

RFI Category and Number: Gender Integration, RFI 7

Gender Integration: In accordance with DACOWITS’ Terms of Reference, the Employment and Integration (E&I) Subcommittee will examine current efforts to fully integrate women into previously closed combat positions, determine whether barriers are inhibiting full integration, and identify actionable solutions. In addition, the E&I Subcommittee examined recent modifications to women’s uniforms, as well as combat gear and equipment, to identify solutions, as required

RFI Question:

The Committee requests a written response from the Army, Navy, Marine Corps, and Air Force on the following:

- a. Data on the number of women (officer and enlisted) currently serving in previously closed combat occupations and positions, for the past six years (i.e., FY16-21), separated by fiscal year. Provide data broken out by MOS/rating and rank, to include women in SOF.
- b. Data on the number of women accessed into the previously closed combat training pipelines since January 1, 2016 (include women in SOF)? Of the women accessed to date, how many completed the training? Additionally, please provide the same statistical information for men.
- c. Data on attrition rates, by gender and category (e.g., failure to meet standards, self-initiated, medical (injury), etc.), from roles previously closed to women from January 1, 2016 to June 30, 2022, separated by fiscal year, to include women in SOF.

RFI Response 7a:

Naval Special Warfare Response:

As of 2021, NSW has one female Special Boat Operator, Second Class (SWCC). Two female SEAL Operators and one female SWCC Operator entered the force as males. They have since completed all DoD gender conversion steps and are classified as female in the Navy Personnel System.

Submarine Forces Response:

All Submarine officer positions have been open to women since 2010. Female submarine officer populations from FY16-22 is provided below in Table 1; women from the Supply Corps that serve as officers on submarines for a single tour are not included in Table 1. Additionally, Table 1 includes officers still in the training pipeline.

	Women in the Submarine Force – URL Officers						
	O1 / ENS	O2 / LTJG	O3 / LT	O4 / LCDR	O5 / CDR	O6 / CAPT	Total
FY16	44	45	33	0	0	0	122
FY17	45	41	46	0	0	0	132
FY18	58	41	64	0	0	0	163
FY19	90	43	70	0	0	0	203
FY20	112	53	75	5	0	0	245

FY21	137	80	81	9	0	0	307
FY22	156	96	92	12	0	0	356

Table 1 Women Officers in the Submarine Force by FY

As can be seen in Table 1 above, the total population of women officers has been steadily growing year over year. Eligibility for promotion to O4 normally occurs starting at 9 years of service, which checks with the first cohort of female O4 starting in FY20. The first wave of women submariners eligible for promotion to O5 are expected to be screened starting in 2024. Following O5, the first women expected to be eligible for O6 will have their first screening nominally in 2030.

Since 2015, all submarine positions have been open to women enlisted Sailors. Female submarine Sailors from FY16-22 are provided below in Table 2. Enlisted Sailors serve in both nuclear and non-nuclear billets. Sailors in the nuclear training pipeline are either assigned to the surface nuclear or submarine communities at the completion of their training. As such, Table 2 does not include nuclear enlisted Sailors in the training pipeline, only those who have completed their training and been assigned to the submarine community. Sailors completing non-nuclear enlisted training are included in Table 2, as their training pipelines are specific to submarine-specific ratings.

Females in the Submarine Force – Enlisted by Rank/Rate								
Rate	Rank	2016	2017	2018	2019	2020	2021	2022
CSS	E6	0	2	2	2	2	1	2
CSS	E5	0	0	0	1	3	3	5
CSS	E4	0	1	2	2	2	3	4
CSS	E7	0	1	1	1	1	2	2
CSS	E8	0	1	1	1	1	1	1
CSS	E2	0	0	1	2	5	2	1
CSS	E3	0	0	0	2	3	7	7
CSS	E1	0	0	1	0	0	0	1
CTT	E5	0	0	0	0	0	1	0
EMN	E6	0	2	1	1	1	5	4
EMN	E5	0	1	1	4	5	9	14
EMN	E4	0	1	5	4	6	11	21
EMN	E7	0	0	0	0	1	1	1
EMN	E3	0	0	0	0	0	1	1
ETN	E6	0	0	0	1	4	8	8
ETN	E5	0	4	4	7	6	7	11
ETN	E4	0	0	2	3	7	13	22
ETR	E6	0	1	1	2	0	0	0
ETR	E5	0	3	4	5	0	0	0
ETR	E4	0	0	4	11	0	0	0
ETR	E2	0	4	1	0	0	0	0
ETR	E3	0	2	8	3	0	0	0
ETV	E6	0	1	3	4	6	9	8
ETV	E5	0	3	6	7	12	11	14

ETV	E4	0	1	5	6	4	7	8
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Table 2 Enlisted Women Sailors in the Submarine Force by FY

Rate	Rank	2016	2017	2018	2019	2020	2021	2022
ETV	E7	0	0	0	0	0	1	3
ETV	E2	0	1	0	5	5	5	2
ETV	E3	2	3	4	4	5	8	7
ETV	E1	0	1	1	3	1	0	0
FT	E6	1	4	5	4	4	4	4
FT	E5	0	4	4	6	7	8	13
FT	E4	0	0	4	5	10	14	10
FT	E7	0	0	0	0	1	2	3
FT	E2	0	0	3	2	4	0	1
FT	E3	2	2	4	9	7	5	8
FT	E1	0	0	4	1	0	0	0
ITS	E6	1	4	5	8	10	13	10
ITS	E5	1	2	4	3	16	25	32
ITS	E4	0	1	3	5	15	9	12
ITS	E7	1	1	3	3	3	4	4
ITS	E8	0	0	0	0	1	1	3
ITS	E2	0	1	2	0	4	2	2
ITS	E3	0	0	1	5	5	8	6
LSS	E6	0	3	4	8	7	6	7
LSS	E5	0	3	4	2	4	5	6
LSS	E4	0	0	1	2	3	2	8
LSS	E7	0	1	1	2	2	4	4
LSS	E8	0	0	1	1	0	0	0
LSS	E2	0	0	0	1	4	1	1
LSS	E3	0	1	1	2	1	7	5
LSS	E1	0	0	0	1	2	1	1
MMA	E6	0	1	2	2	2	2	3
MMA	E5	0	3	4	6	8	7	13
MMA	E4	0	1	1	5	6	14	11
MMA	E7	0	0	1	1	1	1	1
MMA	E2	0	3	0	3	4	4	1
MMA	E3	0	2	5	4	9	7	9
MMA	E1	0	1	0	2	0	2	1
MMN	E6	0	0	4	7	7	8	9
MMN	E5	0	3	7	13	17	25	37
MMN	E4	1	2	1	5	14	31	56
MMN	E7	0	0	0	0	0	1	0
MMN	E3	0	0	0	0	0	0	1
MMW	E6	0	0	1	1	0	0	0

MMW	E5	0	4	5	6	0	0	0
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Table 2 Enlisted Women Sailors in the Submarine Force by FY cont.

Rate	Rank	2016	2017	2018	2019	2020	2021	2022
MMW	E4	0	0	1	5	0	0	0
MMW	E2	0	3	0	5	0	0	0
MMW	E3	0	0	6	3	0	0	0
MT	E4	0	0	0	0	0	0	2
MT	E2	0	0	0	0	0	1	0
MT	E3	0	0	0	0	0	0	3
Non-Nuclear Schools	E1	0	2	1	3	0	26	5
Non-Nuclear Schools	E2	0	6	1	4	7	7	4
Non-Nuclear Schools	E3	0	3	4	0	7	12	1
STS	E6	1	2	2	2	3	5	7
STS	E5	2	5	6	7	9	10	12
STS	E4	0	0	3	9	13	13	13
STS	E2	0	1	3	2	3	0	3
STS	E3	0	1	7	9	6	5	10
STS	E1	0	0	2	2	0	0	0
TM	E6	0	0	0	0	5	6	6
TM	E5	0	0	0	0	4	7	7
TM	E4	0	0	0	0	7	11	11
TM	E7	0	0	0	0	0	0	1
TM	E2	0	0	0	0	0	1	1
TM	E3	0	0	0	0	10	3	5
TM	E1	0	0	0	0	0	1	0
YN	E6	3	0	0	0	0	0	0
YN	E8	1	0	0	0	0	0	0
YNS	E6	0	2	3	4	6	5	8
YNS	E5	0	3	4	5	6	11	18
YNS	E4	0	0	0	5	8	7	3
YNS	E7	0	1	3	3	6	5	6
YNS	E9	0	0	0	0	0	1	1
YNS	E8	0	1	2	2	2	4	4
YNS	E2	0	0	1	0	3	2	1
YNS	E3	0	0	1	6	3	4	3
YNS	E1	0	0	0	0	0	0	1
Total		16	110	193	282	366	486	565

Table 2 Enlisted Women Sailors in the Submarine Force by FY cont.

As seen in Table 2 above, the population of women enlisted Sailors in the Submarine Force has continued to grow as we continue to access new Sailors and attract Sailors to convert from other communities.

RFI Response 7b:

Naval Special Warfare Response:

Please see the table below. Data encompasses YG16-YG22 as of 8/16/22.

2016 - 2022	Number Assessed	Completed Training
Females: BUD/S	2	0
Males: BUD/S	5,595	944
Females: SWCC	6	1
Males: SWCC	1448	317
2020 - Includes 2 Females: 1 SWCC Graduate and 1 SWCC Performance Drop		
2021 - Includes 3 Females: 1 SEAL Admin Drop, 1 SEAL 1st Phase DOR, and 1 SWCC Performance Drop in Basic Orientation		
2022 - Includes 3 Females currently in assessment and selection pathway: 2 in BCS and 1 CATS		

Submarine Forces Response:

Between January 1, 2016 and 2022, 289 women started the officer nuclear training pipeline. Of those, 140 have completed their training. Some officers accessed in FY21 are still in training and cannot be counted as “training complete”, therefore the completion numbers below are projected based on the attrition rate observed thus far. Additionally, the FY22 cohort is still accessing to the training pipeline. A summary of officer training pipeline accessions is provided in Table 3 below. While women from the Navy Supply Corps continue to volunteer to serve as Department Heads on submariners, they are not included in Table 3 below due to their time in the Submarine Force being limited to a single operational tour.

Officer Accessions - Nuclear Training Pipeline Completion				
	Males Accessed	Males Completed	Females Accessed	Females Completed
FY16	325	279	22	18
FY17	366	322	23	20
FY18	405	345	26	24
FY19	353	311	41	38
FY20	303	275	43	40
FY21	404	377	84	75
FY22	245	-	50	-

Table 3 Officer Training Pipeline Accessions and Completions

As compared to their male counterparts completing the same training, Table 3 shows a slightly higher completion rate for women officers in FY16-FY20; 89.4% completion rate for women versus 87.6% completion rate for men.

Since 2016, 2,017 women started the enlisted nuclear training pipeline, as shown in Table 4 below. Of these, 400 of these women have completed the training. Some of those Sailors in the FY20-22 classes

are still in training and cannot be considered “training complete yet”. Numbers shown for FY20-21 completion are projected. Additionally the FY22 cohort is still accessing to Recruit Training Command.

Nuclear Enlisted Sailor Accessions - Nuclear Training Pipeline Completion				
	Males Accessed	Males Completed	Females Accessed	Females Completed
FY16	2755	1539	337	158
FY17	2797	1649	355	213
FY18	2191	1526	285	187
FY19	2739	2041	369	251
FY20	2680	2065	296	213
FY21	2369	1962	227	158
FY22	2033	-	148	-

Table 4 Nuclear Enlisted Training Pipeline Accessions and Completions

As discussed earlier, the women represented in Table 4 above go on to join either the Surface Nuclear community or the Submarine community. While the nuclear enlisted training pipeline completion for FY16-FY19 for men is slightly higher, 61.5% versus 57.5% respectively, the completion rate for women increased to 68% in FY19.

Since 2016, 298 women have started the non-nuclear training pipeline and 183 have completed the training. While all non-nuclear Sailors will complete some training in common, such as Recruit Training Command and the Basic Enlisted Submarine School, follow-on initial training will vary depending on the rate of the individual Sailor and the command they are ultimately assigned to. Consequently, not all Sailors accessed in 2021 and 2022 have completed their respective training pipelines. In addition, Sailors are still accessing into FY22 classes. A summary of non-nuclear training pipeline accessions is provided in Table 5 below.

Non-Nuclear Enlisted Sailor Accessions - Training Pipeline Completion				
	Males Accessed	Males Completed	Females Accessed	Females Completed
FY16	1713	1181	18	14
FY17	1376	1376	21	21
FY18	1153	1152	44	44
FY19	1273	1264	63	63
FY20	1925	1863	42	41
FY21	1747	-	56	-
FY22	1411	-	54	-

Table 5 Non-Nuclear Enlisted Training Pipeline Accessions and Completions

On average, the data in Table 5 shows that women have slightly higher training completion rates compared to their non-nuclear male counterparts; between FY16-20 men were completing the various non-nuclear training pipelines at an average rate of 92.99%, while women were completing training at a rate of 95.08%. Of note, the enlisted women in Table 5 above reflect direct accessions only, they do not include Sailors that converted into the Submarine Force from another community (e.g. surface, aviation, etc.). Additionally, the numbers shown for completion includes Sailors that “reclassified” into a submarine rate, meaning they started their initial training in a non-submarine rate and later transferred to a submarine rate.

RFI Response 7c:

Naval Special Warfare Response:

Data is for SO BUD/S Classes only There is currently no SB pathway data available.

FY17: 322-327

FY18: 328-333

FY19: 334-339

FY20: 340-344

FY21: 345-350

FY22: 351-355 (356 is currently in the first week of 1st Phase)

Status = BUDs Class Number

Status	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	Total	
DOR	116	103	94	110	75	78	87	82	80	77	48	74	111	82	75	82	68	68	62	90	48	63	59	72	81	92	106	129	140	169	183	120	98	73	37	2387	
Blank	116	101	92	108	72	73	4	1	1	1			3					1	1	1	2					4	2	1	5	3	6	5	4	4	4	2	51
Disagreement with Program or Staff											1																										1
Fear of Discomfort						1			1	1								1										1									4
Hurt												4	1	1	1	2			1		3	3												1			17
Lack of Motivation					1	50	31	23	33	27	20	37	34	34	48	38	46	39	37	23	32	27	36	47	58	66	68	68	91	77	55	49	59	12		1184	
Did not want to hold boat crew back						3	3	2	1		1	2	6	7	4	3	3	1	10	3	5	2				2	2	10	13	14	9	6	5	2		113	
No Self Confidence									15			3	1	1	1	5		2	1			2			2	3		1	2	2	2	1		7		39	
Not Meeting Standard						11	23	10	11	6	3	27	4	10	19	8	7	4	20	3	6	12	12	14	18	25	28	35	26	34	28	14	1	2		387	
Not Mentally Strong						1	1	29	3	5	12	6	2	14	2	3	9	6	2	9	10	1	2		3	2	6	6	13	11	10	15	3	4		188	
Other		2	2	2	3	3	11		2	19	3	8	1	1	2		2		1	1	3			1	2	2	5	1	4	1	1				63		
Weak						1	6	8	12	8	3	30	30	33	7	5	9		8	18	5	2	15	17	14	5	8	5	12	13	44	14	9	4	10	340	
Drop	4	9	11	11	6	9	15	9	8	16	28	13	26	25	42	54	37	19	9	15	17	19	16	13	16	10	7	9	24	12	20	12	10	8	1	485	
Blank	1	1																																			
Admin			2	2	1	2	2	5	1	2			5	3	4	14	14	1	1	2	5	5	1	2	1	1		2	3	3	4	5				79	
Medical	1	3	4	4		3	5	4	2	9	7	4	12	7	10	11	7	5	3	3	7	4	6	6	6	1	3	1	2	4	7	5	4	1	136		
Other										1	1	6	3	2	1	1	2	4				1	3		3	1	2	1	1	2						35	
Performance	2	5	5	5	5	4	8		5	4	20	3	6	13	27	28	14	9	5	10	5	9	6	5	6	7	2	5	24	6	11	1		4		235	

Submarine Forces Response:

Officer and enlisted attrition rates are provided in Table 6 below. As noted previously, the attrition rates for female nuclear trained Sailors include Sailors from both the surface nuclear and submarine communities. Additionally, 2022 attrition data is not yet available due to students are still in the process of accessing, and those currently in training have not yet completed their pipelines.

Training Pipeline Attrition						
	Nuclear Enlisted (Surface and Submarine)		Non-Nuclear Enlisted		Officers	
Year	Male Attrition Percentage	Female Attrition Percentage	Male Attrition Percentage	Female Attrition Percentage	Male Attrition Percentage	Female Attrition Percentage
2016	39.1%	46.4%	7.0%	3.3%	14%	0%
2017	40.6%	48.1%	6.3%	6.3%	11.8%	12.1%
2018	44.8%	45.8%	8.0%	7.8%	14.7%	7.3%
2019	27.3%	28.5%	8.41%	11.27%	11.8%	6.1%
2020	22.2%	26.7%	14.07%	19.61%	9.1%	6.8%

2021	21.5%	23.1%	40.72%	28.33%	6.5%	10.4%
2022	-	-	-	-	-	-

Table 6 Attrition Rates by FY and Gender

Table 6 shows that women have had lower attrition rates, on average, from 2016-2021 in the officer training and non-nuclear enlisted training pipelines; 9.60% for women officers versus 11.32% for men and 12.77% for women Sailors versus 14.08% for men. On average nuclear enlisted Sailors have shown a slightly higher attrition rate for women, at 35.80% versus 32.83% for men, however women’s attrition rates have trended down over time, in line with those of their male counterparts.

A detailed breakdown of the reasons for attritions in the enlisted non-nuclear training pipeline is provided in Table 7 below. This data is provided by the Submarine Learning Center, which is only able to provide a breakdown over the past five years. Attrition data provided for non-nuclear Sailors is from the end of RTC to the end of the respective rates training pipeline.

Non-Nuclear Enlisted Sailor Attrition - Training Pipeline					
Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2017	1	100.00%	1	15.38%	Academic
	0	0.00%	6	46.15%	Disciplinary
	0	0.00%	4	30.77%	Medical
	0	0.00%	1	7.69%	Security Clearance
2018	1	25.00%	50	33.33%	Academic
	0	0.00%	50	32.68%	Disciplinary
	0	0.00%	36	23.53%	Medical
	0	0.00%	1	0.65%	Program Disqualification
	1	25.00%	5	3.92%	Security Clearance

Table 7 Non-Nuclear Enlisted Attrition by FY

Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2018	2	50.00%	7	5.88%	Voluntary Reclass
2019	0	0.00%	70	22.44%	Academic
	2	16.67%	62	20.51%	Disciplinary
	10	83.33%	161	54.81%	Medical
	0	0.00%	1	0.32%	Program Disqualification
	0	0.00%	3	0.96%	Security Clearance
	0	0.00%	3	0.96%	Voluntary Reclass
2020	0	0.00%	41	12.06%	Academic
	0	0.00%	29	8.53%	Disciplinary
	7	100.00%	216	65.59%	Medical
	0	0.00%	6	1.76%	Program Disqualification
	0	0.00%	13	3.82%	Security Clearance
	0	0.00%	28	8.24%	Voluntary Reclass

2021	2	33.33%	15	9.39%	Academic
	0	0.00%	15	8.29%	Disciplinary
	2	33.33%	130	72.93%	Medical
	0	0.00%	1	0.55%	Program Disqualification
	2	33.33%	1	1.66%	Security Clearance
	0	0.00%	13	7.18%	Voluntary Reclass
2022	4	100.00%	67	91.03%	Medical
	0	0.00%	3	3.85%	Program Disqualification
	0	0.00%	2	2.56%	Security Clearance
	0	0.00%	2	2.56%	Voluntary Reclass

Table 7 Non-Nuclear Enlisted Attrition by FY cont.

Officer and enlisted attrition during the nuclear training pipeline is broken down in Tables 8-11, with Nuclear Power school attrition provided in Tables 8 and 9 and Nuclear Prototype training provided in Tables 10 and 11.

Officer Attrition Reasons - Nuclear Power School					
Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2016	0	0%	20	80%	Lack of Ability
	0	0%	1	4%	Lack of Effort
	0	0%	3	12%	Medical-Psych
	0	0%	1	4%	Administrative-Other
2017	1	100%	24	75%	Lack of Ability
	0	0%	5	16%	Medical-Psych
	0	0%	3	9%	Administrative-Other

Table 8 Officer Attrition at Nuclear Power School by FY

Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2018	1	100%	13	65%	Lack of Ability
	0	0%	1	5%	Lack of Effort
	0	0%	1	5%	Demonstrated Unreliability - Other
	0	0%	4	20%	Medical-Psych
	0	0%	1	5%	Medical-Other
2019	2	67%	17	65%	Lack of Ability
	1	33%	4	15%	Lack of Effort
	0	0%	1	4%	Demonstrated Unreliability - Other
	0	0%	2	8%	Medical-Psych
	0	0%	2	8%	Medical-Other
2020	0	0%	7	70%	Lack of Ability
	0	0%	1	10%	Demonstrated Unreliability - Drugs
	0	0%	2	20%	Medical-Psych

2021	5	100%	11	69%	Lack of Ability
	0	0%	1	6%	Lack of Effort
	0	0%	1	6%	Demonstrated Unreliability - Other
	0	0%	1	6%	Demonstrated Unreliability - Alcohol
	0	0%	2	13%	Medical - Other
2022	0	0%	3	100%	Lack of Ability

Table 8 Officer Attrition at Nuclear Power School by FY cont.

Nuclear Enlisted Sailor (Surface and Submarine) Attrition - Nuclear Power School					
Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2016	12	36.4%	210	64.8%	Lack of Ability
	0	0.0%	1	0.3%	Lack of Effort
	3	9.1%	21	6.5%	Demonstrated Unreliability - Other
	0	0.0%	1	0.3%	Demonstrated Unreliability - Drugs
	0	0.0%	1	0.3%	Demonstrated Unreliability - Alcohol
	11	33.3%	72	22.2%	Medical - Psych
	0	0.0%	9	2.8%	Administrative - Other
	0	0.0%	5	1.5%	Officer Programs
2017	7	21.2%	4	1.2%	Medical - Other
	1	2.8%	0	0.0%	Demonstrated Unreliability - Other
	2	5.6%	7	1.8%	Demonstrated Unreliability - Alcohol
	0	0.0%	19	4.8%	Demonstrated Unreliability - Drugs
	19	52.8%	272	68.0%	Lack of Ability
	0	0.0%	4	1.0%	Lack of Effort
	8	22.2%	72	18.0%	Medical - Psych

Table 9 Nuclear Enlisted Sailor Attrition at Nuclear Power School by FY

Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2017	4	11.1%	9	2.3%	Medical - Other
	1	2.8%	9	2.3%	Administrative - Other
	0	0.0%	1	0.3%	Administrative - Security
	1	2.8%	7	1.8%	Officer Programs
2018	2	12.5%	65	41.4%	Lack of Ability
	7	43.8%	51	32.5%	Medical - Psych
	6	37.5%	6	3.8%	Medical - Other
	1	6.3%	22	14.0%	Demonstrated Unreliability - Other
	0	0.0%	1	0.6%	Lack of Effort
	0	0.0%	2	1.3%	Demonstrated Unreliability - Alcohol
	0	0.0%	2	1.3%	Demonstrated Unreliability - Drugs
	0	0.0%	6	3.8%	Administrative - Other
	0	0.0%	2	1.3%	Officer Programs

2019	2	14.3%	26	24.3%	Lack of Ability
	2	14.3%	17	15.9%	Administrative - Other
	4	28.6%	21	19.6%	Medical - Psych
	6	42.9%	10	9.3%	Medical - Other
	0	0.0%	3	2.8%	Lack of Effort
	0	0.0%	1	0.9%	Demonstrated Unreliability - Alcohol
	0	0.0%	1	0.9%	Demonstrated Unreliability - Drugs
	0	0.0%	19	17.8%	Demonstrated Unreliability - Other
	0	0.0%	9	8.4%	Officer Programs
2020	1	8.3%	21	16.5%	Lack of Ability
	2	14.3%	31	24.4%	Administrative - Other
	4	28.6%	26	20.5%	Demonstrated Unreliability - Other
	2	14.3%	22	17.3%	Medical - Other
	2	14.3%	19	15.0%	Medical - Psych
	1	7%	4	3.1%	Officer Programs
	0	0%	3	2.4%	Lack of Effort
	0	0%	1	0.8%	Demonstrated Unreliability - Alcohol
2021	2	18%	8	6.4%	Officer Programs
	1	9%	20	16.0%	Medical - Other
	2	18%	15	12.0%	Demonstrated Unreliability - Other
	5	45%	54	43.2%	Administrative - Other
	1	9%	4	3.2%	Medical - Psych
	0	0%	22	17.6%	Lack of Ability
	0	0%	1	0.8%	Lack of Effort
	0	0%	1	0.8%	Demonstrated Unreliability - Drugs
2022	0	0%	2	11.1%	Lack of Ability

Table 9 Nuclear Enlisted Sailor Attrition at Nuclear Power School by FY cont.

Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2022	0	0%	1	5.6%	Lack of Effort
	0	0%	2	11.1%	Medical - Other
	0	0%	1	5.6%	Medical - Psych
	0	0%	10	55.6%	Administrative - Other
	0	0%	2	11.1%	Demonstrated Unreliability - Drugs

Table 9 Nuclear Enlisted Sailor Attrition at Nuclear Power School by FY cont.

In Table 9 above, Sailors shown as attritions due to “Officer Programs” represent enlisted Sailors that are picked up for commissioning programs, such as the Seaman-to-Admiral program or the US Naval Academy. These Sailors tend to return to the nuclear community following their commissioning, either in the submarine community or the surface nuclear community.

Officer Attrition Reasons - Nuclear Prototype

Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2016	0	0.0%	12	54.5%	Lack of Ability
	3	100.0%	9	40.9%	Medical, Psych.
	0	0.0%	1	4.5%	Administrative, Other
2017	2	100.0%	11	57.9%	Lack of Ability
	0	0.0%	2	10.5%	Lack of Effort
	0	0.0%	4	21.1%	Medical, Psych.
	0	0.0%	2	10.5%	Medical, Other
2018	0	0.0%	1	3.0%	Demonstrating Unreliability, Alcohol
	0	0.0%	17	51.5%	Lack of Ability
	0	0.0%	1	3.0%	Lack of Effort
	0	0.0%	12	36.4%	Medical, Psych.
	0	0.0%	2	6.1%	Medical, Other
2019	0	0.0%	20	71.4%	Lack of Ability
	1	100.0%	7	25.0%	Medical, Psych.
	0	0.0%	1	3.6%	Administrative, Other
2020	0	0.0%	18	78.3%	Lack of Ability
	2	66.7%	4	17.4%	Medical, Psych.
	1	33.3%	0	0.0%	Medical, Suicidal Ideations
	0	0.0%	1	4.3%	Medical, Other
2021	0	0.0%	1	12.5%	Demonstrating Unreliability, Drugs
	0	0.0%	6	75.0%	Lack of Ability
	2	100.0%	1	12.5%	Medical, Psych.

Table 10 Officer Attrition at Nuclear Prototype by FY

Nuclear Enlisted Sailor (Surface and Submarine) Attrition - Nuclear Prototype					
Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2016	0	0.0%	14	9.2%	Demonstrating Unreliability, Other
	0	0.0%	2	1.3%	Demonstrating Unreliability, Alcohol
	1	5.9%	9	5.9%	Demonstrating Unreliability, Drugs
	0	0.0%	24	15.8%	Lack of Ability
	0	0.0%	2	1.3%	Lack of Effort
	14	82.4%	90	59.2%	Medical, Psych
	0	0.0%	3	2.0%	Medical, Suicidal Ideations
	1	5.9%	6	3.9%	Medical, Other
	1	5.9%	2	1.3%	Administrative, Other
2017	0	0.0%	6	2.9%	Demonstrating Unreliability, Other
	0	0.0%	1	0.5%	Demonstrating Unreliability, Drugs
	3	10.3%	39	18.8%	Lack of Ability

	0	0.0%	5	2.4%	Lack of Effort
	25	86.2%	138	66.7%	Medical, Psych
	0	0.0%	4	1.9%	Medical, Suicidal Ideations
	0	0.0%	4	1.9%	Medical, Other
	1	3.4%	10	4.8%	Administrative, Other
2018	1	5.3%	3	1.4%	Demonstrating Unreliability, Other
	0	0.0%	1	0.5%	Demonstrating Unreliability, Alcohol
	4	21.1%	53	25.1%	Lack of Ability
	0	0.0%	10	4.7%	Lack of Effort
	12	63.2%	129	61.1%	Medical, Psych
	0	0.0%	8	3.8%	Medical, Suicidal Ideations
	2	10.5%	6	2.8%	Medical, Other
2019	0	0.0%	1	1.0%	Demonstrating Unreliability, Other
	0	0.0%	3	2.9%	Demonstrating Unreliability, Drugs
	3	30.0%	28	27.5%	Lack of Ability
	0	0.0%	5	4.9%	Lack of Effort
	5	50.0%	48	47.1%	Medical, Psych
	2	20.0%	13	12.7%	Medical, Suicidal Ideations
	0	0.0%	2	2.0%	Medical, Other
	0	0.0%	2	2.0%	Administrative, Other
2020	0	0.0%	2	1.8%	Demonstrating Unreliability, Other
	1	8.3%	0	0.0%	Demonstrating Unreliability, Drugs
	4	33.3%	62	54.4%	Lack of Ability
	0	0.0%	3	2.6%	Lack of Effort
	6	50.0%	34	29.8%	Medical, Psych

Table 11 Nuclear Enlisted Sailor Attrition at Nuclear Prototype by FY

Year	Female		Male		Reason
	Number	Percent	Number	Percent	
2020	0	0.0%	9	7.9%	Medical, Suicidal Ideations
	1	8.3%	2	1.8%	Medical, Other
	0	0.0%	2	1.8%	Administrative, Other
2021	0	0.0%	2	2.0%	Demonstrating Unreliability, Other
	1	10.0%	0	0.0%	Demonstrating Unreliability, Drugs
	3	30.0%	57	57.6%	Lack of Ability
	0	0.0%	2	2.0%	Lack of Effort
	5	50.0%	30	30.3%	Medical, Psych
	0	0.0%	3	3.0%	Medical, Other
	1	10.0%	5	5.1%	Administrative, Other

Table 11 Nuclear Enlisted Sailor Attrition at Nuclear Prototype by FY cont.

Since 2016, there have been 39 female unplanned losses from the submarine community, as shown in Table 12 below. An unplanned loss occurs when a Sailor or officer has reported to a submarine command, but are lost from the command prior to their projected rotation date (PRD).

Year	Gender	UPL Reason							Grand Total
		Medical	Psychological	Drugs	Alcohol	NEC Removal	Disciplinary	Administrative	
2016	Female	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
	Male	238 (37.7%)	228 (36.1%)	34 (5.4%)	8 (1.3%)	9 (1.4%)	66 (10.4%)	49 (7.8%)	632 (100%)
2017	Female	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
	Male	212 (41.6%)	98 (19.2%)	41 (8%)	11 (2.2%)	11 (2.2%)	84 (16.5%)	53 (10.4%)	510 (100%)
2018	Female	3 (42.9%)	2 (28.6%)	1 (14.3%)	0 (0%)	0 (0%)	1 (14.3%)	0 (0%)	7 (100%)
	Male	223 (47.5%)	65 (13.9%)	27 (5.8%)	4 (0.9%)	8 (1.7%)	78 (16.6%)	64 (13.6%)	469 (100%)
2019	Female	5 (55.6%)	1 (11.1%)	2 (22.2%)	0 (0%)	0 (0%)	1 (11.1%)	0 (0%)	9 (100%)
	Male	244 (50.8%)	44 (9.2%)	59 (12.3%)	5 (1%)	13 (2.7%)	72 (15%)	43 (9%)	480 (100%)

Table 12 Unplanned Losses by FY and Gender

Year	Gender	UPL Reason							Grand Total
		Medical	Psychological	Drugs	Alcohol	NEC Removal	Disciplinary	Administrative	
2020	Female	7 (87.5%)	0 (0%)	0 (0%)	0 (0%)	1 (12.5%)	0 (0%)	0 (0%)	8 (100%)
	Male	238 (54.2%)	85 (19.4%)	17 (3.9%)	0 (0%)	7 (1.6%)	58 (13.2%)	34 (7.7%)	439 (100%)
2021	Female	2 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (100%)
	Male	303 (52.1%)	140 (24.1%)	23 (4%)	7 (1.2%)	7 (1.2%)	75 (12.9%)	27 (4.6%)	582 (100%)
2022	Female	5 (38.5%)	6 (46.2%)	0 (0%)	0 (0%)	0 (0%)	2 (15.4%)	0 (0%)	13 (100%)
	Male	161 (41.9%)	85 (22.1%)	35 (9.1%)	1 (0.3%)	1 (0.3%)	78 (20.3%)	23 (6%)	384 (100%)

Grand Total	Female	22 (56.4%)	9 (23.1%)	3 (7.7%)	0 (0%)	1 (2.6%)	4 (10.3%)	0 (0%)	39 (100%)
	Male	1619 (46.3%)	745 (21.3%)	236 (6.8%)	36 (1%)	56 (1.6%)	511 (14.6%)	293 (8.4%)	3496 (100%)

Table 12 Unplanned Losses by FY and Gender cont.

The majority of the unplanned losses for women shown in Table 12 were due to medical (56%) or psychological (23%) reasons. Similarly, the majority of UPLs for men during the same time period were also attributed to medical and psychological reasons, at 46.3% and 21.3% respectively.