

BACKGROUND PAPER

ON

RETENTION INITIATIVES FOR SERVICEWOMEN

PURPOSE

In accordance with DACOWITS' Terms of Reference, the R&R Subcommittee will identify barriers to female retention and present findings and actionable recommendations to improve the overall retention of women. In addition, the R&R Subcommittee will utilize the Military Services' retention and exit survey data to identify barriers and/or lessons learned to identify ways to improve servicewomen's retention.

QUESTION #4

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. The Committee requests a written response from the Army, Navy, Marines, Air Force, Space Force, Coast Guard, and National Guard on the following:

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

- The AF has administered exit and retention surveys of military personnel since 1989. Each year, we review the quality of questions within the survey and establish linkages between the questions being asked to policy and programs to better inform the decision process.

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 rate for the most recent Active-Duty Exit Survey (2021) was 18% (3,867 responses).

1. Rank (enlisted and officer)

Grade Group	Participation Rate
E1-E4	6.00%
E5-E6	13.97%
E7-E9	29.05%
O1-O3	26.53%
O4-O5	34.34%
O6	41.83%

2. Gender

GENDER	Participation Rate
F	18.19%
M	18.44%

3. Race and Ethnicity

HISPANIC LATINO DESIGNATION	Participation Rate
DECLINE TO RESPOND	25.16%
HISPANIC OR LATINO	13.12%
NOT HISPANIC OR LATINO	19.00%

RACE	Participation Rate
AMERICAN INDIAN/NATIVE ALASKAN	14.38%
ASIAN	15.96%
BLACK OR AFRICAN AMERICAN	12.63%
DECLINED TO RESPOND	23.59%
IDENTIFIED MORE THAN ONE RACE	13.16%
NATIVE HAWAIIAN/OTHER PAC ISL	9.27%
WHITE	19.74%

4. MOS/Rating (community/career field)

(see attachment 1 for officer AFSC clear text breakdown)

Officer AFSC	Participation Rate
11B	42.86%
11F	33.15%
11H	22.22%
11K	50.00%
11M	30.24%
11R	25.81%
11S	29.07%
11U	34.78%
12B	41.30%
12F	47.37%
12H	42.86%
12M	47.62%
12R	40.91%
12S	36.36%
13A	0%.

13B	38.24%
13H	100.00%
13M	35.71%
13N	39.13%
13O	0%
13S	26.47%
14F	20.00%
14N	31.84%
15A	44.83%
15W	33.33%
16F	28.57%
16Z	50.00%
17D	38.30%
17S	34.00%
18A	15.00%
18R	12.50%
18S	40.00%
19Z	21.74%
21A	26.25%
21M	37.50%
21R	32.65%
31P	37.93%
32E	36.00%
35B	0%
35P	29.41%
38F	31.68%
41A	37.93%
42B	20.00%
42E	80.00%
42F	50.00%
42G	19.44%
42N	0%
42P	42.86%
42S	31.25%
42T	0%
43A	33.33%
43E	55.56%
43H	50.00%
43P	33.33%
43T	63.64%
44B	50.00%

44D	0%
44E	26.92%
44F	38.24%
44G	33.33%
44K	42.31%
44M	26.67%
44P	42.86%
44R	28.57%
44S	0%
44Z	100.00%
45A	35.71%
45B	40.00%
45E	33.33%
45G	15.38%
45N	50.00%
45S	33.33%
45U	0%
46F	50.00%
46N	38.25%
46S	31.58%
46Y	20.00%
47B	0%
47E	33.33%
47G	15.15%
47H	40.00%
47K	100.00%
47P	100.00%
47S	0%
48A	60.00%
48G	28.57%
48R	33.33%
51J	35.53%
52R	21.05%
61C	50.00%
61D	50.00%
62E	31.51%
63A	38.36%
64P	29.73%
65F	22.86%
71S	37.04%
92T	33.33%

(see attachment 2 for enlisted AFSC clear text breakdown)

Enlisted AFSC	Participation Rate
1A0XX	13.16%
1A1XX	17.65%
1A2XX	17.05%
1A3XX	16.39%
1A6XX	0%
1A8XX	19.47%
1A9XX	26.42%
1B0XX	0%
1B4XX	20.78%
1C0XX	17.04%
1C1XX	15.20%
1C3XX	15.79%
1C5XX	17.81%
1C6XX	25.00%
1C7XX	17.50%
1C8XX	23.23%
1D7XX	15.10%
1H0XX	0%
1N0XX	24.10%
1N1XX	15.13%
1N2XX	13.50%
1N3XX	22.75%
1N4XX	13.61%
1N7XX	66.67%
1N8XX	30.00%
1P0XX	19.18%
1S0XX	17.86%
1T0XX	26.92%
1U0XX	12.50%
1U1XX	0%
1W0XX	13.86%
1Z1XX	9.68%
1Z2XX	14.63%
1Z3XX	11.54%
1Z4XX	0%
2A0XX	20.65%
2A2XX	9.09%
2A3XX	16.16%
2A5XX	13.10%

2A6XX	17.13%
2A7XX	17.48%
2A8XX	18.84%
2A9XX	13.22%
2F0XX	14.59%
2G0XX	23.08%
2M0XX	14.81%
2P0XX	22.00%
2R0XX	19.30%
2R1XX	12.00%
2S0XX	9.46%
2T0XX	11.59%
2T1XX	14.20%
2T2XX	10.33%
2T3XX	15.35%
2W0XX	16.44%
2W1XX	12.66%
2W2XX	15.38%
3D0XX	17.71%
3D1XX	21.53%
3E0XX	15.63%
3E1XX	6.15%
3E2XX	17.52%
3E3XX	19.23%
3E4XX	18.84%
3E5XX	10.45%
3E6XX	15.15%
3E7XX	12.32%
3E8XX	27.54%
3E9XX	25.00%
3F0XX	16.11%
3F1XX	13.25%
3F2XX	33.03%
3F3XX	34.09%
3F4XX	25.93%
3F5XX	17.41%
3N0XX	21.74%
3N1XX	4.76%
3N2XX	9.09%
3N3XX	0%
3P0XX	6.36%

4A0XX	19.05%
4A1XX	15.63%
4A2XX	21.88%
4B0XX	20.51%
4C0XX	17.24%
4D0XX	22.22%
4E0XX	18.99%
4H0XX	12.00%
4J0XX	20.00%
4M0XX	28.57%
4N0XX	14.75%
4N1XX	10.81%
4P0XX	12.20%
4R0XX	11.11%
4T0XX	24.32%
4V0XX	9.09%
4Y0XX	13.89%
5J0XX	25.00%
5R0XX	30.00%
5S0XX	0%
5Z8XX	100.00%
6C0XX	13.14%
6F0XX	17.46%
7S0XX	24.14%
8A1XX	18.18%
8A2XX	25.00%
8A3XX	75.00%
8B0XX	18.18%
8B1XX	30.77%
8B2XX	14.29%
8C0XX	9.09%
8F0XX	24.34%
8G0XX	12.50%
8G1XX	0%
8H0XX	23.08%
8I0XX	31.82%
8I1XX	25.00%
8I2XX	50.00%
8P0XX	25.00%
8P1XX	9.09%
8R0XX	17.86%

8R2XX	28.57%
8R3XX	20.00%
8S0XX	37.50%
8T0XX	28.13%
8T1XX	0%
8U0XX	8.33%
9A0XX	4.84%
9A1XX	3.13%
9A2XX	5.56%
9A3XX	11.11%
9A5XX	0%
9D1XX	30.00%
9E0XX	21.88%
9G1XX	43.75%
9J0XX	100.00%
9L0XX	0%
9M4XX	16.67%
9S1XX	10.26%
9T1XX	0%
9W3XX	100.00%

(see attachment 2 for enlisted AFSC text breakdown)

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

- In the most recent 2021 Active-Duty Air Force Exit Survey, the top ten reasons Airmen depart the service remained consistent from the previous survey, with leadership remaining in the top 2 reasons for both officers and enlisted. In addition, most of the respondents were voluntary retirees, and the majority were married.

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

- The tables below include results from the 2021 Active-Duty Air Force Exit Survey.

Using the list below, please select up to 5 issues that you personally consider to be top influences to leave the Regular Air Force.	GENDER
	M
	%
Leadership	35.06
Job stress	27.2
Overall job satisfaction	24.91
Opportunity to do something other than military work	23.33
Difficulty maintaining work/life balance and meeting family commitments	23.21

Using the list below, please select up to 5 issues that you personally consider to be top influences to leave the Regular Air Force.	GENDER
	F
	%
Leadership	40.37
Job stress	35.29
Overall job satisfaction	32.62
Difficulty maintaining work/life balance and meeting family commitments	29.14
Unit climate/morale	24.6

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

- Survey results are provided to Career Field Managers to better enable their oversight and management of their career fields. In addition, the survey results are provided to DAF Diversity and Inclusion leaders to ensure the DAF is aware of any trends that could impact efforts to improve diversity and inclusion. Finally, survey results are used by HAF/A1 and other important policy stakeholders to inform future DAF policy decisions, as necessary.

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)?



Atch 3 - Q4.f
Retention breakout.

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

- The tables below include results from the 2019 DAF Military Career Decisions Survey, which included AD, ANG, and AFR and was sent to a random sample of Airmen and Guardians without a date of separation on file. This includes both those who are planning to remain and those who are planning to leave the DAF.

Using the list below, please select up to 5 issues that you personally consider to be top influences to leave the Air Force/Space Force.	GENDER
	M
	%
Leadership	34.92
Choice of job assignments/locations	26.21
Job stress	25.17
Difficulty maintaining work/life balance and meeting family commitments	22.28
Amount of additional duties	21.45
Overall job satisfaction	24.19

Using the list below, please select up to 5 issues that you personally consider to be top influences to leave the Air Force/Space Force.	GENDER	
	F	
		%
Leadership		40.43
Difficulty maintaining work/life balance and meeting family commitments		26.41
Unit Climate/Morale		27.60
Job stress		29.43
Choice of job assignments/locations		23.61
Overall job satisfaction		23.47