US Coast Guard briefing to DACOWITS 4-5 December 2014

Presented by:

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December Requests for Information: Assignments #4

- 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?

What are the current attrition rates for men and women during delayed entry program?

- Coast Guard Recruiting Command does not track attrition rates for the Delayed Entry Program (DEP), relying instead on TRACEN Cape May attrition data to drive management/caretaking decisions for best preparing applicants to succeed in the Coast Guard.
- The Coast Guard views the attrition rate at Basic Training as only one aspect of overall First Term Attrition, defined by the Recruits that actually arrive at Cape May and carried forward to the end of the first enlistment contract.

FY14 Attrition Rate

- Coast Guard Recruit Training attrition rates for FY14 were approximately:

- Male: 13.5%
- Female: 24%
- Overall: 16%

What methods are being employed to lower the attrition rate for women?

- The Coast Guard spent ~$230K on reversions and discharges annually due to both injury and physical fitness failures among men and women. [*Training Center Cape May: Injury prevention & physical fitness study*].
- The Coast Guard's overall attrition and reversion rates are not only impacted by physical conditioning, but also by an applicant's personal readiness to transition to military life.

What methods are being employed to lower the attrition rate for women?

- While not specifically targeting attrition rates for women, the Coast Guard Recruiting Command's Standardized Applicant Caretaking Guide, implemented in September 2013, prepares civilians mentally, culturally and physically for the rigors of military training.

Recruit Attrition Efforts

1. Conducted aggressive social media outreach, the Facebook "Come Ready" campaign, encouraging recruits to arrive in Cape May as prepared as possible. This campaign was developed, produced, filmed, and monitored entirely from within the Training Center Cape May staff.

Recruit Attrition Efforts

2. Instituted arrival physical fitness standards to identify and immediately separate those at greatest risk of costly injury attrition. Ultimately, it is the goal to not have a Recruit arrive in Cape May without complete confidence that they will pass this initial standard.

Starting Position

Ending Position

Recruit Attrition Efforts

3. In conjunction with Service-wide Sexual Assault Prevention and Response efforts, we have taken proactive measures to ensure that every recruit finds a training environment that is free of discrimination, recrimination, or intimidation based on race, creed, color, gender, religion, where they are from, or their orientation; where they will be safe from harassment or assault.

Recruit Attrition Efforts

4. Formalized the process by which we address recruits who want to leave/refuse to continue training:
   - Prior to being discharged, the member is required to meet with a mental health professional in order to potentially resolve underlying issues/personal problems.
   - Personally meets with the Commanding Officer of Training Center Cape May to discuss the reasons for their decision, events in the recruiting or training process that may have impacted their motivation to serve, and in most cases are offered the opportunity to reverse the process and return to training.

Recruit Attrition Efforts

5. Recruits that are being considered for discharge due to poor performance or general unsuitability are given the opportunity to be heard by a Recruit Evaluation Board, consisting of active duty members not involved in the training process in order to provide an external 'check and balance' on the Training Division.

QUESTIONS?

Points of Contact

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