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Department of the Air Force

RETENTION INITIATIVES



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December 2023

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Air Force Annual Retention Rates FY19-FY23

Enlisted Retention By Gender		
Fiscal Year	F	M
FY19	89.05%	89.18%
FY20	90.57%	90.58%
FY21	90.01%	90.06%
FY22	88.52%	89.12%
FY23	88.68%	88.68%

- For FY23, enlisted retention rate does not vary by gender

Officer Retention By Gender		
Fiscal Year	F	M
FY19	92.54%	92.09%
FY20	92.12%	91.77%
FY21	91.82%	91.38%
FY22	92.33%	90.51%
FY23	90.57%	90.71%

- For FY23, officer retention rate by gender varies by 0.14 percentage points



Air Force Annual Retention Rates FY19-FY23

Aggregate Officer Retention by Paygrade - Male and Female					
Grade	FY19	FY20	FY21	FY22	FY23
O-1	99.4%	99.7%	99.0%	98.7%	99.4%
O-2	97.4%	97.0%	95.7%	96.5%	97.4%
O-3	95.1%	94.7%	95.2%	94.2%	94.7%
O-4	90.7%	90.5%	91.2%	90.2%	89.5%
O-5	90.1%	90.5%	90.7%	90.8%	89.1%
O-6	84.9%	83.2%	81.5%	82.5%	79.9%

Aggregate Enlisted Retention by Paygrade - Male and Female					
Grade	FY19	FY20	FY21	FY22	FY23
E-1	92.4%	94.5%	93.0%	92.2%	91.9%
E-2	92.9%	93.1%	92.8%	93.8%	96.5%
E-3	95.1%	95.3%	95.0%	94.1%	95.0%
E-4	86.2%	87.1%	86.6%	85.2%	84.0%
E-5	88.5%	90.1%	90.1%	88.8%	87.5%
E-6	91.7%	93.3%	93.9%	91.6%	91.3%
E-7	86.3%	88.1%	87.2%	85.6%	84.9%
E-8	82.9%	87.0%	84.6%	84.3%	84.2%
E-9	82.7%	83.9%	82.4%	78.6%	78.6%

- Aggregate retention rates by grade remain consistent over the last 5 years



Air Force Annual Retention Rates (Enlisted) FY19-FY23

Enlisted Female Retention By Grade					
Grade	FY19	FY20	FY21	FY22	FY23
E-1	95.6%	97.0%	94.7%	94.5%	94.9%
E-2	93.4%	94.8%	92.7%	94.2%	97.8%
E-3	95.0%	95.1%	94.6%	93.1%	94.5%
E-4	85.9%	87.4%	85.5%	85.3%	82.9%
E-5	87.0%	87.6%	88.9%	87.8%	84.8%
E-6	90.6%	92.9%	93.1%	91.1%	91.6%
E-7	86.2%	87.8%	87.1%	84.8%	85.9%
E-8	81.3%	85.5%	87.0%	82.6%	85.9%
E-9	84.0%	84.1%	84.1%	78.3%	75.9%

Enlisted Male Retention By Grade					
Grade	FY19	FY20	FY21	FY22	FY23
E-1	90.0%	92.4%	91.8%	90.5%	89.6%
E-2	92.5%	91.7%	93.0%	93.5%	95.3%
E-3	95.2%	95.6%	95.5%	95.1%	95.5%
E-4	86.6%	86.8%	87.6%	85.1%	85.1%
E-5	89.8%	92.2%	91.1%	89.7%	89.8%
E-6	92.7%	93.6%	94.5%	92.1%	91.1%
E-7	86.3%	88.3%	87.3%	86.3%	84.2%
E-8	84.0%	88.0%	82.8%	85.7%	82.9%
E-9	81.7%	83.7%	81.0%	78.9%	80.6%

- Retention rates for enlisted are similar by grade and gender from FY19 to FY23
- In FY23, the retention variance between males & females is 5 percentage points or higher for E-5 & E-9



Air Force Annual Retention Rates (Officer) FY19-FY23

Officer Female Retention By Grade					
Grade	FY19	FY20	FY21	FY22	FY23
O-1	99.5%	99.8%	99.2%	98.3%	99.5%
O-2	98.2%	95.8%	95.5%	97.5%	97.0%
O-3	94.7%	93.9%	94.9%	94.4%	94.1%
O-4	90.2%	88.9%	89.8%	90.8%	89.7%
O-5	90.4%	92.0%	91.4%	91.9%	89.7%
O-6	85.8%	85.5%	83.5%	84.9%	79.1%

Officer Male Retention By Grade					
Grade	FY19	FY20	FY21	FY22	FY23
O-1	99.3%	99.6%	98.9%	99.1%	99.3%
O-2	96.6%	98.1%	95.9%	95.6%	97.8%
O-3	95.4%	95.5%	95.5%	94.1%	95.3%
O-4	91.2%	92.0%	92.4%	89.7%	89.4%
O-5	89.8%	89.0%	90.0%	89.7%	88.5%
O-6	84.1%	81.4%	80.0%	80.6%	80.5%

- Retention rates for officers are similar by grade and gender from FY19 to FY23
- In FY23, largest retention variance between males & females is at O-6 (1.4 percentage points)



Air Force Annual Retention Rates

Enlisted AFSC

FY23 Enlisted Female Lowest Retention	
AFSC	Retention
4V0	79.2%
1A6	82.6%
1C3	84.5%
2A9	85.0%
5J0	85.7%
6C0	86.6%
1C1	86.7%
2T3	86.8%
4N0	86.8%
3E9	87.0%

FY23 Enlisted Male Lowest Retention	
AFSC	Retention
1A1	83.0%
2W2	84.1%
4H0	85.3%
1B4	85.7%
3F3	85.7%
1A6	86.0%
4T0	86.8%
4B0	86.9%
4N1	87.1%
3E7	87.2%

- In FY23, the enlisted AFSC with lowest female retention is 4V0 (Optometry)
 - For context, this retention rate is 9.5 percentage points lower than the overall FY23 enlisted retention rate of 88.7%
- In FY23, the enlisted AFSC with lowest male retention rate is 1A1 (Flight Engineer)
 - For context, this retention rate is 5.7 percentage points lower than the overall FY23 enlisted retention rate of 88.7%



Air Force Annual Retention Rates Officer AFSC

FY23 Officer Female Lowest Retention	
AFSC	Retention
46S	82.7%
21M	87.5%
45S	87.5%
46Y	87.6%
65F	88.3%
44E	88.4%
12F	88.5%
43T	90.0%
71S	90.2%
64P	90.3%

FY23 Officer Male Lowest Retention	
AFSC	Retention
48A	84.1%
12M	84.6%
45B	85.9%
42S	87.1%
11R	87.8%
46Y	88.9%
44F	88.9%
12H	89.1%
48R	89.2%
35P	89.3%

- In FY23, the officer AFSC with lowest female retention is 46S (Nurse)
 - For context, this retention rate is 7.9 percentage points lower than the overall FY23 officer retention rate of 90.6%
- In FY23, the officer AFSC with lowest male retention is 48A (Aerospace Medicine Physician)
 - For context, this retention rate is 6.5 percentage points lower than the overall FY23 officer retention rate of 90.6%



Exit Survey Results

- The top 3 influences to leave service were the same for both males and females: **Leadership, Job Stress, Overall Job Satisfaction**
- The top influence to leave for both male and female officers is **work/life balance**
- The top influence to leave for both male and female enlisted is **leadership**



Improvement Efforts

- Ongoing effort to review potential future assignment policy to better support stabilized assignments for servicemembers or their spouses undergoing fertility treatment.
- Leverage exit and retention surveys – review quality of questions and establish linkages between questions being asked and AF policy and programs to better inform what remaining policies can be adjusted to remove barriers to women remaining in the Air Force.
- Caregiver separation provision (Mar 22) - Allows mil-to-mil Air Force couples to apply for voluntary separation or make 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 and personnel records for Air Force Airmen (Nov 22) to maintain information privacy and allow Airmen the space to make family and career decisions. Airmen must still notify commanders of their pregnancy no later than 20 weeks into pregnancy.



Questions?