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Washington, DC 20548

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May 31, 2017

The Honorable John McCain  
Chairman  
The Honorable Jack Reed  
Ranking Member  
Committee on Armed Services  
United States Senate

The Honorable Mac Thornberry  
Chairman  
The Honorable Adam Smith  
Ranking Member  
Committee on Armed Services  
House of Representatives

**Military Personnel: Observations on the Department of Defense’s Career Intermission Pilot Program**

Congress authorized the Career Intermission Pilot Program (CIPP) in 2009, with the intent of enhancing retention and providing greater flexibility in the career path of servicemembers.<sup>1</sup> CIPP allows interested servicemembers to take career intermissions of up to 3 years in order to meet personal or professional needs--such as pursuing higher education, or caring for ailing parents or young children--and then return to active duty with no adverse career effects.

Senate Report 114-255 accompanying a bill for the National Defense Authorization Act for Fiscal Year 2017 included a provision for us to report to the Senate and House Armed Services Committees on the Department of Defense’s (DOD) CIPP.<sup>2</sup> This report transmits, in the form of the enclosed briefing, an update of some information from our October 2015 report on CIPP and provides CIPP costs and participation data from calendar years 2009 through 2016.<sup>3</sup> This report describes (1) the costs of CIPP since it began in 2009; (2) the number of servicemembers who participated in CIPP, their occupations, and their reasons for participating; (3) the number of servicemembers who did not return after their career intermissions, and their reasons for not returning; and (4) for those servicemembers who returned from their career intermissions, how they progressed in their careers. See the enclosure for the information we presented to committee staff on May 2, 2017.

For our objectives, we analyzed for each military service the costs of CIPP, participation levels, and other relevant participant data. We also reviewed DOD reports and our prior reports on CIPP and interviewed officials responsible for managing CIPP at the Office of the Under

<sup>1</sup>Duncan Hunter National Defense Authorization Act for Fiscal Year 2009, Pub. L. No. 110-417, § 533 (Oct. 14, 2008).

<sup>2</sup>S. Rept. 114-255 (May 18, 2016).

<sup>3</sup>GAO, *Military Personnel: DOD Should Develop a Plan to Evaluate the Effectiveness of Its Career Intermission Pilot Program*, GAO-16-35 (Washington, D.C. Oct. 27, 2015).

Secretary of Defense (Personnel and Readiness) and at each of the military services to discuss the program and determine the source of the data they provided, and to understand which cost elements represented estimated costs and which represented actual costs. To determine the reliability of the data related to the costs of CIPP and participation levels, we interviewed officials at each of the military services and reviewed documentation related to the data. We determined that the data collected were sufficiently reliable for our purposes.

We conducted this performance audit from February 2017 to May 2017 in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

In summary, for calendar years 2009 through 2016, we found:

- Analysis of data provided by the military services shows that the estimated costs of CIPP were approximately \$4.8 million. Of these estimated costs, about \$2.8 million was related to medical expenses, about \$1.1 million was related to permanent change of station costs, and about \$800,000 was related to salary payments.
- One hundred ninety-two servicemembers from across the military services began their career intermissions during this time period. Of the 192 servicemembers, 60 percent were enlisted, and 40 percent were officers; 44 percent were male, and 56 percent were female.
- Occupations of CIPP participants varied widely across the military services.
- Participants in CIPP submitted reasons for their participation. We grouped these reasons into three categories – education, family, and other. Education was the most frequently submitted reason.
- Seventy-eight servicemembers have returned from career intermissions. A Marine Corps official who manages the Marine Corps CIPP told us that there was a single instance of a servicemember not returning to the military service to which he was assigned prior to going on a career intermission. That servicemember was in the Marine Corps and attended seminary school while on career intermission. Because the Marine Corps does not have chaplains, the servicemember transferred to the Navy to continue military service as a chaplain.
- The Navy had the largest number of servicemembers, 66, return from career intermissions. A Navy official identified 38 of the 66 as being eligible for promotion after returning to active duty, and told us that of the 38 servicemembers, 16 have been promoted. Navy officials stated that several factors could affect a promotion decision and it would not be possible to single out CIPP participation as a reason for a servicemember's either being or not being promoted.
- Army, Air Force, and Marine Corps officials said it is too early in their implementation of the program to assess career progression, as thus far none of the servicemembers who have returned from career intermissions have been eligible for promotion.

### Agency Comments

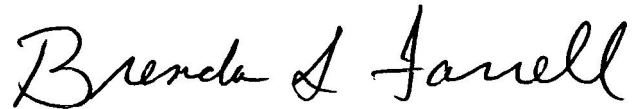
We are not making recommendations in this report. DOD did not have comments on a draft of this report but provided technical comments which are incorporated where appropriate.

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We are sending copies of this report to the appropriate congressional committees; the Secretary of Defense; the Secretaries of the Air Force, Army, and Navy; and the Commandant of the

Marine Corps. In addition, the report is available at no charge on the GAO website at <http://www.gao.gov>.

If you or your staff have any questions about this report, please contact me at (202) 512-3604 or [farrellb@gao.gov](mailto:farrellb@gao.gov). Contact points for our Office of Congressional Relations and Public Affairs may be found on the last page of this report. GAO staff who made key contributions to this report include Vijay Barnabas, Tim Carr, Felicia Lopez, Kimberly Seay, Norris "Traye" Smith, Mike Silver, and Cheryl Weissman.

A handwritten signature in black ink that reads "Brenda S. Farrell". The signature is written in a cursive style with a large initial "B".

Brenda S. Farrell  
Director, Defense Capabilities and Management

**Briefing Slides**

Observations on DOD's Career Intermission Pilot Program

Briefing for the Senate and House Armed Services Committees May 2, 2017

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## Introduction

- Congress authorized the Department of Defense's (DOD) Career Intermission Pilot Program (CIPP) in the Fiscal Year (FY) 2009 National Defense Authorization Act (NDAA), with the intent of enhancing retention and providing greater flexibility in servicemembers' career paths.
- CIPP allows servicemembers to take a career intermission of up to 3 years—in exchange for 2 months of obligated service for each month of career intermission taken—in order to meet personal or professional needs, such as pursuing higher education or caring for ailing parents or young children, and then return to active duty with no adverse career effects.
- During a career intermission, servicemembers receive two-thirtieths of their salary (i.e. 2-days pay per month) and maintain full health benefits for themselves and their dependents. In addition, DOD provides participants and their dependents with a paid relocation within the United States. At the end of the servicemember's career intermission, DOD will also pay the costs to relocate the servicemember and dependents to his or her next assignment.
- CIPP servicemember participation levels were originally limited by legislation. These statutory limits were lifted in the FY 2016 NDAA.

## Introduction

- In October 2015, we reported on the overall status of CIPP in response to a provision in Senate Report 113-211 for us to examine CIPP. At that time, the Navy was the only service that had participants who had completed their career intermission.<sup>1</sup>
- We found that DOD had not established a plan for evaluating whether CIPP was an effective means for retaining servicemembers. We made a recommendation that the Secretary of Defense direct the Under Secretary of Defense for Personnel and Readiness, in collaboration with the service secretaries, to develop and implement a plan to evaluate CIPP which includes key features such as well-defined, clear, and measurable objectives and standards for determining pilot program performance. DOD concurred. This briefing will update the status of that recommendation among other things.

<sup>1</sup>GAO, *MILITARY PERSONNEL: DOD Should Develop a Plan to Evaluate the Effectiveness of Its Career Intermission Pilot Program*, GAO-16-35 (Washington, D.C. October 27, 2015)

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## Source of Work and Objectives

Senate Report 114-255 accompanying a bill for the National Defense Authorization Act for FY 2017 includes a provision for us to provide a review of CIPP. This briefing updates some information from our October 2015 report and provides CIPP costs and participation data from calendar years 2009 through 2016. Specifically, this briefing describes:

- (1) DOD's costs for CIPP;
- (2) the number of servicemembers who participated in CIPP, the occupations of those servicemembers, and their reasons for participating;
- (3) the number of servicemembers who did not return from their career intermission, and the reasons why not; and
- (4) how the servicemembers who returned from their career intermission progressed in their careers.



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## Scope and Methodology

For these objectives, we

- analyzed, for each military service, the costs of CIPP, participation levels and other relevant participant data, participant demographics, and the career progression of participants subsequent to CIPP participation;
- reviewed prior DOD and GAO reports on CIPP; interviewed officials responsible for managing CIPP at the Office of the Under Secretary of Defense (Personnel and Readiness) and at each of the military services to discuss the program and determine the source and reliability of the data they provided, and to understand which cost elements represented estimated costs and which represented actual costs;
- have assessed the military service costs of CIPP and participation data and have determined it is sufficiently reliable for the purpose of this report.
- have obtained technical comments from DOD and incorporated them as appropriate.

## Background

- In October 2015, we reported that participation in CIPP had remained below statutorily authorized limits from 2009 through July 2015, and that officials had identified factors that could be affecting CIPP participation (such as statutory eligibility criteria and military culture). As noted earlier, the authorized limits were lifted beginning in FY 2016.
- Navy officials stated at the time that CIPP had provided an option for the Navy to respond to the personal needs of servicemembers and, in their view, had helped to retain servicemembers who might otherwise have left the military.
- As mentioned above, we found that DOD had not established a plan for evaluating whether CIPP was an effective means for retaining servicemembers and recommended that DOD develop and implement a plan to evaluate whether CIPP was enhancing retention. DOD concurred with our recommendation.
- As of May 2017, DOD officials stated that such a plan had not yet been completed. However, DOD officials stated that they began collecting additional data with a standardized annual report requirement established in 2015 and plan to use this information to assess the program's value with the final report due to Congress in June 2023.

## Objective 1: Estimated Costs of CIPP

Analysis of data provided by the military services shows that the estimated costs of CIPP from calendar years 2009 through 2016 were approximately \$4.8 million. See table 1 below.

**Table 1: Estimated Costs Related to Career Intermission Pilot Program (CIPP), Calendar Years 2009— 2016**

Calendar Year	Medical	Permanent Change of Station (PCS)	Salary	Total
2009	\$799	\$18,209	\$183	\$19,191
2010	\$63,674	\$92,351	\$16,999	\$173,025
2011	\$144,814	\$54,645	\$32,461	\$231,919
2012	\$211,868	\$78,082	\$61,837	\$351,787
2013	\$254,985	\$106,113	\$72,273	\$433,370
2014	\$341,980	\$161,639	\$91,366	\$594,985
2015	\$679,254	\$327,392	\$198,374	\$1,205,020
2016	\$1,138,744	\$300,982	\$364,728	\$1,804,454
<b>Total</b>	<b>\$2,836,118</b>	<b>\$1,139,413</b>	<b>\$838,221</b>	<b>\$4,813,751</b>

Source: GAO analysis of Department of Defense data.

Note: All costs are in current dollars. Military service officials stated that the above costs (medical, PCS, and salary) are the costs related to CIPP. Medical costs were calculated using the composite TRICARE rate for each servicemember during the applicable years. For the Army and Air Force, PCS costs were calculated utilizing the average costs of PCS if the servicemember had moved for CIPP. For the Navy and Marine Corps, PCS costs are actual. For the Army, salary costs were calculated by using the pay rates for the servicemembers during their career intermission. For the Navy, Marine Corps, and Air Force, salary costs are actual. See appendixes I-IV for specific costs of CIPP for each military service.

## Objective 2: Number of Servicemembers Who Participated in CIPP

From calendar years 2009 through 2016, 192 servicemembers from across the military services began their career intermission. Of the 192 servicemembers, 60 percent were enlisted, 40 percent officer; and 44 percent were male, 56 percent female. See table 2 below.

**Table 2: Demographics of Servicemembers Participating in Career Intermission Pilot Program (CIPP), Calendar Years 2009—2016**

Calendar Year	Number of Servicemembers Beginning Career Intermission	Number of Enlisted Beginning Career Intermission	Number of Officers Beginning Career Intermission	Number of Males Beginning Career Intermission	Number of Females Beginning Career Intermission
2009	2	2	0	2	0
2010	8	3	5	4	4
2011	11	9	2	5	6
2012	12	5	7	4	8
2013	13	8	5	7	6
2014	26	16	10	13	13
2015	62	40	22	22	40
2016	58	32	26	28	30
<b>Total</b>	<b>192</b>	<b>115</b>	<b>77</b>	<b>85</b>	<b>107</b>

Source: GAO Analysis of Department of Defense Data.

Note: CIPP servicemember participation levels were originally limited by legislation at 40 participants per military service per year.

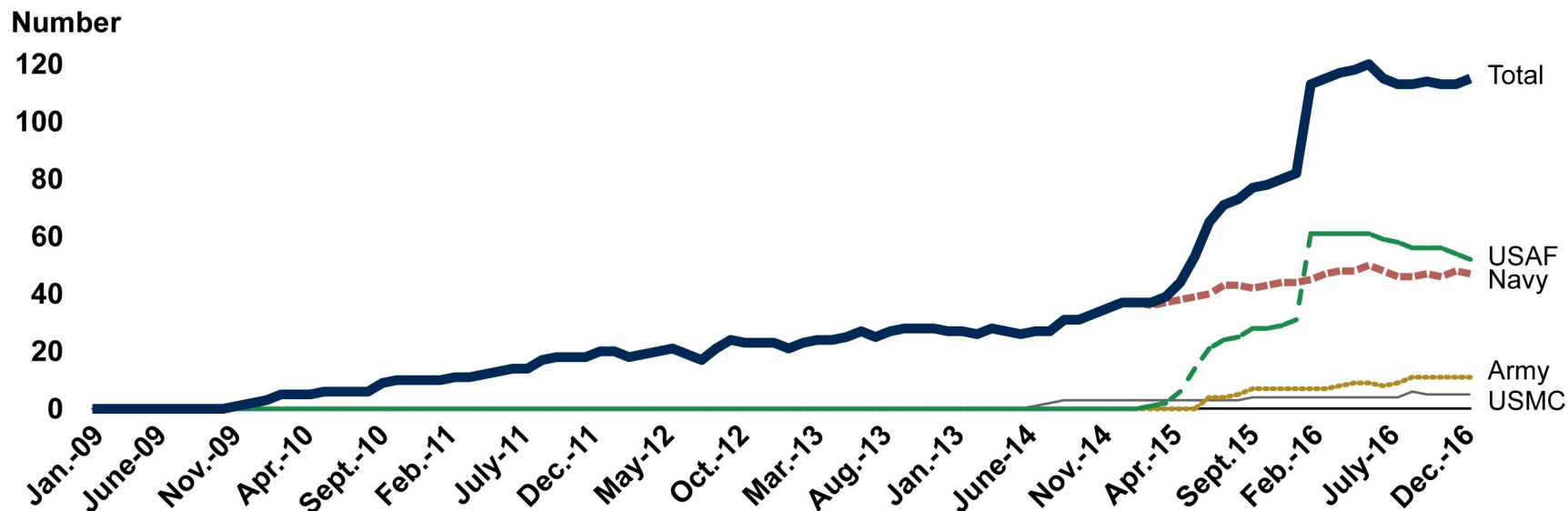
These statutory limits were lifted in the FY 2016 NDAA.

See appendixes I-IV for CIPP participation specified for each military service.

## Objective 2: Number of Servicemembers Who Participated in CIPP

From calendar years 2009 through 2016 there was an overall increase in the numbers of servicemembers on career intermission at any given time. December 2016 had the most on career intermission, at 114 servicemembers. See figure 1 below.

Figure 1: Number of Servicemembers on Career Intermission, Calendar Years 2009 —2016



Source: GAO analysis of Department of Defense data.

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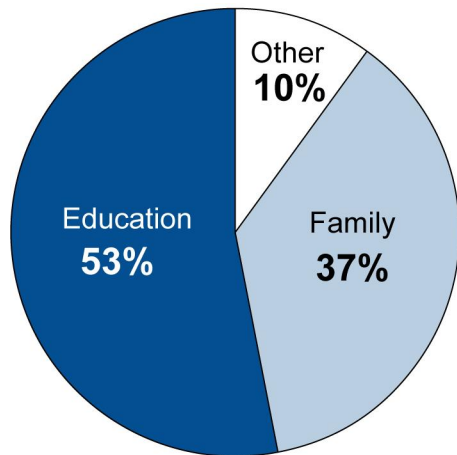
Objective 2: Occupations of CIPP Participants

- From calendar years 2009 through 2016, occupations of CIPP participants varied widely across the military services, as described below:
  - Navy: Surface Warfare, Aviation, and the Nurse Corps accounted for 50 percent of the 42 officers. Hospital Corpsmen and Yeomen accounted for about 37 percent of the 70 enlisted servicemembers.
  - Air Force: The Operations and Medical fields accounted for about 57 percent of all 61 participants (28 officers and 33 enlisted).
  - Army and Marine Corps: These military services had a small number of participants. The Army had 13 participants with 3 officers and 10 enlisted. The Marine Corps had 6 participants with 4 officers and 2 enlisted. With the exception of 2 Army participants who had the same occupation, every other participant had a unique occupation and, therefore, the occupational fields cannot be grouped.

See appendixes I-IV for occupations of CIPP participants specified for each military service.

**Objective 2: Reasons for Participating in CIPP**

Participants in CIPP submitted reasons for their participation. We grouped these reasons into three categories – education, family and other. “Other” included reasons such as travel, starting a business, and humanitarian work. From calendar years 2009 through 2016, education was the most frequently submitted reason. See figure 2 below.

**Figure 2: Reasons Submitted by Participants Departmentwide for Participation in Career Intermission Pilot Program (CIPP)**

Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016. Some servicemembers provided more than one reason for participating in CIPP. Percentages are based on the total number of reasons provided. See appendixes I-IV for reasons provided by participating servicemembers for each military service.

### **Objective 3: Number of Servicemembers Who Did Not Return from Career Intermission, and Reasons Why Not**

- From calendar years 2009 through 2016, 78 servicemembers returned from career intermission.
- A Marine Corps official who manages the Marine Corps CIPP told us that there was a single instance of a servicemember not returning to the military service to which he was assigned prior to going on a career intermission. That servicemember was in the Marine Corps and attended seminary school while on career intermission. Because the Marine Corps does not have chaplains, the servicemember transferred to the Navy to continue military service as a chaplain.



## Objective 4: Career Progressions of Servicemembers after Returning from Career Intermission

- From calendar years 2009 through 2016 the Navy had the largest number of servicemembers, 66, return from career intermission.
  - A Navy official identified 38 of the 66 as being eligible for promotion after returning to active duty, and told us that of the 38 servicemembers, 16 have been promoted.
  - Navy officials stated that several factors could affect a promotion decision and it would not be possible to single out CIPP participation as a reason for a servicemember's either being or not being promoted.
- Army, Air Force, and Marine Corps officials said it is too early in their implementation of the program to assess career progression, as either no servicemembers returned or no servicemembers who have returned from a career intermission were eligible for promotion between calendar years 2009 and 2016.

## Appendix I

### Appendix I: Army CIPP Additional Information – Costs

Analysis of data provided by the Army shows that the estimated costs of CIPP in the Army from calendar years 2009 through 2016 were approximately \$280,000. See table 3 below.

**Table 3: Estimated Costs of Career Intermission Pilot Program (CIPP) – Army, Calendar Years 2009—2016**

Calendar Year	Medical	Permanent Change of Station (PCS)	Salary	Total
2009	NA	NA	NA	NA
2010	NA	NA	NA	NA
2011	NA	NA	NA	NA
2012	NA	NA	NA	NA
2013	NA	NA	NA	NA
2014	NA	NA	NA	NA
2015	\$37,481	\$45,322	\$12,156	\$94,959
2016	\$102,853	\$51,656	\$30,603	\$185,111
<b>TOTAL</b>	<b>\$140,334</b>	<b>\$96,978</b>	<b>\$42,759</b>	<b>\$280,071</b>

Source: GAO analysis of Department of Defense data.

Note: All costs are in current dollars. Military service officials stated that the above costs (medical, PCS, and salary) are the costs related to CIPP. No participants began the CIPP in the Army until 2015. Medical costs were calculated using the composite TRICARE rate for each servicemember during the applicable years. PCS costs were calculated utilizing the composite rate of PCS if the servicemember moved for CIPP. The salary costs were calculated by using the pay rates for the servicemembers during their career intermission.

Appendix I: Army CIPP Additional Information – Participation

From calendar years 2009 through 2016, 13 Army servicemembers began their career intermission. Of these 13, 10 were enlisted, 3 were officers; and 5 were male, 8 were female. See table 4 below.

**Table 4: Demographics of Servicemembers Participating in Career Intermission Pilot Program – Army**

<b>Calendar Year</b>	<b>Number of Servicemembers Beginning Career Intermission</b>	<b>Number of Enlisted Beginning Career Intermission</b>	<b>Number of Officers Beginning Career Intermission</b>	<b>Number of Males Beginning Career Intermission</b>	<b>Number of Females Beginning Career Intermission</b>
2009	0	0	0	0	0
2010	0	0	0	0	0
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0
2014	0	0	0	0	0
2015	7	4	3	2	5
2016	6	6	0	3	3
<b>Total</b>	<b>13</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>8</b>

Source: GAO analysis of Department of Defense data.

Note: CIPP servicemember participation levels were originally limited by legislation at 40 participants per military service per year. These statutory limits were lifted in the FY 2016 NDAA.

Appendix I: Army CIPP Additional Information – Occupations of Participants

Table 5 below shows the occupational fields of the 13 Army CIPP participants who began their career intermission from calendar years 2009 through 2016.

**Table 5 Occupations of Career Intermission Pilot Program Participants - Army**

<b>Army Occupational Field</b>	<b>Count</b>
Musician	1
Automated Logistical Specialist	1
Aviation Branch	2
Shower and Laundry Specialist	1
Infantry	1
Maintenance Supervisor	1
Special Forces Branch	1
Multimedia Illustrator	1
Petroleum Supply Specialist	1
Public Affairs Specialist	1
Geospatial Engineer	1
Unit Supply Specialist	1
<b>Total</b>	<b>13</b>

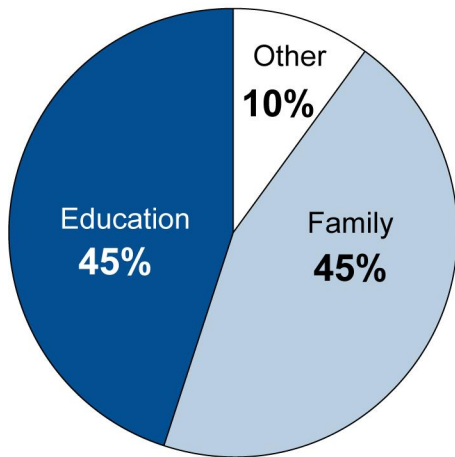
Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016.

## Appendix I: Army CIPP Additional Information – Reasons for Participation

From calendar years 2009 through 2016, servicemembers provided reasons for participating in CIPP in three overall categories—education, family, and other. Education and family were the most frequently submitted reasons for Army participants. See figure 3 below.

**Figure 3 Reasons Submitted by Participants – Army**



Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016. Some servicemembers provided more than one reason for participating in the Career Intermission Pilot Program. Percentages are based on the total number of reasons provided.

## Appendix II

### Appendix II: Navy CIPP Additional Information – Costs

Analysis of data provided by the Navy shows that the estimated costs of CIPP from calendar years 2009 through 2016 were approximately \$3.2 million. See table 6 below.

**Table 6: Estimated Costs of Career Intermission Pilot Program – Navy**

Calendar Year	Medical	PCS	Salary	Total
2009	\$ 799	\$ 18,209	\$ 183	\$ 19,191
2010	\$ 63,674	\$ 92,351	\$ 16,999	\$ 173,025
2011	\$ 144,814	\$ 54,645	\$ 32,461	\$ 231,919
2012	\$ 211,868	\$ 78,082	\$ 61,837	\$ 351,787
2013	\$ 254,985	\$ 106,113	\$ 72,273	\$ 433,370
2014	\$ 323,810	\$ 127,206	\$ 89,010	\$ 540,026
2015	\$ 436,388	\$ 153,378	\$ 122,395	\$ 712,161
2016	\$ 485,626	\$ 83,331	\$ 148,334	\$ 717,291
<b>Total</b>	<b>\$ 1,921,964</b>	<b>\$ 713,315</b>	<b>\$ 543,492</b>	<b>\$ 3,178,770</b>

Source: GAO analysis of Department of Defense data.

Note: All costs are in current dollars. Military service officials stated that the above costs (medical, PCS, and salary) are the costs related to CIPP. Medical costs were calculated using the composite TRICARE rate for each servicemember during the applicable years. Permanent change of station and salary costs are actual costs.

Appendix II: Navy CIPP Additional Information – Participation

From calendar years 2009 through 2016, 112 Navy servicemembers began their career intermission. Of these 112, 63 percent were enlisted, 38 percent officers; and 43 percent were male, 57 percent female. See table 7 below.

**Table 7: Demographics of Servicemembers Participating in Career Intermission Pilot Program – Navy**

<b>Calendar Year</b>	<b>Number of Servicemembers Beginning Career Intermission</b>	<b>Number of Enlisted Beginning Career Intermission</b>	<b>Number of Officers Beginning Career Intermission</b>	<b>Number of Males Beginning Career Intermission</b>	<b>Number of Females Beginning Career Intermission</b>
2009	2	2	0	2	0
2010	8	3	5	4	4
2011	11	9	2	5	6
2012	12	5	7	4	8
2013	13	8	5	7	6
2014	23	14	9	11	12
2015	23	17	6	5	18
2016	20	12	8	11	9
<b>Total</b>	<b>112</b>	<b>70</b>	<b>42</b>	<b>48</b>	<b>64</b>

Source: GAO analysis of Department of Defense data.

Note: CIPP servicemember participation levels were originally limited by legislation at 40 participants per military service per year. These statutory limits were lifted in the FY 2016 NDAA.

Appendix II: Navy CIPP Additional Information – Occupations of Participants

Table 8, below, shows the occupational fields of the 112 Navy CIPP participants who began their career intermission from calendar years 2009 through 2016.

**Table 8: Occupations of Career Intermission Pilot Program Participants – Navy**

Navy Occupational Field	COUNT	Navy Occupational Field	COUNT	Navy Occupational Field	COUNT
Air Traffic Controller	1	Electronics Technician	2	Medical Service Officer	2
Aviation Electrician's Mate	1	Engineering Duty Officer	3	Meteorology/Oceanography	1
Aviation Electronics Tech.	1	Fire Controlman	2	Navigational Flight Officer	3
Aviation Machinist's Mate	3	Hospital Corpsman	19	Nurse Corps	5
Aviation Ordnanceman	2	Hull Maintenance Technician	1	Operations Specialist	1
Aviation Structural Mechanic	1	Human Resource	2	Pilot	8
Boatswain's Mate	2	Information Professional Officer	2	Public Affairs Officer	1
Builder	1	Information Systems Technician	4	Seabee	3
Construction Electrician	1	Intel	1	Ship's Serviceman	1
Cryptologic Technician (Collections)	2	Legalman	6	Special Warfare Officer	1
Cryptologic Technician (Interpretive)	1	Logistics Specialist	4	Surface Warfare Officer	8
Cryptologic Technician (Technical)	1	Mass Communication Specialist	2	Yeoman	7
Culinary Specialist	1	Master-At-Arms	2	<b>TOTAL</b>	<b>112</b>
Electrician's Mate	1	Medical Corps	2		

Source: GAO analysis of Department of Defense data.

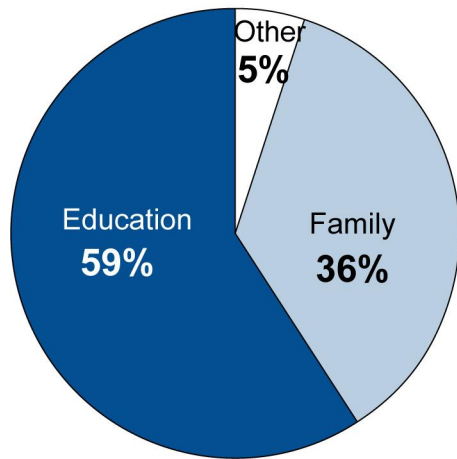
Note: Includes servicemembers who began their career intermission from calendar years 2009-2016.



## Appendix II: Navy CIPP Additional Information - Reasons for Participation

From calendar years 2009 through 2016, servicemembers provided reasons for participating in CIPP in three overall categories—education, family, and other. Education was the most frequently submitted reason for Navy participants. See figure 4 below.

**Figure 4: Reasons Submitted by Participants – Navy**



Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016. Some servicemembers provided more than one reason for participating in the Career Intermission Pilot Program. Percentages are based on the total number of reasons provided.

## Appendix III

### Appendix III: Marine Corps CIPP Additional Information – Costs

Analysis of data provided by the Marine Corps shows that the estimated costs of CIPP from calendar years 2009 through 2016 were approximately \$176,000. See table 9 below.

**Table 9: Estimated Costs of Career Intermission Pilot Program (CIPP) – Marine Corps**

Calendar Year	Medical	PCS	Salary	Total
2009	NA	NA	NA	NA
2010	NA	NA	NA	NA
2011	NA	NA	NA	NA
2012	NA	NA	NA	NA
2013	NA	NA	NA	NA
2014	\$18,170	\$ 34,433	\$2,356	\$54,959
2015	\$36,305	NA	\$10,042	\$46,347
2016	\$47,900	\$9,275	\$ 7,157	\$74,332
<b>TOTAL</b>	<b>\$102,375</b>	<b>\$43,708</b>	<b>\$29,555</b>	<b>\$175,638</b>

Source: GAO analysis of Department of Defense data.

Note: All costs are in current dollars. Military service officials stated that the above costs (medical, PCS, and salary) are the costs related to CIPP. No participants began the CIPP in the Marine Corps until 2014. Medical costs were calculated using the composite TRICARE rate for each servicemember during the applicable years. Permanent change of station and salary costs are actual costs.

Appendix III: Marine Corps CIPP Additional Information – Participation

From calendar years 2009 through 2016, 6 Marine Corps servicemembers began their career intermission. Of these 6, 2 were enlisted, 4 were officers; and 5 were male, 1 was female. See table 10 below.

**Table 10: Demographics of Servicemembers Participating in Career Intermission Pilot Program – Marine Corps**

<b>Calendar Year</b>	<b>Number of Servicemembers Beginning Career Intermission</b>	<b>Number of Enlisted Beginning Career Intermission</b>	<b>Number of Officers Beginning Career Intermission</b>	<b>Number of Males Beginning Career Intermission</b>	<b>Number of Females Beginning Career Intermission</b>
2009	0	0	0	0	0
2010	0	0	0	0	0
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0
2014	3	2	1	2	1
2015	1	0	1	1	0
2016	2	0	2	2	0
<b>Total</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>1</b>

Source: GAO analysis of Department of Defense data.

Note: CIPP servicemember participation levels were originally limited by legislation at 40 participants per military service per year. These statutory limits were lifted in the FY 2016 NDAA.

Appendix III: Marine Corps CIPP Additional Information – Occupations of Participants

Table 11, below, shows the occupational fields of the 6 Marine Corps CIPP participants who began their career intermission from calendar years 2009 through 2016.

**Table 11: Occupations of Career Intermission Pilot Program Participants – Marine Corps**

<b>Marine Corps Occupational Field</b>	<b>Count</b>
Intelligence Officer	1
Aviation Operations Specialist	1
Communications Officer	1
Manpower Officer	1
Helicopter Mechanic	1
Infantry Officer	1
<b>Total</b>	<b>6</b>

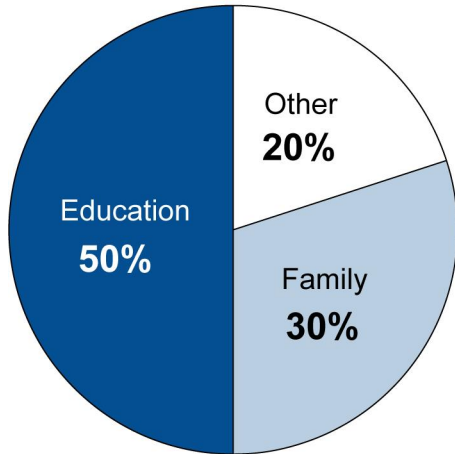
Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016.

### Appendix III: Marine Corps CIPP Additional Information – Reasons for Participation

From calendar years 2009 through 2016, servicemembers provided reasons for participating in CIPP in three overall categories—education, family, and other. Education was the most frequently submitted reason for Marine Corps participants. See figure 5 below.

**Figure 5: Reasons Submitted by Participants – Marine Corps**



Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016. Some servicemembers provided more than one reason for participating in the Career Intermision Pilot Program. Percentages are based on the total number of reasons provided.

## Appendix IV: Air Force CIPP Additional Information – Costs

Analysis of data provided by the Air Force shows that the estimated costs of CIPP from calendar years 2009 through 2016 were around \$1.2 million. See table 12 below.

**Table 12: Estimated Costs of Career Intermission Pilot Program (CIPP) – Air Force**

<b>Calendar Year</b>	<b>Medical</b>	<b>PCS</b>	<b>Salary</b>	<b>Total</b>
2009	NA	NA	NA	NA
2010	NA	NA	NA	NA
2011	NA	NA	NA	NA
2012	NA	NA	NA	NA
2013	NA	NA	NA	NA
2014	NA	NA	NA	NA
2015	\$169,079	\$128,692	\$53,781	\$351,553
2016	\$502,366	\$156,720	\$168,634	\$827,719
<b>Total</b>	<b>\$671,445</b>	<b>\$285,412</b>	<b>\$222,415</b>	<b>\$1,179,272</b>

Source: GAO analysis of Department of Defense data.

Note: All costs are in current dollars. Military service officials stated that the above costs (medical, PCS, and salary) are the costs related to CIPP. No participants began the CIPP in the Air Force until 2015. Medical costs were calculated using the composite TRICARE rate for each servicemember during the applicable years. Permanent change of station (PCS) costs were calculated using the composite PCS rates during the applicable years. Salary costs are actual.

Appendix IV: Air Force CIPP Additional Information – Participation

From calendar years 2009 through 2016, 61 Air Force servicemembers began their career intermission. Of these 61, 54 percent were enlisted, 46 percent officers; and 43 percent were male, 57 percent female. See table 13 below.

**Table 13: Demographics of Servicemembers Participating in Career Intermission Pilot Program – Air Force**

<b>Calendar Year</b>	<b>Number of Servicemembers Beginning Career Intermission</b>	<b>Number of Enlisted Beginning Career Intermission</b>	<b>Number of Officers Beginning Career Intermission</b>	<b>Number of Males Beginning Career Intermission</b>	<b>Number of Females Beginning Career Intermission</b>
2009	0	0	0	0	0
2010	0	0	0	0	0
2011	0	0	0	0	0
2012	0	0	0	0	0
2013	0	0	0	0	0
2014	0	0	0	0	0
2015	31	19	12	14	17
2016	30	14	16	12	18
<b>Total</b>	<b>61</b>	<b>33</b>	<b>28</b>	<b>26</b>	<b>35</b>

Source: GAO analysis of Department of Defense data

Note: CIPP servicemember participation levels were originally limited by legislation at 40 participants per military service per year. These statutory limits were lifted in the FY 2016 NDAA.

## Appendix IV: Air Force CIPP Additional Information – Occupations of Participants

Table 14, below, shows the occupational fields of the 61 Air Force CIPP participants who began their career intermission between calendar years 2009 and 2016.

**Table 14: Occupations of Career Intermission Pilot Program Participants – Air Force**

<b>Air Force Occupational Field</b>	<b>Count</b>
Acquisition	6
Logistics	8
Medical	15
Operations	20
Professional (Chaplain Assistant)	1
Support	11
<b>Total</b>	<b>61</b>

Source: GAO analysis of Department of Defense data.

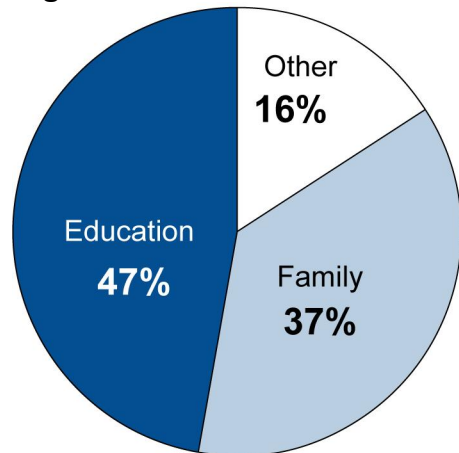
Note: Includes servicemembers who began their career intermission from calendar years 2009-2016.



#### Appendix IV: Air Force CIPP Additional Information – Reasons for Participation

From calendar years 2009 through 2016, servicemembers provided reasons for participating in CIPP in three overall categories—education, family, and other. Education was the most frequently submitted reason for Air Force participants. See figure 6 below.

**Figure 6: Reasons Submitted by Participants – Air Force**



Source: GAO analysis of Department of Defense data.

Note: Includes servicemembers who began their career intermission from calendar years 2009-2016. Some servicemembers provided more than one reason for participating in the Career Intermision Pilot Program. Percentages are based on the total number of reasons provided.

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