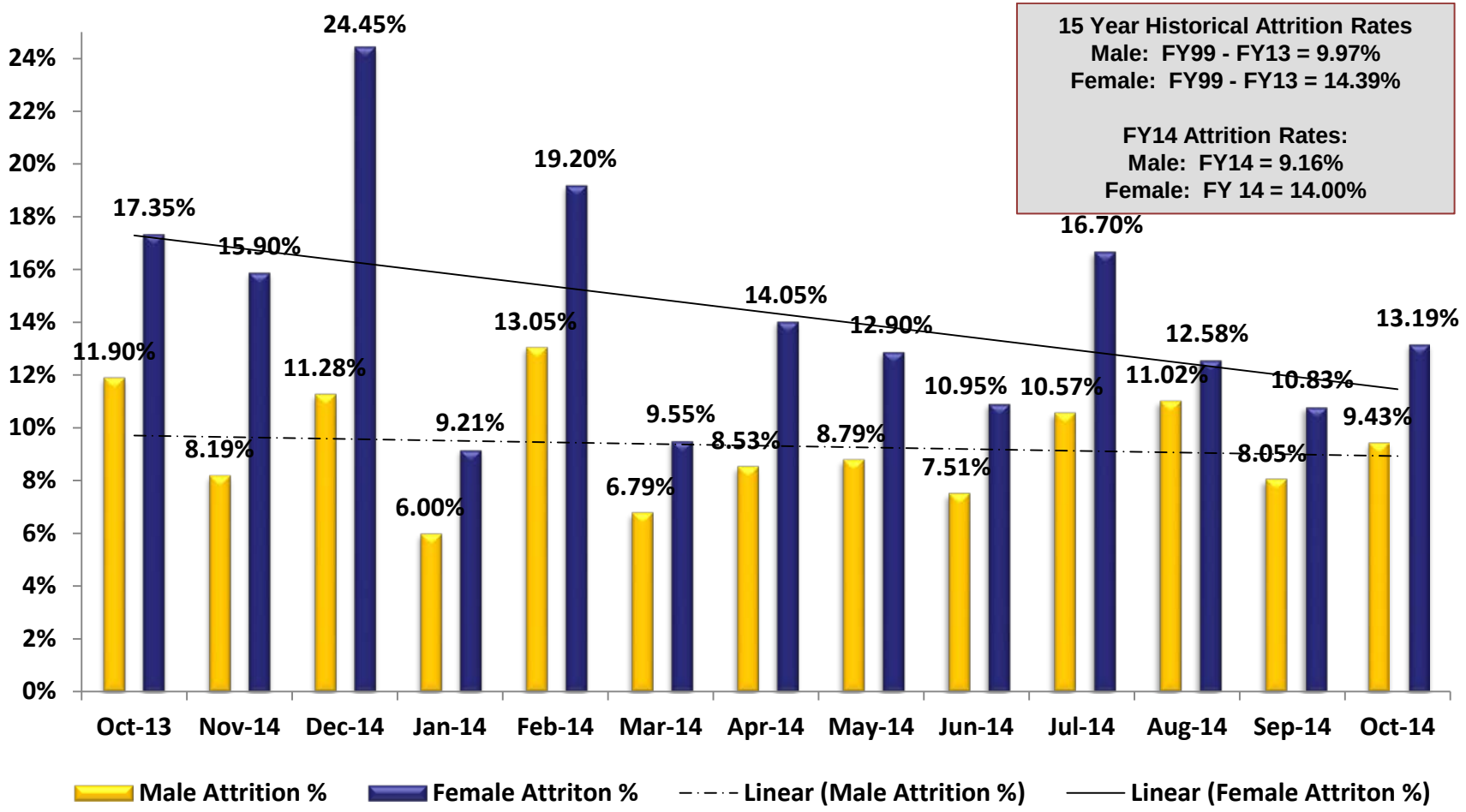
Recruit Training Command Attrition

Naval Service Training Command (NSTC) - CDR Kertreck Brooks

4 December 2014

Unclassified

RTC Attrition



RTC FY14-15 male and female attrition are below their 15-year averages

Current Initiatives Underway to Facilitate Reducing RTC Attrition

- **Adherence to Evidence Based Physical Training Matrix**
  - Reduced Stress Fracture Prevalence by 50%
- **Adopted Best Practices from other Services**
  - Boot Wear Phase-In
- **Mentoring**
  - *Female RDCs
  - Peer-to-Peer Mentorship
- **Prospective Research with other Institutions**
  - Naval Postgraduate School Recruit Resiliency Study
  - NCCOSC RDC C-School Resiliency Study
- **Proactive Psychological Assets**
  - PASS (Personal Applied Skills and Streaming)
  - CARE (Counsel and Advocate in Recruit Environment)
  - Empowerment Groups

*** Efforts/Initiatives specifically designed to support female Recruits.**

Current Initiatives Underway to Facilitate Reducing RTC Attrition

- **Proactive Medical Assets**
  - *Women's Health Initiatives
  - Corpsmen-Led Foot Exams
- **Proactive Chaplain Assets**
  - Religious Services
  - P-4 day "Pick-up" Brief
  - Stress Continuum Brief
  - Chaplain Core Values Brief
- **Trend Analysis on Female Recruits**
  - Examining factors that led to female attrition data points on Week 6 day1-Week 6 day 5 (week of final Physical Fitness Assessment)

*** Efforts/Initiatives specifically designed to support female Recruits.**

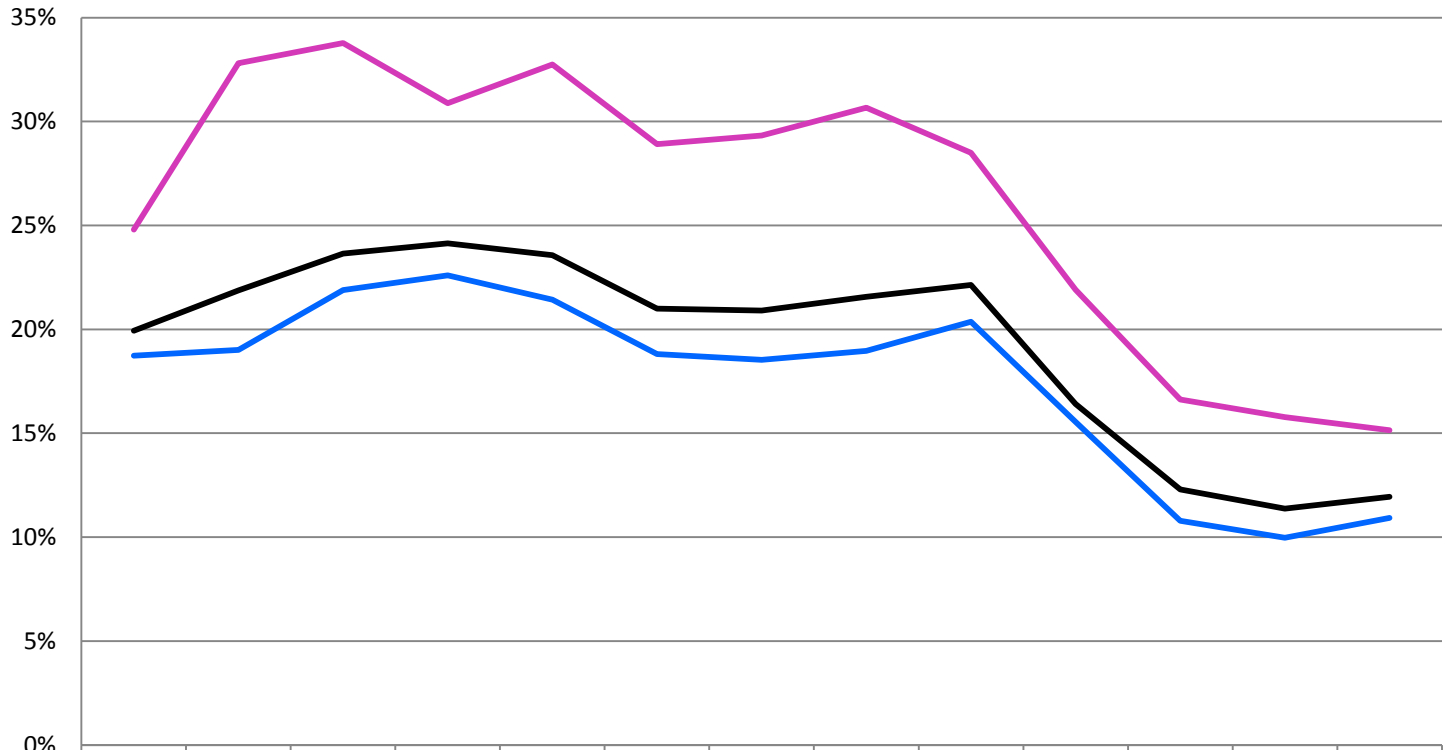
NRC Attrition

Navy Recruiting Command (NRC) – CDR Denise Spanier

4 December 2014

Unclassified

DEP Attrition



	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Female ATTRITION COHORT	24.80%	32.81%	33.78%	30.88%	32.75%	28.92%	29.32%	30.66%	28.49%	21.91%	16.63%	15.78%	15.15%
Male ATTRITION COHORT	18.74%	19.01%	21.88%	22.60%	21.43%	18.81%	18.54%	18.97%	20.37%	15.54%	10.79%	9.97%	10.93%
TOTAL ATTRITION	19.93%	21.88%	23.64%	24.14%	23.57%	21.00%	20.90%	21.57%	22.13%	16.41%	12.29%	11.37%	11.95%

Overall DEP attrition has been trending downward since 2003. Female DEP attrition is the lowest its ever been.

Current Initiatives Underway to Facilitate Reducing DEP Attrition

- **Future Sailor Delayed Entry Program (DEP)**
  - Comprehensive program to reduce Future Sailor attrition
  - Mandatory and voluntary requirements
- **DEP Meetings**
  - Verification of enlistment/rating/program eligibility
  - Referral program, opportunity for promotion
  - Education on Navy benefits and opportunities
- **Mandatory face to face and telephonic contacts between Recruiters and Future Sailors**
- **Personal Qualification Standards**
  - Every Future Sailor must initiate DEP PQS
- **Indoctrination with family within 72 Hours of enlistment**
- **Voluntary participation in Initial Fitness Assessment (IFA)**

*** Efforts/Initiatives specifically designed to support Female Future Sailors.**

Current Initiatives Underway to Facilitate Reducing DEP Attrition

- **S.T.A.R.T. Guide (Standards, Transition, Acknowledgement, Requirements, Training).**
- ***Increase number of Female Recruiters (currently 12%)**
  - Working with NPC to increase number of female recruiters
- ***Female Recruiter Placement**
  - Performed at the Navy Recruiting District level
- **DEP Attrition Analysis**
  - Evaluation and analysis of Future Sailor attrition to identify trends
- ***(Best practice):**
  - Some Navy Recruiting Districts conduct all female DEP meetings led by Female Recruiters on as needed basis.

*** Efforts/Initiatives specifically designed to support female Future Sailors.**