Female Officer Accessions

Manpower
Plans & Policy Division
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Purpose

- To provide female officer accession data in response to DACOWITS RFI
  - Female officers accessed by Fiscal Year
  - Accession goals
  - Accessions by program (FY08-FY12)
  - 5 year and 10 year retention rates
  - Current efforts to identify, admit and retain females for the accession programs

"Recruiting and retaining high quality people is essential to attain a dedicated ready and professional expeditionary force in readiness."

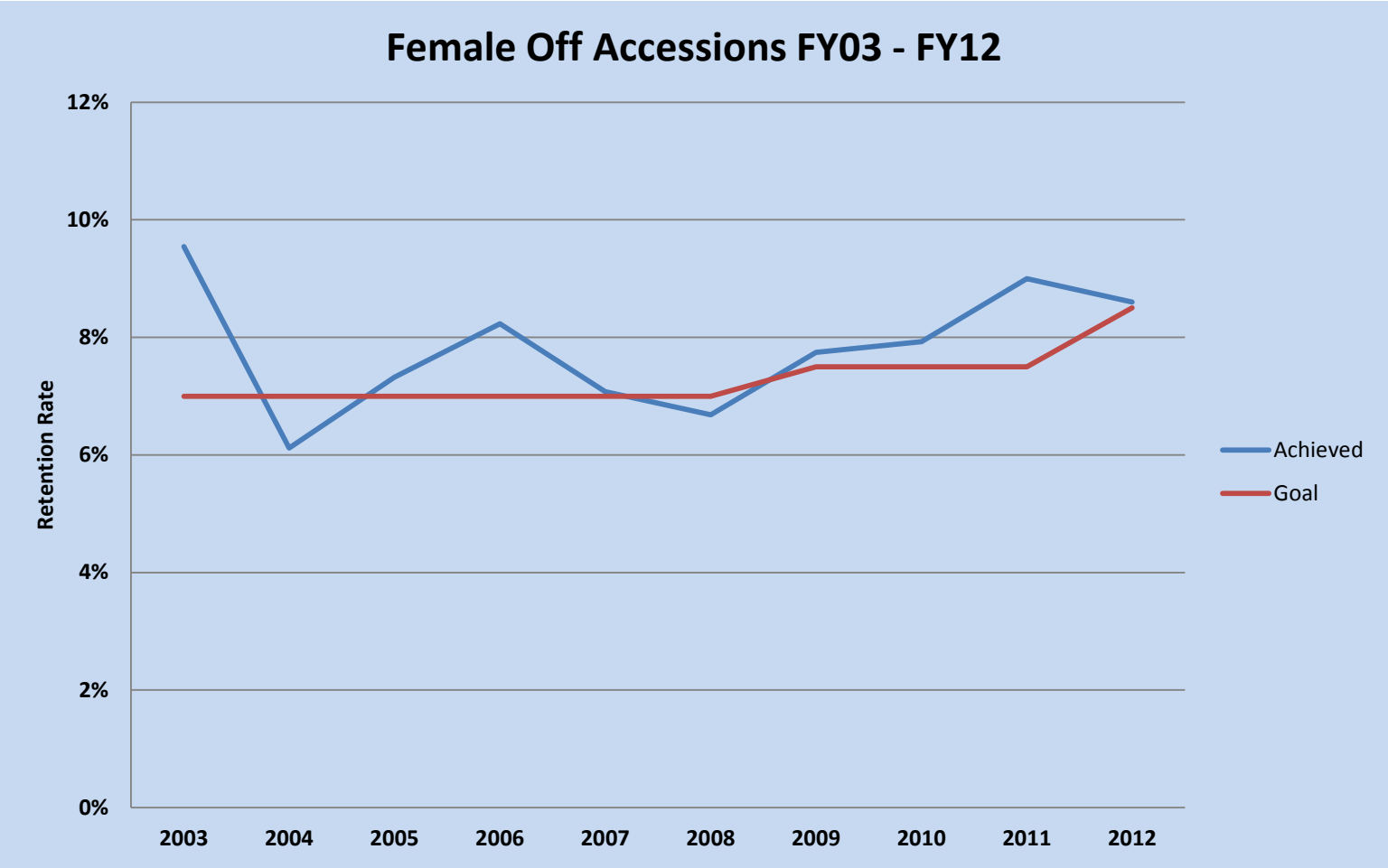
CMC, Posture Statement 2013

Female Officer Accession FY03-FY12

Female accession goal prior to FY12 was 7.5%. The current female accession goal is 8.5%

Fiscal Year	Female Goal	Female Accession	% Achieved
2003	88 (7.0%)	122	9.55%
2004	89 (7.0%)	78	6.12%
2005	102 (7.0%)	108	7.32%
2006	103 (7.0%)	123	8.23%
2007	127 (7.0%)	133	7.08%
2008	133 (7.0%)	127	6.68%
2009	135 (7.5%)	140	7.74%
2010	128 (7.5%)	135	7.93%
2011	123 (7.5%)	151	9.00%
2012	123 (8.5%)	126	8.60%

Female Officer Accession FY03-FY12



Female Officer Accessions by Program

FY08 – FY12

Program	FY08	FY09	FY10	FY11	FY12	Total
USNA	42	44	40	47	43	216
NROTC	15	35	21	22	13	106
MECEP	3	8	13	7	7	38
ECP	4	5	2	7	1	19
*MCP	0	0	0	4	0	4
PLC	11	26	18	21	18	94
OCC	52	22	41	43	44	202
Totals	127	140	135	151	126	679

*** As of FY12 the Meritorious Commissioning Program (MCP) has been cancelled and merged with the Marine Enlisted Commissioning and Education Program (MECEP)**

Female Officer Retention Rates

Rates represent AC USMC Female Officers

5-YEAR RETENTION RATE				
From FY	To FY	Female Off	Retained	%
1998	2003	114	96	84.21%
1999	2004	103	71	68.93%
2000	2005	95	68	71.58%
2001	2006	118	86	72.88%
2002	2007	85	76	89.41%
2003	2008	100	71	71.00%
2004	2009	96	70	72.92%
2005	2010	82	71	86.59%
2006	2011	86	79	91.86%
2007	2012	123	78	63.41%

10-YEAR RETENTION RATES				
From FY	To FY	Female Off	Retained	%
1993	2003	45	17	37.78%
1994	2004	58	23	39.66%
1995	2005	84	37	44.05%
1996	2006	80	26	32.50%
1997	2007	84	28	33.33%
1998	2008	114	49	42.98%
1999	2009	103	32	31.07%
2000	2010	95	39	41.05%
2001	2011	118	43	36.44%
2002	2012	85	38	44.71%

“From FY” represents the base year and “To FY” is the retention cutoff

Identify/Admit/Retain Female Officers

Current Efforts

- Consistently make female officer accession mission
- Marine Corps Recruiting Command (MCRC), is conducting research to better understand the environment surrounding female prospects and their preferences to join the military
- Leadership: Commanders conduct formal counseling with Marines who are considering getting out of the Marine Corps
- Active Duty to Selected Reserve. Active duty Marines have the option to transfer to the Selective Reserve, allowing USMC to retain qualified, quality Marines
- Enlisted to Officer commissioning programs
- Career Intermission Pilot Program (Draft policy currently being reviewed for implementation)
- Professional Female Organizations: promote retention, career development and mentorship