

Headquarters, U.S. Space Force



USSF

Space Force Retention Initiatives

S1P

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Space Force Annual Retention Rates FY22-FY23

Enlisted Retention By Gender		
Fiscal Year	F	M
FY22	95.25%	96.23%
FY23	92.75%	92.48%

- FY23 Female enlisted retention rate (92%)
- FY23 Male enlisted retention rate (92%)

Officer Retention By Gender		
Fiscal Year	F	M
FY22	98.47%	98.88%
FY23	93.52%	94.59%

- FY23 Female officer retention rate (93%)
- FY23 Male officer retention rate (95%)

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Space Force Annual Retention Rates (Officer) FY22-FY23

Officer Female Retention Rate By Grade		
GRADE	FY22	FY23
O1	96.48%	98.68%
O2	97.67%	96.00%
O3	98.64%	88.35%
O4	100.00%	97.33%
O5	100.00%	94.00%
O6	100.00%	80.77%

Officer Male Retention Rate By Grade		
GRADE	FY22	FY23
O1	96.92%	99.19%
O2	99.37%	96.26%
O3	98.46%	94.26%
O4	99.43%	96.71%
O5	99.59%	91.08%
O6	100.00%	85.41%

- When comparing the FY23 retention rates between male & female officers, the largest variance was in the grade of O-3 (5.91%)



Space Force Annual Retention Rates (Enlisted) FY22-FY23

ENLISTED Female Retention Rate By Grade		
GRADE	FY22	FY23
E1	86.67%	100.00%
E2	100.00%	94.87%
E3	94.62%	96.88%
E4	90.74%	84.68%
E5	95.08%	91.28%
E6	97.53%	95.65%
E7	100.00%	95.60%
E8	94.12%	93.75%
E9	100.00%	69.23%

ENLISTED Male Retention Rate By Grade		
GRADE	FY22	FY23
E1	89.60%	96.30%
E2	93.59%	96.77%
E3	97.57%	98.13%
E4	94.90%	86.27%
E5	96.05%	92.09%
E6	97.76%	95.68%
E7	98.77%	89.62%
E8	94.83%	83.15%
E9	91.67%	84.38%

- When comparing the FY23 retention rates between male & female enlisted guardians, the largest variance was in the grade of E-9 (15.15%)



Space Force Annual Retention Rates Enlisted SFSC

FY23 Enlisted Female Lowest Retention	
SFSC	Retention
5C0	92.94%
5I0	100.00%
5I1	100.00%
5I2	93.15%
5I4	94.87%
5I8	83.33%
5S0	89.45%
5Z8	93.75%
5Z9	69.23%

FY23 Enlisted Male Lowest Retention	
SFSC	Retention
5C0	93.54%
5I0	96.97%
5I1	97.73%
5I2	92.86%
5I4	97.26%
5I8	95.24%
5S0	90.50%
5Z8	83.33%
5Z9	84.38%

- In FY23, the enlisted SFSC with the lowest female retention is 5Z9 (Space Operations CEM)
 - This retention rate is 22.77 percentage points lower than the overall FY23 enlisted retention rate of 92%
- In FY23, the enlisted SFSC with the lowest male retention rate is 5Z8 (Space Operations Supt)
 - This retention rate is 8.67 percentage points lower than the overall FY23 enlisted retention rate of 92%

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Space Force Annual Retention Rates

Officer SFSC

FY23 Officer Female Lowest Retention	
SFSC	Retention
13S	92.92%
14N	94.59%
17S	91.89%
62E	96.43%
63A	92.86%

FY23 Officer Male Lowest Retention	
SFSC	Retention
13S	93.45%
14N	95.20%
17S	95.70%
62E	96.52%
63A	93.83%

- In FY23, the officer AFSC with the lowest female retention is 17S (Cyber Effects Operations)
 - This retention rate is 2.11 percentage points lower than the overall FY23 officer retention rate of 94%
- In FY23, the officer AFSC with the lowest male retention is 13S (Space Operations)
 - This retention rate is .55 percentage points lower than the overall FY23 officer retention rate of 94%

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Retention Survey Results

- The top 3 influences to leave were:
 - Male: **Compensation, Job/Assignment Locations, Work/Life Balance**
 - Female: **Spouse Employment/Join Spouse, Work/Life Balance, Overall Job Satisfaction**
- The top influence to leave for both male and female officers is **job/assignment locations**.
- The top influence to leave for both male and female enlisted is **compensation**.

Note: DAF conducted a retention survey in FY22. Description included in back-up slides

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Improvement Efforts

- Continue to mature USSF retention program to include the review of survey questions to better understand connections with policies, programs, and Guardian needs.
- Caregiver separation provision - Allows mil-to-mil Space Force couples to apply for voluntary separation or make the decision to stay in the military after the birth or adoption of a child. Applications for separation are accepted up to 12 months after birth of child or adoption.
- Masked pregnancy in medical records for Space Force personnel to maintain information privacy and allow women the space to make family and career decisions (members must notify commanders no later than 20 weeks into pregnancy).
- USSF utilizes monetary and non-monetary incentives to inspire Guardians to continue to serve (e.g., selective reenlistment bonus opportunities in critical areas, minimum service obligation to transfer to USSF, curtailing of early out program opportunities during the initial build to Service sustainment).
- USSF continues to explore initiatives to address anticipated inventory gaps (due to standing up a new Service) and retain high quality Guardians.

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USSF Retention Rate by Rank and Gender

Rank	Overall Retention Ratio			Female Retention Ratio			Male Retention Ratio		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
E1	100.0%	38.5%	13.3%		75.0%	0.0%	100.0%	31.8%	21.1%
E2	100.0%	89.7%	83.8%	100.0%	66.7%	100.0%	100.0%	92.3%	80.0%
E3	100.0%	97.7%	97.3%	100.0%	100.0%	95.3%	100.0%	97.2%	97.9%
E4	100.0%	99.5%	95.8%	100.0%	99.2%	94.0%	100.0%	99.6%	96.2%
E5	100.0%	99.7%	97.1%	100.0%	100.0%	95.7%	100.0%	99.7%	97.4%
E6	100.0%	99.8%	98.4%	100.0%	98.9%	98.5%	100.0%	100.0%	98.4%
E7	100.0%	100.0%	98.6%	100.0%	100.0%	100.0%	100.0%	100.0%	98.3%
E8	100.0%	100.0%	95.4%	100.0%	100.0%	97.1%	100.0%	100.0%	94.8%
E9	100.0%	100.0%	93.2%	100.0%	100.0%	94.1%	100.0%	100.0%	92.9%
O1	100.0%	100.0%	98.6%	100.0%	100.0%	98.6%	100.0%	100.0%	98.6%
O2	100.0%	100.0%	99.8%	100.0%	100.0%	99.3%	100.0%	100.0%	100.0%
O3	100.0%	99.9%	98.6%	100.0%	99.6%	97.3%	100.0%	100.0%	98.8%
O4	100.0%	100.0%	99.8%	100.0%	100.0%	100.0%	100.0%	100.0%	99.8%
O5	100.0%	99.8%	99.7%	100.0%	100.0%	100.0%	100.0%	99.8%	99.7%
O6	100.0%	100.0%	99.2%	100.0%	100.0%	100.0%	100.0%	100.0%	99.1%
O7	100.0%	100.0%	100.0%				100.0%	100.0%	100.0%
O8	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%
O9	100.0%	100.0%	85.7%	100.0%	100.0%	100.0%	100.0%	100.0%	80.0%
O10	100.0%	100.0%	100.0%				100.0%	100.0%	100.0%

a. Provide annual retention rates for each paygrade in aggregate, and by gender for Fiscal Years 2019-2023.

Data provided by SAF/DI and is current as of 30 Sep 2023

Source: MilPDS



USSF

Back up Slides

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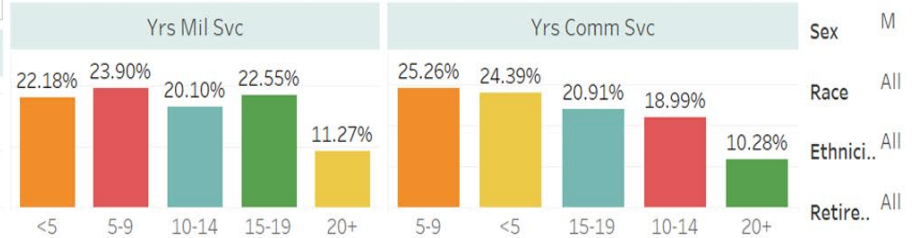
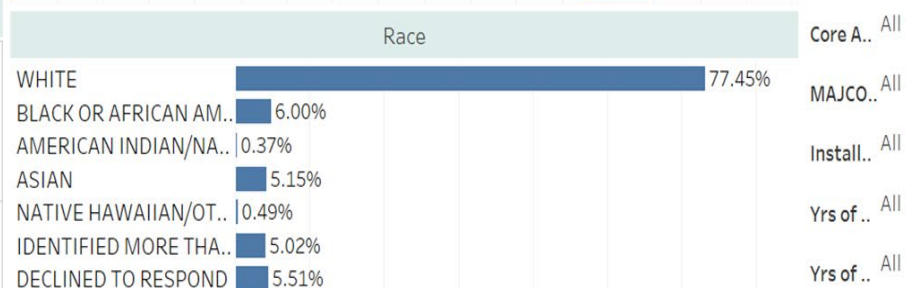
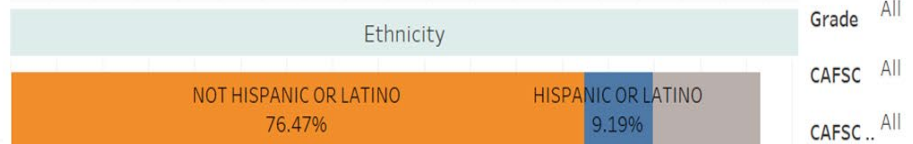
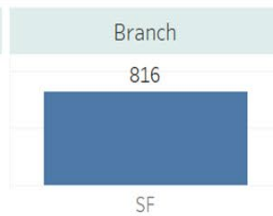
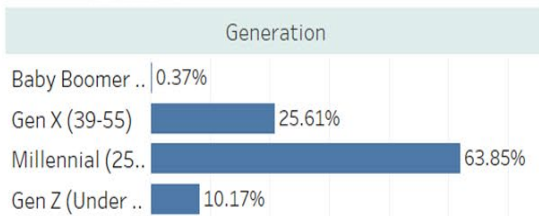
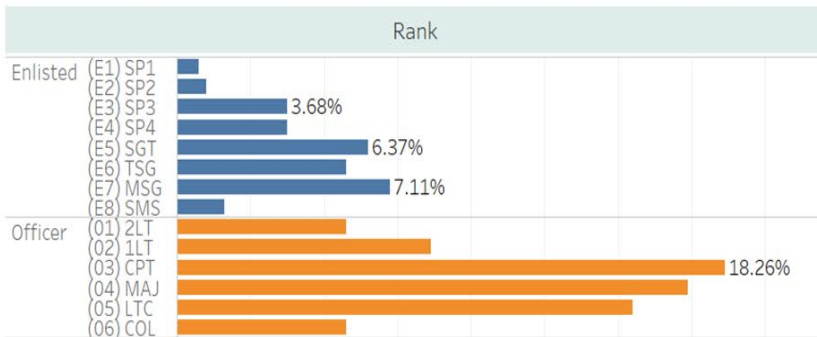
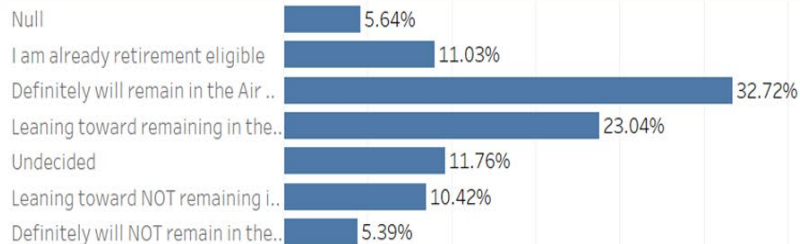


Male Demographics

MoE = 3.43%
n = 816

Demographics

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

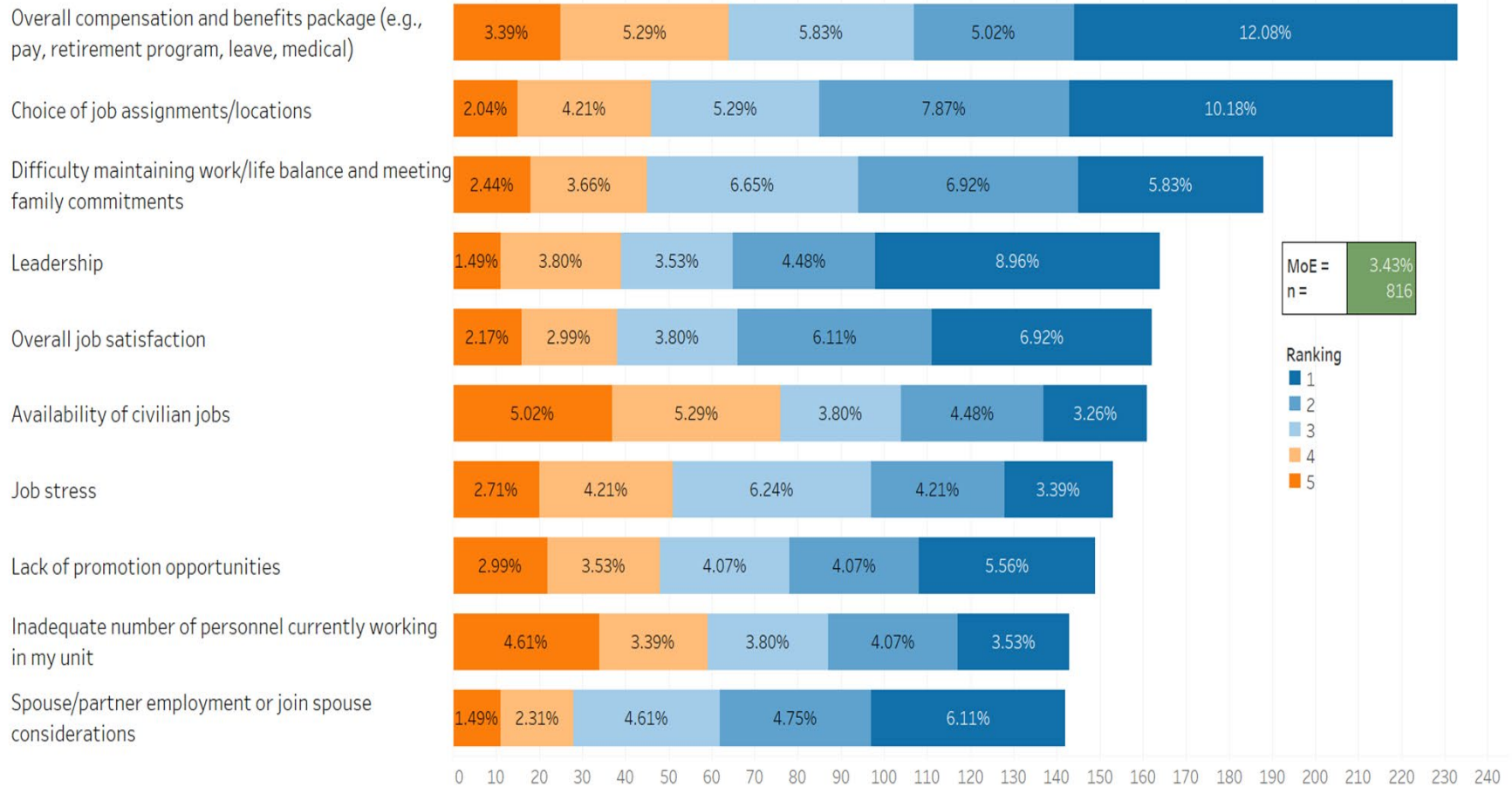


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Male Top 10 Leave Reasons

Top Influences to Leave



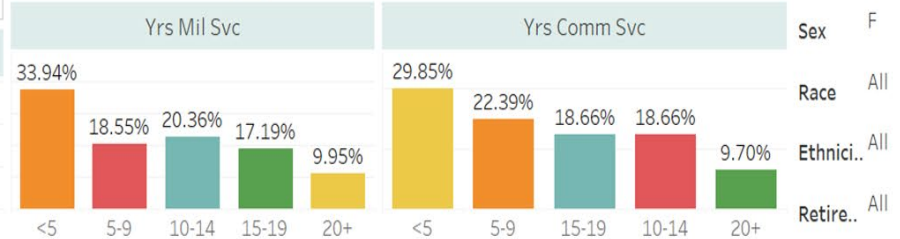
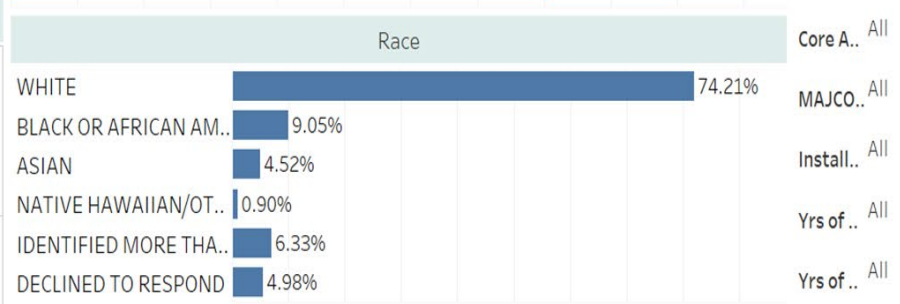
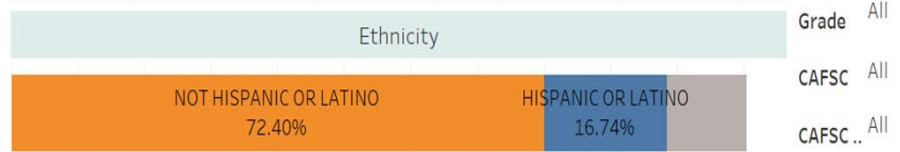
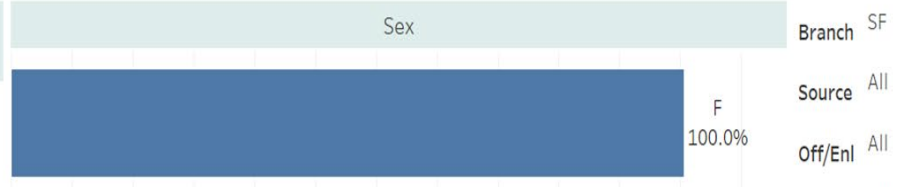
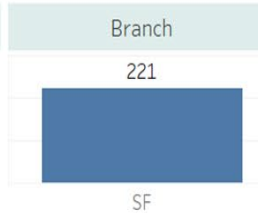
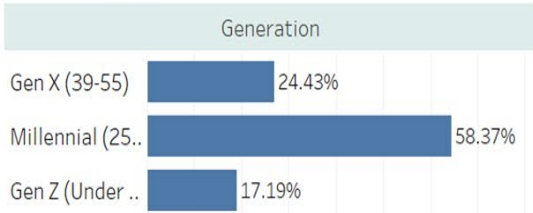
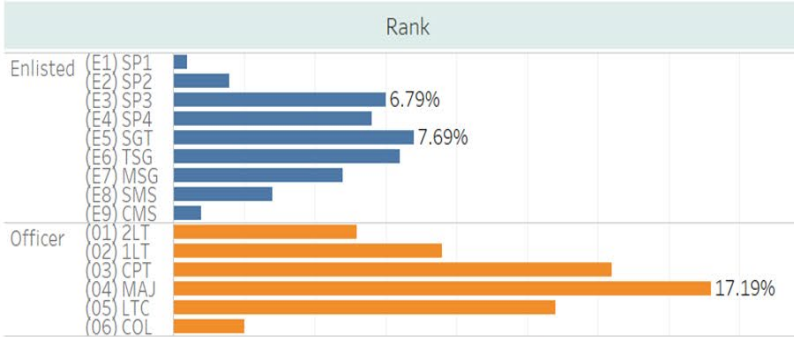
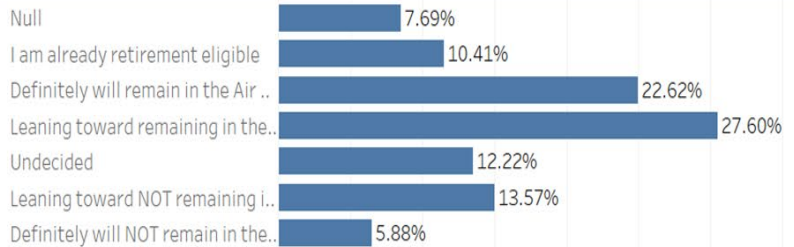


Female Demographics

MoE = 6.59%
n = 221

Demographics

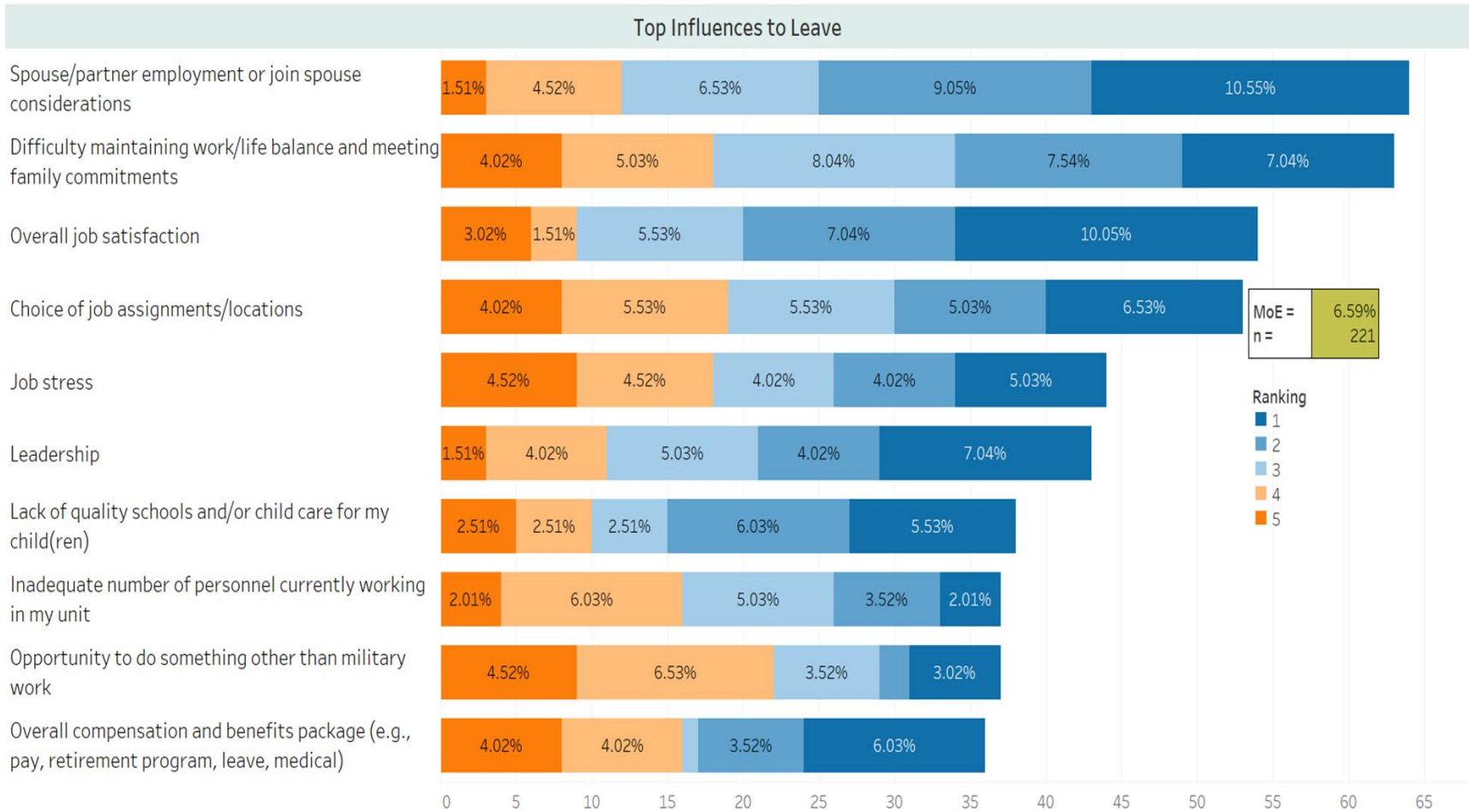
What are your **current** intentions toward remaining in the Air Force/Space Force until you are **retirement eligible**?



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Female Top 10 Leave Reasons



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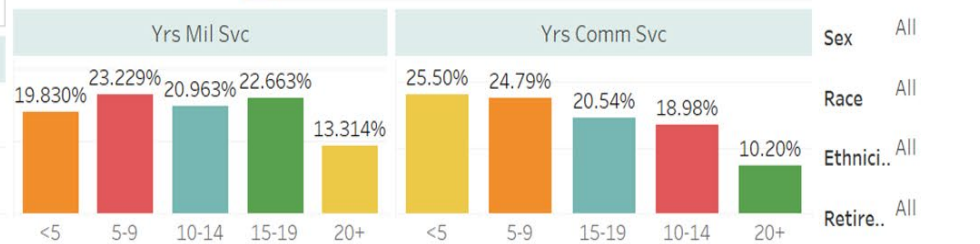
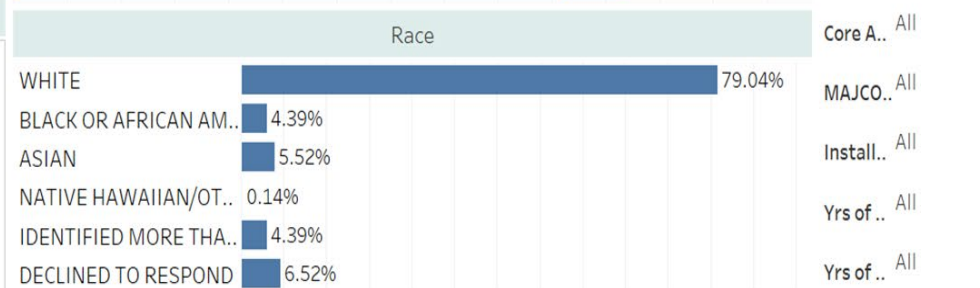
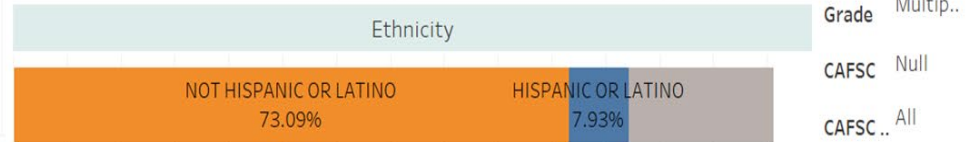
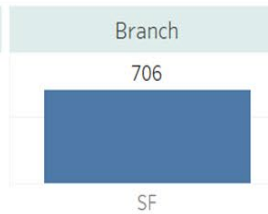
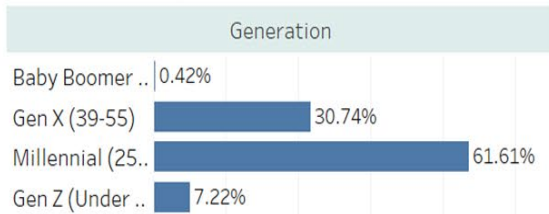
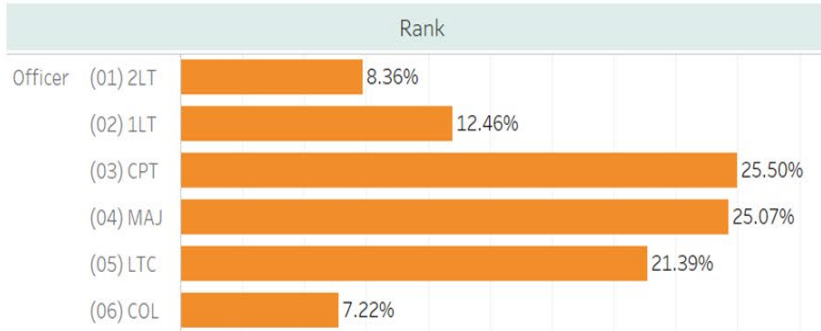
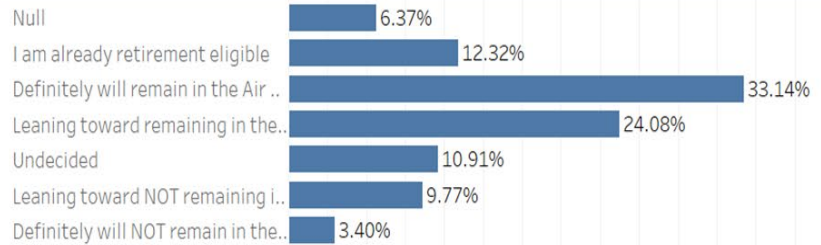


Officer Demographics

MoE = 3.69%
n = 706

Demographics

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

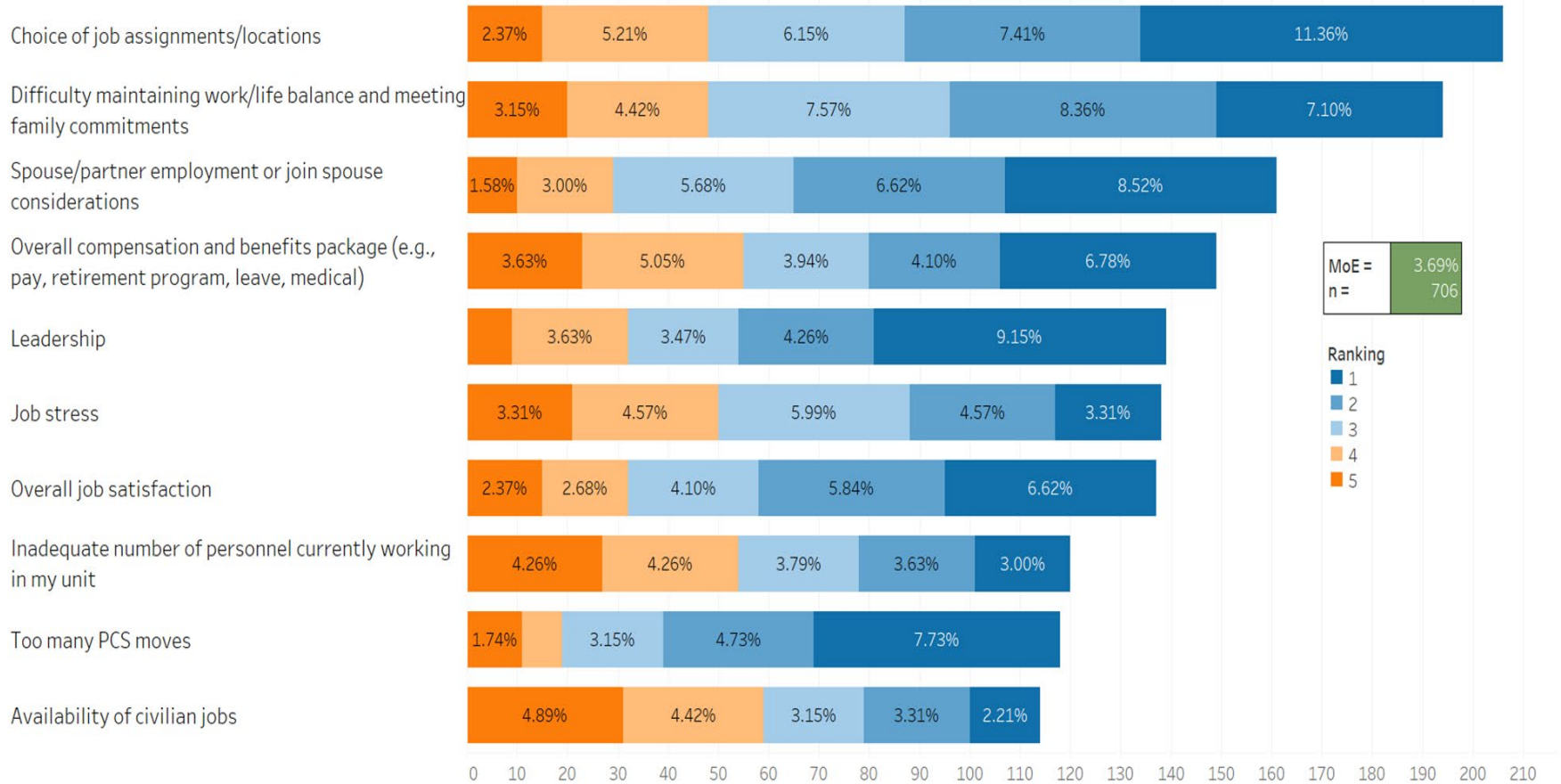


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Officer Top 10 Leave Reasons

Top Influences to Leave



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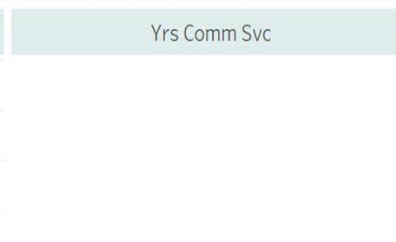
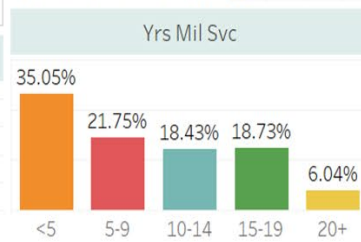
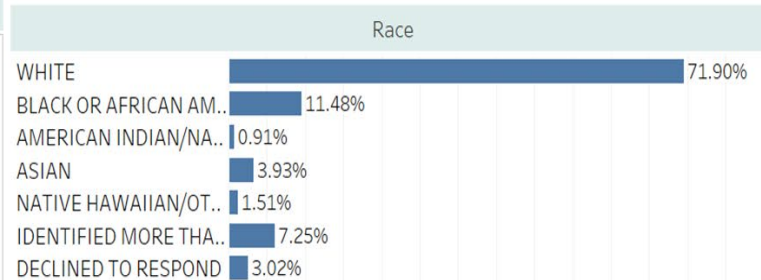
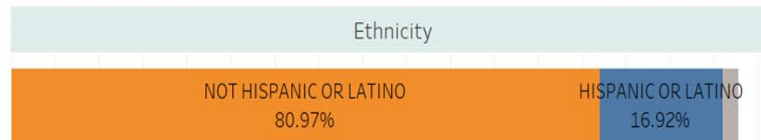
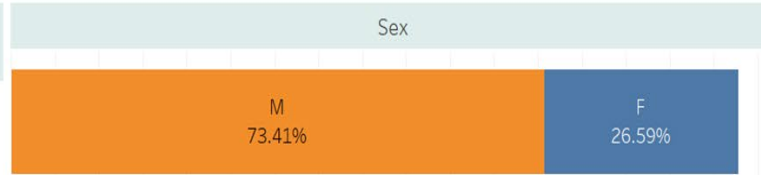
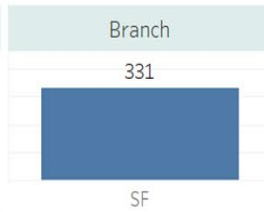
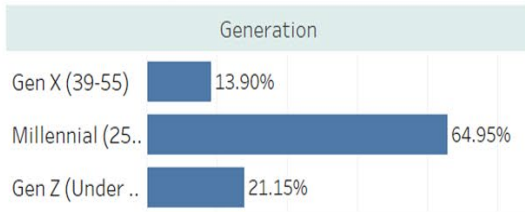
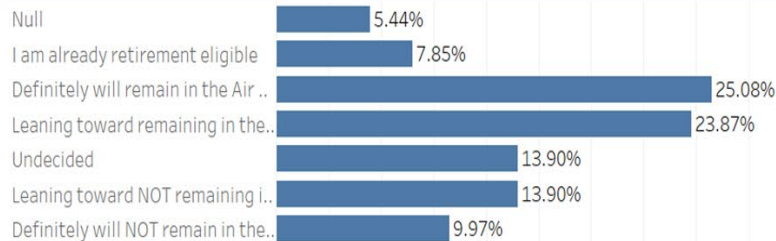


Enlisted Demographics

Demographics

MoE = 5.39%
n = 331

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

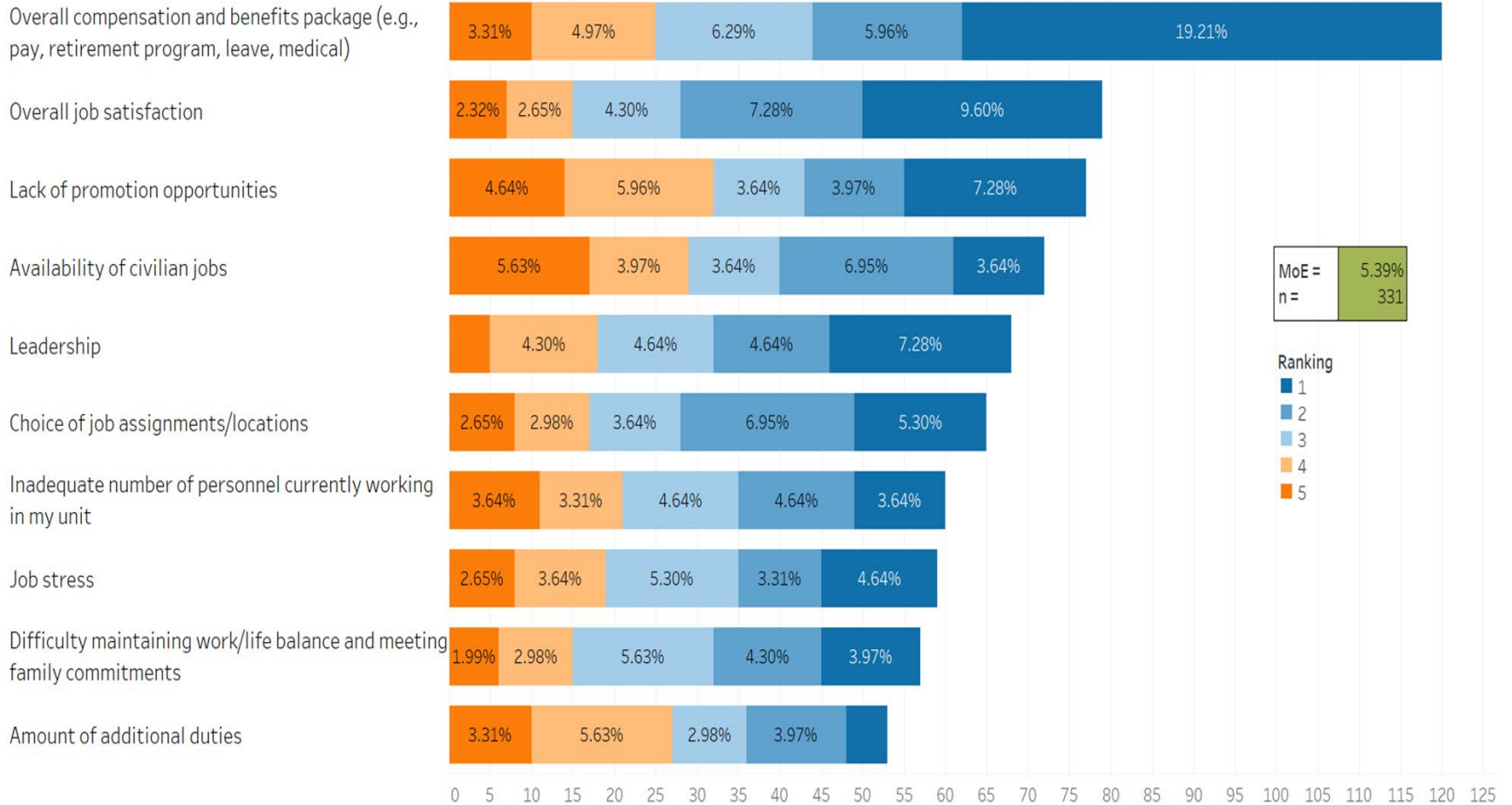


- Branch SF
- Source All
- Off/Enl All
- Grade Multip..
- CAFSC All
- CAFSC.. All
- Core A.. All
- MAJCO.. All
- Install.. All
- Yrs of.. All
- Yrs of.. Null
- Sex All
- Race All
- Ethnici.. All
- Retire.. All



Enlisted Top 10 Leave Reasons

Top Influences to Leave



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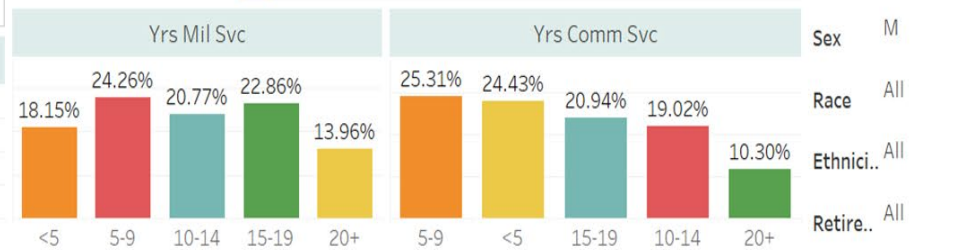
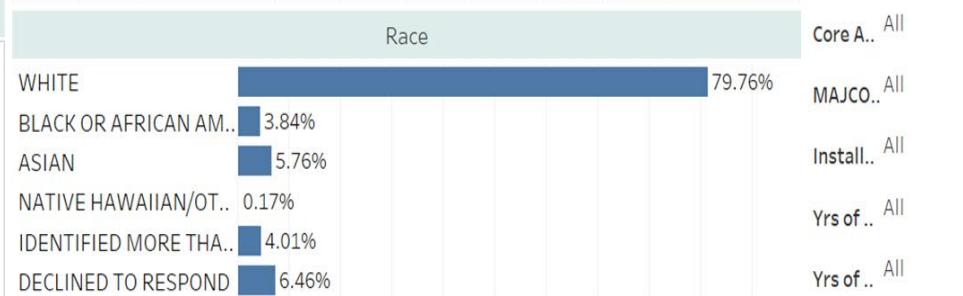
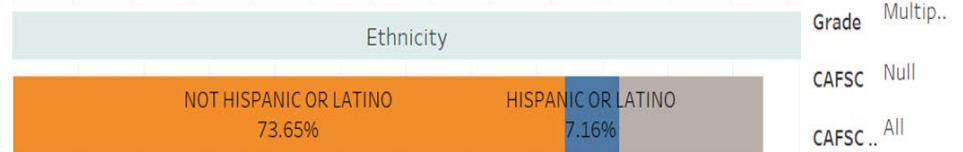
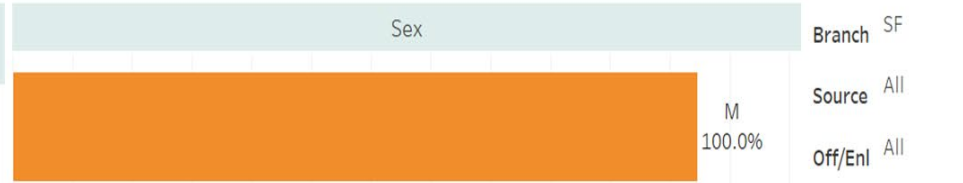
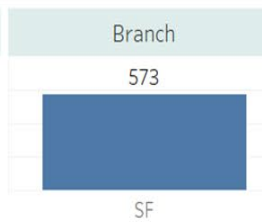
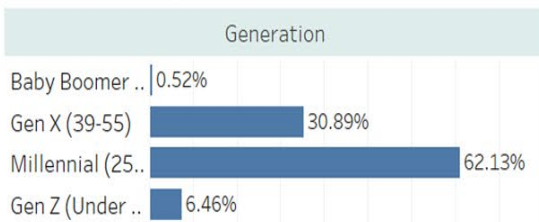
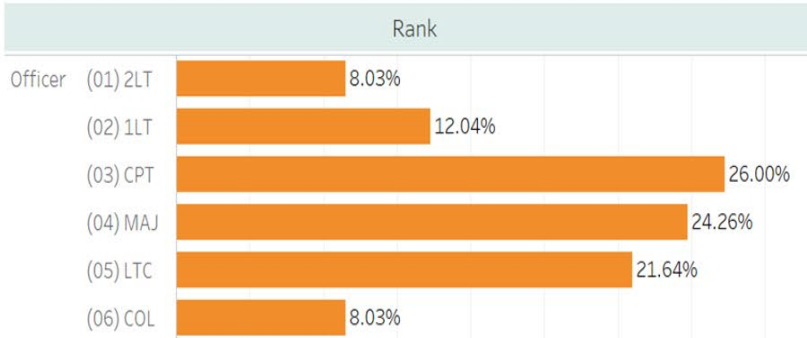
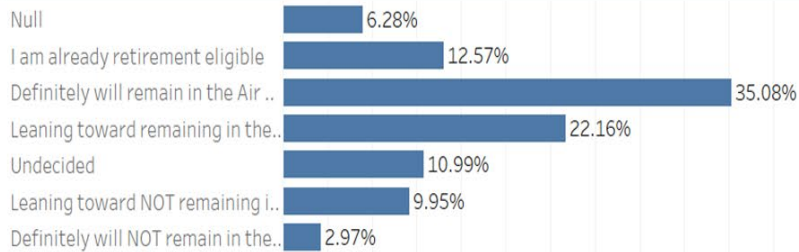


Male Officer Demographics

MoE = 4.09%
n = 573

Demographics

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

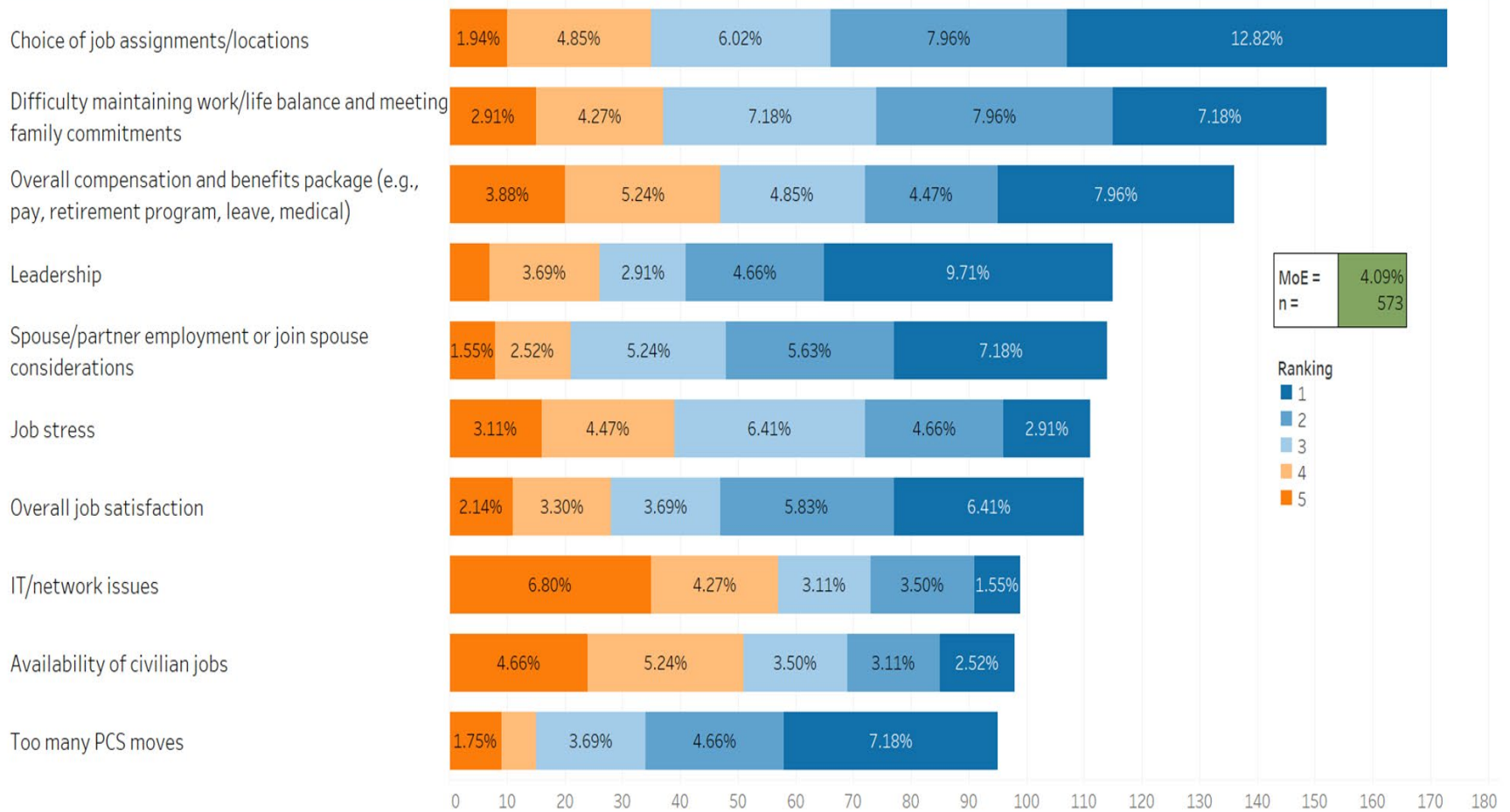


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Male Officer Top 10 Leave Reasons

Top Influences to Leave



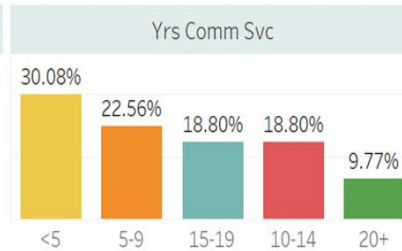
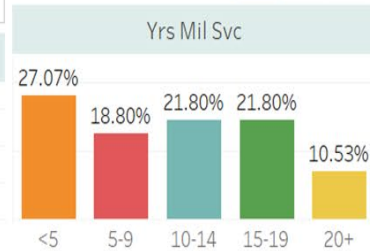
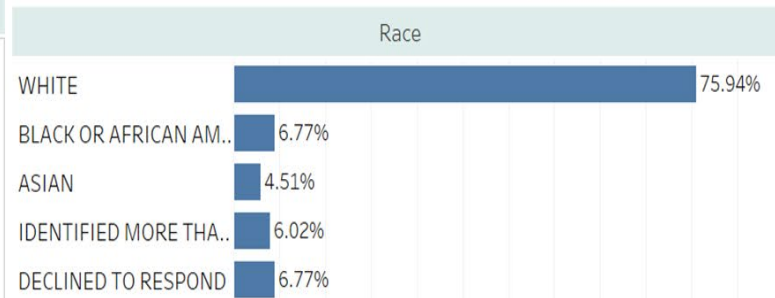
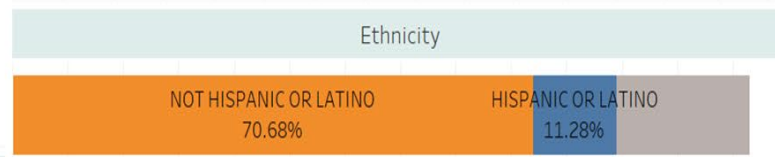
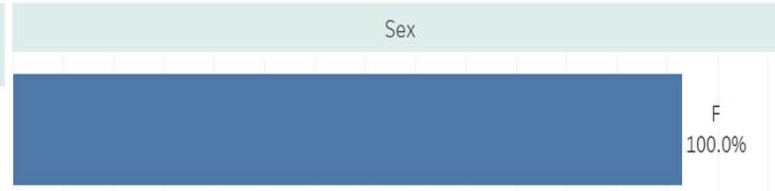
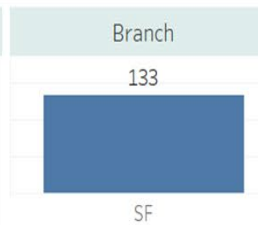
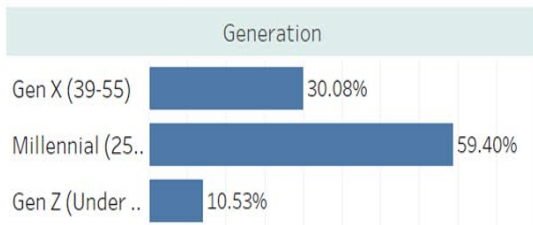
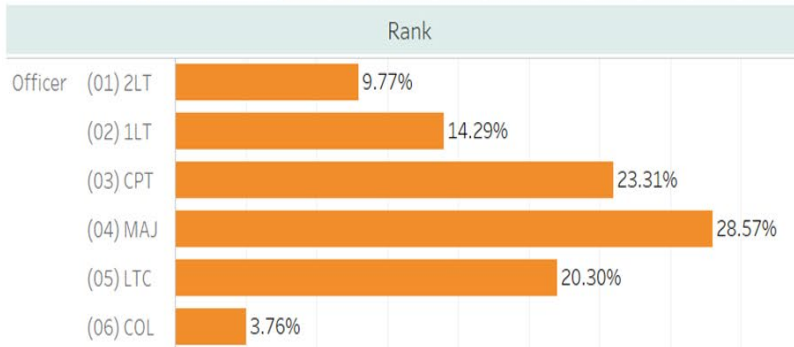
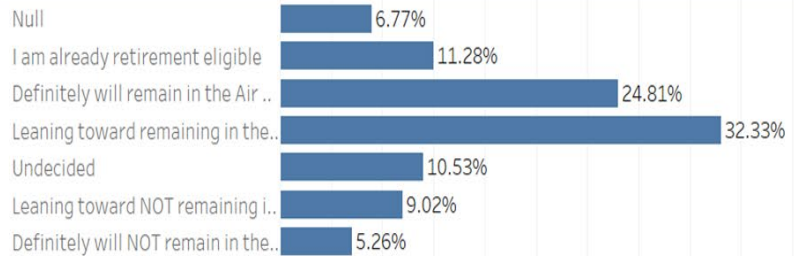


Female Officer Demographics

MoE = 8.50%
n = 133

Demographics

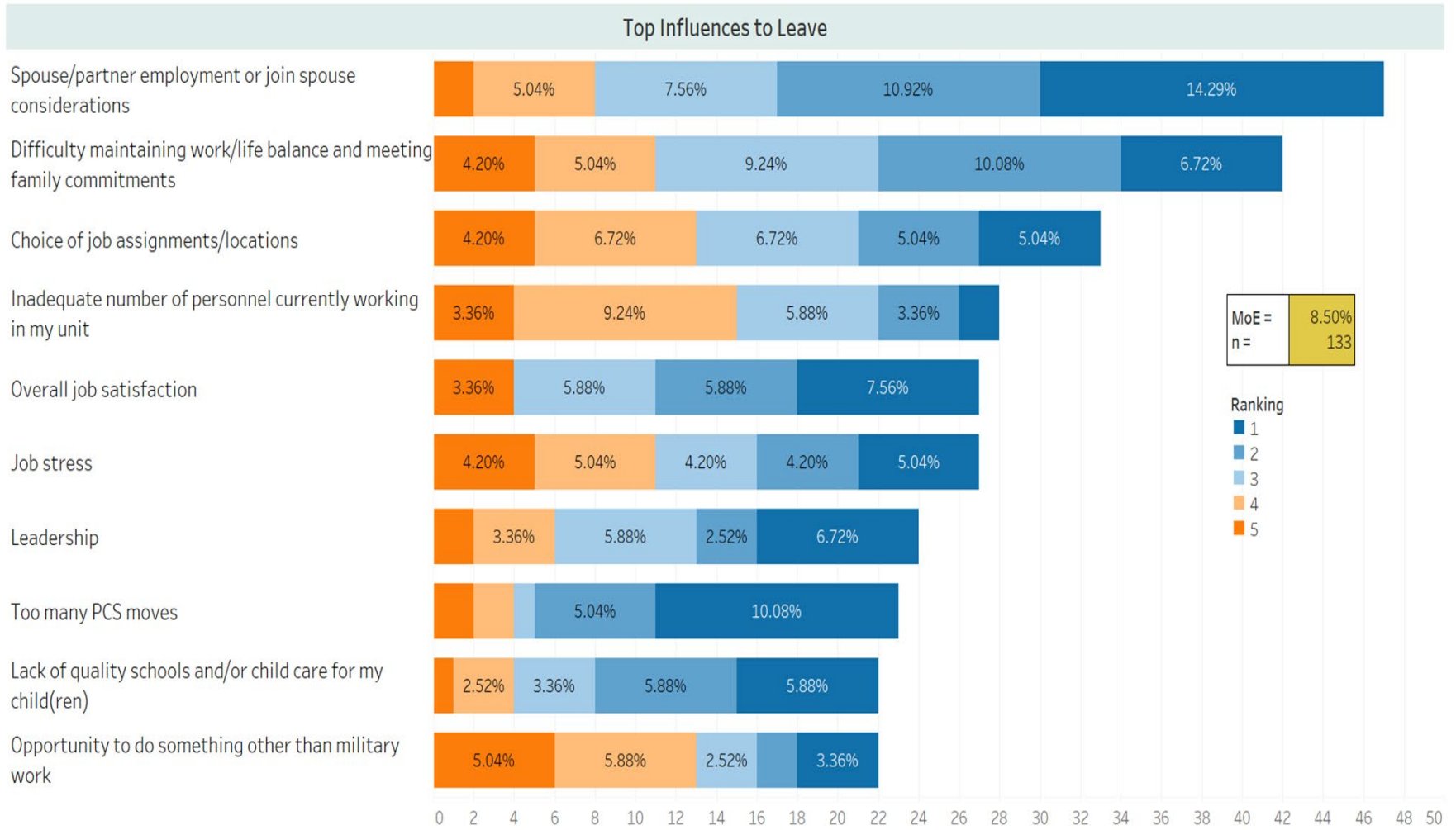
What are your **current** intentions toward remaining in the Air Force/Space Force until you are **retirement eligible**?



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Female Officer Top 10 Leave Reasons



“Semper Supra”

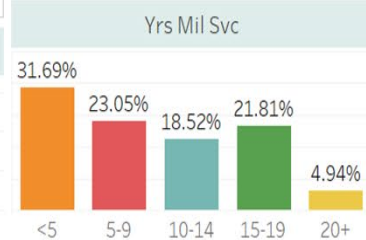
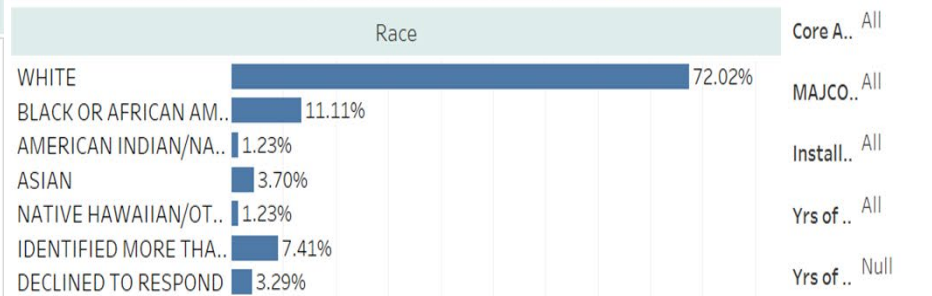
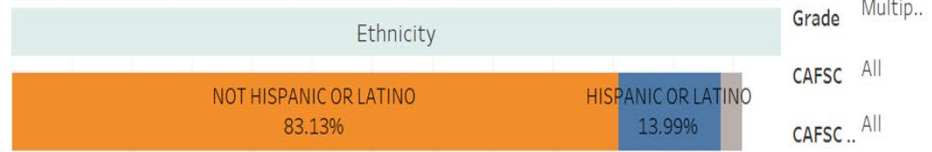
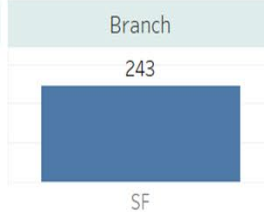
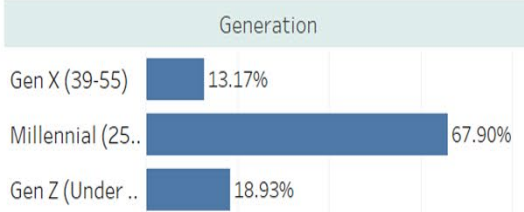
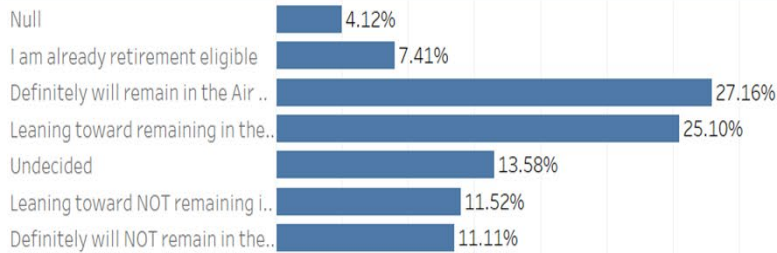


Male Enlisted Demographics

MoE = 6.29%
n = 243

Demographics

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



Yrs Comm Svc

Sex M

Race All

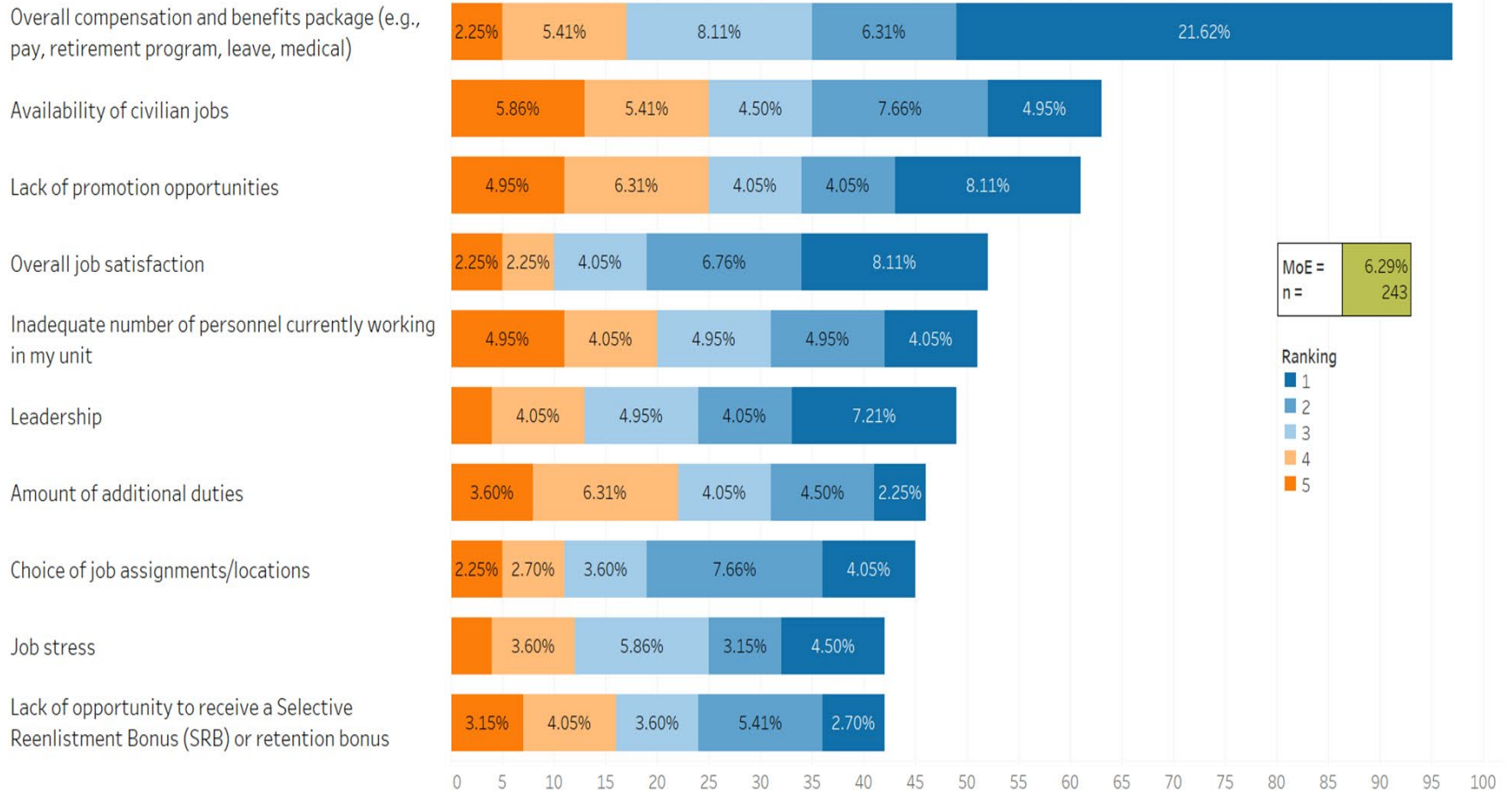
Ethnici.. All

Retire.. All



Male Enlisted Top 10 Leave Reasons

Top Influences to Leave



“Semper Supra”

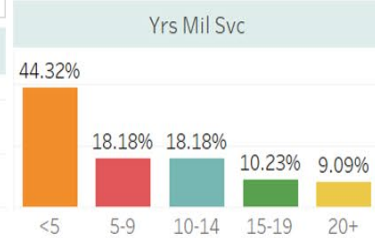
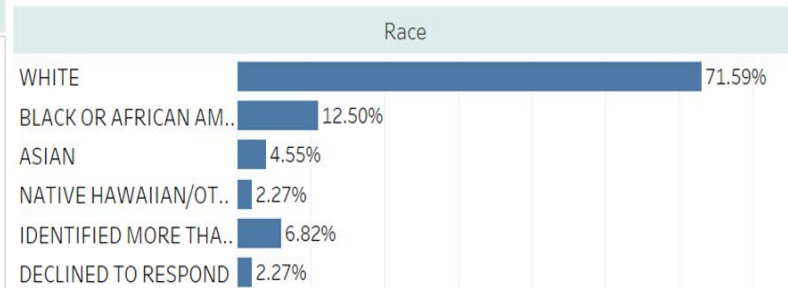
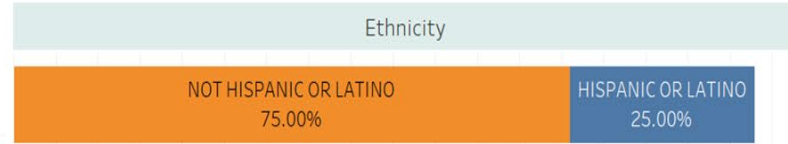
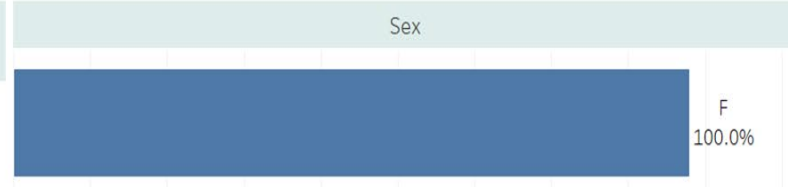
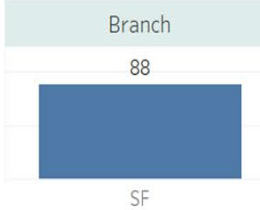
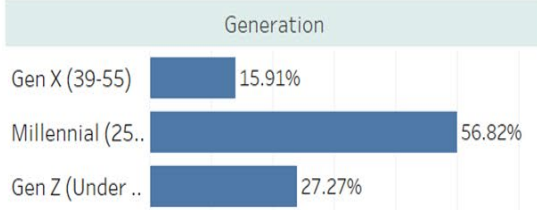
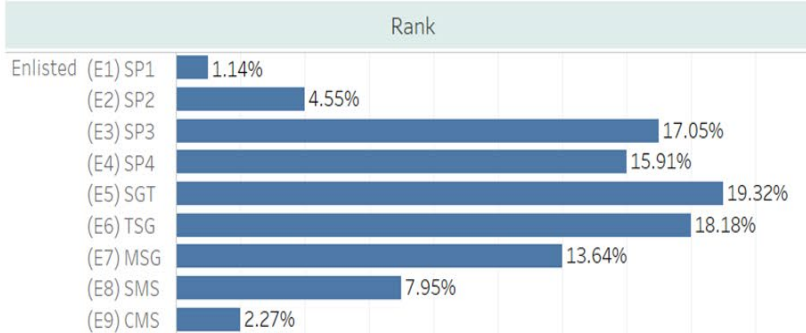
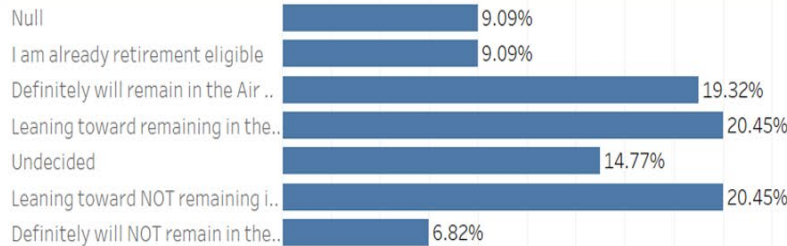


Female Enlisted Demographics

MoE = 10.45%
n = 88

Demographics

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



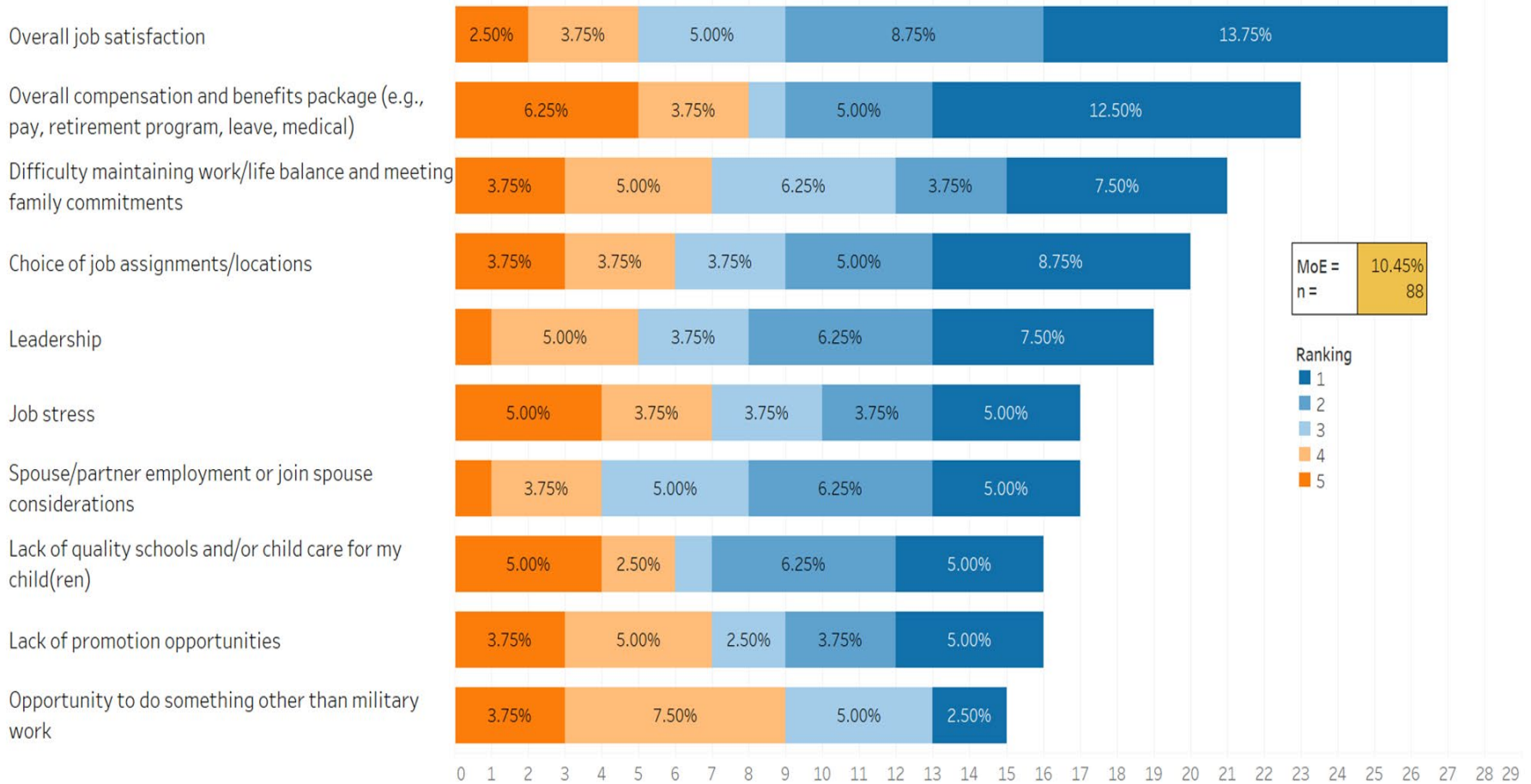
- Branch SF
- Source All
- Off/Enl All
- Grade Multip..
- CAFSC All
- CAFSC .. All
- Core A.. All
- MAJCO.. All
- Install.. All
- Yrs of.. All
- Yrs of.. Null
- Sex F
- Race All
- Ethnici.. All
- Retire.. All

“Semper Supra”



Female Enlisted Top 10 Leave Reasons

Top Influences to Leave



“Semper Supra”