

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI 3

2019 Retention Survey



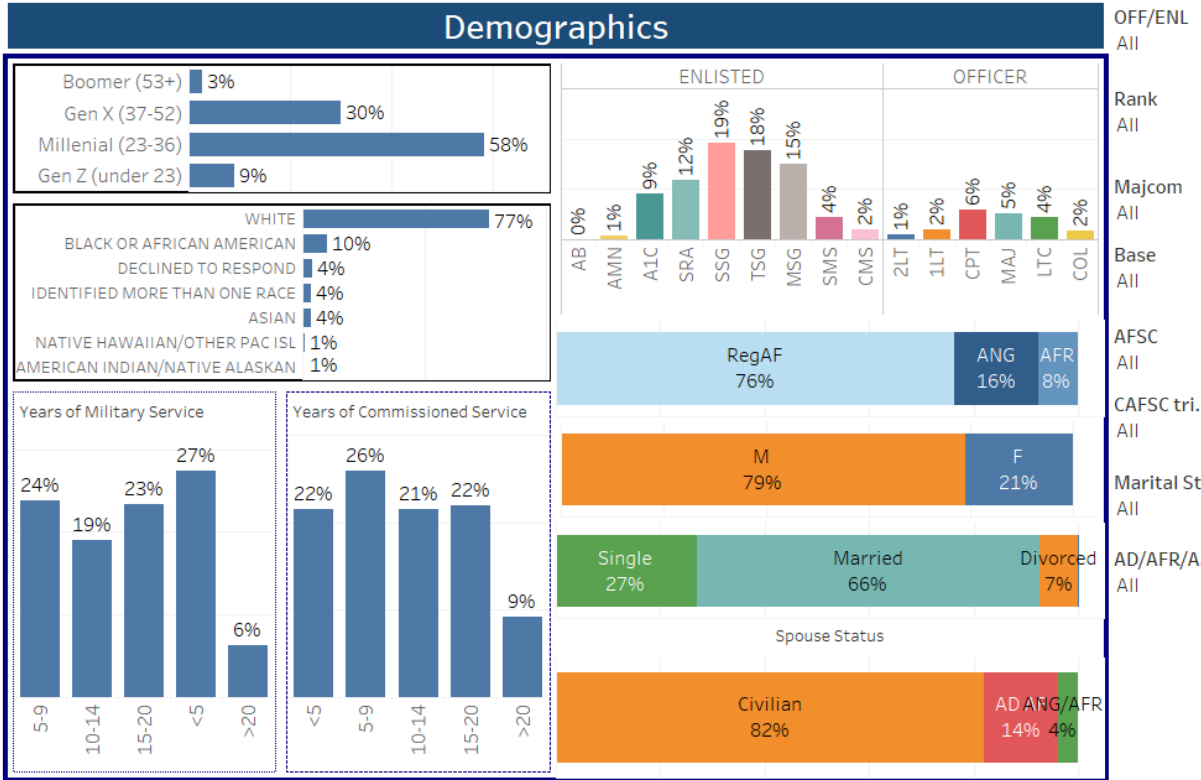
**Human Resources Data, Analytics
and Decision Support**

U.S. AIR FORCE

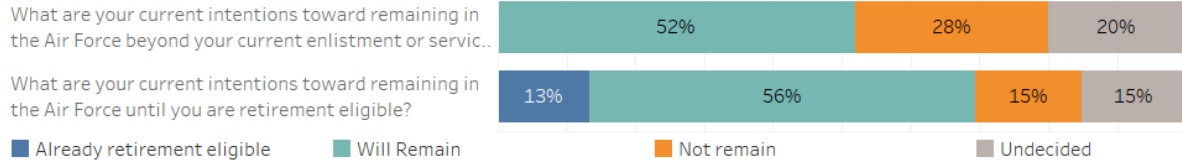


All Survey Demographics

U.S. AIR FORCE



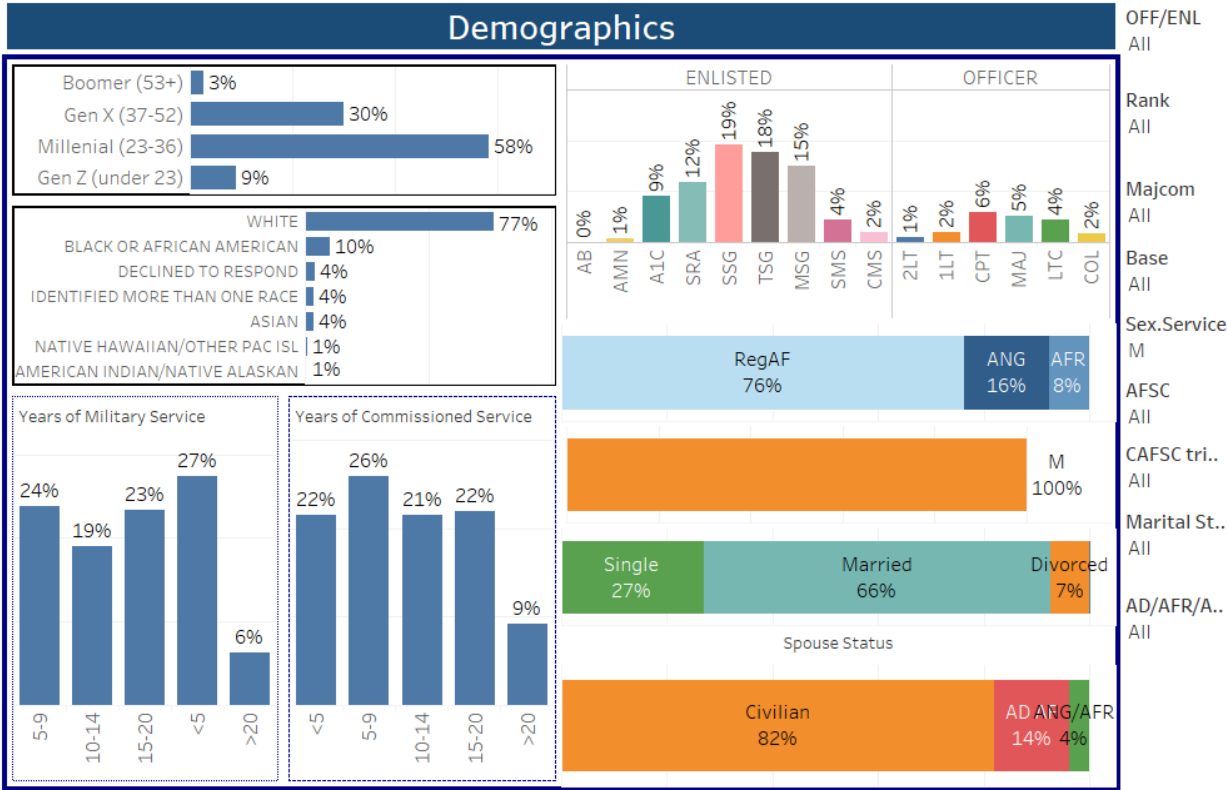
49,867 Responses
3,821 Air Force Reserve
8,017 Air National Guard



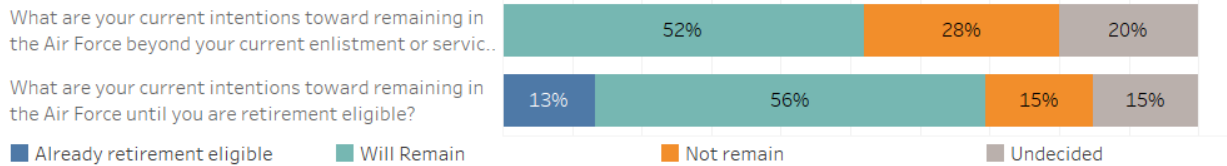


Male Demographics

U.S. AIR FORCE



38,837 Responses
2,728 Air Force Reserve
6,412 Air National Guard

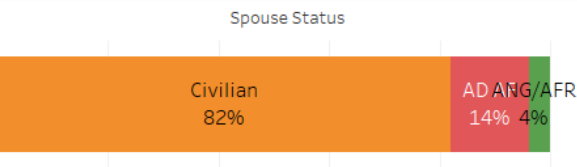
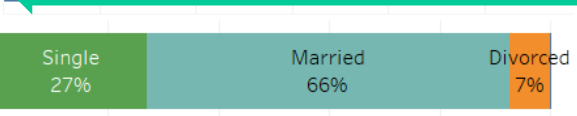
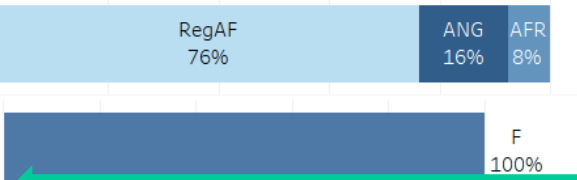
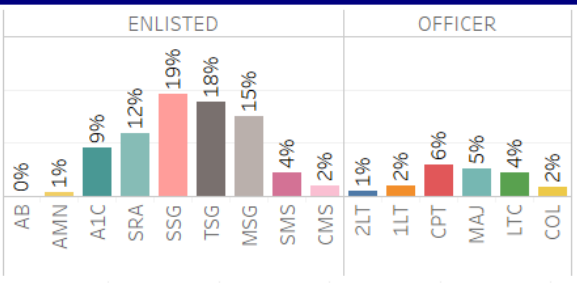
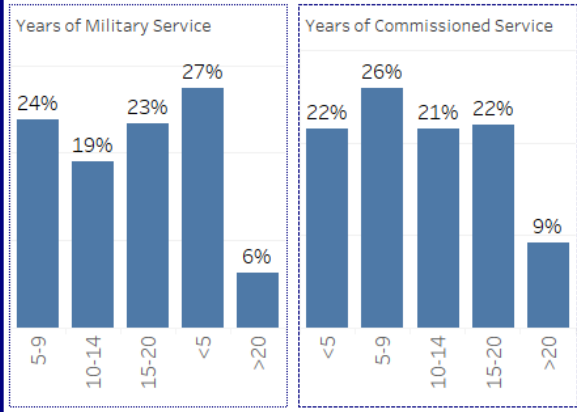
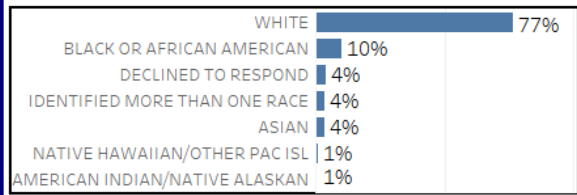
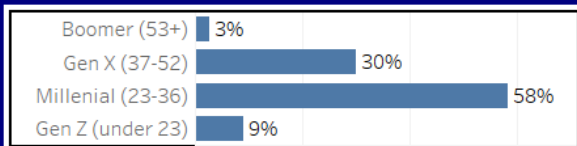




Female Demographics

U.S. AIR FORCE

Demographics



OFF/ENL
All
Rank
All
Majcom
All
Base
All
Sex.Service
F
AFSC
All
CAFSC tri..
All
Marital St..
All
AD/AFR/A..
All

10,507 Responses
1,093 Air Force Reserve
1,605 Air National Guard

Significantly younger in Military service and Commissioned service

48% Mil-Mil vs. 18% for all respondents and 11% for Male respondents



Legend: ■ Already retirement eligible ■ Will Remain ■ Not remain ■ Undecided

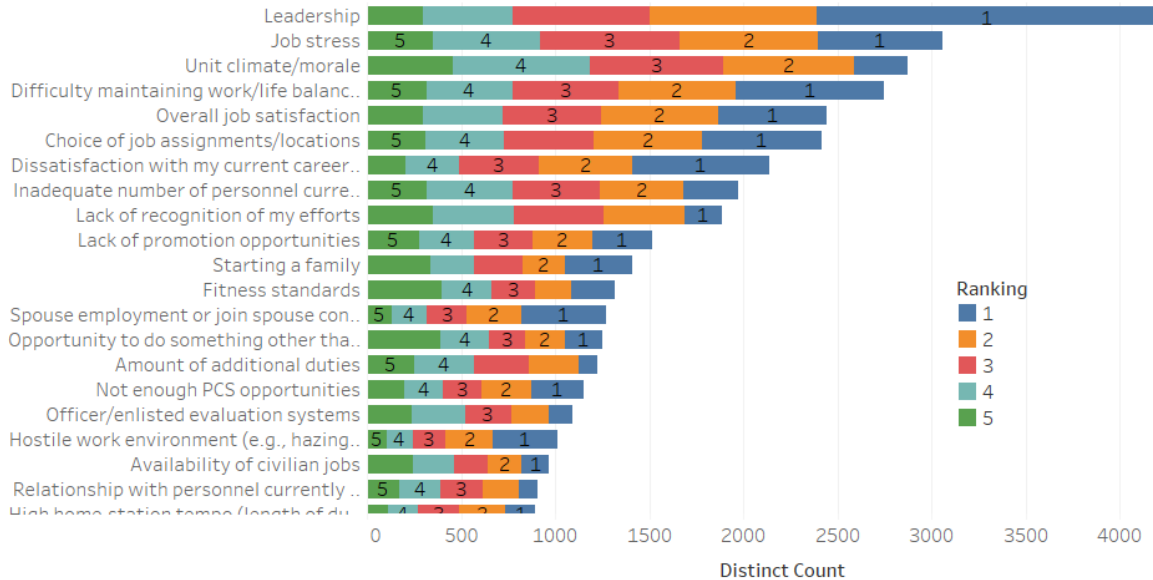


Top Ranked "Leave" Influencers

Females

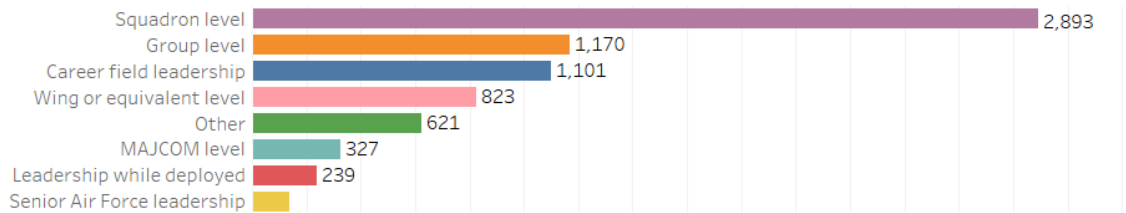
U.S. AIR FORCE

Q30/31 Using the list below, please select up to 5 issues that you personally consider to be top influences to leave the Air Force. Please rank them, with 1 being the strongest influence to leave the Air Force.



1. Leadership (Squadron level leadership selected as #1)
2. Job Stress
3. Unit Climate/morale
4. Difficulty maintaining work/life balance and meeting family commitments
5. Overall job Satisfaction

Q32 You selected "Leadership" as one of your top influences to leave the Air Force. Please select the level(s) of leadership influencing you to leave (select all that apply).



- Notable Differences**
- Availability of civilian jobs: #9 for males, #19 for females
 - Overall compensation and benefits package: #12 for males, #24 for females
 - Lack of recognition of my efforts: #14 for males, #9 for females

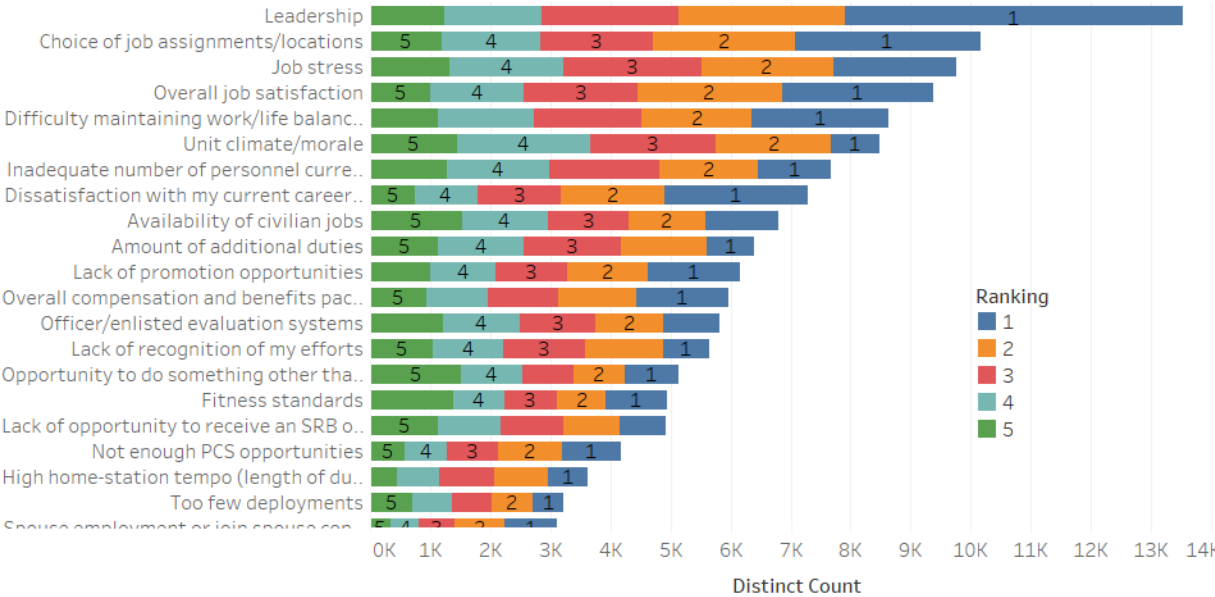


Top Ranked "Leave" Influencers

Males

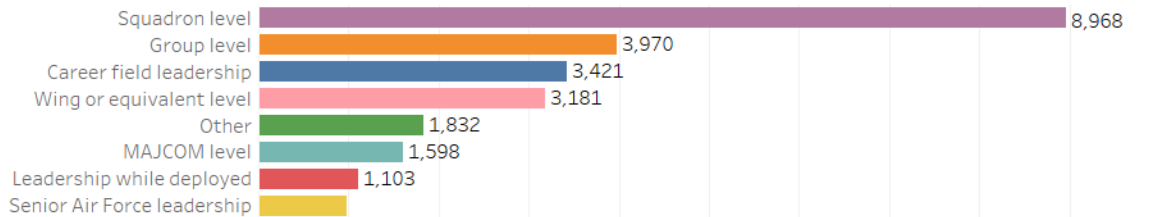
U.S. AIR FORCE

Q30/31 Using the list below, please select up to 5 issues that you personally consider to be top influences to leave the Air Force. Please rank them, with 1 being the strongest influence to leave the Air Force.



1. Leadership (Squadron level leadership selected as #1)
2. Choice of job assignments/locations
3. Job Stress
4. Overall job Satisfaction
5. Difficulty maintaining work/life balance and meeting family commitments

Q32 You selected "Leadership" as one of your top influences to leave the Air Force. Please select the level(s) of leadership influencing you to leave (select all that apply).



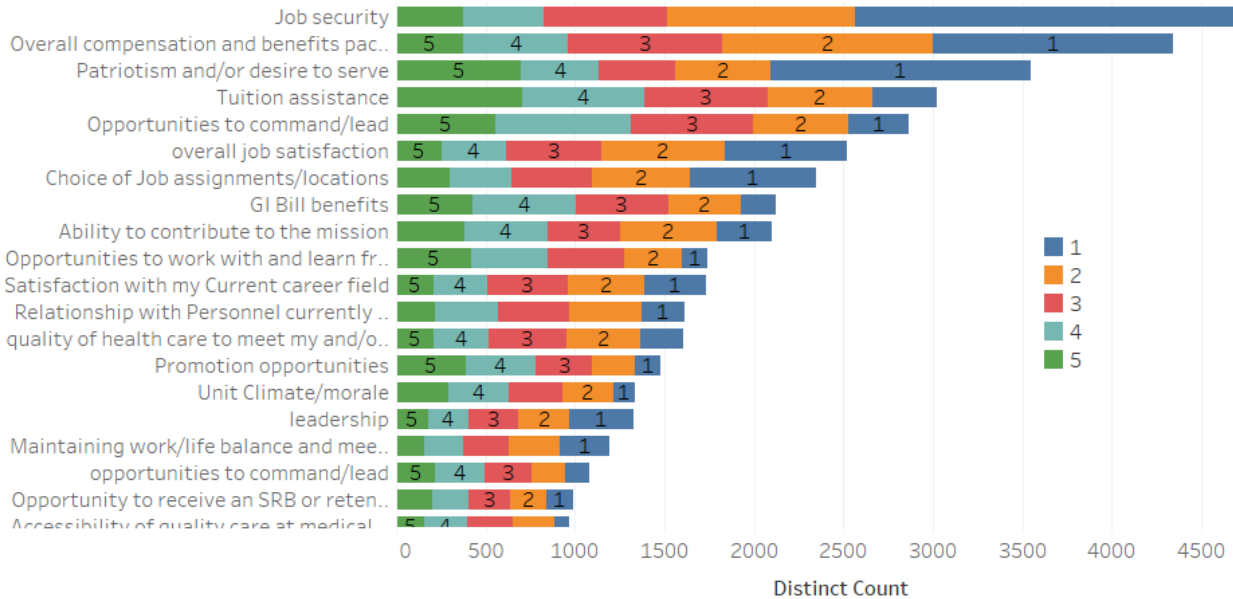


Top Ranked "Stay" Influencers

Females

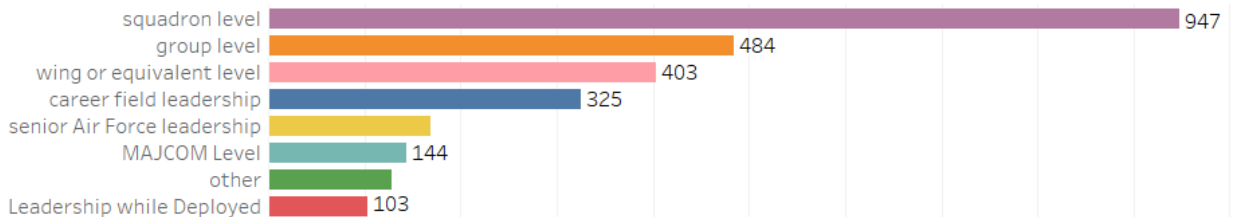
U.S. AIR FORCE

Q34/35 Using the list below, please select up to 5 issues that you personally consider to be top influences to stay in the Air Force. Please rank them, with 1 being the strongest influence to stay in the Air Force.



1. Job Security
2. Overall compensation and benefits package
3. Patriotism and/or desire to serve
4. Tuition assistance
5. Opportunities to command/lead

Q36 You selected "Leadership" as one of your top influences to stay in the Air Force. Please select the level(s) of leadership influencing you to stay (select all that apply).



Notable Differences
 Opportunities to work with and learn from individuals that come from diverse backgrounds: #17 for males, #10 for females

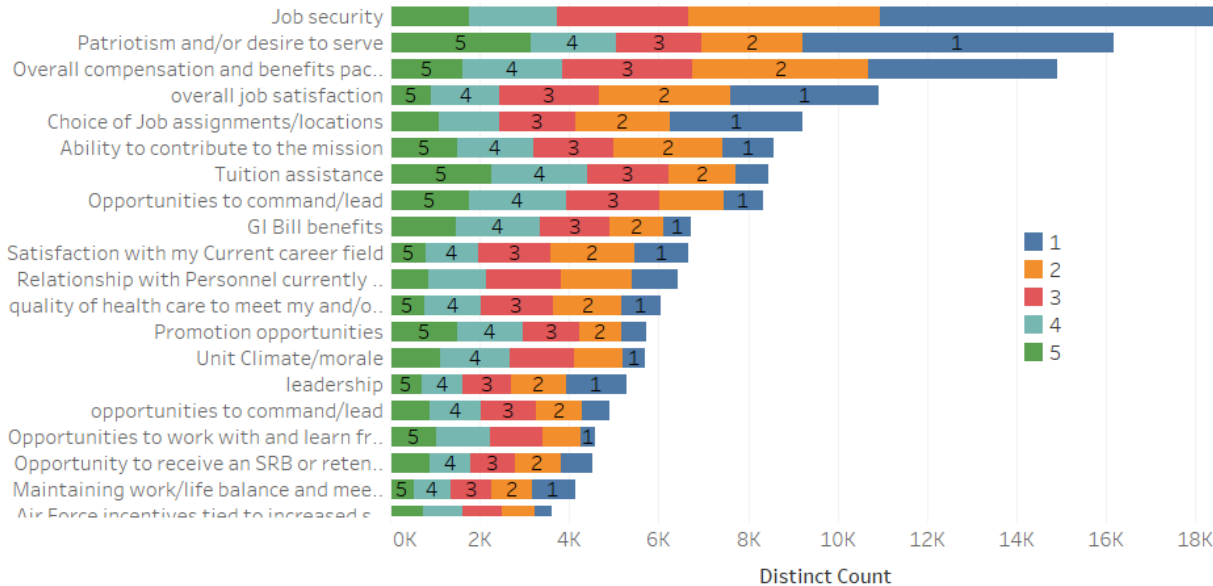


Top Ranked "Stay" Influencers

Males

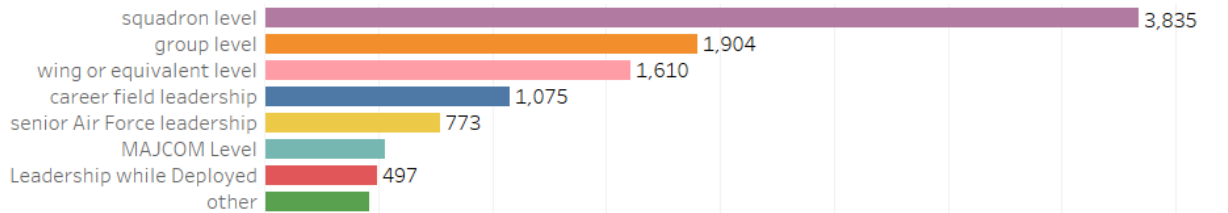
U.S. AIR FORCE

Q34/35 Using the list below, please select up to 5 issues that you personally consider to be top influences to stay in the Air Force. Please rank them, with 1 being the strongest influence to stay in the Air Force.



1. Job Security
2. Patriotism and/or desire to serve
3. Overall compensation and benefits package
4. Overall job satisfaction
5. Choice of job assignments/locations

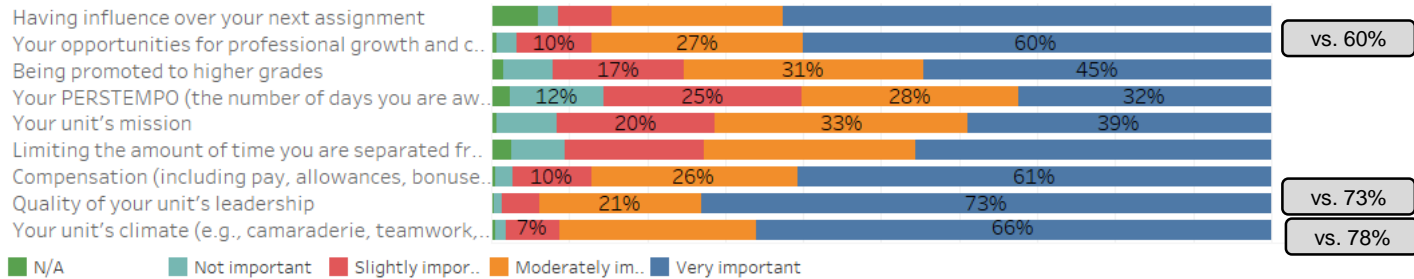
Q36 You selected "Leadership" as one of your top influences to stay in the Air Force. Please select the level(s) of leadership influencing you to stay (select all that apply).



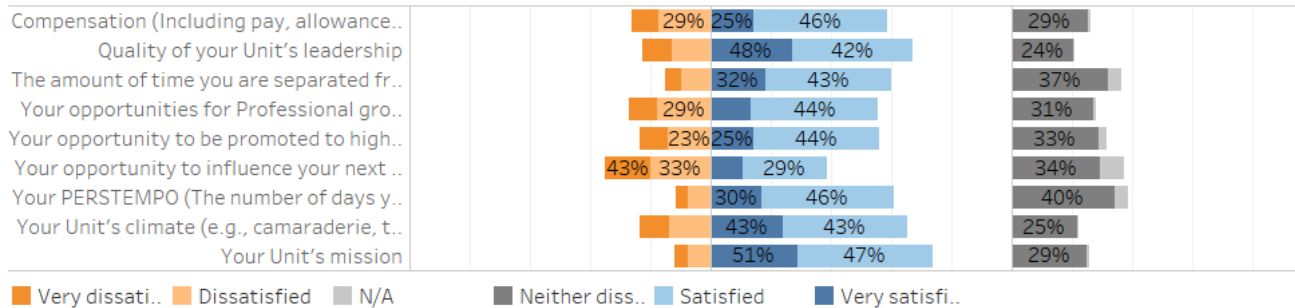


Satisfaction Females

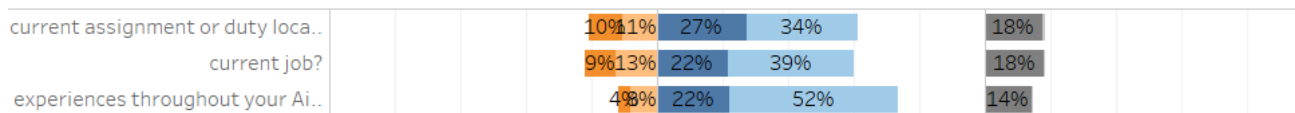
Q2 Please indicate how important each of the following factors are to your career satisfaction



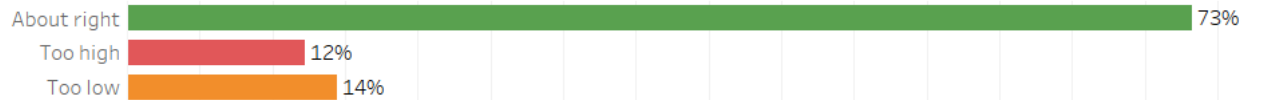
Q3 Please indicate your level of satisfaction with each of the following factors



Q28 Overall, how satisfied are you with your..

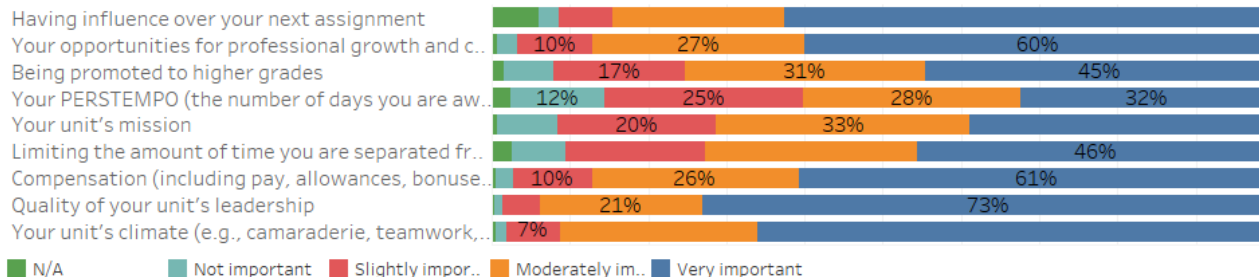


Q5 How would you describe your current PERSTEMPO (PERSTEMPO is the number of days you are away from home for official duty)

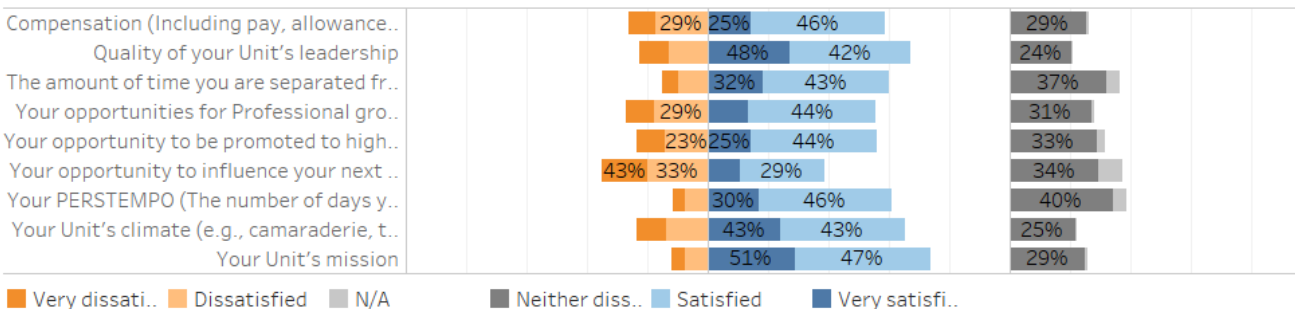




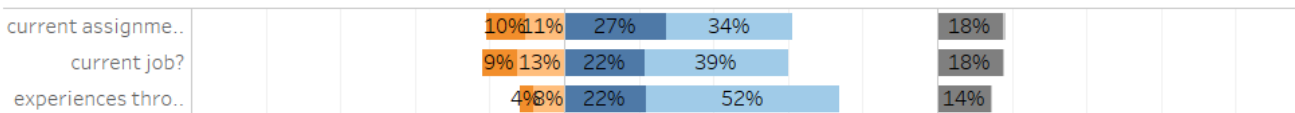
Q2 Please indicate how important each of the following factors are to your career satisfaction



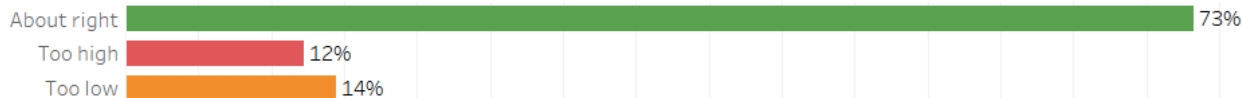
Q3 Please indicate your level of satisfaction with each of the following factors



Q28 Overall, how satisfied are you with your..



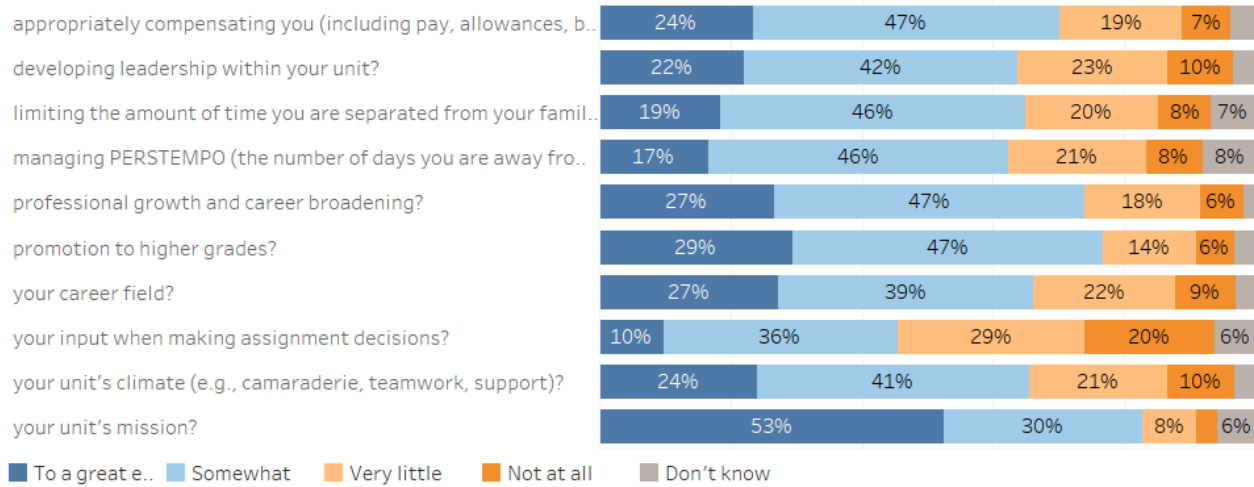
Q5 How would you describe your current PERSTEMPO (PERSTEMPO is the number od days you are away from home for official duty)



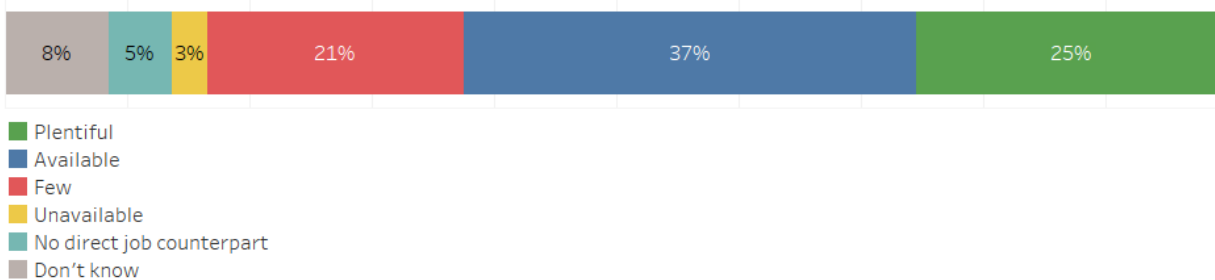


Perception Females

Q4 To what extent do you feel the Air Force values....

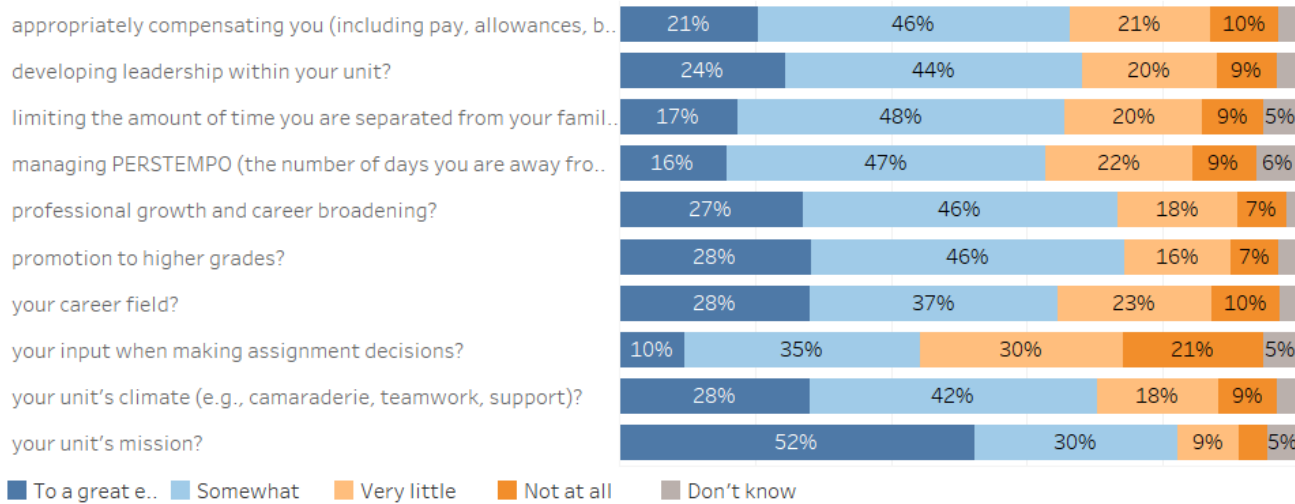


Q12 What is your perception regarding the availability of jobs in the civilian workforce in your current military career field?

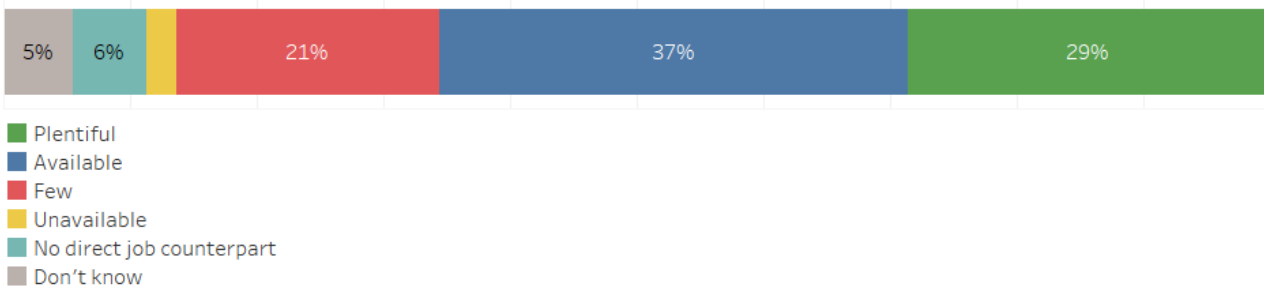




Q4 To what extent do you feel the Air Force values....



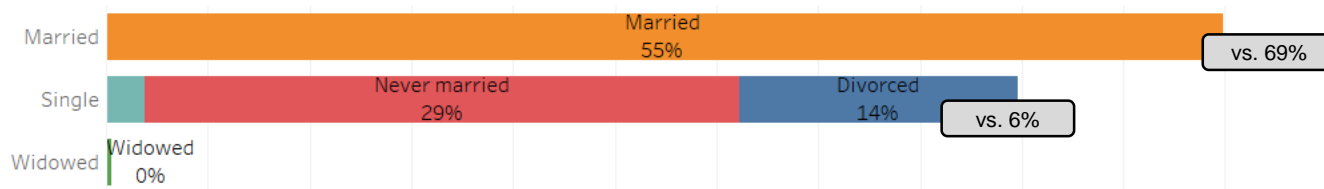
Q12 What is your perception regarding the availability of jobs in the civilian workforce in your current military career field?





Family 1 Females

Q18 What is your current marital status?



Q19 Are you currently in a committed, romantic relationship (of those that answered they were divorced, widowed or never married)

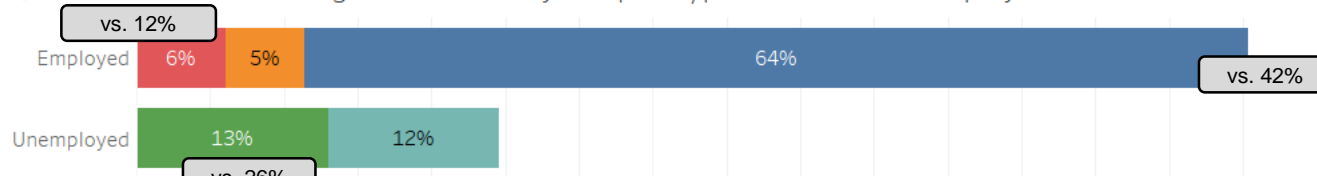


Q20 What is the current status of your spouse/partner?



- Active duty member of another military Service
- Reserve or Guard member
- Active duty Air Force member
- Civilian (not a military member)

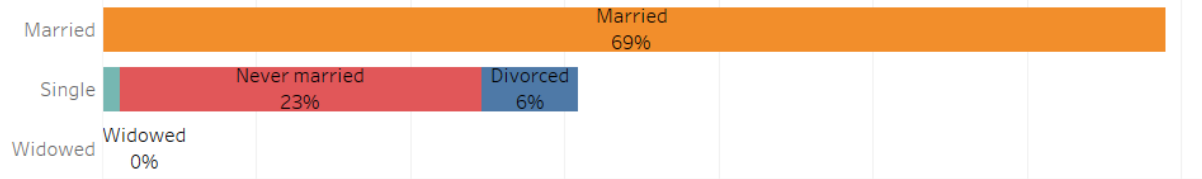
Q22 Which of the following best describes your spouse/partner's current employment status?



- Unemployed; not currently seeking employment
- Unemployed; currently seeking employment
- Employed part-time; not currently seeking full-time
- Employed part-time; currently seeking full-time
- Employed full-time



Q18 What is your current marital status?



Q19 Are you currently in a committed, romantic relationship (of those that answered they were divorced, widowed or never married)



Q20 What is the current status of your spouse/partner?



- Active duty member of another military Service
- Reserve or Guard member
- Active duty Air Force member
- Civilian (not a military member)

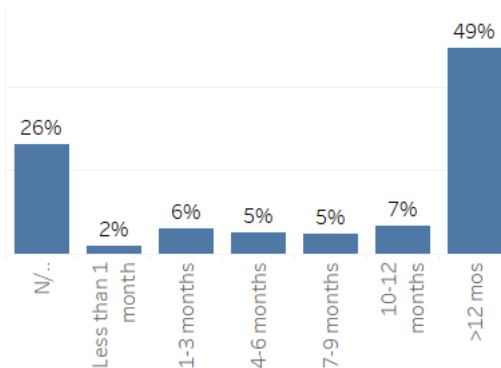
Q22 Which of the following best describes your spouse/partner's current employment status?



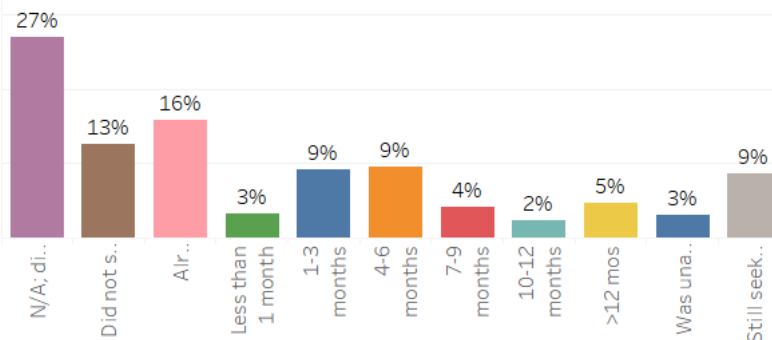
- Unemployed; not currently seeking employment
- Unemployed; currently seeking employment
- Employed part-time; not currently seeking full-time
- Employed part-time; currently seeking full-time
- Employed full-time



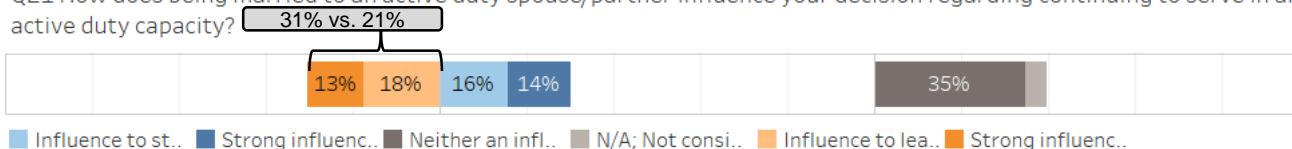
Q23 How long has it been since you completed your most recent PCS?



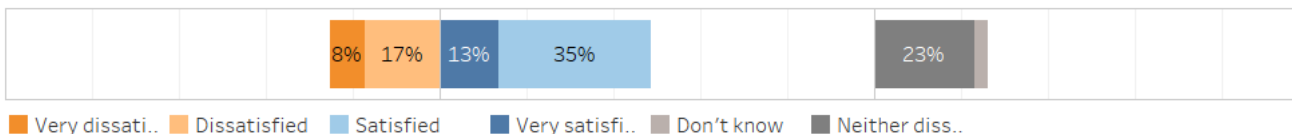
Q24 Following your most recent permanent change of station (PCS) move, how long did it take for your spouse/partner to obtain employment?



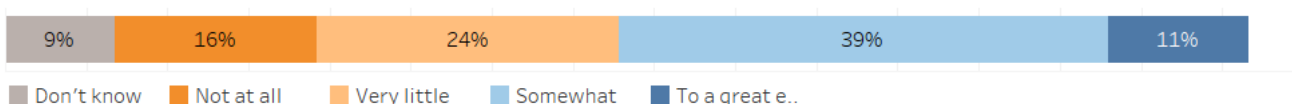
Q21 How does being married to an active duty spouse/partner influence your decision regarding continuing to serve in an active duty capacity?



Q26 How satisfied do you perceive your spouse/partner to be with the Air Force way of life?



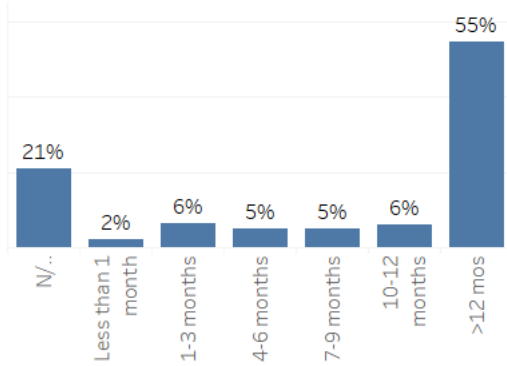
Q27 To what extent do you feel the Air Force values your spouse/partner's satisfaction with the AF way of life?



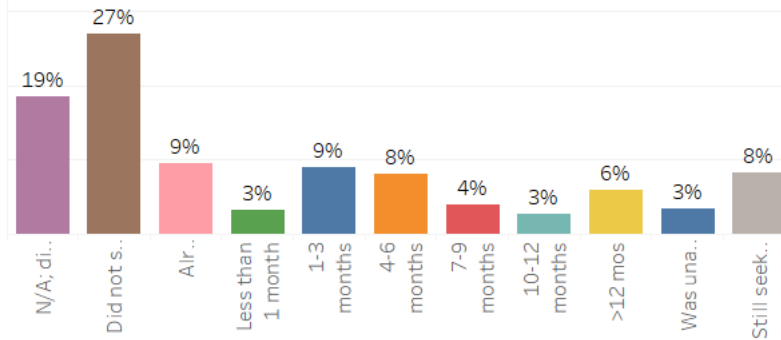


Family 2 Males

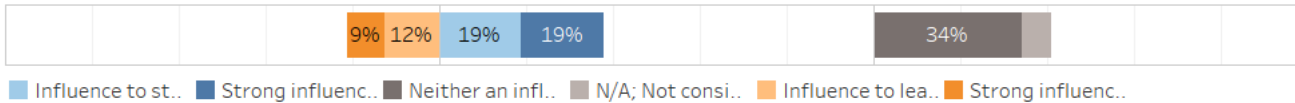
Q23 How long has it been since you completed your most recent PCS?



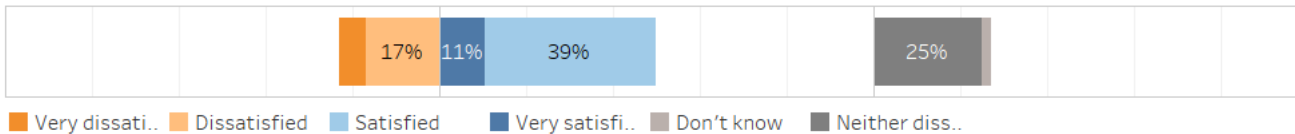
Q24 Following your most recent permanent change of station (PCS) move, how long did it take for your spouse/partner to obtain employment?



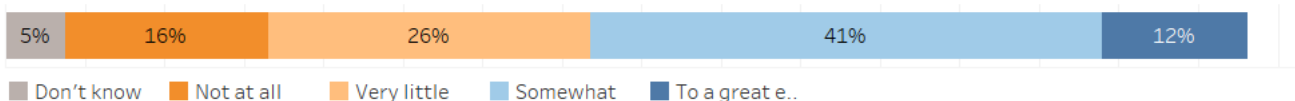
Q21 How does being married to an active duty spouse/partner influence your decision regarding continuing to serve in an active duty capacity?



Q26 How satisfied do you perceive your spouse/partner to be with the Air Force way of life?



Q27 To what extent do you feel the Air Force values your spouse/partner's satisfaction with the AF way of life?



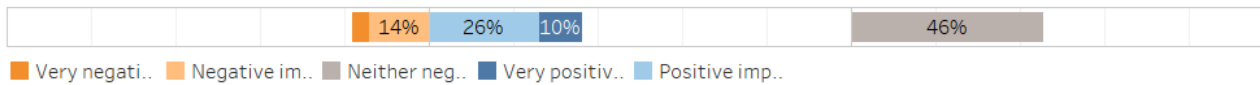


Hot Topics 1 Females

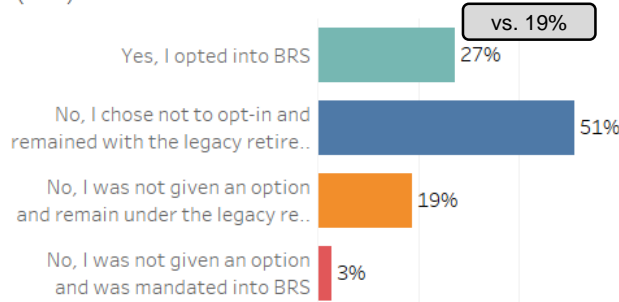
Q8 Have you been assigned as an instructor at any time during your career?



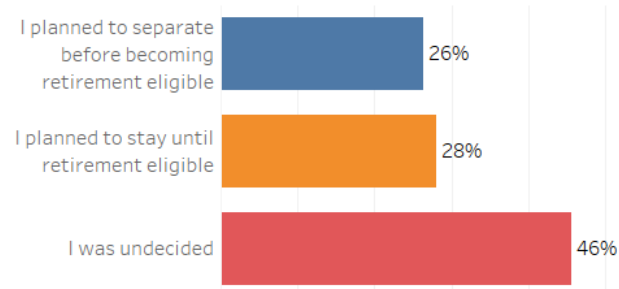
Q9 How did your assignment as an instructor impact your career progression?



Q10 Did you opt-in to the Blended Retirement System (BRS)?



Q11 What were your career intentions before you made your decision to opt-in to the new BRS?



What are your current intentions toward remaining in the Air Force beyond your current enlistment or servic..



What are your current intentions toward remaining in the Air Force until you are retirement eligible?



Legend: Will Remain (teal), Not remain (orange), Undecided (grey), I am already re.. (dark blue)

Q13 Replacing the current OPR with a quantitative evaluation would make opportunities for promotion more fair and equitable

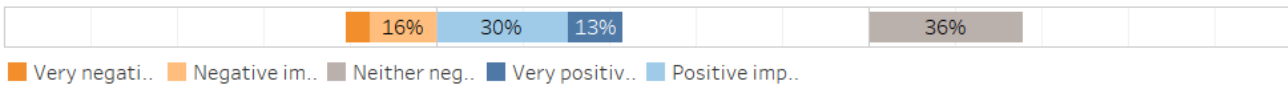




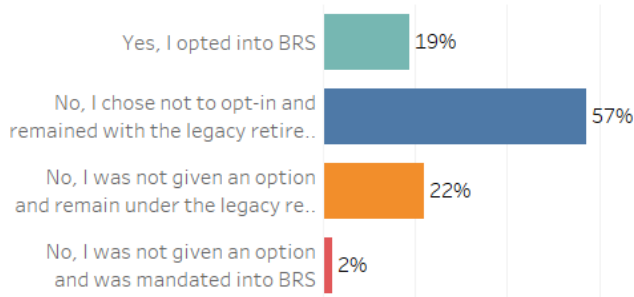
Q8 Have you been assigned as an instructor at any time during your career?



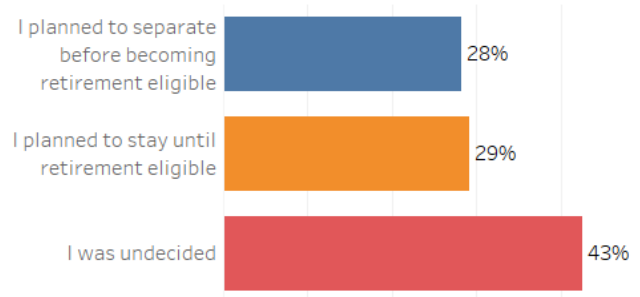
Q9 How did your assignment as an instructor impact your career progression?



Q10 Did you opt-in to the Blended Retirement System (BRS)?



Q11 What were your career intentions before you made your decision to opt-in to the new BRS?



What are your current intentions toward remaining in the Air Force beyond your current enlistment or servic..



What are your current intentions toward remaining in the Air Force until you are retirement eligible?



Q13 Replacing the current OPR with a quantitative evaluation would make opportunities for promotion more fair and equitable

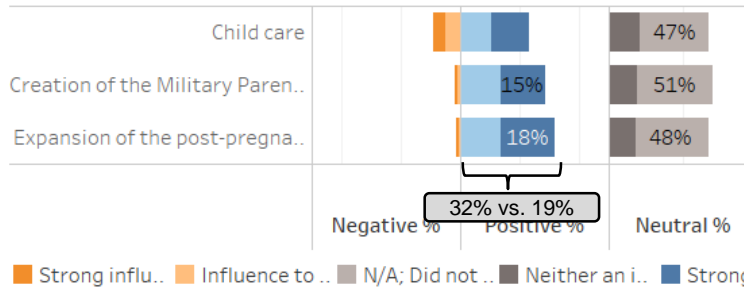




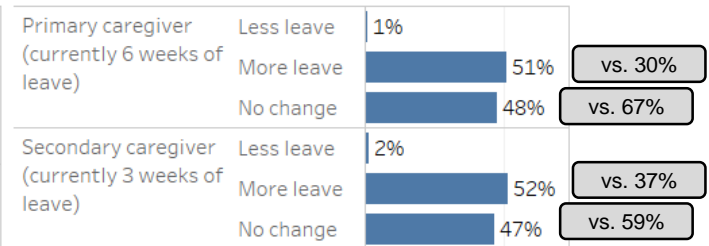
Hot Topics 2

Females

Q50 How do each of the following influence your decision regarding remaining in the Air Force beyond your current enlistment or service commitment?

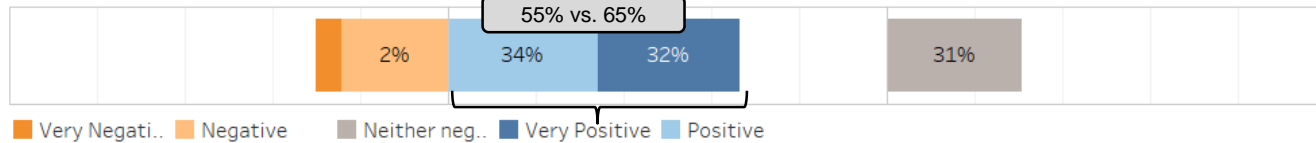


Q54 Please indicate how the Air Force should adjust the amount of leave for each caregiver under the new Military Parental Leave Program



Legend: Strong influ.. Influence to.. N/A; Did not.. Neither an i.. Strong influ.. Influence to..

Q53 What is your perception of the new Military Parental Leave Program?

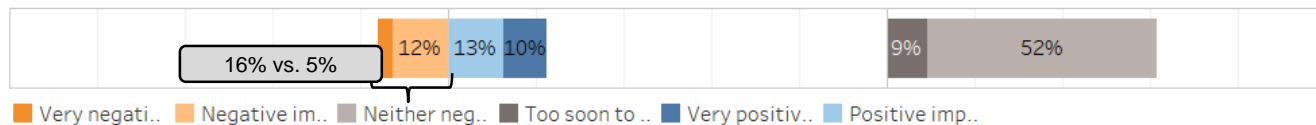


Legend: Very Negati.. Negative Neither neg.. Very Positive Positive

Q51 Please indicate whether you have taken leave under the new Military Parental Leave Program and, if so, the type of leave taken (select all that apply)



How did taking leave under the new Military Parental Leave Program impact your career progression?



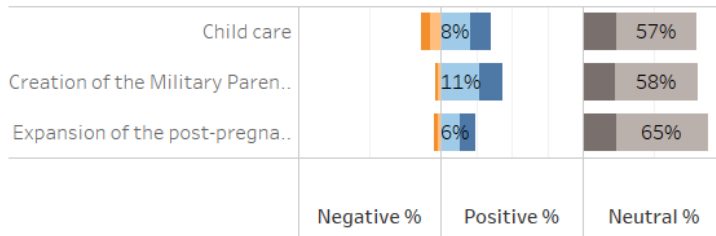
Legend: Very negati.. Negative im.. Neither neg.. Too soon to.. Very positiv.. Positive imp..



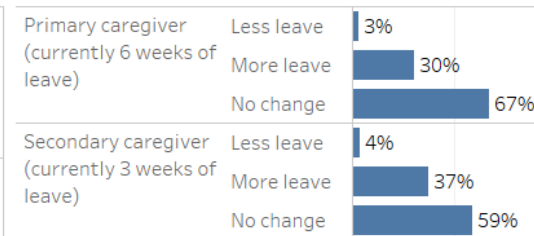
Hot Topics 2

Males

Q50 How do each of the following influence your decision regarding remaining in the Air Force beyond your current enlistment or service commitment?

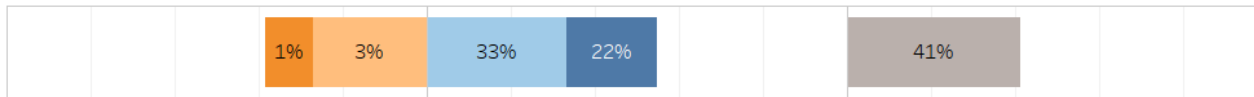


Q54 Please indicate how the Air Force should adjust the amount of leave for each caregiver under the new Military Parental Leave Program



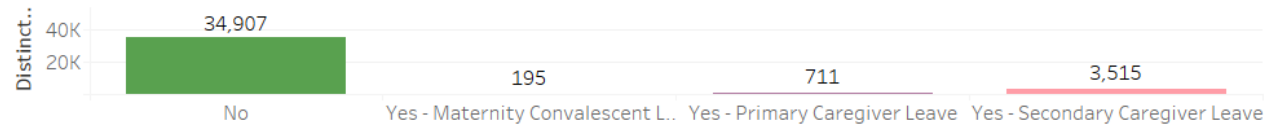
Legend: Strong influence (dark blue), Influence to... (light blue), N/A; Did not... (grey), Neither an... (dark grey), Strong influ... (medium blue), Influence to... (light blue)

Q53 What is your perception of the new Military Parental Leave Program?



Legend: Very Negative (dark orange), Negative (orange), Neither neg. (grey), Very Positive (dark blue), Positive (light blue)

Q51 Please indicate whether you have taken leave under the new Military Parental Leave Program and, if so, the type of leave taken (select all that apply)



How did taking leave under the new Military Parental Leave Program impact your career progression?



Legend: Very negative (dark orange), Negative imp. (orange), Neither neg. (grey), Too soon to... (dark grey), Very positiv. (dark blue), Positive imp. (light blue)



Lactation rooms Females only

Q56 Is a lactation room or space to express milk available for your use in your work area, if needed?



Q57 How does the availability (or lack of) a lactation room or space to express your milk influence your decision regarding remaining in the Air Force beyond your current enlistment or service commitment?



- Strong influence to leave
- Influence to leave
- N/A; Not considering
- Neither an influence to stay nor leave
- Strong influence to stay
- Influence to stay