June 2012
Status of Forces Survey of Reserve Component Members

Executive Briefing

Kimberly Williams
DMDC-HRSAP
31 January 2013
June 2012 SOFS-R

• Web-based, Reserve component survey fielded June 29 – September 10, 2012
• 113K Reserve component members surveyed
  – Weighted response rate of 26% (Jan 2012 SOFS-R – 26%; Jan 2011 SOFS-R – 27%)
• Survey included the following topics:
  – Leading indicators
  – Employment
  – Deployments since 9/11
  – Military OneSource
  – Financial health
  – DoD/VA benefits
  – Recovering Warrior programs
  – Repeal of “Don’t Ask, Don’t Tell”
  – Detailed retention
  – Organizational culture
  – Impact of activation on employment
  – Financial impact of activations/deployments
  – Family life
  – Activations/deployments/demobilization
  – Detailed readiness
  – Training and equipment
  – Safety
Executive Top-Line Results

• **Leading indicators**
  – Satisfaction (76%), personal readiness (81%), and retention (74%) steady; all significantly higher than lows in 2004-2005
  – Members reporting more stress than usual in military lives (30%) and personal lives (34%) steady; both are significantly lower than 2003-2009

• **Employment and employer support**
  – 11% unemployment rate across Reserve components; 2% lower than January 2011
  – 18% unemployment rate for E1-E4 members, down from high of 23% in January 2011
  – 74% of civilian employers are supportive of employed National Guard and Reserve member obligations

• **Top concerns about returning from activations/deployments**
  – Reemployment
  – Readjusting to family life
  – Financial stability
  – Readjusting to work life
BRIEFING OVERVIEW

- Leading indicators (satisfaction, stress, readiness) .................. 5
- Detailed retention .................................................................... 13
- Financial health ....................................................................... 18
- Employment & employer support ........................................... 22
- Impact of activations/deployments ........................................... 33
- Military OneSource ................................................................. 44
Overall, how satisfied are you with the military way of life?

- Highest percentages of *satisfied* – USNR (79%); ANG (81%); O4-O6 (86%)
- Highest percentages of *dissatisfied* – USAR (11%); E1-E4 (11%)

Margins of error do not exceed ±1%
Aspects of Military Service
Percent of All Reserve Component Members

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Satisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>The type of work you do in your military job</td>
<td>76</td>
<td>14</td>
<td>11</td>
</tr>
<tr>
<td>The quality of your coworkers in your unit</td>
<td>69</td>
<td>19</td>
<td>12</td>
</tr>
<tr>
<td>The quality of your supervisor in your unit</td>
<td>69</td>
<td>17</td>
<td>15</td>
</tr>
<tr>
<td>Your total compensation</td>
<td>67</td>
<td>18</td>
<td>15</td>
</tr>
<tr>
<td>Your opportunities for promotion in your unit</td>
<td>50</td>
<td>22</td>
<td>28</td>
</tr>
</tbody>
</table>

- Highest percentages of *satisfied* overall – ANG; USAFR; O1-O3; O4-O6
- Highest percentages of *dissatisfied* overall – ARNG; USAR; E1-E4

Margins of error range from ±1% to ±2%
Views of Participation in NG&R
Percent of Applicable Reserve Component Members

Higher response of favorably:
- **Family** – ANG; USAFR; O4-O6
- **Coworkers at principal civilian job** – USMCR
- **Spouse/significant other** – ANG; USAFR; E5-E9; O4-O6
- **Supervisor at principal civilian job** – ANG

Margins of error range from ±1% to ±2%
Current Levels of Military and Personal Stress
Percent of All Reserve Component Members

How would you rate the current level of stress in your MILITARY life?

- 22% less than usual
- 48% about the same as usual
- 30% more than usual

How would you rate the current level of stress in your PERSONAL life?

- 19% less than usual
- 46% about the same as usual
- 34% more than usual

- Higher response of *less than usual* in military life and personal life – USAR; E1-E4
- Higher response of *more than usual* in military life and personal life – ARNG; O4-O6
- Higher response of *more than usual* in military life – E5-E9; O1-O3

SOFS-R Jun 12 Q55, Q56

Margins of error range from ±1% to ±2%
Serving Those Who Serve Our Country

Readiness To Perform Wartime Job or Mission
Percent of All Reserve Component Members

How well prepared are YOU to perform your wartime job?
- 81% Well prepared
- 13% Neither well nor poorly prepared
- 6% Poorly prepared

How well has your training prepared you to perform your wartime job?
- 73% Well prepared
- 18% Neither well nor poorly prepared
- 9% Poorly prepared

How well prepared is YOUR UNIT to perform its wartime mission?
- 69% Well prepared
- 20% Neither well nor poorly prepared
- 11% Poorly prepared

Higher responses:
- Member well prepared to perform wartime job – USMCR; ANG; E5-E9; O4-O6
- Training has prepared member well to perform wartime job – USMCR; ANG; USAFR; O4-O6
- Unit well prepared to perform wartime mission – USNR; ANG; USAFR; O4-O6

Margins of error do not exceed ±1%
Potential Readiness Issue:
Dental Work Prior to Most Recent Deployment
Percent of Deployed Reserve Component Members

For your most recent deployment, did you have to undergo dental work before being deployed?

- Lower response of yes – ANG; O1-O3, O4-O6

Margins of error do not exceed ±5%
**Reasons for Dental Work Prior to Most Recent Deployment**

Percent of Deployed Reserve Component Members Who Needed Dental Work Prior to Deployment

- Unaware that I needed dental work: 58%
- Out-of-pocket cost for care was too high: 41%
- Lack of dental insurance: 36%
- Only visit the dentist when I am in pain: 33%
- Did not have time to seek treatment: 20%
- Avoided the dentist because of anxiety caused by my past dental experiences: 16%
- Avoided the dentist because of embarrassment due to dental neglect: 14%
- Other: 12%
- Avoided the dentist because of anxiety caused by experiences told to me by friends or family: 9%
- Unable to get an appointment: 9%

Higher response of yes:
- *Only visit the dentist when I am in pain* – ARNG
- *Avoided the dentist because of anxiety caused by my past dental experiences* – ARNG

Margins of error range from ±7% to ±9%
BRIEFING OVERVIEW

- Leading indicators (satisfaction, stress, readiness) ........................................ 5
- Detailed retention .................................................................................................. 13
- Financial health .................................................................................................... 18
- Employment & employer support ....................................................................... 22
- Impact of activations/deployments ...................................................................... 33
- Military OneSource .............................................................................................. 44
Likelihood To Stay in National Guard/Reserve (NG&R)
Percent of All Reserve Component Members

Assuming you could stay, how likely is it that you would choose to do so?

- Higher response of *likely* – USNR; ANG; USAFR; E5-E9; O1-O3, O4-O6
- Higher response of *unlikely* – USAR; USMCR; E1-E4

Margins of error do not exceed ±1%
Factors Influencing Decision To Continue Participation in NG&R (1 of 2)

Percent of All Reserve Component Members

<table>
<thead>
<tr>
<th>Factor</th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Military retirement system</td>
<td>23</td>
<td>14</td>
<td>11</td>
<td>52</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pay and allowances</td>
<td>17</td>
<td>20</td>
<td>15</td>
<td>48</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pride in serving your country</td>
<td>13</td>
<td>11</td>
<td>11</td>
<td>65</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunities for training and professional development</td>
<td>8</td>
<td>6</td>
<td>7</td>
<td>78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Educational assistance</td>
<td>7</td>
<td>7</td>
<td>10</td>
<td>76</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health care</td>
<td>6</td>
<td>13</td>
<td>12</td>
<td>69</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quality of the work environment based on unit morale, camaraderie, and professionalism</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>81</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spouse/family attitudes</td>
<td>5</td>
<td>4</td>
<td>4</td>
<td>87</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other factor</td>
<td>5</td>
<td>12</td>
<td></td>
<td>92</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

More likely to mark as one of Top 3 factors:
- Military retirement system – USNR; ANG; USAFR; E5-E9; O1-O3, O4-O6
- Pay and allowances – ANG
- Pride in serving your country – USNR
- Opportunities for training and professional development – USAR; E1-E4
- Educational assistance – ARNG; E1-E4
- Health care – E5-E9
- Spouse/family attitudes – O1-O3; O4-O6

Margins of error range from ±1% to ±2%
Factors Influencing Decision To Continue Participation in NG&R (2 of 2)
Percent of All Reserve Component Members

- Interesting work
- Predictability, frequency, and duration of deployments
- Special pays
- Family support programs/services
- Quality and quantity of equipment/resources for deployed NG&R compared to AD
- Employer attitudes/policies
- Adequacy of parts/equipment/manning of your unit
- Access to commissaries and exchanges

More likely to mark as one of Top 3 factors (cont’d):
- *Interesting work* – E1-E4; O4-O6
- *Predictability, frequency, and duration of deployments and employer attitudes/policies* – O1-O3
- *Special pays* – E1-E4
- *Adequacy of parts/equipment/manning of unit* – USMCR

Margins of error range from ±1% to ±2%
Program/Service Most in Need of Improvement
Percent of All Reserve Component Members

- More likely to mark *military retirement system* – ANG; USAFR

Margins of error range from ±1% to ±2%
BRIEFING OVERVIEW

- Leading indicators (satisfaction, stress, readiness)........................... 5
- Detailed retention .............................................................................. 13
- Financial health .............................................................................. 18
- Employment & employer support .................................................... 22
- Impact of activations/deployments .................................................... 33
- Military OneSource ......................................................................... 44
Financial Condition
Percent of All Reserve Component Members

Which of the following best describes the financial condition of you (and your spouse)?

- Comfortable
- Some difficulty
- Not comfortable

- Higher response of *comfortable* – USNR; ANG; USAFR; E5-E9; O1-O3, O4-O6
- Higher response of *not comfortable* – ARNG; USAR; E1-E4

Margins of error range from ±1% to ±2%
Financial Problems in Past 12 Months (1 of 2)
Percent of All Reserve Component Members

- Any of the listed problems (excludes paying overdraft fees)
  - Yes: 31%

- Had to pay overdraft fees to your bank or credit union two or more times
  - Yes: 21%

- Was pressured to pay bills by stores, creditors, or bill collectors
  - Yes: 17%

- Fell behind in paying your rent or mortgage
  - Yes: 13%

- Failed to make a minimum payment on credit card, AAFES, NEXCOM account, or Military Star Account
  - Yes: 11%

- Had your telephone, cable, or Internet shut off
  - Yes: 10%

Higher response of yes:
- *Any of the listed problems* – ARNG; E1-E4
- *Had to pay overdraft fees; was pressured to pay bills; fell behind in rent or mortgage; had telephone, cable, or Internet shut off* – ARNG; E1-E4

Margins of error range from ±1% to ±2%
Serving Those Who Serve Our Country

Financial Problems in Past 12 Months (2 of 2)
Percent of All Reserve Component Members

<table>
<thead>
<tr>
<th>Problem</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bounced two or more checks</td>
<td>8</td>
</tr>
<tr>
<td>Failed to make a car payment</td>
<td>6</td>
</tr>
<tr>
<td>Had your water, heat, or electricity shut off</td>
<td>5</td>
</tr>
<tr>
<td>Obtained a payday loan</td>
<td>4</td>
</tr>
<tr>
<td>Filed for a personal bankruptcy</td>
<td>1</td>
</tr>
<tr>
<td>Had a car, household appliance, or furniture repossessed</td>
<td>1</td>
</tr>
</tbody>
</table>

Higher response of yes (cont’d):
- Bounced two or more checks – ARNG; E1-E4
- Failed to make a car payment – E1-E4
- Had water, heat, or electricity shut off – ARNG; E1-E4
- Obtained a payday loan – ARNG

Margins of error range from ±1% to ±2%
**BRIEFING OVERVIEW**

- Leading indicators (satisfaction, stress, readiness)........................... 5
- Detailed retention .................................................................................. 13
- Financial health .................................................................................... 18
  - Employment & employer support ................................................... 22
- Impact of activations/deployments ...................................................... 33
- Military OneSource .............................................................................. 44
Reserve Component Members in the Labor Force
Percent of All Reserve Component Members

- Higher response of yes – USNR (89%); ANG (89%); E5-E9 (87%); O4-O6 (93%)
- Lower response of yes – USAR (84%); E1-E4 (83%)

Margins of error do not exceed ±1%
Details on Employment
Percent of Reserve Component Members in the Labor Force

Higher response:
- *Working for an employer* – USNR (86%); ANG (91%); USAFR (88%); E5-E9 (89%); O1-O3 (86%); O4-O6 (91%)
- *Self-employed* – O4-O6 (6%)
- *Family business* – E1-E4 (6%)
- *Unemployed* – USAR (14%); USMCR (15%); E1-E4 (18%)
Unemployment Rate
Percent of Reserve Component Members in the Labor Force, by Component

Margins of error range from ±1% to ±3%
Unemployment Rate
Percent of Reserve Component Members in the Labor Force, by Paygrade

Margins of error range from ±1% to ±3%
Supportive of NG&R Obligations
Percent of Reserve Component Members Working for an Employer

- No significant differences among Reserve components or paygrade groups in principal civilian employers being supportive or unsupportive of NG&R obligations

Margins of error range from ±2% to ±3%
Employer Support for Time Off To Prepare
Percent of Reserve Component Members Who Needed Time Off From Work To Prepare for Activation

- No significant differences among Reserve components or paygrade groups in principal civilian employers being supportive or unsupportive of members taking time off from work to prepare for activation
Perceived Problems if Activated/Deployed for 3 Months
Percent of Not Activated Reserve Component Members Working for an Employer

- Higher response of *not a problem* for *employer problems at the beginning of the activation/deployment* – E1-E4 (65%)
Problems Experienced During Most Recent Activation
Percent of Activated Reserve Component Members Working for an Employer

Got behind in advances in civilian occupation
Loss of promotion opportunity
Loss of seniority or job responsibility on civilian job
Getting the same job back after returning
Loss of a civilian job
Other employer problems when you returned to your job
Hostility from supervisor
Employer problems at the beginning of the activation/deployment
Hostility from coworkers
Demotion in a civilian job

<table>
<thead>
<tr>
<th>Problem</th>
<th>Serious problem</th>
<th>Slight/Somewhat of a problem</th>
<th>Not a problem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Got behind in advances in civilian occupation</td>
<td>11</td>
<td>20</td>
<td>69</td>
</tr>
<tr>
<td>Loss of promotion opportunity</td>
<td>9</td>
<td>19</td>
<td>71</td>
</tr>
<tr>
<td>Loss of seniority or job responsibility on civilian job</td>
<td>8</td>
<td>13</td>
<td>78</td>
</tr>
<tr>
<td>Getting the same job back after returning</td>
<td>7</td>
<td>12</td>
<td>81</td>
</tr>
<tr>
<td>Loss of a civilian job</td>
<td>7</td>
<td>6</td>
<td>87</td>
</tr>
<tr>
<td>Other employer problems when you returned to your job</td>
<td>6</td>
<td>19</td>
<td>74</td>
</tr>
<tr>
<td>Hostility from supervisor</td>
<td>5</td>
<td>14</td>
<td>81</td>
</tr>
<tr>
<td>Employer problems at the beginning of the activation/deployment</td>
<td>4</td>
<td>24</td>
<td>71</td>
</tr>
<tr>
<td>Hostility from coworkers</td>
<td>4</td>
<td>12</td>
<td>84</td>
</tr>
<tr>
<td>Demotion in a civilian job</td>
<td>3</td>
<td>7</td>
<td>90</td>
</tr>
</tbody>
</table>

Higher response of serious problem:
- **Loss of promotion opportunity** – O4-O6 (16%)
- **Loss of seniority or job responsibility on civilian job** – USAR (15%)
- **Getting the same job back after returning** – O1-O3 (14%)

Margins of error range from ±2% to ±5%
Provided Civilian Employer With Notification Before Reporting for Duty
Percent of Activated Reserve Component Members Who Were Currently Employed or Employed Week Prior to Activation

Higher response of yes:
- Verbal notification – USMCR (99%); E1-E4 (100%)
- Written notification – USNR (90%)

Margins of error range from ±3% to ±6%
### Days Notification Provided to Civilian Employer in Advance of Activation

Average of Activated Reserve Component Members Who Provided Civilian Employer With Notification Prior to Activation

- **Verbal notification** – less than average for USNR (69 days); ANG (66 days); USAFR (70 days)
- **Written notification** – no significant differences among Reserve components or paygrade groups

Margins of error range from ±9 to ±12 days

SOFS-R Jun 12 Q213, Q214
BRIEFING OVERVIEW

- Leading indicators (satisfaction, stress, readiness).......................... 5
- Detailed retention ................................................................................. 13
- Financial health ................................................................................. 18
- Employment & employer support ...................................................... 22
- Impact of activations/deployments ..................................................... 33
- Military OneSource ............................................................................. 44
Concerns About Returning From Activation/Deployment (1 of 2)
Percent of Demobilized Reserve Component Members

- Readjusting to family life: 58%
- Reemployment: 70%
- Financial stability: 55%
- Readjusting to work life: 58%
- Reestablishing a good relationship with your spouse: 76%
- Recovering from the emotional impact and stress of activation/deployment: 76%

More likely to mark as one of Top 3 concerns:
- Reemployment – USAR
- Reestablishing a good relationship with spouse – O1-O3; O4-O6
- Reestablishing a good relationship with children – E5-E9; O1-O3; O4-O6

Margins of error range from ±2% to ±5%
Concerns About Returning From Activation/Deployment (2 of 2)
Percent of Demobilized Reserve Component Members

- Reestablishing a good relationship with your children: 86%
- Possibility of being activated/deployed again: 89%
- Health care coverage for your family: 89%
- Recovering from a physical injury/limitation: 91%
- Health care coverage for yourself: 90%
- Other: 86%

More likely to mark as one of Top 3 concerns (cont’d):
- Reestablishing a good relationship with children – E5-E9; O1-O3; O4-O6

Margins of error range from ±2% to ±5%
### Concerns While Activated/Deployed

Percent of Currently Activated Reserve Component Members

<table>
<thead>
<tr>
<th>Concern</th>
<th>0%</th>
<th>20%</th>
<th>40%</th>
<th>60%</th>
<th>80%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reemployment upon return</td>
<td>24</td>
<td>10</td>
<td>11</td>
<td>55</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problems for spouse</td>
<td>18</td>
<td>13</td>
<td>10</td>
<td>60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial stability</td>
<td>17</td>
<td>20</td>
<td>9</td>
<td>54</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to communicate with family</td>
<td>12</td>
<td>16</td>
<td>16</td>
<td>57</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Possibility of you being physically injured</td>
<td>8</td>
<td>5</td>
<td>12</td>
<td>74</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problems for children</td>
<td>7</td>
<td>10</td>
<td>10</td>
<td>73</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Possibility of you experiencing emotional issues and stress</td>
<td>6</td>
<td>11</td>
<td>8</td>
<td>75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
<td>4</td>
<td>5</td>
<td>86</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health care coverage for your family</td>
<td>2</td>
<td>5</td>
<td>9</td>
<td>84</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Less likely to mark *financial stability* as one of Top 3 concerns – O4-O6
- More likely to mark *problems for children* as one of Top 3 concerns – O4-O6
Emotional/Behavioral Changes After Deployment
Percent of Demobilized Reserve Component Members

<table>
<thead>
<tr>
<th>Change in Behavior</th>
<th>Large extent</th>
<th>Moderate/Small extent</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appreciate family and friends more</td>
<td>49</td>
<td>35</td>
<td>16</td>
</tr>
<tr>
<td>Appreciate life more</td>
<td>45</td>
<td>38</td>
<td>17</td>
</tr>
<tr>
<td>Have more confidence in yourself</td>
<td>36</td>
<td>43</td>
<td>21</td>
</tr>
<tr>
<td>Get angry faster</td>
<td>29</td>
<td>34</td>
<td>36</td>
</tr>
<tr>
<td>Be more emotionally distant</td>
<td>26</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>Be different in another way</td>
<td>20</td>
<td>36</td>
<td>44</td>
</tr>
<tr>
<td>Take more risks with your safety</td>
<td>13</td>
<td>32</td>
<td>55</td>
</tr>
<tr>
<td>Drink more alcohol</td>
<td>12</td>
<td>29</td>
<td>59</td>
</tr>
</tbody>
</table>

Higher response of *large extent*:
- *Have more confidence in yourself* – E1-E4 (53%)
- *Get angry faster* – ARNG (38%); E1-E4 (46%)

Margins of error range from ±4% to ±5%
## Spouse's Problems During Deployment (1 of 2)

Percent of Reserve Component Members Married to the Same Person as Before Their Most Recent Deployment

<table>
<thead>
<tr>
<th>Problem</th>
<th>Large Extent</th>
<th>Moderate/Small Extent</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loneliness</td>
<td>34</td>
<td>47</td>
<td>20</td>
</tr>
<tr>
<td>Feelings of anxiety or depression</td>
<td>33</td>
<td>49</td>
<td>18</td>
</tr>
<tr>
<td>Household repairs, yard work, or car maintenance</td>
<td>32</td>
<td>44</td>
<td>25</td>
</tr>
<tr>
<td>Managing expenses and bills</td>
<td>24</td>
<td>42</td>
<td>33</td>
</tr>
<tr>
<td>Difficulty sleeping</td>
<td>23</td>
<td>44</td>
<td>33</td>
</tr>
<tr>
<td>Spouse's job or education demands</td>
<td>23</td>
<td>31</td>
<td>46</td>
</tr>
<tr>
<td>Managing child care/child schedules</td>
<td>19</td>
<td>31</td>
<td>51</td>
</tr>
<tr>
<td>Difficulties in communications with me</td>
<td>16</td>
<td>47</td>
<td>36</td>
</tr>
<tr>
<td>Increased need for child care</td>
<td>16</td>
<td>23</td>
<td>62</td>
</tr>
<tr>
<td>Serious emotional problems in the family</td>
<td>15</td>
<td>38</td>
<td>47</td>
</tr>
</tbody>
</table>

More likely to mark *not at all*:

- *Difficulties in communications with member* – USAFR
- *Increased need for child care* – USAFR
- *Serious emotional problems in family* – ANG; O4-O6

Margins of error range from ±2% to ±5%
Spouse's Problems During Deployment (2 of 2)

Percent of Reserve Component Members Married to the Same Person as Before Their Most Recent Deployment

<table>
<thead>
<tr>
<th>Problem Description</th>
<th>Large extent</th>
<th>Moderate/Small extent</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child(ren)’s education</td>
<td>15</td>
<td>24</td>
<td>61</td>
</tr>
<tr>
<td>Safety of your family in their community</td>
<td>14</td>
<td>36</td>
<td>50</td>
</tr>
<tr>
<td>Had to find child care when it was not previously needed</td>
<td>12</td>
<td>20</td>
<td>68</td>
</tr>
<tr>
<td>Serious health problems in the family</td>
<td>11</td>
<td>33</td>
<td>56</td>
</tr>
<tr>
<td>Marital problems</td>
<td>8</td>
<td>25</td>
<td>67</td>
</tr>
<tr>
<td>Loss of income from your civilian job</td>
<td>8</td>
<td>25</td>
<td>67</td>
</tr>
<tr>
<td>Major financial hardship or bankruptcy</td>
<td>6</td>
<td>18</td>
<td>76</td>
</tr>
<tr>
<td>Birth or adoption of a child</td>
<td>6</td>
<td>5</td>
<td>89</td>
</tr>
<tr>
<td>Death of a family member</td>
<td>5</td>
<td>10</td>
<td>85</td>
</tr>
<tr>
<td>Elder care</td>
<td>3</td>
<td>10</td>
<td>87</td>
</tr>
</tbody>
</table>

- More likely to mark *not at all* for child(ren)’s education – E5-E9

Margins of error range from ±2% to ±5%

SOFS-R Jun 12 Q182
Importance of Factors for Spouse in Coping With Deployment (1 of 2)
Percent of Married/Separated Reserve Component Members

My spouse’s ability to communicate with me: 91%
Knowing the expected length of the deployment: 89%
Deployment pay: 87%
Pre-deployment information: 82%
Having no changes in the length of deployment: 78%
Temporary reunions with me (R&R time): 78%
Contact with someone in my unit: 69%

Higher response of important:
- Knowing the expected length of the deployment – USAFR
- Pre-deployment information – ARNG
- Temporary reunions with member – ARNG
- Contact with someone in member’s unit – ARNG; E1-E4

Margins of error range from ±1% to ±3%
Importance of Factors for Spouse in Coping With Deployment (2 of 2)
Percent of Married/Separated Reserve Component Members

Higher response of *important* (cont’d):
- Level of support family receives from military and civilian communities and Family Readiness/Support Group – E1-E4
- Reunion planning information or classes, locally available counseling/support services, and telephonic counseling/support services – ARNG; E1-E4

Margins of error range from ±1% to ±3%
Children's Emotional/Behavioral Changes in Response to Deployment (1 of 2)

Percent of Reserve Component Members With Children Ages 18 or Under Living With Them Prior to Deployment

- Pride in having a military parent
  - Increased: 51
  - No change: 46
  - Decreased: 3

- Fear/anxiety
  - Increased: 47
  - No change: 51
  - Decreased: 1

- Closeness to family members
  - Increased: 37
  - No change: 50
  - Decreased: 12

- Problem behavior at home
  - Increased: 32
  - No change: 64
  - Decreased: 3

- Anger about your military requirements
  - Increased: 28
  - No change: 70
  - Decreased: 1

- Problem behavior at school
  - Increased: 28
  - No change: 69
  - Decreased: 3

- No significant differences among Reserve components and paygrade groups indicating a higher response of increased or decreased in their children’s emotional/behavioral changes

Margins of error range from ±1% to ±6%
Children's Emotional/Behavioral Changes in Response to Deployment (2 of 2)

Percent of Reserve Component Members With Children Ages 18 or Under Living With Them Prior to Deployment

<table>
<thead>
<tr>
<th>Category</th>
<th>Increased</th>
<th>No change</th>
<th>Decreased</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being responsible</td>
<td>28</td>
<td>61</td>
<td>11</td>
</tr>
<tr>
<td>Independence</td>
<td>25</td>
<td>64</td>
<td>10</td>
</tr>
<tr>
<td>Distress over discussions of the war</td>
<td>23</td>
<td>75</td>
<td>2</td>
</tr>
<tr>
<td>Closeness to friends</td>
<td>23</td>
<td>68</td>
<td>10</td>
</tr>
<tr>
<td>Other behavior(s)</td>
<td>14</td>
<td>85</td>
<td>1</td>
</tr>
<tr>
<td>Academic performance</td>
<td>8</td>
<td>65</td>
<td>27</td>
</tr>
</tbody>
</table>

Margins of error range from ±1% to ±6%
BRIEFING OVERVIEW

- Leading indicators (satisfaction, stress, readiness).................................5
- Detailed retention ......................................................................................13
- Financial health .......................................................................................18
- Employment & employer support ..............................................................22
- Impact of activations/deployments .............................................................33
- Military OneSource ..................................................................................44
Use of Military OneSource in Past 12 Months
Percent of All Reserve Component Members

Higher response of yes:

- **Accessed Military OneSource in the past 12 months** and **accessed Military OneSource.com** – USNR; ANG; E5-E9; O1-O3
- **Talked on telephone with Military OneSource consultant**, **used Military OneSource to arrange for face-to-face counseling session(s)**, and **e-mailed Military OneSource** – E5-E9

Margins of error do not exceed ±1%
Usefulness of Military OneSource

Percent of Reserve Component Members Who Used Military OneSource in Past 12 Months

- Higher response of *useful* for *Military OneSource in-person counseling referrals* – USNR (91%); O4-O6 (90%)

Margins of error range from ±1% to ±5%
Development of next survey will begin in Feb

- P&R will require every survey item to be linked to policy requirement
- Analyst will work with policy offices through Col Lyman
- Topics on long-term content plan include:
  - Core items (leading indicators; employment/student status; deployments since 9/11; Military OneSource; DoD/VA benefits; financial health)
  - Reunion & reintegration
  - Programs and services
  - Civilian work
  - Utilization
  - Attitudes toward military service/lifestyle
  - Employer support
  - Reemployment after activation/deployment
  - Education
  - Health care during activation/deployment
  - Relatives serving in Armed Forces
Questions?

Contact information:
GAL Listing – Williams, Kimberly G. CIV DODHRA DMDC
kimberly.g.williams6.civ@mail.mil

DMDC Web site (http://www.dmdc.osd.mil/surveys)
- Tabulated data
- More details on topics covered in this briefing
- Information for items not included in this briefing