

SUBJ: DACOWITS RFI #1 - June QBM

FROM: CG-1B

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

Women's Retention

The Committee has received briefings from the Department that validate the Military Services are losing women disproportionately to men at various career points. Senior leaders have expressed concern that as the Military Services work to attract more women this attrition will result in a disproportionate impact to mission readiness if left unresolved. In 2017, the Committee recommended that the Secretary of Defense "direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than that for men at various career points."

The Committee requests a **WRITTEN RESPONSE** from the Military Services on the status of EXIT SURVEYS.

DACOWITS:

- a. How is the exit survey structured? Please provide a copy of your Service's exit survey.
- b. Does the survey differentiate the reasons why men and women leave the military?
- c. Does the survey differentiate between career fields?
- d. Does the survey differentiate between rank/grade and years of service?
- e. If the survey data is releasable, please provide. If not, when are the findings projected to be released?
- f. Has any analysis of the survey data been conducted? If so, what are the findings/recommendations?

CG Response:

The Coast Guard uses a Career Intentions Survey (CIS). The CIS is a survey of active duty officer and enlisted members who are leaving active duty (categorized as "leavers"), enlisted members who have recently re-enlisted or extended and officers at five, eleven and seventeen years of service (categorized as "stayers"). The CIS monitors opinions associated with retention.

a. A copy of the Survey Instrument is attached.

b. c. d. The CIS looks broadly at leavers and stayers and does not differentiate between gender, career field, rank/grade or years of service. The better tool for this level of granularity is the

biennial CG Organizational Assessment Survey (OAS) that can produce results based on gender, career field, rank/grade or years of service and people who plan to leave and stay with the Coast Guard. The CG-OAS provides a far richer data source and trends covering 17 years. CIS and OAS results are provided to all offices to support their specific mission and to assist with retention.

e. f. Attached is the March 2019 CIS report and the 2017 OAS report. The Coast Guard is exploring with U.S. Office of Personnel Management (OPM), the managers of the CG-OAS, the feasibility of the Coast Guard providing lists of personnel who chose to leave the Coast Guard and a similar list of people who chose to stay (e.g. reenlist or extend). OPM would compare how these specific groups of people answered the most recent OAS to identify differences.