



**NATIONAL GUARD BUREAU
DACOWITS QBM DECEMBER 2019**

**RESPONSE TO DACOWITS RFI Q3
EXIT AND RETENTION SURVEYS (R&R)**

Response information provided by:

Air National Guard
Manpower and Personnel Directorate
Force Management Division

Army National Guard
Manpower and Personnel Operations
Center

As part of its ongoing examination of the recruitment and retention of women into the Armed Forces, DACOWITS continues to be interested in the reasons why servicewomen decide to leave the military at various points in their careers and in the ways DoD might promote retention. The Committee believes the Military Services can improve the data they collect on why Service members leave the military. In 2017, DACOWITS recommended that “The SecDef direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than for men at various career points.” DACOWITS remains interested in data pertaining to exit and retention surveys administered by the Military Services, to include governing policies, data captured, and noteworthy trends.

- a. Do you conduct workforce retention surveys or studies?
- b. If so, how long have you been conducting? Provide a copy of the survey and most recent study.
- c. At what point in their careers are participants receiving the survey (i.e., upon reenlistment)?
- d. What are the survey participation rates for retained Service members?
- e. Based on the results of the survey:
 - i. What are the main reasons women are staying?
 - ii. How do these results differ from their male counterparts?
 - iii. Are there differences in responses among women of color (race and ethnically diverse women)?
 - iv. What trends are noteworthy?
- f. In addition, provide an update on the status of exit surveys and analysis.

RESPONSE

The Army National Guard and the Air National Guard do not conduct Workforce Retention Surveys Studies at the national level. States, at their discretion implement independent Workforce Exit Surveys that are not managed or controlled at the national level.

The Army National Guard is developing a standardized National Exit Survey that is easily accessible, measurable, and concise. This is currently scheduled for release in 2020. The survey will be available to the States, Territories and the District of Columbia and will be aggregated at the national level for analysis.

On average States are conducting their independent exit survey 90-120 days prior to the Soldier's ETS date. The top three reasons women are leaving the Army National Guard are medical, pregnancy, and ETS. The top three reasons men are leaving the Army National Guard are medical, ETS, and retirement.

The Air National Guard manages retention in accordance with Air National Guard Instruction 362-602: Air National Guard Retention Programs. The Career Motivation Program is program forges routine discussions with service members at various stages in their career to understand and what their individual retention plans are on a case by case basis with the goal of motivating them to remain in the force. Responsibility for retention and recruitment based on specific diversity goals is held at the State/ Wing Command level. Data is not collected at the national level.