National Guard
DACOWITS RFI Q2

Retention of Women

Response Provided by:
National Guard Bureau, Office of Diversity, Equity and Inclusion

Annual Retention Rates - ANG

Rank	Male Retention Rates					Female Retention Rates				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
GO	78.5%	84.0%	83.1%	87.8%	82.1%	73.1%	90.9%	96.7%	90.9%	88.9%
Col	88.1%	87.4%	90.4%	84.7%	85.0%	90.3%	83.4%	87.4%	89.9%	90.9%
Lt Col	90.6%	91.4%	91.5%	88.0%	89.4%	91.4%	92.5%	90.6%	89.8%	91.5%
Maj	93.6%	95.1%	95.6%	94.3%	94.8%	92.8%	93.6%	94.5%	92.6%	94.1%
Capt	95.4%	96.6%	97.0%	95.0%	96.3%	92.6%	94.2%	94.8%	93.7%	94.4%
2dLt	97.3%	98.1%	98.5%	97.6%	98.0%	94.8%	96.3%	96.3%	95.3%	96.8%
1stLt	98.2%	98.7%	99.2%	98.3%	98.3%	96.4%	97.6%	99.0%	96.6%	97.9%
CMSgt	85.7%	85.1%	85.5%	80.2%	83.9%	86.5%	83.6%	87.7%	83.5%	79.9%
SMSgt	89.7%	90.1%	91.2%	88.5%	88.9%	90.4%	90.8%	90.2%	86.8%	89.2%
MSgt	91.5%	91.2%	92.8%	91.1%	91.6%	92.1%	92.0%	92.6%	92.0%	92.8%
TSgt	93.6%	94.0%	94.6%	92.7%	94.5%	93.3%	93.5%	94.5%	92.3%	93.5%
SSgt	89.9%	91.3%	92.7%	91.2%	93.4%	90.2%	90.6%	91.8%	90.0%	92.0%
SrAmn	86.5%	88.7%	89.9%	88.5%	93.4%	88.9%	89.6%	91.6%	89.5%	93.6%
A1C	88.0%	92.9%	93.5%	91.0%	94.2%	86.9%	92.8%	92.3%	90.2%	94.0%
Amn	89.7%	92.1%	93.0%	91.5%	92.5%	91.4%	94.2%	93.7%	88.8%	90.7%

FY2023	Male	Female
Retention Rate	92.8%	92.6%

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Annual Retention Rates - ARNG

Total Reenlistment Rate by Grade

Female

	E1	E2	E3	E4	E5	E6	E7	E8	E9
2019	0.0%	0.1%	0.7%	5.6%	9.3%	11.6%	11.2%	8.4%	3.5%
2020	0.0%	0.4%	1.4%	6.8%	10.3%	11.4%	10.3%	7.3%	6.0%
2021	0.6%	0.3%	1.9%	8.3%	12.5%	13.4%	11.4%	8.3%	6.6%
2022	0.5%	0.3%	1.2%	5.6%	8.7%	11.6%	10.8%	6.8%	3.6%
2023	0.7%	1.1%	2.6%	7.0%	10.5%	13.2%	10.8%	7.6%	3.6%

Males

	E1	E2	E3	E4	E5	E6	E7	E8	E9
2019	0.0%	0.7%	4.0%	26.9%	48.0%	69.5%	84.5%	71.0%	76.9%
2020	1.5%	3.6%	5.5%	31.8%	52.7%	71.7%	70.1%	64.8%	86.8%
2021	2.4%	3.7%	8.1%	37.3%	59.9%	76.1%	74.7%	66.0%	61.7%
2022	2.6%	3.2%	5.7%	24.5%	39.2%	62.0%	67.8%	62.9%	74.5%
2023	7.5%	5.4%	10.5%	31.3%	46.3%	67.0%	68.6%	66.7%	67.6%

Total Reenlistment Rate

	F	M	Total
2019	7.2%	39.2%	46.5%
2020	8.1%	43.1%	51.2%
2021	9.7%	48.6%	58.4%
2022	7.2%	35.2%	42.3%
2023	8.7%	41.6%	50.3%

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AFSC With Lowest Retention Rate

- The Air National Guard (ANG) at the National level does not track or gather retention data by AFSC and therefore have not identified any factors that impact retention of women that are different from men

- ANG – Has not identified any factors that impact retention of women that are different from men

- Army National Guard (ARNG)– Factors that impact retention of women in the ARNG closely align with factors that impact men

Efforts to Improve Retention of Women

- The ANG strives to retain all members and nothing in place specifically aimed at retaining women

- The ARNG is mindful of retention populations and strive to provide information and materials that demonstrate the value of continued service

➢ The ANG views retention as a Commander's program. On the National level ANG does not track reasons individuals separate from the ANG. Additionally, exit surveys are conducted at the Wing level.

➢ The ARNG launched an updated retention survey in August 2023 also using ARNGs "Exit" survey. These surveys are designed to gather data on Service Member satisfaction with serving in the ARNG, including their likes and dislikes about their service. Results from these surveys help inform policies, resource decisions and reduce losses. These results can be filtered by gender and/or rank

Top Reasons Members Leave the National Guard

➢ Top reasons Service Members cite for exiting the ARNG are:
- Interference with civilian employment
- Impact on family/Operational Tempo cited equally
- Ineffective leadership (Females more often than males)
- Service connected medical issues
- Lack of satisfaction/boredom (duties no longer fulfilling)

➢ Female Officers more likely to leave for another branch of service

➢ Male Officers and E7-E9s mostly for retirement

Top 3 #1 Reasons for Leaving the ARNG by Gender						
	Interference with Civilian Employment	Impact on Family	Ineffective Leadership	Retirement	Desire to join another service	Optempo more than expected
Male (M)	1	2	3			
(M) E1-E4	1	2	3			
(M) E5-E6	1	2	3			
(M) E7-E9		3	2	1		3
(M) Off/WO		3		1	2	
Female (F)	3	1	2			
(F) E1-E4	3	1	2			
(F) E5-E6	3	1	2			
(F) E7-E9	3		2	1		
(F) Off/WO		2		3	1	

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Top Reasons Members Leave the National Guard

Top 3 #1 Reasons for Leaving the ARNG by Rank						
	Interference with Civilian Employment	Impact on Family	Ineffective Leadership	Retirement	Desire to join another service	Optempo more than expected
E1-E4	1	2	3			
E5-E6	1	2	3			
E7-E9	2	3		1		3
Off/WO		3		1	2	

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➢ The Army National Guard periodically reviews Exit survey data, however; the response rates are too low to conduct a confident analysis of the survey data. To increase responses from the field:

    - ARNG is launching a campaign to publish heatmaps that depict State participation (States have ability to view & download their data & conduct internal analysis)

    - Increasing State reporting to monthly, allowing for more frequent reviews/analysis, providing firm data