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Sommario/riassunto	Congress authorized CIPP in 2009 to provide greater flexibility in career paths for servicemembers and to enhance retention. CIPP allows servicemembers to take sabbaticals of up to 3 years in exchange for 2 months of obligated service for each month of sabbatical taken. The Navy is the only service to have participants who have completed sabbaticals. This report (1) evaluates the extent to which participation in CIPP has reached authorized participation limits and DOD has developed a plan for evaluating whether the program is an effective means to retain servicemembers; and (2) describes the Navy's reported experience with CIPP as a tool for aiding retention by providing career flexibility. GAO reviewed CIPP legislation and implementation guidance, interviewed DOD and service officials responsible for CIPP, and compared the information obtained against key features of pilot evaluation plans such as clear, measurable objectives and standards for determining pilot-program performance. GAO also reviewed Navy efforts to implement CIPP and, using a GAO-developed questionnaire, collected information from Navy CIPP participants who had completed

their sabbaticals. GAO recommends that DOD develop and implement a plan to evaluate whether CIPP is enhancing retention.
