Female Officer Accessions

20 June 2013

Purpose

- To provide female officer accession data in response to DACOWITS RFI
  - Female officers accessed by Fiscal Year and source
  - Accession goals
  - Retention rates
  - Current efforts to identify, admit, and retain females

Navy ROTC

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13**
Total	876	843	825	798	702	727	689	778	752	614
Male	690	673	667	601	547	576	529	601	577	431
Male %	78.80	79.80	80.80	75.30	77.90	79.23	76.78	77.25	76.73	70.20
Female	**186**	**170**	**158**	**197**	**155**	**151**	**160**	**177**	**175**	**183**
Female %	**21.20**	**20.20**	**19.20**	**24.70**	**22.10**	**20.77**	**23.22**	**22.75**	**23.27**	**29.80**

**Incomplete Data

Officer Candidate School (OCS)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13**
Total	734	622	542	585	1086	1157	1332	1120	893	1033
Male	661	549	478	521	947	1000	1143	959	771	905
Male %	90.10	88.30	88.20	89.10	87.20	86.43	85.81	85.63	86.34	87.61
Female	**73**	**73**	**64**	**64**	**139**	**157**	**189**	**161**	**122**	**128**
Female %	**9.90**	**11.70**	**11.80**	**10.90**	**12.80**	**13.57**	**14.19**	**14.38**	**13.66**	**12.39**

**Incomplete Data

Officer Development School (ODS)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13**
Total	747	632	640	606	1215	914	1005	1083	994	325
Male	435	371	382	378	876	570	599	681	588	183
Male %	58.20	58.70	59.70	62.40	72.10	62.36	59.60	62.88	59.15	56.31
Female	**311**	**261**	**256**	**228**	**339**	**344**	**406**	**402**	**406**	**142**
Female %	**41.60**	**41.30**	**40.00**	**37.60**	**27.90**	**37.64**	**40.40**	**37.12**	**40.85**	**43.69**

**Incomplete Data

Seaman-to-Admiral (STA-21)

	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13**
Total	31	236	360	352	274	192	183	180	186	161
Male	28	217	313	304	237	167	160	156	154	136
Male %	90.30	91.90	86.90	86.40	86.50	86.98	87.43	86.67	82.80	84.47
Female	**3**	**19**	**47**	**48**	**37**	**25**	**23**	**24**	**32**	**25**
Female %	**9.70**	**8.10**	**13.10**	**13.60**	**13.50**	**13.02**	**12.57**	**13.33**	**17.20**	**15.53**

**Incomplete Data

Goals

- For officer programs, with the exception of nuclear programs, there are no specific female goals that drive our field prospecting efforts.

Female Retention

		Years Commissioned Service											Metrics	
		0	1	2	3	4	5	6	7	8	9	10	10 Year Retention	5 Year Retention
Year Group	YG13	209												
	YG12	864												
	YG11	824	881											
	YG10	817	837	859										
	YG09	732	721	698	741									
	YG08	751	782	760	690	684								
	YG07	651	707	687	621	533	530							74.96%
	YG06	621	637	666	597	522	468	465						70.27%
	YG05	604	650	636	557	475	430	381	371					66.15%
	YG04	654	670	636	548	448	420	391	370	353				62.69%
	YG03	708	698	659	533	433	363	343	322	301	288			51.27%
	YG02	777	776	694	600	505	449	398	357	337	296	269	34.62%	57.79%
	YG01	744	786	740	638	536	468	415	347	319	280	266	33.84%	59.54%
	YG00	628	755	737	626	538	469	406	373	335	308	287	38.01%	62.12%
	YG99	611	711	680	596	497	421	375	333	309	264	246	34.60%	59.21%
	YG98	522	554	567	493	407	352	297	269	231	211	185	32.63%	62.08%
	YG97	523	561	533	505	422	375	325	278	242	202	186	33.16%	66.84%
	YG96	539	580	574	488	440	391	346	305	263	220	203	35.00%	67.41%
	YG95	593	667	634	563	422	400	348	324	286	256	222	33.28%	59.97%
	YG94	456	587	567	497	412	346	303	262	242	214	187	31.86%	58.94%
	YG93	505	509	660	535	463	391	307	301	264	240	207	31.36%	59.24%
	YG92	613	724	607	643	541	485	426	327	349	281	287	39.64%	66.99%

Identify/Admit/Retain Female Talent

- Navy Recruiting Command's mission is to recruit the best men and women for America's Navy to accomplish today's missions and meet tomorrow's challenges.
- Navy Recruiting Command supports outreach efforts in local, regional, and national meetings/conferences for groups such as Society of Women Engineers and Women in Aviation International.
- The Navy Office of Women's Policy works to identify and eliminate barriers to women's service to increase propensity to serve and retention intentions by shaping Navy policy.