Responses to RFI A5 – Retention of Servicewomen -- During Military Drawdown:

Service Branch	Methodology:
USA	*< Defer to Info. Paper >*
USN	Navy is not downsizing and continues to grow and expand. Female accessions area Navy priority. Navy continues to expand female officer and enlisted recruitment to enhance the cross section of society throughout the fleet and the Navy. Female accessions in FY13 and FY14 remained steady at 23-25% and 23% of overall accessions for officer and enlisted programs, respectively.
USMC	FY14: 11 female and 222 male SSgt (E6) were selected for separation, having twice failed selection to GySgt (E7). Additionally, one female and 4 male Colonels (O6) were selected for retirement by the Selective Early Retirement Board (SERB). Zero female and 7 male LtCols (O5) were also selected for SERB.
USAF ***Guard Reserve***	FY14 involuntary separation boards did not directly consider gender. However, the # of overall eligible females, compared to males, considered by the boards and those retained is relative to the # of those eligible that met the board: Officer: 1,955 total (349 females eligible) = 264 females retained (75%) Enlisted: 7,585 total (1,007 females eligible) = 857 female retained (85%)
USCG	Currently the Coast Guard is not forcing out members through a reduction in force. The CG has implemented work force shaping tools for the enlisted workforce (high year tenure and the career retention screening panel) that results in additional separations. A member's sex, race, or ethnicity is not considered when reviewing candidates for separation. The Coast Guard is committed to gender equality at all levels.

INFORMATION PAPER

DAPE-MPE-PD
17 November 2014

SUBJECT: Request for Information (DACOWITS, Assignments Working Group, Issue A5)

1. Purpose: To provide information on the relative number of men and women who are being forced out of the Army under the current drawdown. Additionally, to explain the methodology, used to ensure the proportionate numbers of women were retained as compared to the percentage recruited.

2. Facts:

a. Officers:

1) For the FY13 Selective Early Retirement Board (SERB) action (those were required to separate in 2014) the Army selected a total of 239 COL/LTC of which 93% (223) were male and 7% (16) were female.

2) For the FY14 Officer Separation Boards (OSB) and Enhanced Selective Early Retirement Boards (ESERB) (majority will separate in 2015) the Army selected a total of 1,188 captains for separation of which 88% were male (1,040) and 12% were female (148). The Army also selected a total of 550 majors of which 88% were male (484) and 12% were female (66). Women make up 12.6% of Army Competitive Category officers and 17.8% of the Army officer corps as a whole.

3) While the boards were instructed generally in the area of equal opportunity, and that diverse backgrounds, ideas, and insights offered by Soldiers of all races and both genders are a great source of strength for our Army, the boards were instructed to not consider any factors other than merit and ability.

b. Enlisted:

1) Since FY12, the Army identified a total of 1,567 Noncommissioned Officers (NCOs) (SFC-CSM) for denial of continued service of which 89.9% were male (1,409) and 10.1% were female (158).

2) Because the Army cannot achieve future end strength requirements through natural attrition or reduced accessions alone, the Army developed and implemented an additional centralized board process, known as the Qualitative Service Program (QSP), to consider select NCOs for denial of continued service. This process reduces projected excess strengths that would otherwise perpetuate promotion stagnation across the force and negatively impact viable career paths in an All-Volunteer Force; all of which would have an undesirable impact on the ability to develop and sustain a professional NCO Corps.

3) Because the QSP is a qualitative assessment of an individual's potential for future contributions to the Army, there is no methodology to take into consideration the proportion of any group retained to the percentage of such a group of the overall recruiting effort.

RFI Category and Number:

Assignments Working Group RFI #5

RFI Question:

The retention of servicewomen is equally as important as the recruiting mission. The Committee requests a written response from each of the Services on the relative number of men and women who are being forced out of the military under the current drawdown (i.e. RIF). Additionally, the Committee requests that the Services explain the methodology, if any, used to ensure the proportionate numbers of women were retained as compared to the percentage recruited.

RFI Response:

OFFICER:

Navy is not downsizing its officer corps and continues to grow and expand; opportunities to serve remain good for all who want to join our ranks via accessions, and for those desiring to remain in the ranks. Outreach to and recruiting of women is critical to ensuring that Navy has the strongest possible pool of highly qualified individuals to draw from in meeting its leadership needs. In force shaping situations, Navy uses no methodology to ensure the proportionate numbers of female officers are retained as compared to the percentage accessed. These retention decisions are based on individual performance and needs of the Navy. While retention of every Sailor is important, retaining the right Sailor, with the right skill set, attitude, professional acumen and proven performance is critical to completing our mission. The opportunity is there for all, based on performance and desire to serve.

ENLISTED:

Navy is not downsizing and continues to grow and expand; opportunities to serve remain good for all who want to join our ranks via accessions, and for those desiring to remain in the ranks. Outreach to and recruiting of women is critical to ensuring that Navy has the strongest possible pool of highly qualified individuals to draw from in meeting its leadership needs. Navy uses no methodology to ensure the proportionate numbers of women are retained as compared to the percentage recruited. Reenlistment opportunities are provided strictly based on performance.

Female accession is a Navy priority. Navy continues to expand female officer and enlisted recruitment to enhance the cross section of society throughout the fleet and the Navy. Female accessions in FY13 and FY14 have remained steady at 23-25% and 23% of overall accessions for officer and enlisted programs, respectively. Navy actively engages with the top 7 affinity groups (e.g., Society of Women Engineers) to establish national, regional, and local partnerships to build trust, create awareness, and increase female accessions. Navy identifies female applicants in the same manner as male recruits: “whole-person” review based on mental, physical, and moral qualifications for enlistment. Navy prefers “quality” applicants as measured by the Armed Services Vocational Aptitude Battery (ASVAB) score and attainment of diploma.

While retention of every Sailor is important, retaining the right Sailor, with the right skill set, attitude, professional acumen and proven performance is critical to completing our mission.
Navy Enlisted Retention strategy is designed to strengthen policies and programs that: maintain personnel stability by retaining top quality Sailors, regardless of gender, in the proper skills balance and in the required numbers. Enlisted Female retention remains on par with their male peers. Enlisted opportunities to stay Navy remain strong: less than 1% of applicants applying for reenlistment are denied. For example, in the last 6 months, 34 Sailors have been forced to separate, consisting of 30 males and 4 females (88%/12%).

POC or office responsible:

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AIR FORCE DACOWITS RFIs -- December 2014

RFI #A5: OPR A1PPS: Lt Col Naomi Welcome, 692-4199

DELIVERABLE: Written Response

QUESTION: The retention of servicewomen is equally as important as the recruiting mission. The Committee requests a written response from each of the Services on the relative number of men and women who are being forced out of the military under the current drawdown (i.e. RIF). Additionally, the Services need to explain the methodology, if any, used to ensure they retain the right number of women, proportionate to the percentage recruited.

RESPONSE: Due to the FY14 requirement to drawdown forces to meet end strength mandates, the involuntary separation boards did not directly consider gender. However, the number of overall eligible females, compared to males, considered by the boards and those retained is relative to the number of eligibles that met the board. We did not find any involuntary separation data that may be considered excessive or egregious in nature. The below provides a breakdown by officer and enlisted involuntary separation boards by eligible males and females, and number of males and females retained.

Officer Boards (Includes Force Shaping Board (Lts and Capts considered), Enhanced Selective Early Retirement Board (Majors and Colonels considered).

- Overall Eligibles = 1955
- Overall Eligible Males = 1606
- **Overall Eligible Females = 349**

- Overall Officers Retained = 1507 (77.1% of overall eligible)
- Males Retained = 1243 (77.4% of eligible males)
- **Females Retained = 264 (75.6% of eligible females)**

Enlisted Boards (Includes the Enlisted Retention Board (ERB) and the Quality Force Review Board

ERB:

- Overall Eligibles for ERB = 7585
- Overall Eligible Males = 6578
- **Overall Eligible Females = 1007**

- Overall Enlisted Retained = 5694
- Males Retained = 4837 (73.5% of eligible males)
- **Females Retained = 857 (85.1% of eligible females)**

QFRB (***This board specifically considered some enlisted members with negative quality force indicators such as Article 15s, Demotion actions, Unfavorable Information Files, etc.)***

- Overall Eligibles for QFRB = 4604
- Overall Eligible Males = 3952
- **Overall Eligible Females = 652**

- Overall QFRB Eligibles Retained = 1069
- Males Retained = 876 (22.1% of eligible males)
- **Females Retained = 193 (29.6% of eligible females)**

DECEMBER 2014- USMC Responses to DACOWITS Quarterly Meeting RFIs

A5. The retention of servicewomen is equally as important as the recruiting mission. The Committee requests a written response from each of the Services on the relative number of men and women who are being forced out of the military under the current drawdown (i.e. RIF). Additionally, the Committee requests that the Services explain the methodology, if any, used to ensure the proportionate numbers of women were retained as compared to the percentage recruited.

In FY14, the Marine Corps has selected 11 female and 222 male staff sergeants for separation. These Marines have at least twice failed selection to gunnery sergeant. Additionally, these Marines are eligible to apply for early retirement under Temporary Early Retirement Authority (TERA).

In FY13, the Marine Corps selected one female and 26 male colonels for retirement by the Selective Early Retirement Board (SERB). Zero female and 39 male lieutenant colonels were also selected for retirement by the SERB.

In FY14, the Marine Corps selected one female and 4 male colonels for retirement by the SERB. Zero female and 7 male lieutenant colonels were also selected for retirement by the SERB.

SUBJ: DACOWITS RFI (FALL 2014)

FROM: Office of Workforce Forecasting and Analysis (CG-12A)

TO: CG-12B

A5: The retention of servicewomen is equally as important as the recruiting mission. The Committee requests a written response from each of the Services on the relative number of men and women who are being forced out of the military under the current drawdown (i.e. RIF). Additionally, the Services need to explain the methodology, if any, used to ensure they retain the right number of women, proportionate to the percentage recruited.

Enlisted:
Currently the Coast Guard is not forcing out members through a reduction in force. The CG has implemented work force shaping tools for the enlisted workforce (high year tenure and the career retention screening panel) that results in additional separations. A member's sex, race, or ethnicity is not considered when reviewing candidates for separation. Statistical analysis is performed following the results of these workforce shaping tools to ensure a fair and unbiased process.

The demographic statistics for the FY14 C.R.S.P. and H.Y.T. are below.

CRSP Retained as a % of Demographic Category (2014 Results)

Gender	Pool	Retain	Retire	% Retired
Male	317	261	56	18%
Female	23	20	3	13%

CRSP Demographics (2014 Results)

% Pool	% Retired
93.2%	94.9%
6.8%	5.1%

HYT PGP's Waived as a % of Demographic Category

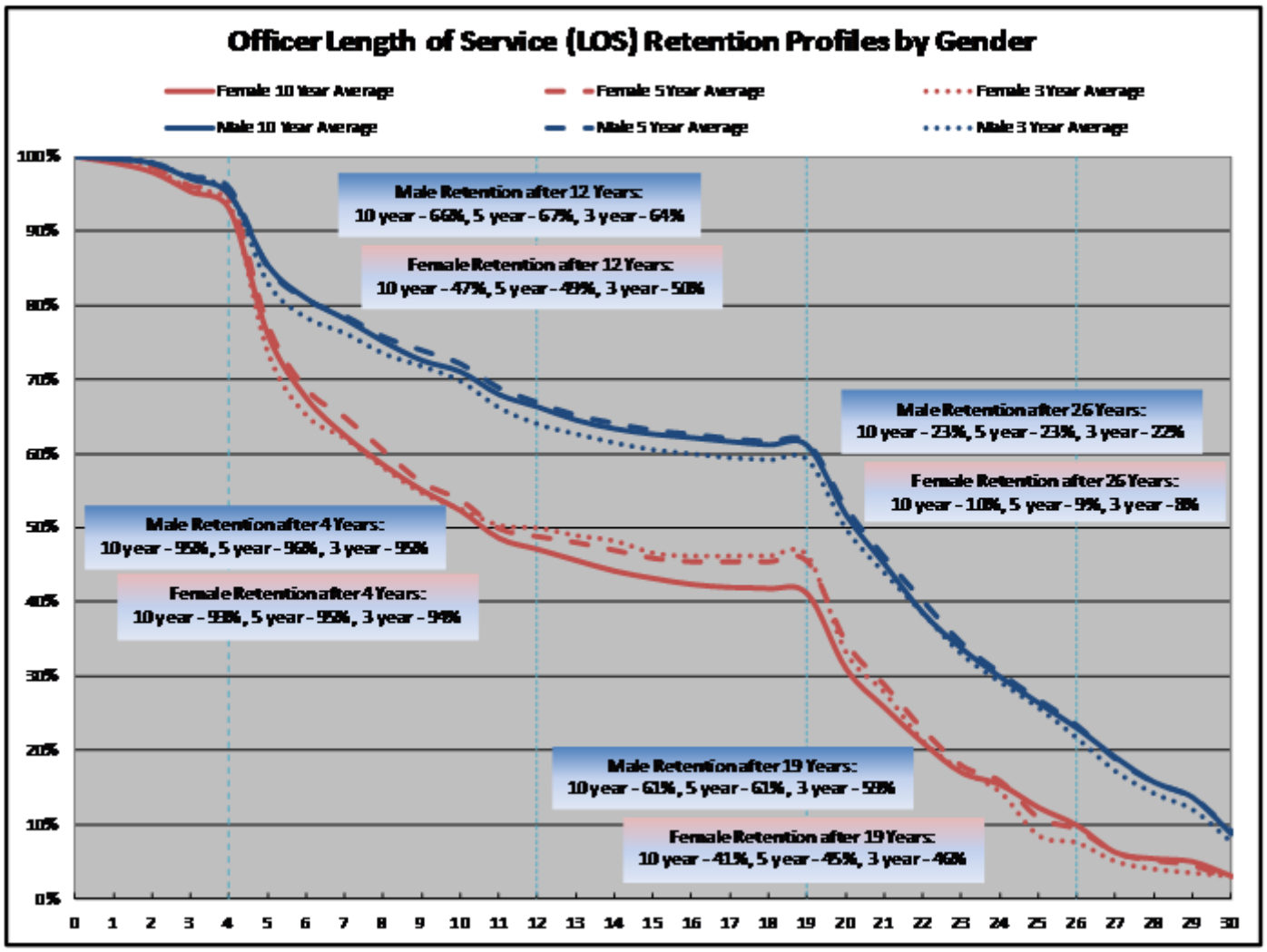
Gender	Pool	% of WF	Retain	Retire	% Retired
Male	381	1.4%	40	341	90%
Female	32	0.7%	1	31	97%

	Reviewed	% of WF		Separated	% of Candidates Selected for Separation
Female	55	7%		4	7%
Male	698	93%		397	57%

Officer:
The Coast Guard is committed to gender equality at all levels. As such, the Coast Guard does not employ any special retention methodology for any one group. All retention &/or attrition programs are equally applied to every officer, regardless of

demographic or gender. The overall health of the officer corps is continually monitored and reported monthly.

The attached graph (also shown below) shows the retention percentages of the officer corps by gender. With the exception of the period between 5-12 years of commissioned service, retention percentages are fairly consistent between the genders.



(For higher resolution please see attached PowerPoint slide)

LCDR Ryan S. Engel
Office of Workforce Forecasting and Analysis
Enlisted Team Lead
United States Coast Guard
202-475-5235

1 Dec 14

INFORMATION PAPER

SUBJECT: Female Representation among Senior Non-Commissioned Officers (NCOs) and Senior NCO Leadership for the Army National Guard (ARNG)

1. **Purpose.** To provide to Defense Advisory Committee on Women in the Services (DACOWITS) with response to Request for Information for the 4-5 December 2014 meeting.

2. **Question A5.**

a. The ARNG will meet its Strength Missions through natural attrition rates in the 54 States and Territories.

b. The ARNG G1, ARNG Diversity Office, ARNG Recruiting and Retention, and ARNG Human Capital Management collects accession, attrition and retention data and conducts analysis on trends, barriers and opportunities that influence lifecycle/talent management.

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