



**NATIONAL GUARD BUREAU
DACOWITS QBM SEPTEMBER 2022
RESPONSE TO DACOWITS RFI Q4
RETENTION INITIATIVES FOR SERVICEWOMEN**

The Committee is examining the current retention rates for female servicewomen and understands that the Services conduct exit and retention surveys for separating Service members. The Committee requests an update on the status of these efforts, to include data on reasons for separation, as well as any relevant policy changes.

a. When was your Service's exit survey implemented?

Response: The Army National Guard's (ARNG) National Exit Survey was launched in 2007. It has since been updated to improve response rates and to account for changes in the environment.

b. What is the response rate for exiting Service members broken down by Active and Reserve components, rank (enlisted and officer), gender, race and ethnicity, and MOS/Rating (community/career field)?

Response: FY22 response rate is 6.9% (2,803 responses / 40,762 FY22 ETS Eligible Population). Currently, only enlisted complete the ARNG National Exit Survey. Please see Tab "4b Summary" within the attached spreadsheet for supporting data.

c. What findings/trends were gleaned from your Service's review of the exit survey review?

Response: The top two reasons Soldiers are separating from the ARNG are personal and family circumstances. This could be due to the increase in the ARNG's operational tempo, to include COVID-19 support, civic disturbance responses and border patrol missions. Males and females are separating for the same reasons.

d. What were the top five reasons (in order of frequency) that Service members are choosing to separate from your Service? Differentiate by gender.

Response: Please see Tab "4d Summary" within the attached spreadsheet.

e. What is your Service doing or planning to do with the information ascertained from the exit survey findings?

Response: The ARNG continues to analyze exit survey findings to inform policy and resource decisions that aim to improve retention rates. The exit survey also provides feedback to State/Territories/District of Columbia so leadership can

better understand how their policies and command climate positively or negatively impact retention.

f. What were the retention rates for Service members over the past five years (e.g., FY17-21), broken down by Active and Reserve components, rank (enlisted and officer), gender, race and ethnicity, and MOS/Rating (community/career field)?

Response: Please see Tab "4f Summary" within the attached spreadsheet

g. What were the top reasons cited within the retention surveys that influenced Service members to leave the military? Differentiate by gender.

Response:

I. Females

- 1) Other Personal Circumstances (13.9%)
- 2) Family Circumstances (11.9%)
- 3) Ineffective Leadership (11.5%)
- 4) Interference with Civilian Employment (10.6%)
- 5) Duties are No Longer Fulfilling (6.0%)

II. Males

- 1) Other Personal Circumstances (19.1%)
- 2) Family Circumstances (11.9%)
- 3) Interference with Civilian Employment (10.9%)
- 4) Ineffective Leadership (7.7%)
- 5) COVID Vaccine Mandate (6.9%)