

Headquarters U.S. Air Force

Integrity - Service - Excellence

DACOWITS March 2017 Retention RFI

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22 Mar 17**





Annual* Career Field Retention Top/Bottom 10

Provide the top 10 career fields with the highest annual retention rates and bottom 10 career fields with the lowest annual retention rates, broken by men and women (Regular Air Force, Reg AF).

Top Ten Retaining Officer Career Fields					Top Ten Retaining Enlisted Career Fields				
AFS	Title	Total Retention	Male Retention	Female Retention	AFS	Title	Total Retention	Male Retention	Female Retention
13D	Combat Rescue Officer	96.60%	96.60%	N/A **	3N2	Band	95.60%	96.20%	94.10%
18X	Remotely Piloted Aircraft	96.30%	96.40%	93.80%	3E8	Explosive Ordnance	94.00%	94.00%	92.80%
13L	Air Liaison Officer	95.60%	95.50%	N/A	1T0	Traffic Management	93.50%	93.50%	91.70%
13C	Special Tactics	95.10%	95.10%	N/A	1C2	Combat Control	92.10%	92.10%	N/A
13N	Nuclear and Missile Ops	93.60%	93.40%	94.50%	1N1	Geospatial Intelligence	91.90%	92.40%	90.40%
52R	Chaplain	93.30%	93.30%	93.30%	3A1	Administration	91.80%	91.60%	91.90%
62E	Developmental Engineer	93.20%	93.20%	92.80%	1B4	Cyber Warfare Ops	91.70%	91.60%	92.90%
61D	Physicist	92.80%	92.50%	94.60%	1N4	Fusion Analyst	91.60%	91.80%	91.10%
61A	Ops Research Analyst	92.80%	93.00%	92.10%	1C4	Tactical Air Control Party	91.30%	91.30%	N/A
13B	Air Battle Manager	92.70%	92.70%	92.40%	3E6	Operations Management	91.20%	90.40%	92.70%
Bottom Ten Retaining Officer Career Fields					Bottom Ten Retaining Enlisted Career Fields				
AFS	Title	Total Retention	Male Retention	Female Retention	AFS	Title	Total Retention	Male Retention	Female Retention
NC	Nurse	90.50%	91.80%	90.00%	1A1	Flight Engineer	88.10%	88.70%	88.10%
MC	Aerospace Medicine	90.30%	90.20%	90.40%	4N1	Aerospace Medical Service	88.00%	87.40%	88.60%
51J	Judge Advocate	90.20%	91.20%	91.00%	4T0	Medical Laboratory	88.00%	88.30%	87.50%
DC	Dental	90.00%	89.50%	91.20%	6F0	Finance Management	87.70%	87.70%	87.90%
65F	Financial Management	89.90%	89.90%	90.00%	3E7	Fire Protection	87.60%	87.50%	89.80%
64P	Contracting	89.90%	89.80%	90.30%	2F0	Fuels	87.40%	87.50%	86.30%
14F	Info Ops	89.90%	90.50%	89.30%	2T1	Vehicle Operations	87.40%	87.50%	86.50%
21R	Logistics Readiness	89.90%	90.00%	89.60%	3M0	Services	86.80%	86.70%	87.00%
35P	Public Affairs	88.60%	89.30%	88.00%	3P0	Security Forces	86.80%	87.10%	85.10%
38P	Personnel	88.10%	87.60%	88.80%	4D0	Diet Therapy	84.70%	82.80%	86.40%

*Annual retention (5 yr average) is measured by the % of Airmen that are still in the AF after one year of service.

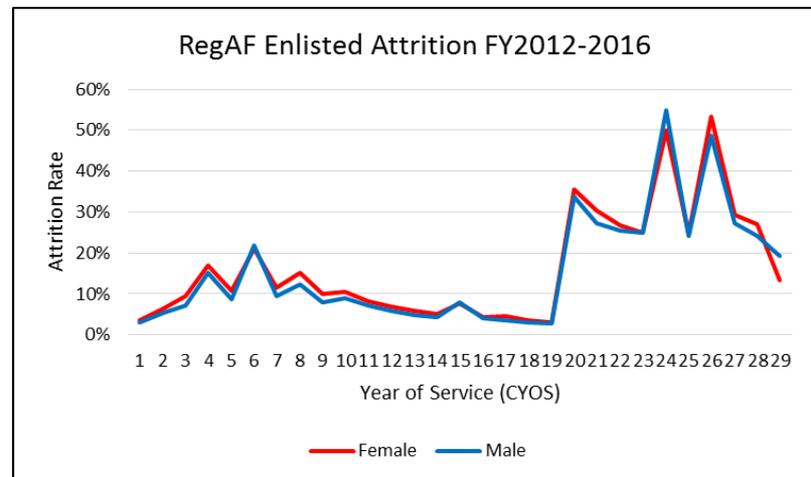
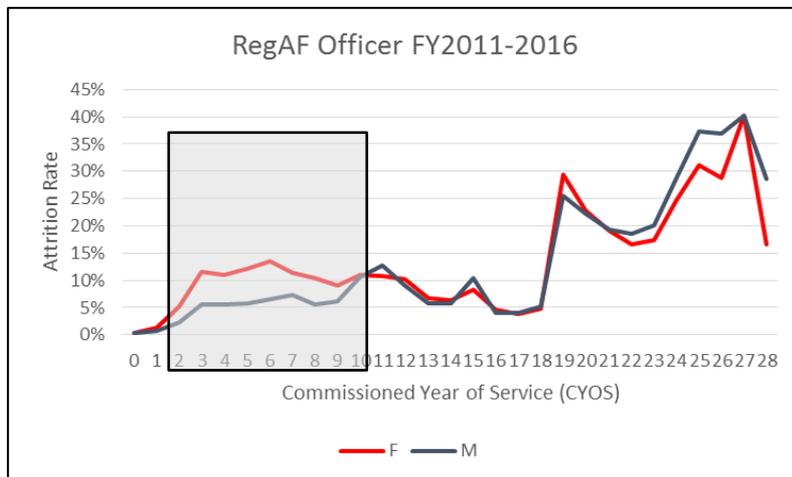
** N/A These are Battlefield Airmen AFSCs recently opened to women. Currently no women are assigned, except Air Liaison Officer: 2 women assigned, in for 4 yrs or less



RegAF Gender Loss Profiles FY2012-2016

When does the AF lose personnel (compare men to women)?

- Officers experience greatest difference between 2-10 CYOS
 - 2015 Exit Retention Surveys responses indicate that this difference is due to family related choices
- Enlisted experience little attrition gender difference
 - Spikes represent first term enlistment expirations and high year tenure of NCO/SNCOs

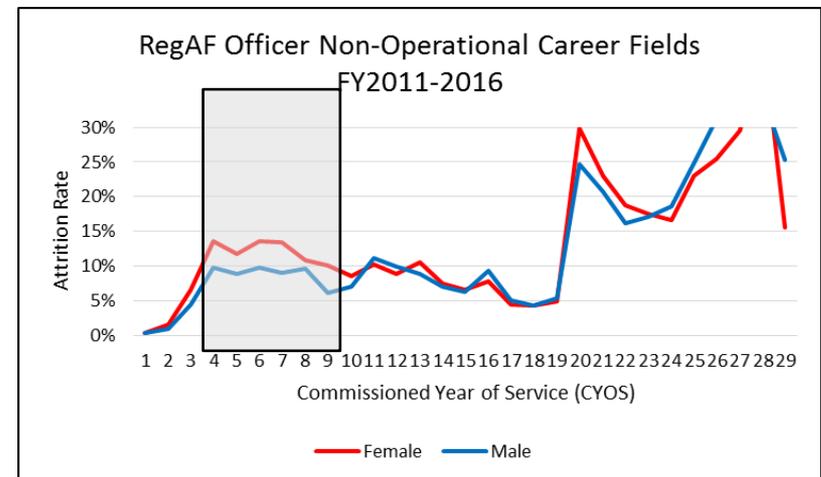
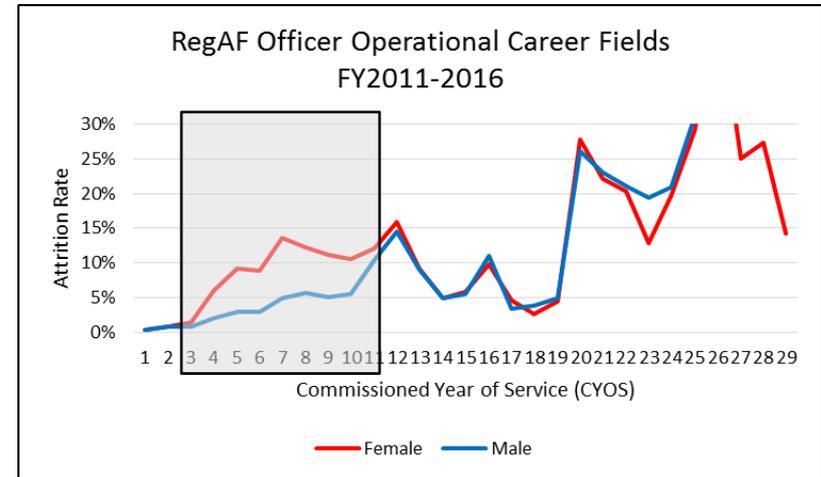




RegAF Officer Operational v. Non-Operational Losses

What are current retention rates for women in operational and non-operational career fields compared to men?

- **Officers in operational career fields (1-series AFSC)**
 - Have a greater gender attrition disparity in the 3-11 CYOS than non-operational career field,
 - But have lower attrition disparity afterwards
- **Officers in non-operational career fields (other than 1-series AFSCs) have a less gender attrition disparity at 4-9 CYOS than ops AFSCs**

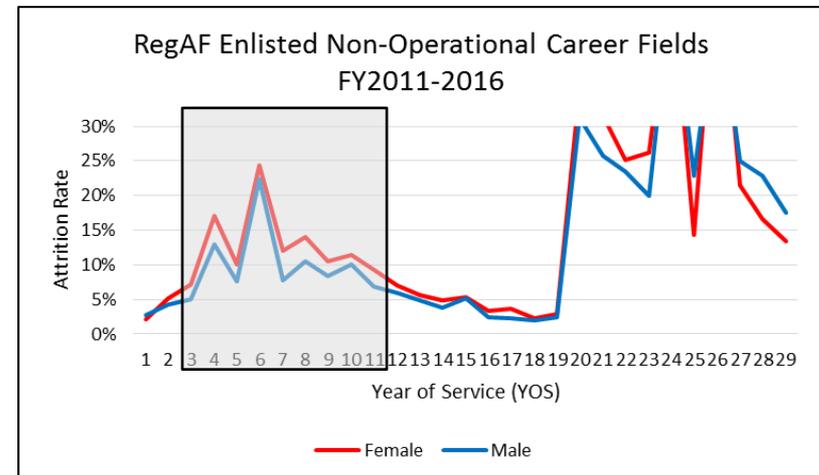
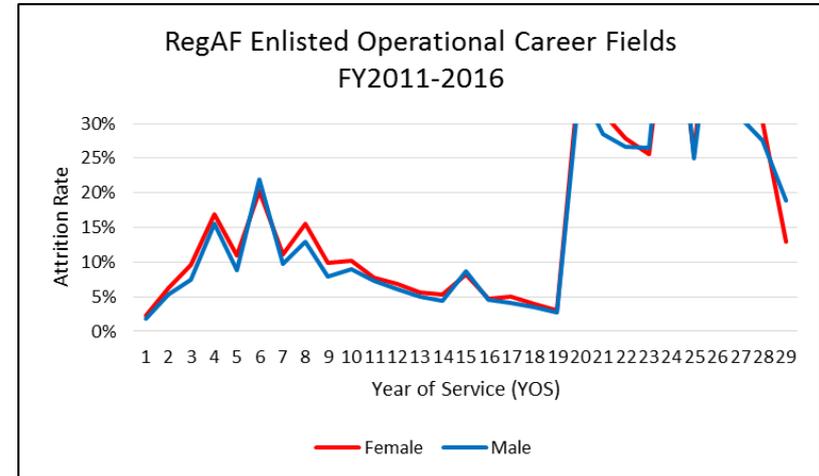




RegAF Enlisted Operational v. Non-Operational Losses

What are current retention rates for women in operational and non-operational career fields compared to men?

- Enlisted in operational career fields (1-series AFSCs) and non-operational career fields (all other AFSCs) have similar gender attrition trends
- Attrition is slightly higher for females in non-operational AFSCs than that of males
- Attrition trends are similar after 10 YOS





Retention and Recruitment Strategies

How does your Service use retention data to inform recruitment strategies?

- **We use retention data as a tool to determine how many individuals will need to be recruited into a career field each year. This data is collected and used by analysts when building career field health charts and then building the accession Program Guidance Letter to show how many individuals a career field will need to sustain a certain manning percentage.**



Reclassifying

What opportunities are afforded to Service members for rebranching or reclassifying?

■ **Officers:**

- **Missilier crossflow board**
- **Nonrated line crossflow board**
- **Rated crossflow board**
- **Special situational circumstances (examples: student pilot has medical condition and can no longer fly, security clearance issue keeps an officer from continuing in current career field, Battlefield Airman (Combat Rescue Officer, Air Liaison Officer, Special Tactics Officer), etc)**

■ **Enlisted:**

- **First Term Airman Retraining**
- **Noncommissioned Officer Retraining Program**