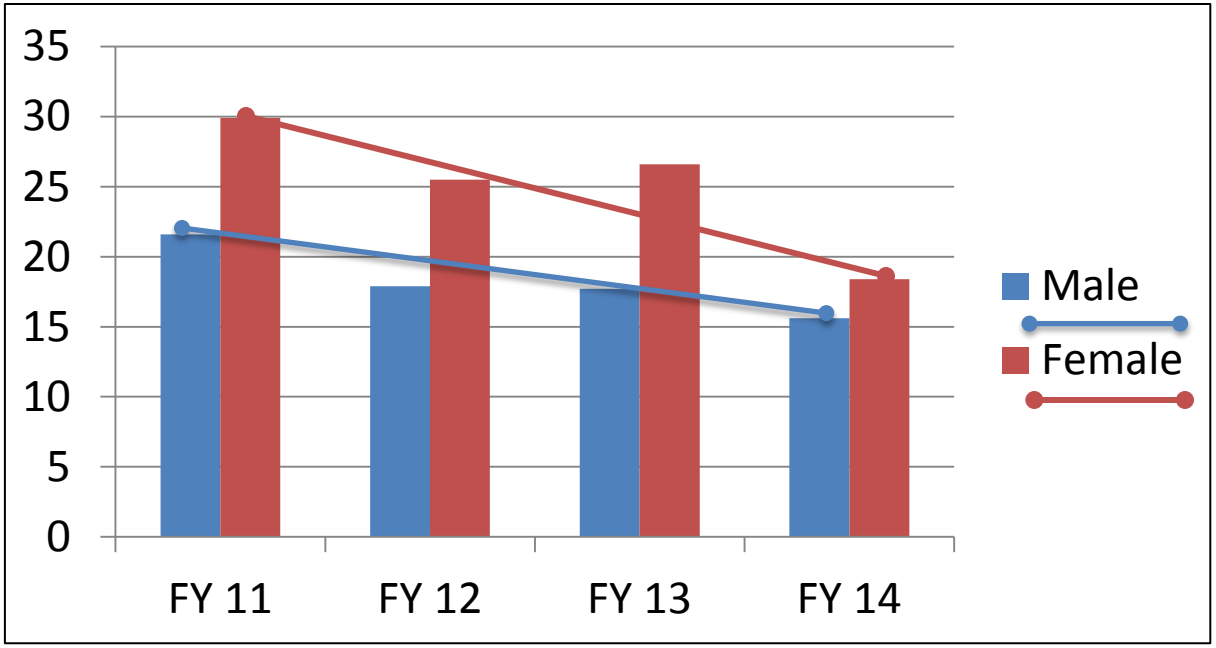
USMC Response to DACOWITS Request for Information (RFI A4)

"Ensuring the Services maintain low attrition rates during basic training is vital to the replenishment of new accessions into the U.S. military. DACOWITS requests a briefing from the Services on the current attrition rates for both men and women during delayed entry and basic training, as well as what, if any, methods are being taken to lower the attrition rates for women?"

4 December 2014

Delayed Entry Attrition

	MALE	FEMALE	% MALE	% FEMALE
FY11	8635	1138	21.6%	29.9%
FY12	7049	955	17.9%	25.5%
FY13	6929	955	17.7%	26.6%
FY14	5492	743	15.6%	18.4%



Delayed Entry Pool Management

- **Detailed briefing with the Poolee and parents on the Delayed Entry Program (DEP) and their enlistment decision**
  - **Conducted within 72 hours of enlistment (Typically done at the Poolee's home)**
  - **Make the Poolee feel part of the Marine Corps team**
  - **Ensure parents understand the role the canvassing recruiter plays in the development of their future Marine**

- **Weekly "Pool Functions" designed to inform and prepare applicants for the mental and physical rigors of Marine Corps Recruit Training**
  - **Physical Training programs to improve upper body strength and reduce lower extremity injuries**
  - **Professional Military Education (history, customs & courtesies, core values/ethics etc)**
  - **Prepare each Poolee for the mental transition necessary from civilian life to recruit training**
  - **Maintain a relationship with the Poolee's family and keep informed about the Pool Program**
- **Additional Female Poolee preparation**
  - **Female Pool Functions**
  - **Two-person integrity at all times**
  - **Female mentorship Programs in Recruiting Stations**
- **SNCOIC and Recruiter accountability**
  - **Held accountable for DEP attrition**
  - **Held accountable for Recruit Depot attrition**

Basic Training Attrition

	Recruit Depot San Diego			Recruit Depot Parris Island	
	MALE	FEMALE		MALE	FEMALE
FY11	6%	NA		7%	14.8%
FY12	5%	NA		5%	10.5%
FY13	5%	NA		5.9%	13.5%
FY14	5%	NA		7.9%	14.5%

Basic Training Attrition Mitigation

At boot camp, both male and female recruits benefit from evidence-based physical training from individuals specifically trained in kinesiology, performance enhancement and sports medicine

- Physical training at the recruit depots are led by masters level trained individuals who are Physical Fitness Advisors to the Commanding Generals

- Civilian Certified Athletic Trainers treat recruits as part of the Sports Medicine and Injury Prevention (SMIP) program

These Athletic Trainers are experts in injury prevention, treatment and rehabilitation

They have a dual role of assisting the Physical Fitness Advisors and, when dealing with injuries, complementing existing Navy Medicine assets in dealing with musculoskeletal injuries