BULLET BACKGROUND PAPER
ON
2019 RETENTION SURVEY POLICY ACTIONS

PURPOSE: Provide a response to the Defense Advisory Committee on Women in the Services (DACOWITS) Request for Information (#7), outlining specific actions, taken or planned, as a result of the trends observed from the 2019 Retention Survey, pertaining specifically to women.

BACKGROUND

- The 2019 Retention Survey results will be released to Career Field Managers and Developmental Teams this month (March 2020)

- Preliminary survey trends pertaining to women include:

  -- Top influencers for women leaving the force mirror those for men: Leadership (squadron level), job stress, difficulty maintaining work/life balance, and overall job satisfaction. Additionally, women respondents noted unit/climate morale as an influencer to leave.

  -- Over 60% of women respondents believed the Air Force works to limit the amount of time they are separated from their family and values their professional growth and career broadening

  -- 50% of women respondents are married to active duty, reserve, or guard members

DISCUSSION

- In response to previous years' Retention Surveys, Air Force has the following initiatives:

  -- Work/life balance has been a top concern for our Airmen. To allow more flexibility while retaining top talent, the Air Force has submitted a legislative proposal to adjust the Career Intermission Program (CIP) by providing Service Secretaries the discretion to adjust service commitment for up to 2:1

  -- The Air Force is working on childcare programs, policies, and entitlements by creating a support architecture that provides full-spectrum support to all officer, enlisted, and civilian personnel

  -- The Air Force is actively pursuing options for women-specific equipment and uniforms, such as body armor, helmets, and two-piece flight suits

- Based on the recent release of the retention survey, the Air Force will analyze results to determine what other policies potentially could help women in the service

RECOMMENDATION: For information only.