	17.2%	2,678
2004	2,253	82.8%	469	17.2%	2,722
2005	2,254	84.0%	428	16.0%	2,682
2006	1,792	84.7%	324	15.3%	2,116
2007	2,155	86.1%	348	13.9%	2,503
2008	2,077	86.6%	320	13.4%	2,397
2009	1,861	87.3%	271	12.7%	2,132
2010	1,984	86.6%	306	13.4%	2,290
2011	2,537	85.3%	436	14.7%	2,973
2012	2,472	84.2%	464	15.8%	2,936

OCS					
Year Groups 2002-2012					
	Commissioned				
Year	Males	%	Females	%	Total
2002	895	85.0%	158	15.0%	1,053
2003	891	87.3%	130	12.7%	1,021
2004	675	82.2%	146	17.8%	821
2005	888	88.2%	119	11.8%	1,007
2006	1,161	85.7%	194	14.3%	1,355
2007	1,450	84.4%	269	15.6%	1,719
2008	1,476	83.7%	287	16.3%	1,763
2009	2,029	83.6%	399	16.4%	2,428
2010	1,831	86.0%	299	14.0%	2,130
2011	1,254	87.3%	182	12.7%	1,436
2012	611	87.7%	86	12.3%	697

Direct Commissions					
Year Groups 2002-2012					
	Commissioned				
Year	Males	%	Females	%	Total
2002	81	81.0%	19	19.0%	100
2003	251	84.8%	45	15.2%	296
2004	508	74.9%	170	25.1%	678
2005	153	82.7%	32	17.3%	185
2006	610	69.0%	274	31.0%	884
2007	574	63.4%	330	36.6%	904
2008	557	64.7%	304	35.3%	861
2009	579	64.5%	318	35.5%	897
2010	681	67.4%	329	32.6%	1010
2011	505	70.4%	212	29.6%	717
2012	419	67.1%	205	32.9%	624

ROTC



- Female scholarship applications average ~ 26%
- Army requirements impact scholarships (STEM)
- Scholarship Goal for M/F- 4 year (25%), 3 year (50%), 2 year (25%)
- Active Duty based on Order of Merit List and guaranteed reserve contracts

OCS

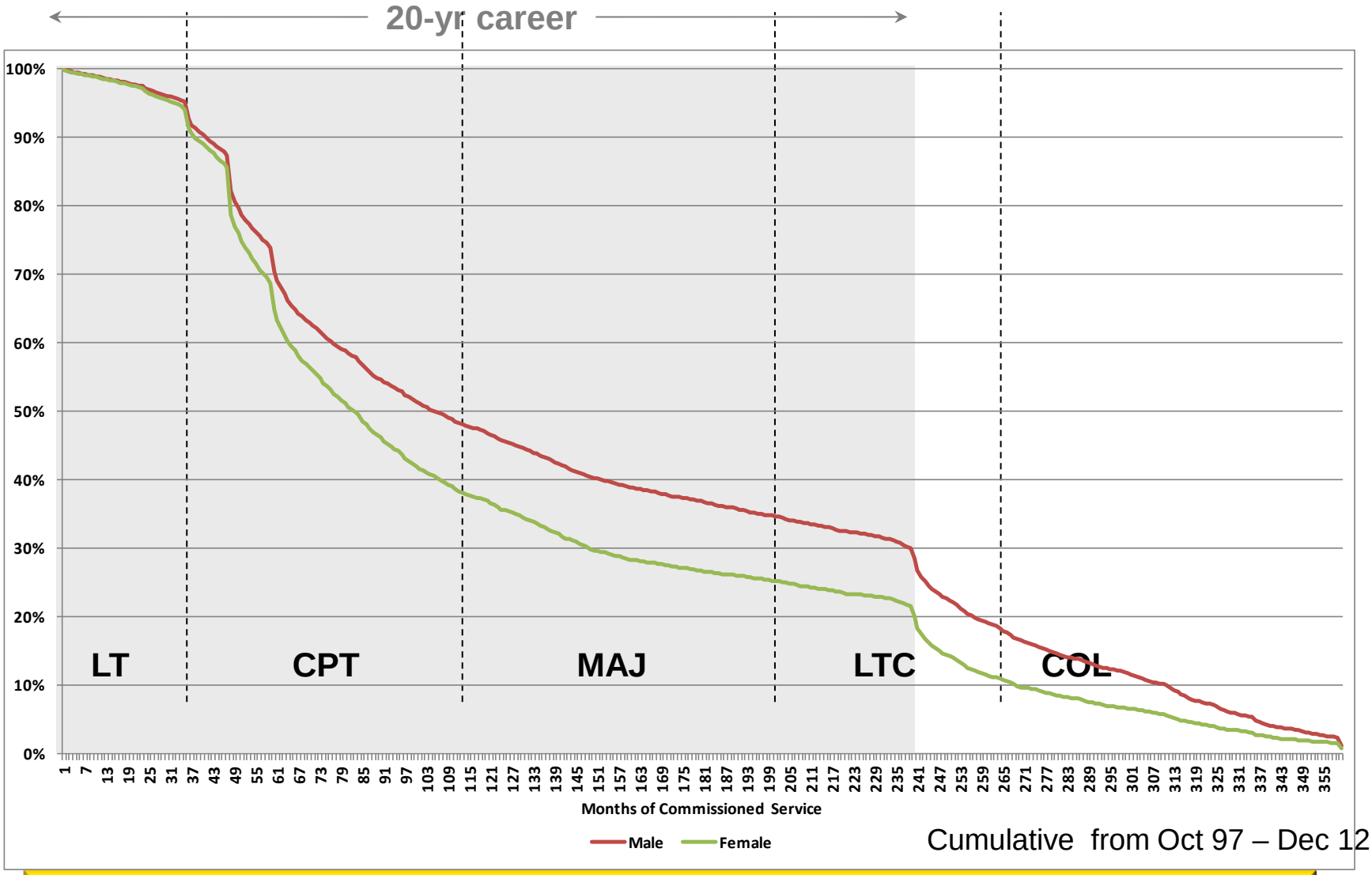
- Mission based on Army requirements and other commission sources
  - In-Service: 900 (FY09) – 200 (FY13 and FY14)
  - Enlistment Option: 1574 (FY09) – 450 (FY13) and 250 (FY14)
- Enlistment Option:
  - ~ 16% are female
  - ~ 18% with prior service
- In – Service:
  - ~ 18% of applicants are female with 62% select rate
  - Majority of applicants have deployment experience
- OCS criteria:
  - Four year college degree
  - Minimum Army Physical Fitness Test score – 240 (80 points each event)
  - Maximum age at commission - 34

Direct Commissions

- ~73% Special Branches and 27% Basic Branches
- Largest percent of female representation for Sources of Commissions (~ 36% 2007 – 33% 2012)
- Army Health Professional Scholarships average ~ 32% female recipients
- Various entry points (Grade and Age)

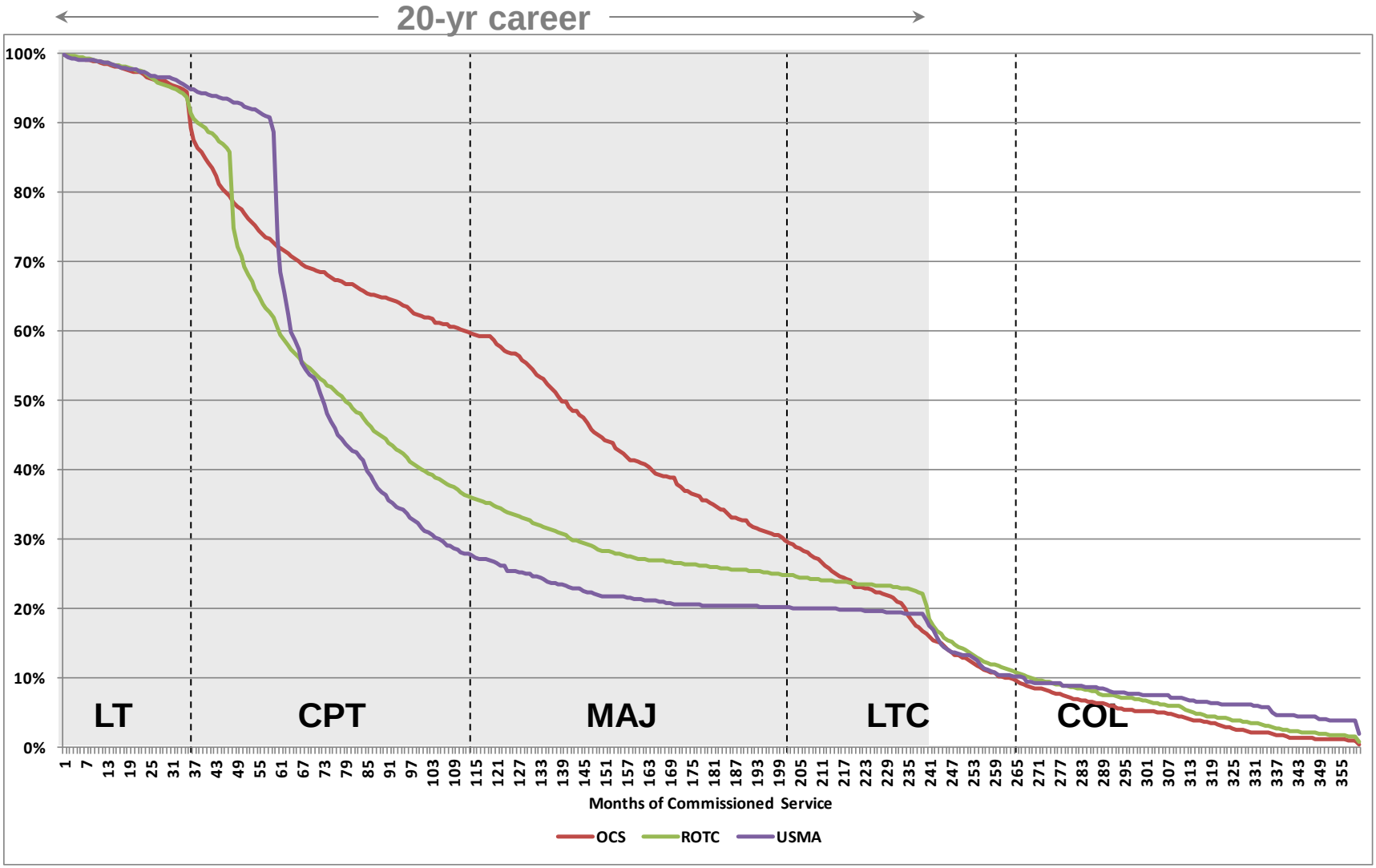
Continuity Rate for ACC Officers by Gender

- Females retain at a lower level



Cumulative from Oct 97 – Dec 12

Continuity Rate for Female ACC Officers by SOC



Cumulative from Oct 97 – Dec 12

Recruiting and Retention Efforts

- Recruiting:
  - Female representation throughout all marketing materials (web-videos, print-ads, social media, public relations, etc.)

  - Sponsoring documentary “Unsung Heroes” – PBS affiliates will receive in November 2013 (Army specific educational outreach DVD package)

  - “Starting Strong” - 3 of 10 episodes profile a female prospect/ potential recruit during a reality –style television series (Jun – Aug on FOX affiliates)

  - Scholarships and “on campus” recruiting

- Retention:
  - Officer Career Incentive Program (Branch and Post of Choice and Graduate School)

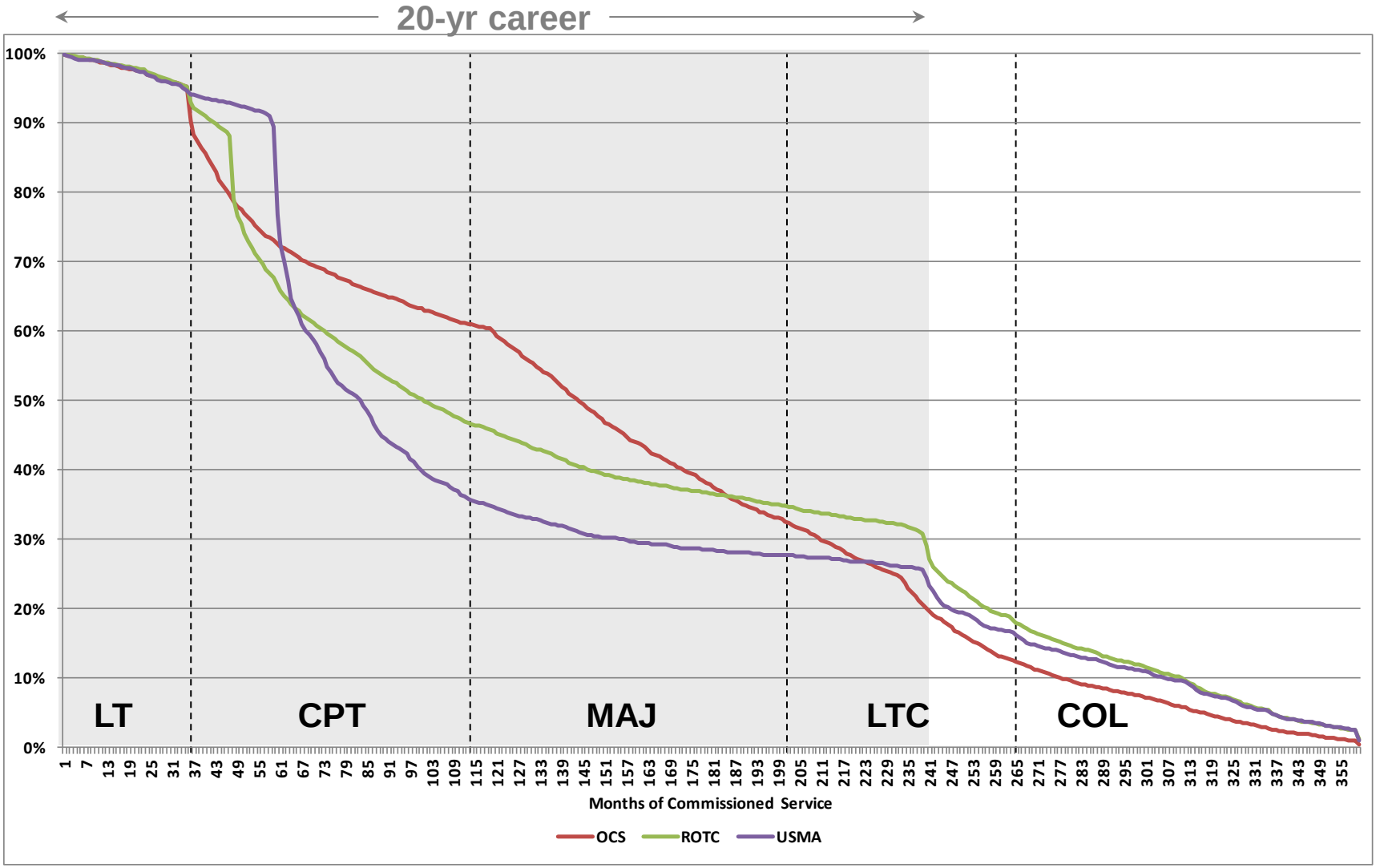
  - Student Loan Repayment Program

  - Career Intermission Pilot Program

Questions

Backup Slides

Continuity Rate for ACC Officers by SOC



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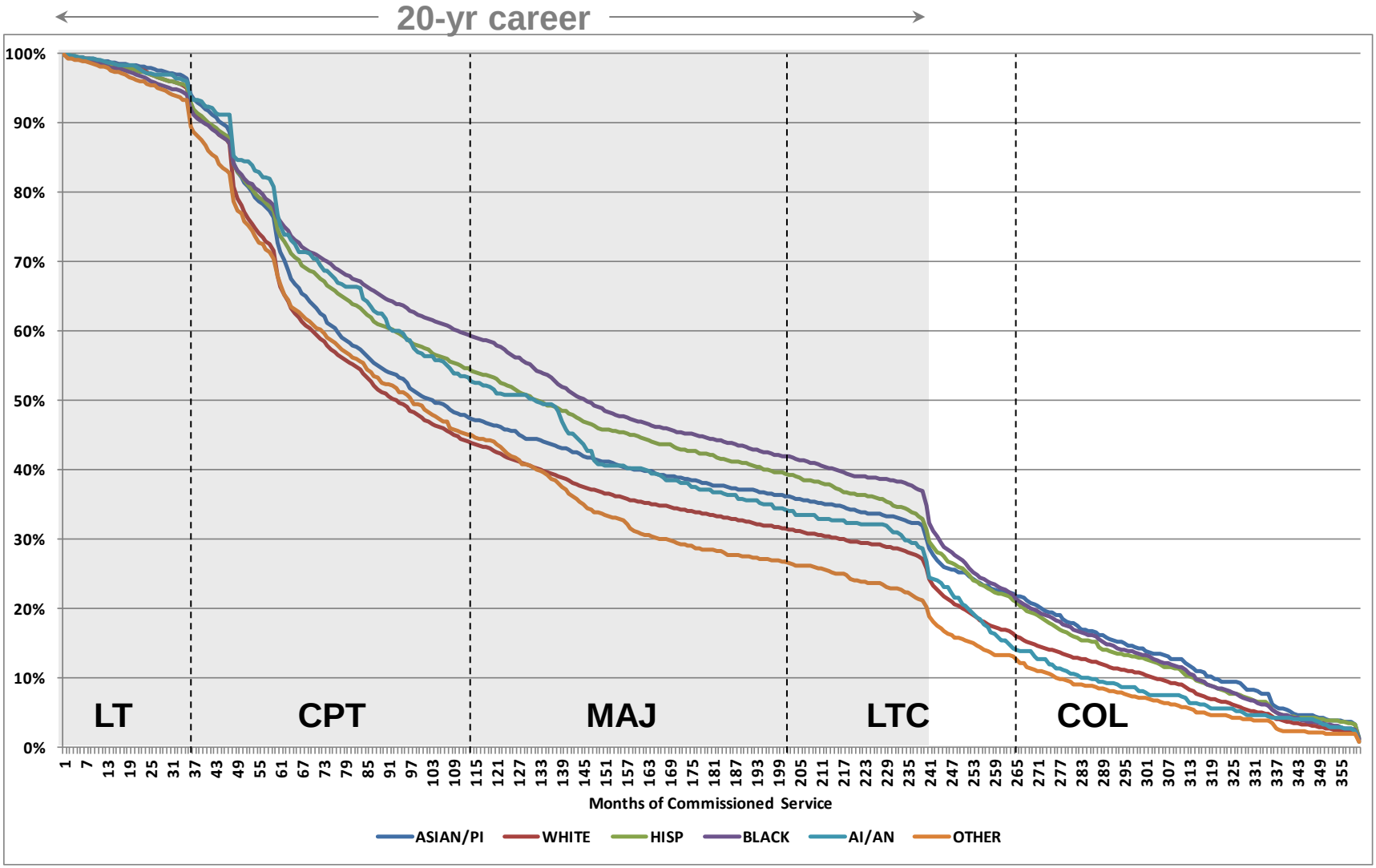
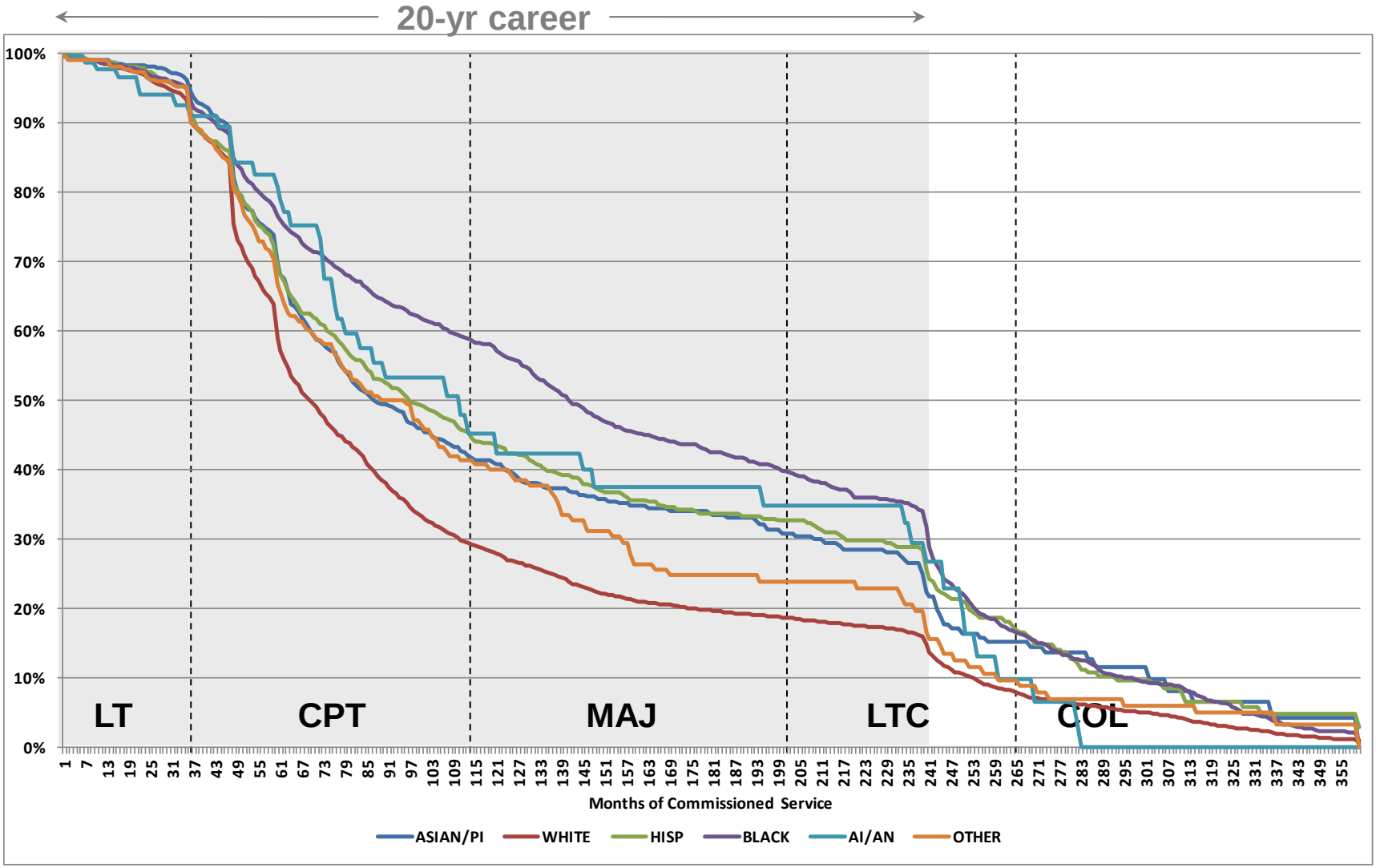
Continuity Rate for ACC Officers by REDCAT



Continuity Rate for Female ACC Officers by REDCAT



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