



DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR

06 Sep 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Request for Information 1

1. In accordance with DACOWITS and its three subcommittees: (1) Recruitment and Retention (R&R); (2) Employment and Integration (E&I); and (3) Well-Being and Treatment (WB&T), the following Army written responses are provided to the RFIs:

(1). **Recruitment Initiatives to Increase Women's Propensity to Serve.** The R&R subcommittee requests written responses from the Army on the following:

a. For the Academic Skills Development Program (ASDP), please provide the number of participants, graduation rates, discharge rates, and average Armed Forces Qualification Tests (AFQT) increase rate by gender.

Response-

	# Participants	% Participation	# Graduates	Graduation rate	# Discharges	Discharge rate	Ave AFQT Increase (1 st test/2 nd test)
Female	2204	26.90%	1934	96%	78	3.9%	20/25.5
Male	5979	73.1	5194	94%	279	5.1%	18.4/21.9

b. For the fitness and nutrition course, please provide the number of participants, graduation rates, and average weekly body fat loss (e.g., percentage) by gender. See Enclosure 1: SAMR-MP DACOWITS FSPC Responses.

Response-

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	# Participants	% Participation	# Graduates	Graduation rate	# Discharges	Discharge rate	Ave weekly BF% loss)
Female	772	30.2%	719	97%	22	3.0%	1.66
Male	1783	69.8%	1564	97%	51	3.2%	1.34

c. Please identify any other challenges or successes with implementation of these programs, which have not already been provided.

Response- The ASDP course is very successful as 97.7% of the ASDP graduates are completing the course within the first six weeks of the program (two cycles). ASDP graduates are represented in 103 different Military Occupational Specialties (MOS). One challenge has been that in some cases, significant increases in the AFQT score do not necessarily lead to increases in Soldiers' other line scores; therefore they remain ineligible for the MOS they highly desire. In other cases, an MOS they might qualify for is simply not available at the time they enter the renegotiation process. This process appears to be improving as the program matures.

For the Assessment of Recruit Motivation and Strength Program (ARMS), the overall course is very successful with 94.5% ARMS graduates are completing the course within the first six weeks of the program. ARMS graduates are represented in 110 different MOSs. One often overlooked attribute of our ARMS graduates is the fact that the average AFQT score is 58 (~Cat III-A) and by accessing these students, the Army added high-quality trainees to its talent pool. One challenge, perhaps a long-standing one, involves the Army's body fat percentage testing methods and procedures which can lead to human error and inconsistent/inaccurate body fat measurements. However, the Army took steps to reduce potential inaccuracies with the implementation of a new body fat test, which we recently briefed to the committee.

d. Please provide information on how graduates are performing in Basic Training post-preparatory course by gender.

Response-

	ASDP BCT Grads	ASDP AIT Grads	ASDP OSUT Grads	ARMS BCT Grads	ARMS AIT Grads	ARMS OSUT Grads
Female	90.9%	98.4%	83.9%	91%	98.8%	78.3%
Male	94.8%	99.3%	89%	90.9%	97.3%	88.6%

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2. The POC for this action is COL Caprissa S. Brown-Slade, Army Chief Diversity Officer, Senior Advisor for Diversity and Inclusion (SADI), ASA (M&RA), via email: caprissa.s.brownslade.mil@army.mil or via phone 202.341.1348.

///Original Signed///

AGNES GEREBEN SCHAEFER