



**NATIONAL GUARD BUREAU
DACOWITS QBM SEPTEMBER 2022
RESPONSE TO DACOWITS RFI Q1
RECRUITMENT INITIATIVES TO INCREASE
WOMEN'S PROPENSITY TO SERVE**

Over the last few years, the Military Services have begun developing and implementing creative, tailored marketing content to attract women to join the military. Nevertheless, the Committee continues to observe modest increases in the percentage of women joining the military and consistently lower rates of young women's propensity to serve compared with young men.

a. Statistics (raw numbers and percentages): Accession rates for the Active and Reserve components, broken down by rank (enlisted and officer), gender, race and ethnicity, spanning the last five years (FY17-21).

RESPONSE: Please see ARNG Data on Tab "1a Summary" within the attached spreadsheet.

b. Statistics (raw numbers and percentages): Promotion rates for the Active and Reserve components, broken down by rank (enlisted and officer), gender, race and ethnicity, spanning the last five years (FY17-21).

RESPONSE: Please see ARNG Data on Tab "1b Summary" within the attached spreadsheet.

c. Recruitment target/goals for both women and men, officer and enlisted, Active and Reserve components.

RESPONSE: ARNG FY22 Recruitment Targets – Enlisted: 35,345 Officer: 3,866

d. Data on the number of male and female, officer and enlisted recruiters, for both the Active and Reserve components.

RESPONSE: ARNG FY22 Enlisted Production Recruiters (includes ADOS support) – Male: 2,828 Female: 610