Career Designation (CD) is one of the Marine Corps’ early career officer “force shaping tools.”

- **Overall Purpose:** Control officer end strength and properly shape the officer force
  - Able to target MOS “communities”
  - Assists in keeping standards high
  - Assists the Reserve Component by providing officers who still desire to serve in the Corps
End Strength & CD Opportunities

• Computing Selection Opportunity:
  – End Strength:

  FY Beginning Strength + Gains (Accessions & Promote In) – Losses (Attrition & Promote Out) = End Strength

• When we are over end strength, or need to shrink the officer corps, it requires lower CD opportunities

• When we are under our end strength, or need to grow the officer corps, it requires higher CD opportunities
Inventory Planning & CD Opportunities

- How we approach CD: CD builds the correct number of Lieutenants and Captains on the “front end”

  - First question we answer: How many Lts/Capts (in each PMOS) do we need to build to have the “right” number of Majors (from that Lt/Capt year group/cohort) considering:
    - Forecasted losses over the next 5 years
    - Desired CD Opportunity to bring the MOSs in a community to 100% targeted inventory (i.e., the right number of Majors required to fill all billets we forecast needing and can AFFORD)
Inventory Planning & CD Opportunities

- In a “Steady State” environment where the target inventory (GAR) matches actual inventory, we build the right number of Lts on the front end (recruitment) to get the right number of Majors on the back end.

- However, during force growth or force reduction, balancing manning requirements requires “force shaping” tools such as CD to reach the correct number of Majors.
Inventory Forecasting and MOS Precepting

- Example of Inventory Forecasting to determine Category/MOS health & precepting requirement

<table>
<thead>
<tr>
<th>Category &amp; PMOS</th>
<th>Current # of Lts</th>
<th>Current # of Capts</th>
<th>Total Eligible</th>
<th>Expected CD # for each MOS</th>
<th>Current Capt Population</th>
<th>1stLt Selected for Capt (Promote In)</th>
<th>Capt Selected for Maj (Promote Out)</th>
<th>Subtotal</th>
<th>Historic Attrition Rate</th>
<th>Attrites: Subtotal x Attrite Rate</th>
<th>Forecasted Population</th>
<th>Current Capt Requirement per GAR</th>
<th>DifferenCe from Fore Pop &amp; GAR (+/-)</th>
<th>Projected MOS Health %</th>
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<tbody>
<tr>
<td>Aviation Ground</td>
<td></td>
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</table>

Projected MOS Health % less than 85% is considered for precepting
FY15 CD Percentages Per Category

- 5 categories:
  - Ground = 80%
  - Combat Service Support (CSS) = 80%
  - Aviation Ground = 80%
  - Law = 85%
  - Aviation = 95%

- Low CD rate caused by category population greater than GAR requirement (more projected Majors than required).
- High CD rate caused by category population less than GAR requirement (less projected Majors than required).
- FY15 ORB2: CD rates will most likely remain the same.
Why are Aviators and Lawyers Different?

- Compete for Career Designation later than Ground Officers
  - Requirement for 540 days observed time
    - Aviators: Approx 6 YCS for FW, 5 YCS for RW, 5 YCS for NFO
    - Lawyers: Given “Constructive Credit” – Already Captains

- Company Grade aviator inventory is near optimum, so need to keep majority of them (for now)

- Lawyers have been under built in the past and we have since corrected accession mission. However, lawyers can still sustain a quality cut.
End Strength

• **FY15**
  – E/S Target: 20,912
  – E/S as of 20Feb: 20,892
  – Drawdown tools have enabled us to reach our drawdown goals.
    • Reduced VSP (Jan 15)
    • Reduced TERA (Jan 15)
    • SERB Complete
  – Review CD numbers annually and adjust accordingly

• **FY16 – FY19**
  – Expect end strength to equalize and CD slowly increase to a point where we still have an opportunity to make a quality cut either through CD or Captain Promotion Board
• CD rates will continue to remain at 80% and possibly increase to 85% for Ground, CSS, and Aviation Ground communities until drawdown concludes (20 under as of 20Feb)

• CD rates for lawyers may fluctuate depending on changes to manning requirements

• CD rates will remain at 95% to equalize growing communities (F-35 & MV-22) and account for a “measured” decline in manning requirements

• CD rates will slowly rise after FY15 as officer corps end strength reaches a “steady state”
Questions?

- MPP-30 (Officer Planning) Commercial: (703) 784 – 9364/65/66
  DSN: 278 - 9364/65/66
- Email: raul.p.garza@usmc.mil