



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES SPACE FORCE

9 September 2022

MEMORANDUM FOR DACOWITS

FROM: HQ USSF/S1
2020 Air Force Pentagon
Washington, DC 20330-2020

SUBJECT: USSF DACOWITS RFI Responses

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?

- USSF has not implemented an exit survey separate from the DAF.

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)?

- Guardians were included in the sampling plan for the entire DAF, but Guardians could not be differentiated from Airmen by PAS code or billet during previous data collections.

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

- No USSF specific data exists. AF/A1P data provided by the DAF.

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

- No USSF specific data exists. AF/A1P data provided by the DAF.

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

- The 2019 insights informed the Guardian Ideal (GI), the human capital/talent management strategy for the Space Force. See A1P DAF response. 'Leadership' -The proposed performance appraisal system for the Space Force includes multi-source; command screening and promotion readiness processes will include assessment of 'derailing behaviors'. 'Overall Job Satisfaction' - The proposed competency framework provides for increased control over career paths and developmental opportunities, which are believed to increase job satisfaction. 'Difficulty maintaining work/life balance' - The GI describes a move to increased modalities of work (full/part/gig work) which are proposed to provide increased phase-of-life flexibilities for all Guardians. FY23 RAND Project Air Force will research the policy, statute, and regulatory barriers to implementing these modalities. 'Unit climate/morale' - The GI outlines a Guardian's commitment to fostering a team-centered work environment; inclusion is highlighted in the proposed performance appraisal multi-source evaluation.

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)?

- See attached S1 excel spreadsheet

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

- No USSF specific data exists. AF/A1P data provided by the DAF.