

INFORMATION PAPER

Department of the Army, G-1
Talent Management Task Force
24 April 2019

1. Purpose.

The Committee has received briefings from the Department that validate the Military Services are losing women disproportionately to men at various career points. Senior leaders have expressed concern that as the Military Services work to attract more women this attrition will result in a disproportionate impact to mission readiness if left unresolved. In 2017, the Committee recommended that the Secretary of Defense “direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than that for men at various career points.”

2. Response.

The Committee requests a **written response** from each of the **Military Services** on the status of exit surveys:

- a. How is the exit survey structured? Please provide a copy of your Service’s exit survey. The exit surveys are attached. All are constructed to capture demographic information but do not contain questions specifically tailored for a particular gender.
- b. Does the survey differentiate the reasons why men and women leave the military? The surveys do not ask gender specific questions but due to the collection of data, analysts can feature engineer to identify differences between responses.
- c. Does the survey differentiate between career fields? The current surveys ask for information that includes branch. The proposed survey requires Common Access Card authentication, allowing an individual's entire career profile in Total Army Personnel Database to be analyzed.
- d. Does the survey differentiate between rank/grade and years of service? See 1c.
- e. If the survey data is releasable, please provide. If not, when are the findings projected to be released? The status of current survey data is unknown and there is no data available. Future survey data will be analyzed via the Research Facilitation Laboratory tentatively beginning in the September 2019 timeframe.
- f. Has any analysis of the survey data been conducted? If so, what are the findings/recommendations? See 1e.