

INFORMATION PAPER

Subj: USMC – MANPOWER & RESERVE AFFAIRS (M&RA) RESPONSE FOR DACOWITS RFI #3, DECEMBER 2019

3a. The USMC conducts the Exit and Milestone Longitudinal Survey (EMLS). Marines are surveyed at various milestones during their careers (i.e. entrance, retention, promotion, exit, etc.), which varies slightly between enlisted and officers. The survey asks a set of common questions as well as an additional set of specific questions depending on the milestone.

3b. EMLS data collection began 1 Oct 2017. It is currently beginning its third year of data collection. The surveys are attached, which include all questions for all milestones.

3c. Enlisted Marines have the opportunity to complete the EMLS upon entry during basic training, each reenlistment, and at the end of their active service. Officers have the opportunity to complete the EMLS pre-commissioning prior to Officer Candidate School graduation, acceptance of career designation, selection to each field grade rank (major, lieutenant colonel, and colonel), and at the end of their active service.

3d. Only FY18 collection is complete with the following female Marine response rates below:

Enlisted Milestone	Response Rate	Officer Milestone	Response Rate
Basic Training	31%	Officer Candidate School	27%
First-term Reenlistment	27%	Career Designation	28%
Subsequent Reenlistment	31%	Field Grade Selections	30%

3e. Since FY18 is the only complete year of data collection, it cannot be used to establish trends or generalize for the entire female Marine population. A minimum of four years of data is needed in order to establish trends for our milestones.

3f. The exit survey portion of EMLS is in the beginning of its third year of data collection. Similar to the retention portion, only one complete year of data is available (FY18). The female Marine response rates for FY18 are:

Enlisted Milestone	Response Rate	Officer Milestone	Response Rate
End of Active Service	13%	End of Active Service	21%