

9 Aug 22

INFORMATION PAPER

Subj: DACOWITS RETENTION INITIATIVES FOR SERVICEWOMEN; REQUESTS FOR INFORMATION (RFI)

Ref: (a) DACOWITS RFIs for September 2022

Encl: (1) FY16-21 - Women Earned Previously Closed Occupations  
(2) FY16-21 - Women serving in the Fleet Marine Forces

1. Purpose. Per the reference, the following responses are provided, specifically for RFIs #6 and #7 (Gender Integration).

2. RFI #7. Enclosures (1) and (2) provide the data requested on number of women (officer and enlisted) who served in previously closed occupations for FY16-21. As of June 2022, 526 female Marines (381 enlisted, 145 officers) have earned a ground combat arms Military Occupational Specialty (MOS), with the greatest propensity thus far for infantry, artillery and combat engineers. There are 1,297 total female service members serving in ground combat arms units across the total force.

Previously-Restricted Military Occupations	Marines Who Have Earned a Previously-Restricted Occupation (Entry-Level Training Pipeline)																											
	Total (FY21-16)				FY21				FY20				FY19				FY18				FY17				FY16			
	MO #	FO #	ME #	FE #	MO #	FO #	ME #	FE #	MO #	FO #	ME #	FE #	MO #	FO #	ME #	FE #	MO #	FO #	ME #	FE #	MO #	FO #	ME #	FE #	MO #	FO #	ME #	FE #
0203 Ground Intelligence Officer**	354	3			56	1			49	2			50	1			76	0			60	0			63	0		
0302 Infantry Officer	1535	4			138	3		240	0			214	0			313	0			338	1			292	0			
0311 Rifleman			26,053	69			3,285	13			4,196	23			4,922	13			4,502	16			4,474	4			4,674	0
0313 Light Armored Reconnaissance Marine			1,396	2			150	0			274	0			257	1			273	1			197	0			245	0
0321 Reconnaissance Marine			815	1			62	0			157	1			95	0			160	0			158	0			183	0
0331 Machine Gunner			4,740	1			666	0			817	1			596	0			906	0			945	0			810	0
0341 Mortarman			4,503	11			615	6			760	2			583	1			730	1			946	1			869	0
0351 Infantry Assault Marine			1,303	0			0	0			67	0			185	0			238	0			436	0			377	0
0352 Anti-Tank Missile Gunner			2,225	0			364	0			346	0			305	0			404	0			449	0			357	0
0802 Field Artillery Officer	490	50			59	19		96	5			93	10			127	10			15	3			100	3			
0811 Field Artillery Cannoneer			3,388	59			473	18			601	24			637	7			587	7			538	3			552	0
0842 Field Artillery Radar Operator			389	8			44	0			60	0			68	1			72	1			76	1			69	5
0844 Field Artillery Fire Control Marine			944	10			111	1			165	4			152	2			175	2			177	1			164	0
0847 Field Artillery Sensor Support Marine			311	9			36	0			47	2			42	0			72	2			63	0			51	5
0861 Fire Support Marine			845	5			88	1			64	3			145	0			147	0			205	1			196	0
1302 Combat Engineer Officer	397	48			57	13		67	11			60	9			72	6			79	6			62	3			
1371 Combat Engineer			4,872	86			615	13			767	22			803	6			875	6			943	4			869	35
1801 Tank Officer	91	2			-	-			12	0			24	1			14	0			19	1		22	0			
1803 Assault Amphibious Vehicle Officer	95	6			16	2			10	2			14	0			25	2			13	0		17	0			
1812 Armor Marine			658	3			1	0			53	1			152	0			160	2			150	0			142	0
1833 Assault Amphibious Vehicle Crewmember			2,253	39			287	8			391	8			418	12			471	8			315	3			371	0
2131 Towed Artillery Systems Technician			280	-			36	0			51	0			45	0			50	0			47	0			51	0
2141 Assault Amphibious Vehicle Repairman			791	8			79	1			109	0			128	3			176	0			159	3			140	1
2146 Main Battle Tank Repairman			460	-			-	-			39	0			84	0			117	0			108	0			112	0
2404 Light Armored Vehicle Repairman			527	1			63	0			76	0			80	1			95	0			106	0			107	0
7204 Low Altitude Air Defense Officer	67	4			15	2		17	0			9	1			11	0			10	0			5	1			
7212 Low Altitude Air Defense Marine			710	13			110	1			242	1			105	0			95	0			97	3			61	8
Totals	3,029	117	57,463	325	341	40	7,085	62	491	20	9,282	92	464	22	9,802	47	638	18	10,305	46	534	11	10,589	24	561	7	10,400	54

\*\* BMOS data due to PMOS modernization changes

Population Size		Marines Serving in Previously-Restricted Occupations the Fleet Marine Force																		
		FY21							FY20											
MO #	FO #	Total	MO%	FO%	ME #	FE #	Total	ME%	FE%	MO #	FO #	Total	MO%	FO%	ME #	FE #	Total	ME%	FE%	
Previously-Restricted Military Occupations																				
0205	Ground Intelligence Officer**	120	2	122	98.4%	1	263	99.6%	0.4%	1,959	1	1,960	99.9%	0.1%	785	2	787	99.7%	0.3%	
0302	Infantry Officer	1,846	3	1,849	99.8%	0.2%	2,688	100%	0%	25	0	25	100%	0%	832	1	833	100%	0%	
0303	Light Armored Reconnaissance Officer	99	0	99	100%	0%	2,445	99.8%	0.2%	101	0	101	100%	0%	2,734	1	2,735	100%	0%	
0306	Infantry Weapons Officer	167	0	170	98%	0%	682	100%	0%	167	0	167	100%	0%	2,445	5	2,445	99.8%	0.2%	
0370	Special Operations Officer						14,825	99.7%	0.3%				100%	0%	14,444	44	14,488	99.7%	0.3%	
0311	Rifeman						746	2	748	99.7%	0.3%				785	2	787	99.7%	0.3%	
0313	Light Armored Reconnaissance Marine						769	1	770	100%	0%				832	1	833	100%	0%	
0322	Reconnaissance Marine						2,688	1	2,689	100%	0%				2,734	1	2,735	100%	0%	
0331	Machine Gunner						2,445	5	2,445	99.8%	0.2%				2,445	5	2,445	99.8%	0.2%	
0341	Mortarman						682	0	682	100%	0%				682	0	682	100%	0%	
0351	Infantry Assault Marine						1180	0	1,180	100%	0%				1,161	0	1,161	100%	0%	
0352	Anti-Tank Missile Gunner						14	0	14	100%	0%				420	0	420	100%	0%	
0365	Infantry Squad Leader						1,465	0	1,465	100%	0%				1,476	0	1,476	100%	0%	
0366	Infantry Unit Leader						853	0	853	100%	0%				881	0	881	100%	0%	
0372	Critical Skills Operator						880	26	906	97.1%	2.9%									
0802	Field Artillery Officer	842	41	883	95.4%	4.6%	2,024	49	2,073	97.6%	2.4%				2,010	36	2,046	98.2%	1.8%	
0803	Targeting Acquisition Officer	36	0	36	100%	0%	218	1	219	99.5%	0.5%				243	4	247	98.4%	1.6%	
0812	Field Artillery Cannoneer						490	5	495	99.0%	1.0%				553	5	558	99.1%	0.9%	
0842	Field Artillery Radar Operator						176	5	181	97.2%	2.8%				192	6	198	97.0%	3.0%	
0844	Field Artillery Fire Control Marine						170	0	170	100%	0%				167	0	167	100%	0%	
0847	Field Artillery Sensor Support Marine						629	6	635	99.1%	0.9%				670	4	674	99.4%	0.6%	
0848	Field Artillery Operations Chief																			
0854	Fire Support Marine						540	77	617	87.5%	12.5%				2,987	63	3,050	97.9%	2.1%	
1302	Combat Engineer Officer	525	80	605	86.8%	13.2%	2,877	67	2,944	97.7%	2.3%									
1371	Combat Engineer						106	1	107	99.1%	0.9%				147	3	150	98.0%	2.0%	
1802	Tank Officer	68	1	69	98.6%	1.4%	87	1	88	98.9%	1.1%				361	4	365	98.9%	1.1%	
1803	Assault Amphibious Vehicle Officer	147	5	152	96.7%	3.3%	1509	33	1,542	97.9%	2.1%				1,486	31	1,517	98.0%	2.0%	
1812	Armor Marine						192	0	192	100%	0%				204	0	204	100%	0%	
1833	Assault Amphibious Vehicle Crewmember						520	4	524	99.2%	0.8%				551	4	555	99.3%	0.7%	
2131	Towed Artillery Systems Technician						82	0	82	100%	0%				299	0	299	100%	0%	
2141	Assault Amphibious Vehicle Repairman						323	1	324	99.7%	0.3%				348	1	349	99.7%	0.3%	
2146	Main Battle Tank Repairman						500	6	506	98.8%	1.2%				516	6	522	98.9%	1.1%	
2147	Light Armored Vehicle Repairman	71	3	74	95.9%	4.1%														
7204	Low Altitude Air Defense Officer						3,921	135	4,056	96.7%	3.3%				36,442	217	36,659	99.4%	0.6%	
7212	Low Altitude Air Defense Marine																			
<b>Totals</b>		<b>3,921</b>	<b>135</b>	<b>4,056</b>	<b>96.7%</b>	<b>3.3%</b>	<b>4,287</b>	<b>111</b>	<b>4,398</b>	<b>97.5%</b>	<b>2.5%</b>	<b>4,287</b>	<b>111</b>	<b>4,398</b>	<b>36,442</b>	<b>217</b>	<b>36,659</b>	<b>99.4%</b>	<b>0.6%</b>	

\*\* BMO5 data due to PMOS modernization changes

Occupation	FY19										FY18										FY17									
	MO #	FO #	Total	MO%	FO%	ME #	FE #	Total	ME%	FE%	MO #	FO #	Total	MO%	FO%	ME #	FE #	Total	ME%	FE%	MO #	FO #	Total	ME%	FE%					
Previously-Restricted Military Occupations																														
0205 Ground Intelligence Officer**	259	1	260	99.6%	0.4%	1,954	1	1,955	99.9%	0.1%	14,340	35	14,375	99.8%	0.2%	714	2	716	99.7%	0.3%	872	23	895	97.4%	2.6%					
0302 Infantry Officer	1,954	1	1,955	99.9%	0.1%	873	0	873	100%	0%	873	0	873	100%	0%	2,058	14	2,072	99.3%	0.7%	2,058	14	2,072	99.3%	0.7%					
0303 Light Armored Reconnaissance Officer	34	0	34	100%	0%	2,653	0	2,653	100%	0%	2,653	0	2,653	100%	0%	250	5	255	98.0%	2.0%	250	5	255	98.0%	2.0%					
0306 Infantry Weapons Officer	101	0	101	100%	0%	2,443	4	2,447	99.8%	0.2%	2,443	4	2,447	99.8%	0.2%	541	4	545	99.3%	0.7%	541	4	545	99.3%	0.7%					
0370 Special Operations Officer	163	0	163	100%	0%	967	0	967	100%	0%	967	0	967	100%	0%	188	4	192	97.9%	2.1%	188	4	192	97.9%	2.1%					
0311 Rifleman						1,184	0	1,184	100%	0%	1,184	0	1,184	100%	0%	170	0	170	100%	0%	170	0	170	100%	0%					
0313 Light Armored Reconnaissance Marine						353	0	353	100%	0%	353	0	353	100%	0%	734	1	735	99.9%	0.1%	734	1	735	99.9%	0.1%					
0322 Reconnaissance Marine						1,580	0	1,580	100%	0%	1,580	0	1,580	100%	0%	880	0	880	100%	0%	880	0	880	100%	0%					
0331 Machine Gunner						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0341 Mortarman						33	0	33	100%	0%	33	0	33	100%	0%	33	0	33	100%	0%	33	0	33	100%	0%					
0351 Infantry Assault Marine						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0352 Anti-Tank Missile Gunner						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0365 Infantry Squad Leader						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0366 Infantry Unit Leader						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0372 Critical Skills Operator						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0382 Field Artillery Officer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0802 Targeting Acquisition Officer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0812 Field Artillery Cannoneer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0842 Field Artillery Radar Operator						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0844 Field Artillery Fire Control Marine						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0847 Field Artillery Sensor Support Marine						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0848 Field Artillery Operations Chief						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
0865 Fire Support Marine						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
1302 Combat Engineer Officer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
1371 Combat Engineer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
1802 Tank Officer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
1807 Assault Amphibious Vehicle Officer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
1812 Armor Marine						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
1833 Assault Amphibious Vehicle Crewmember						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
2131 Forward Artillery Systems Technician						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
2141 Assault Amphibious Vehicle Repairman						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
2146 Main Battle Tank Repairman						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
2147 Light Armored Vehicle Repairman						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
7204 Low Altitude Air Defense Officer						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
7212 Low Altitude Air Defense Marine						872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%	872	23	895	97.4%	2.6%					
Totals	4,312	100	4,412	97.7%	2.3%	36,779	174	36,953	99.5%	0.5%	367,779	1,741	369,520	99.5%	0.5%	3,677,779	17,412	3,695,191	99.5%	0.5%	36,779	1,741	36,953	99.5%	0.5%					

\*\* BMO5 data due to PMOS modernization changes

Population Size		Marines Serving in Previously-Restricted Occupations the Operating Force																	
		FY16							FY15										
MO #	FO #	Total	MO%	FO%	ME #	FE #	Total	MEX	FE%	MO #	FO #	Total	MO%	FO%	ME #	FE #	Total	MEX	FE%
0205	210	0	100%	0%	###	0	13,835	100%	0%	198	0	198	100%	0%	###	0	13,912	100%	0%
0302	1,918	0	100%	0%	904	0	904	100%	0%	1,973	0	1,973	100%	0%	914	0	914	100%	0%
0303	44	0	100%	0%	2,542	0	2,542	100%	0%	44	0	44	100%	0%	2,553	0	2,553	100%	0%
0306	99	0	100%	0%	2,665	1	2,666	100%	0%	91	0	91	100%	0%	2,708	0	2,708	100%	0%
0370	170	0	100%	0%	1,099	0	1,099	100%	0%	157	0	157	100%	0%	1,110	0	1,110	100%	0%
0311	833	1	100%	0%	1,151	0	1,151	100%	0%	872	0	872	100%	0%	1,252	0	1,252	100%	0%
0313	833	1	100%	0%	1,763	0	1,763	100%	0%	1,796	0	1,796	100%	0%	1,796	0	1,796	100%	0%
0322	833	1	100%	0%	788	0	788	100%	0%	791	0	791	100%	0%	791	0	791	100%	0%
0331	33	0	100%	0%	1,934	0	1,934	100%	0%	28	0	28	100%	0%	1,949	0	1,949	100%	0%
0812	33	0	100%	0%	211	6	217	97.2%	2.8%	214	1	215	100%	0%	214	1	215	100%	0.5%
0842	417	0	100%	0%	417	0	417	100%	0%	450	0	450	100%	0%	450	0	450	100%	0%
0844	150	5	100%	0%	150	5	155	96.8%	3.2%	149	0	149	100%	0%	149	0	149	100%	0%
0847	197	0	100%	0%	197	0	197	100%	0%	180	0	180	100%	0%	180	0	180	100%	0%
0848	691	0	100%	0%	691	0	691	100%	0%	662	0	662	100%	0%	662	0	662	100%	0%
1302	517	64	89.0%	11.0%	2,814	159	2,973	94.7%	5.3%	577	59	636	89.9%	10.1%	2,819	170	2,989	94.3%	5.7%
1371	166	0	100%	0%	166	0	166	100%	0%	169	0	169	100%	0%	169	0	169	100%	0%
1802	147	0	100%	0%	501	0	501	100%	0%	154	0	154	100%	0%	154	0	154	100%	0%
1812	1833	0	100%	0%	1,317	0	1,317	100%	0%	588	0	588	100%	0%	588	0	588	100%	0%
2131	177	0	100%	0%	1,437	0	1,437	100%	0%	1,437	0	1,437	100%	0%	1,437	0	1,437	100%	0%
2141	464	1	100%	0.2%	177	0	177	100%	0%	180	0	180	100%	0%	180	0	180	100%	0%
2146	385	0	100%	0%	464	1	465	99.8%	0.2%	496	1	497	99.8%	0.2%	496	1	497	99.8%	0.2%
2147	373	0	100%	0%	385	0	385	100%	0%	368	0	368	100%	0%	368	0	368	100%	0%
7206	46	1	97.9%	2.1%	373	0	373	100%	0%	53	1	54	98.1%	1.9%	371	0	371	100%	0%
7212	368	12	96.8%	3.2%	368	12	380	96.8%	3.2%	370	4	374	98.9%	1.1%	370	4	374	98.9%	1.1%
<b>Totals</b>	<b>4,182</b>	<b>66</b>	<b>98.4%</b>	<b>1.6%</b>	<b>###</b>	<b>186</b>	<b>35,696</b>	<b>99.5%</b>	<b>0.5%</b>	<b>4,266</b>	<b>60</b>	<b>4,326</b>	<b>98.6%</b>	<b>1.4%</b>	<b>###</b>	<b>176</b>	<b>36,300</b>	<b>99.5%</b>	<b>71.0%</b>

\*\* BMO5 data due to PMOS modernization changes