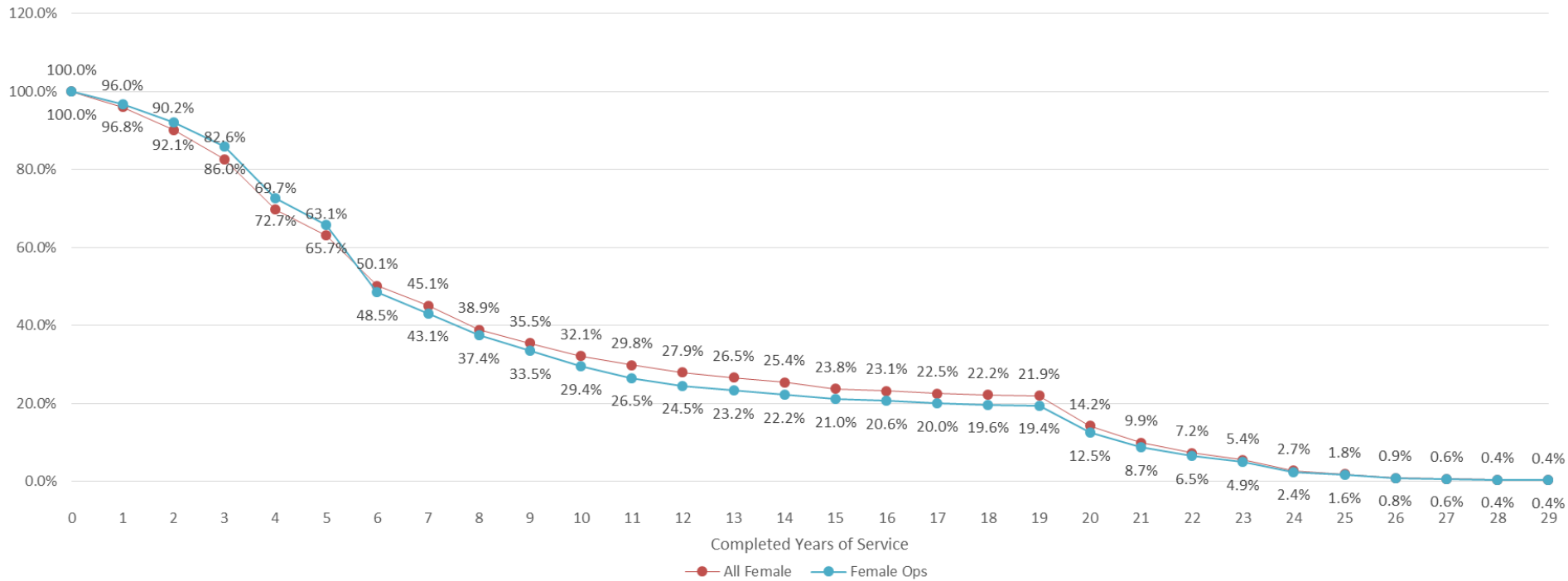




U.S. AIR FORCE

# Enlisted Female Retention: Female Ops vs All Female

USAF Female Ops Retention vs. USAF Female Retention



Retention calculated using average retention from \*FY11-17.

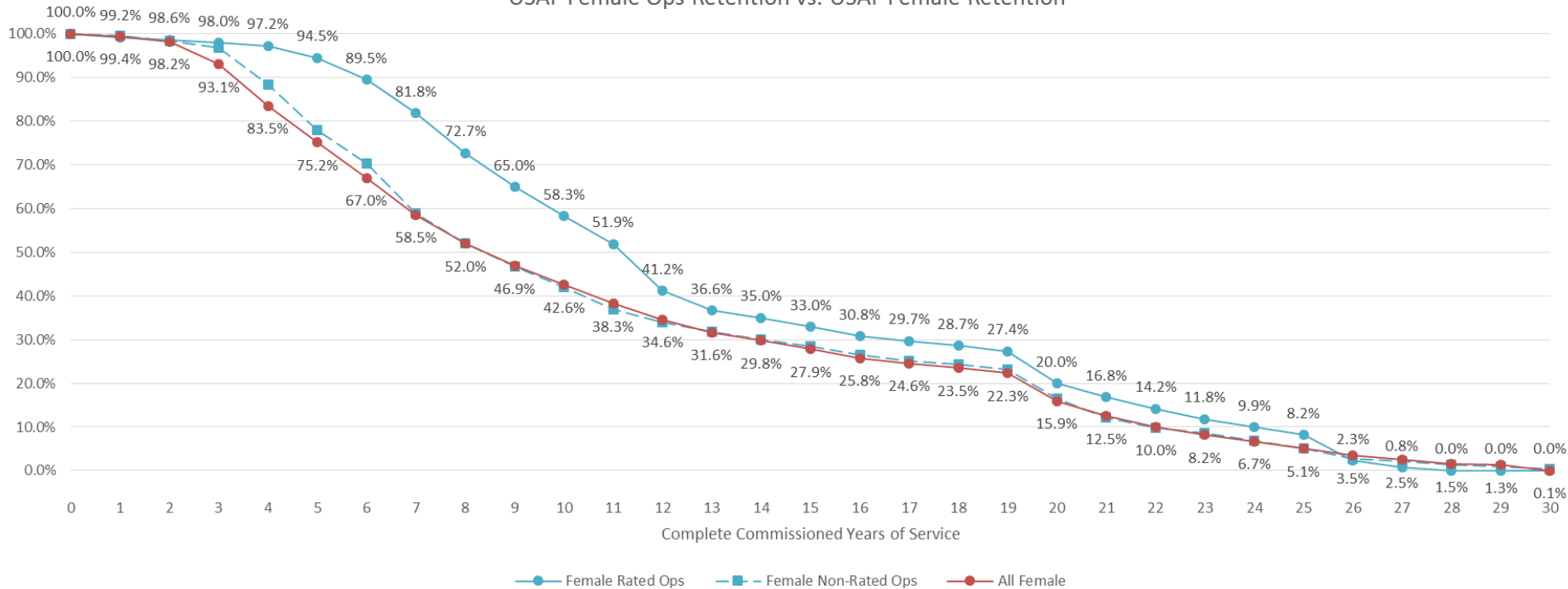
\*FY14 excluded due to effects of Force Management



U.S. AIR FORCE

# Officer Female Retention: Female Ops vs All Female

USAF Female Ops Retention vs. USAF Female Retention



Retention calculated using average retention from \*FY11-17.

\*FY14 excluded due to effects of Force Management

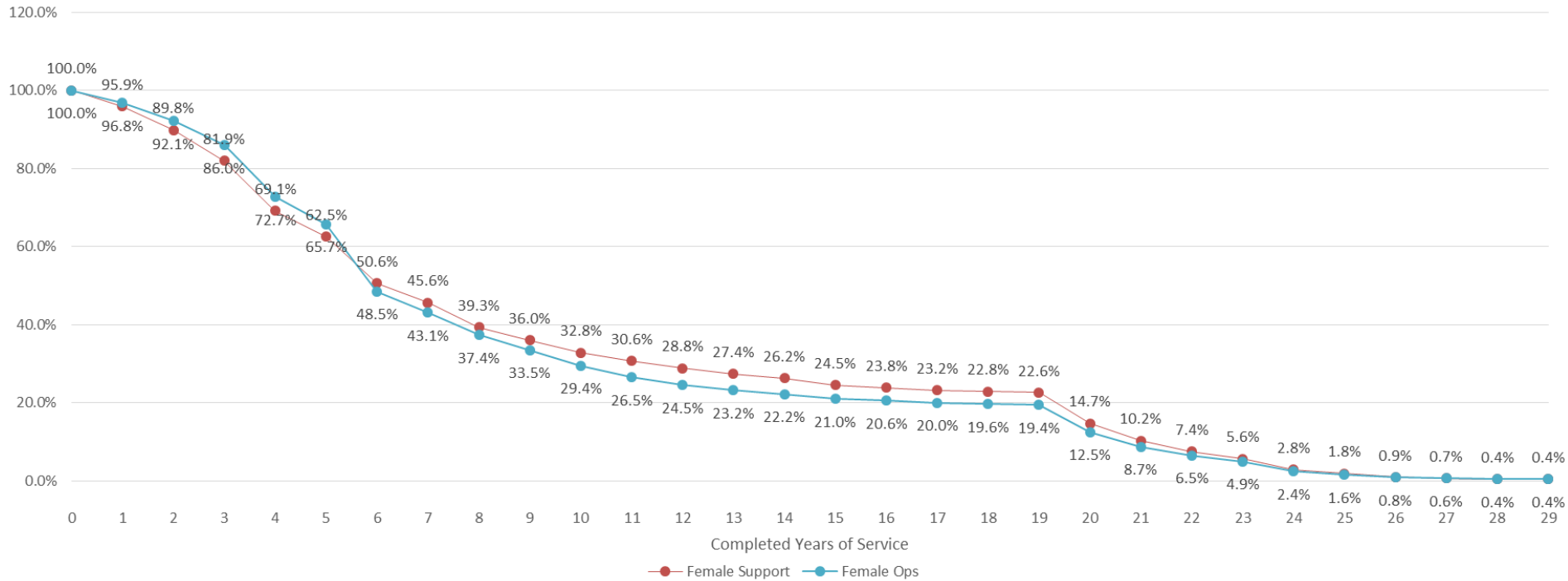
Rated ops is 11X, 12X, 13B, & 18X. Non-rated ops is rest of 1 series

Rated ops has a longer Active Duty Service Commitment (ADSC) than non-rated ops



# Enlisted Female Retention: Female Ops vs Female Support

USAF Female Ops Retention vs. USAF Female Support Retention



Retention calculated using average retention from \*FY11-17.

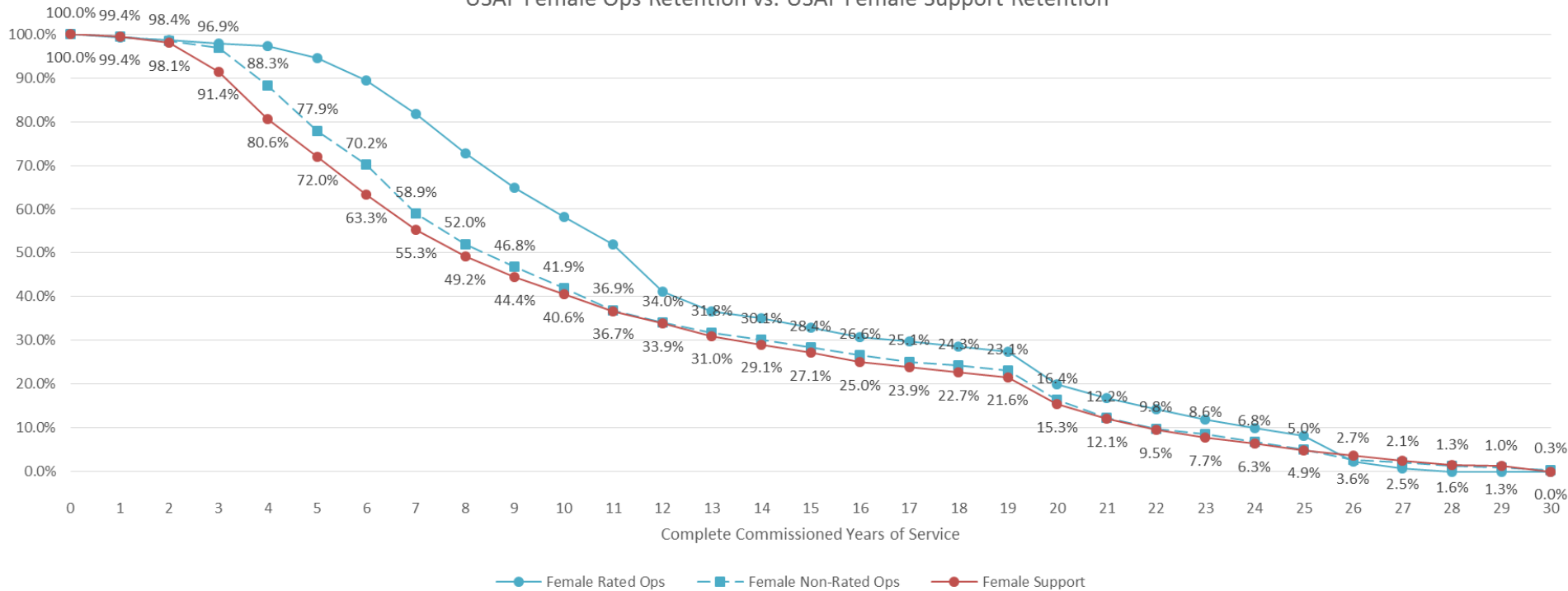
\*FY14 excluded due to effects of Force Management



U.S. AIR FORCE

# Officer Female Retention: Female Ops vs Female Support

USAF Female Ops Retention vs. USAF Female Support Retention



Retention calculated using average retention from \*FY11-17.

\*FY14 excluded due to effects of Force Management

Rated ops is 11X, 12X, 13B, & 18X. Non-rated ops is rest of 1 series

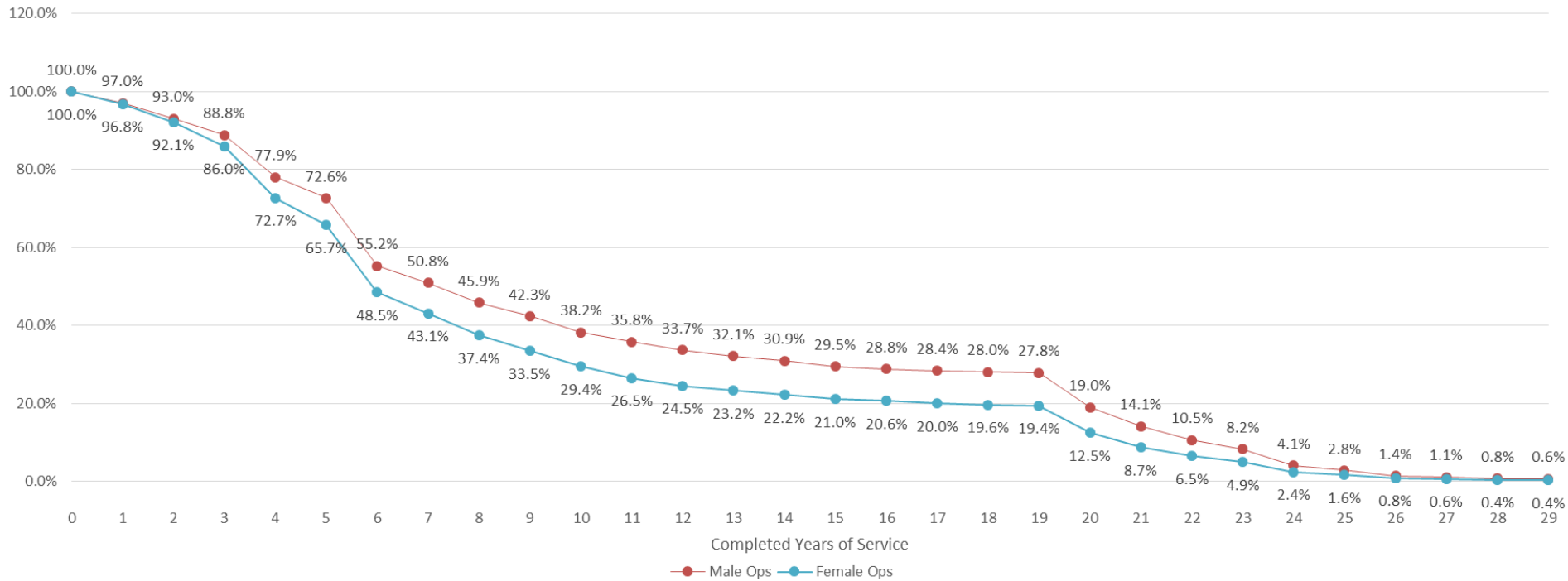
Rated ops has a longer ADSC than non-rated ops



U.S. AIR FORCE

# Enlisted Female Retention: Female Ops vs Male Ops

USAF Female Ops Retention vs. USAF Male Ops Retention



Retention calculated using average retention from \*FY11-17.

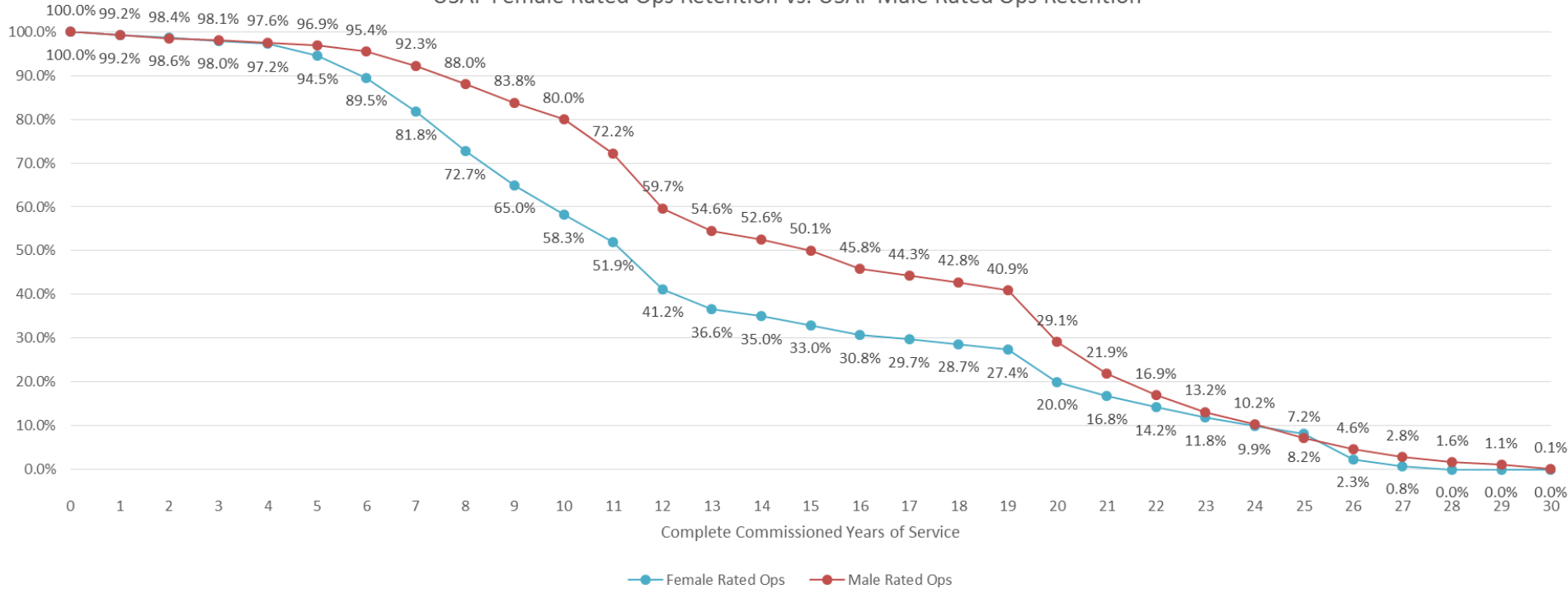
\*FY14 excluded due to effects of Force Management



U.S. AIR FORCE

# Officer Female Retention: Female Ops vs Male Ops (Rated)

USAF Female Rated Ops Retention vs. USAF Male Rated Ops Retention



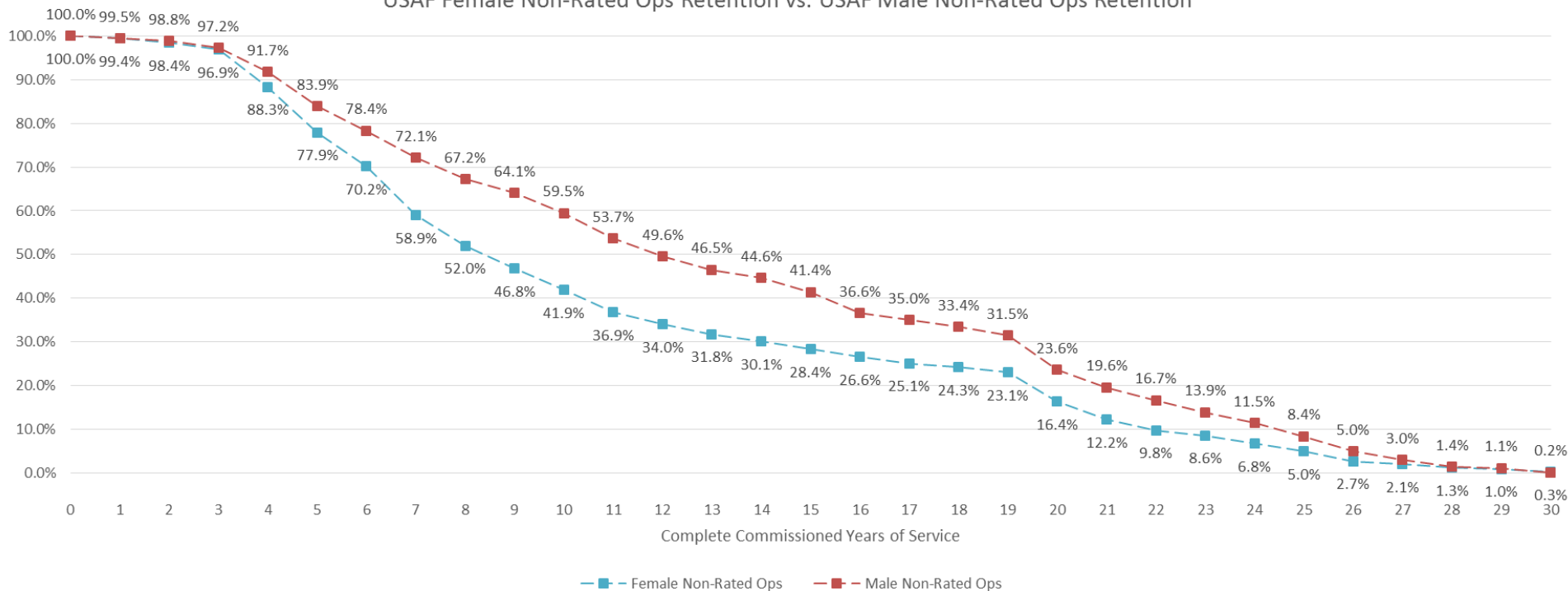
Retention calculated using average retention from \*FY11-17.  
 \*FY14 excluded due to effects of Force Management  
 Rated ops is 11X, 12X, 13B, & 18X. Non-rated ops is rest of 1 series



U.S. AIR FORCE

# Officer Female Retention: Female Ops vs Male Ops (Non-Rated)

USAF Female Non-Rated Ops Retention vs. USAF Male Non-Rated Ops Retention



Retention calculated using average retention from \*FY11-17.

\*FY14 excluded due to effects of Force Management

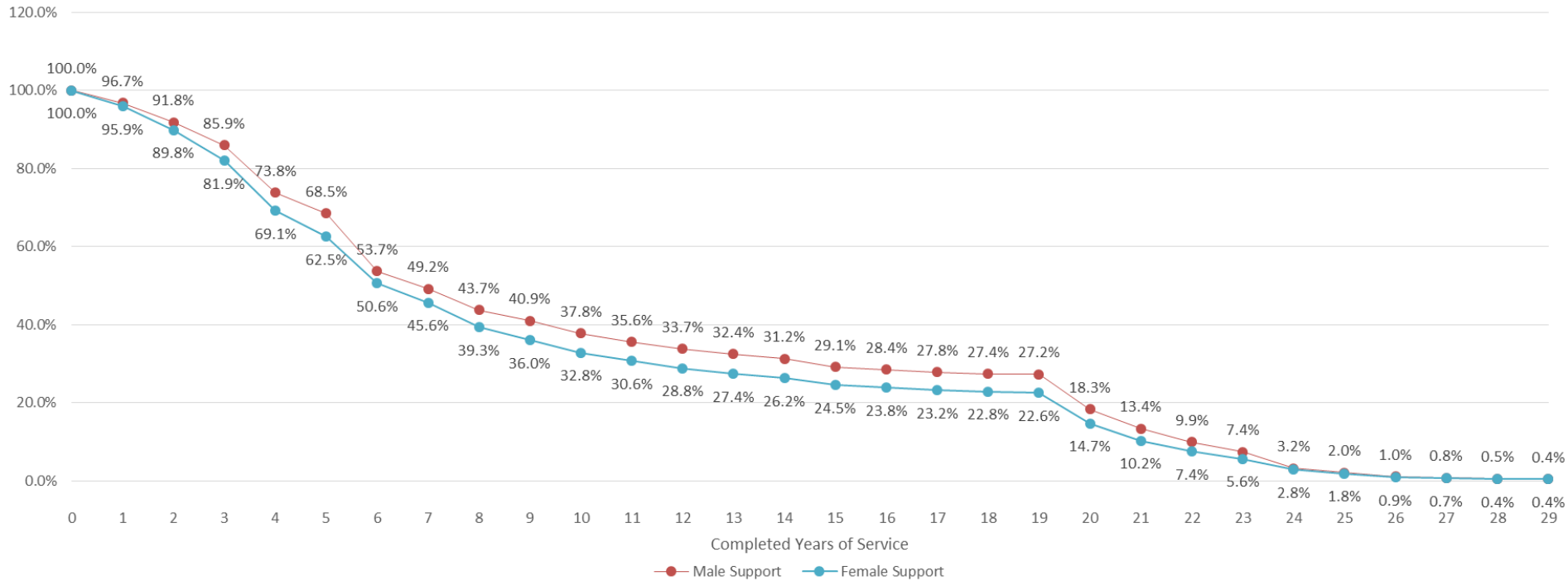
Rated ops is 11X, 12X, 13B, & 18X. Non-rated ops is rest of 1 series



U.S. AIR FORCE

# Enlisted Female Retention: Female Support vs Male Support

USAF Female Support Retention vs. USAF Male Support Retention



Retention calculated using average retention from \*FY11-17.

\*FY14 excluded due to effects of Force Management

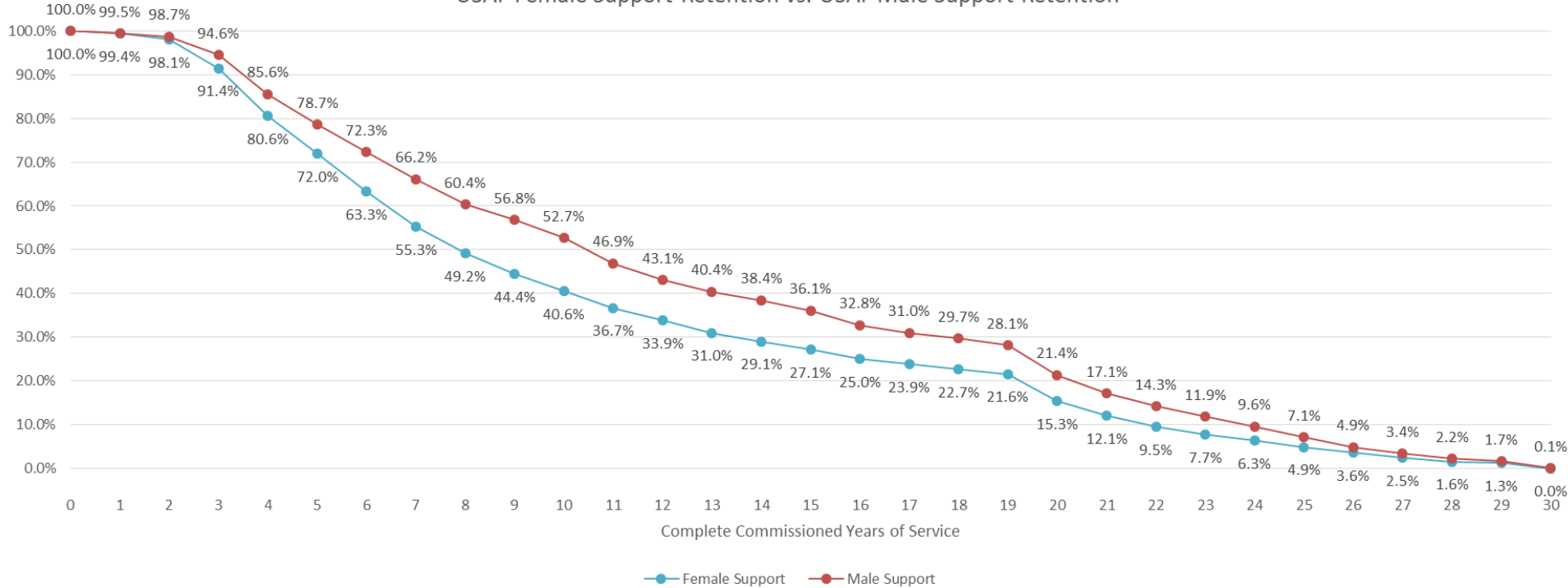




U.S. AIR FORCE

# Officer Female Retention: Female Support vs Male Support

USAF Female Support Retention vs. USAF Male Support Retention



Retention calculated using average retention from \*FY11-17.

\*FY14 excluded due to effects of Force Management



# Top 10 Influences Married Airmen Leave Retention Survey

U.S. AIR FORCE

	Male		Female
Officer	<ul style="list-style-type: none"> <li>• Amount of additional duties *</li> <li>• Choice of future job assignment/location *</li> <li>• High Home station TEMPO *</li> <li>• Too many deployments</li> <li>• Too many PCS moves</li> <li>• Senior Air Force leadership</li> <li>• Working in full-time duties outside of primary specialty</li> <li>• Overall Job Satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>• Potential family separation during deployments *</li> </ul>	<ul style="list-style-type: none"> <li>• Compatibility with spouse's career/job</li> <li>• Join spouse considerations</li> <li>• Job stress *</li> <li>• Overall Job Satisfaction *</li> <li>• Amount of additional duties *</li> <li>• Choice of future job assignment/location *</li> <li>• High home station TEMPO *</li> <li>• Starting a family</li> <li>• Current career field satisfaction</li> <li>• Leadership at unit level</li> </ul>
	<ul style="list-style-type: none"> <li>• Availability of civilian jobs</li> </ul>		<ul style="list-style-type: none"> <li>• Maintaining work/life balance and meeting family commitments</li> </ul>
Enlisted	<ul style="list-style-type: none"> <li>• Promotion opportunity</li> <li>• Fitness Standards</li> <li>• Amount of additional duties *</li> <li>• Basic Pay</li> <li>• Opportunity to do something other than military work</li> </ul>	<ul style="list-style-type: none"> <li>• Air Force enlisted evaluation systems</li> <li>• Job stress *</li> <li>• Overall Job Satisfaction *</li> <li>• Satisfaction with my current career field</li> <li>• Leadership at squadron level</li> </ul>	<ul style="list-style-type: none"> <li>• Potential family separation during deployments *</li> <li>• Opportunity to do something other than military</li> <li>• Not enough PCS opportunities</li> <li>• Fitness Standards</li> </ul>

Common Influences:

All Airmen	All Male or Female Airmen	All Officers or Enlisted	Top 10 in 2017 not in 2015	Top 10 in 2015 not in 2017
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\* Appears in multiple areas of the chart



# Top 10 Influences Single Airmen Leave Retention Survey

U.S. AIR FORCE

	Male		Female
Officer	<ul style="list-style-type: none"> <li>• High Home station TEMPO *</li> <li>• Maintaining work/life balance and meeting family commitments *</li> <li>• Working in full-time duties outside of primary specialty</li> <li>• Starting a family *</li> </ul>	<ul style="list-style-type: none"> <li>• Amount of additional duties</li> <li>• Choice of future job assignment/location *</li> <li>• Opportunity to do something other than military work</li> </ul>	<ul style="list-style-type: none"> <li>• Job Stress *</li> <li>• Starting a family *</li> <li>• High Home station TEMPO *</li> <li>• Adequate number of personnel currently working in my unit</li> <li>• Utilization of my skills within my unit</li> <li>• Leadership at unit level</li> </ul>
	<ul style="list-style-type: none"> <li>• Availability of civilian jobs</li> <li>• Air Force officer/enlisted evaluation systems *</li> </ul>	<ul style="list-style-type: none"> <li>• Overall Job Satisfaction</li> <li>• Satisfaction with my current career field</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining work/life balance and meeting family commitments *</li> </ul>
Enlisted	<ul style="list-style-type: none"> <li>• Job stagnancy *</li> <li>• Basic Pay</li> </ul>	<ul style="list-style-type: none"> <li>• Job stress</li> <li>• Leadership at squadron level</li> <li>• Opportunity to do something other than military work</li> <li>• Not enough PCS opportunities</li> <li>• Choice of job assignment</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Circumstances</li> <li>• Air Force enlisted evaluation systems *</li> <li>• Job stagnancy *</li> <li>• Starting a family</li> </ul>

Common Influences:

All Airmen

All Male or Female Airmen

All Officers or Enlisted

Top 10 in 2017 not in 2015

Top 10 in 2015 not in 2017

\* Appears in multiple areas of the chart

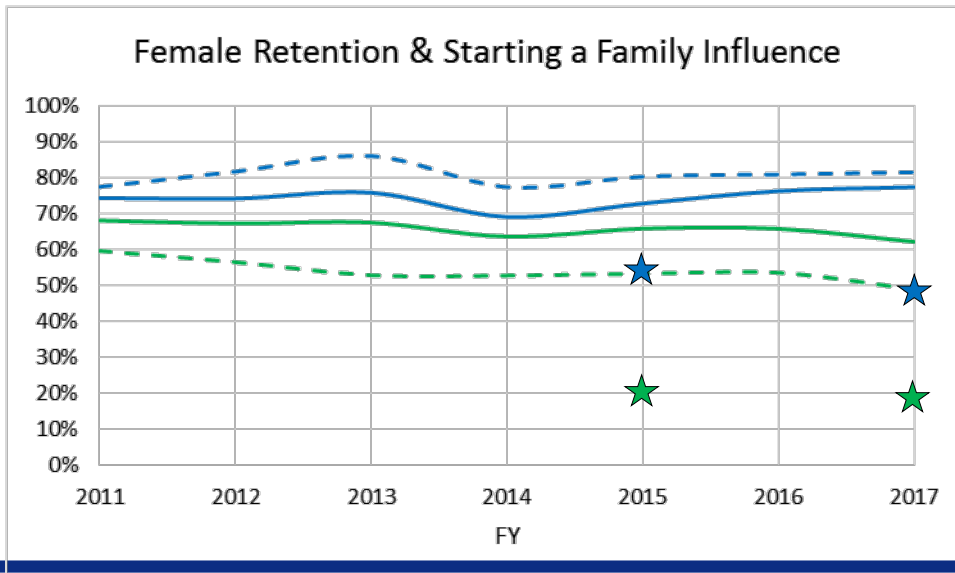


# Maternity Leave Program Retention Survey

- “Starting a family” no longer a “top 10 influence” Airmen leave for Single Enlisted Females and Married Officer Females

- Percent of Females who rated the following as an influence to stay...

	Officers	Enlisted
Expand maternity leave to 12 weeks	53%	52%
Expand post-pregnancy deployment to 12 months	40%	33%
Expand post-pregnancy fitness assessment to 12 months	40%	37%



- Female Officers (CGO)
  - Married Retention w/o ADSC
  - Single Retention w/o ADSC
  - ★ Starting a family influence to leave
- Female Enlisted (1<sup>st</sup>, 2<sup>nd</sup>, Career Term)
  - Married Retention at DOS
  - Single Retention at DOS
  - ★ Starting a family influence to leave

\* 4 more years of data are needed to make inferences