

## INFORMATION PAPER

Department of the Army, G-1  
4 NOV 19

SUBJECT: DACOWITS December 2019 RFI 3: Exit and Retention Surveys

1. Purpose: To reply to DACOWITS RFI 3: Exit and Retention Surveys for December 2019 Quarterly Business Meeting

As part of its ongoing examination of the recruitment and retention of women into the Armed Forces, DACOWITS continues to be interested in the reasons why servicewomen decide to leave the military at various points in their careers and in the ways DoD might promote retention. The Committee believes the Military Services can improve the data they collect on why Service members leave the military. In 2017, DACOWITS recommended that *“The SecDef direct the development and adoption of an exit survey or surveys to assess why the attrition level for women is higher than for men at various career points.”* DACOWITS remains interested in data pertaining to exit and retention surveys administered by the Military Services, to include governing policies, data captured, and noteworthy trends.

2. Facts:

**Question 3a:** Do you conduct workforce retention surveys or studies?

**Response 3a:** The Army does not. The DoDs' Status of Forces Survey (SOFS) addresses some items related to retention.

**Question 3b:** If so, how long have you been conducting?

**Response 3b:** The SOFS has results posted as far back as 1992 on their website. It is issued annually.

**Question 3c:** At what point in their careers are participants receiving the survey (i.e., upon reenlistment)?

**Response 3c:** The Office of People Analytics could provide fidelity on the method for issuing the SOFS. An annual random sample of responses is assumed.

**Question 3d:** What are the survey participation rates for retained Service members?

**Response 3d:** The SOFS rate is unknown.

Department of the Army, G-1

SUBJECT: DACOWITS RFIs for December 2019 Quarterly Business Meeting

**Question 3e:** Based on the results of the survey, what are the main reasons women are staying? How do these results differ from their male counterparts? Are there differences in responses among women of color (race and ethnically diverse women)? What trends are noteworthy?

**Response 3e:** Because the Army does not currently conduct these surveys, this data is only available from the Office of People Analytics.

**Question 3f:** Provide an update on the status of exit surveys and analysis.

**Response 3f:** The Army Talent Management Task Force, in coordination with the Army Research Institute, Army Analytics Group, and the Research Facilitation Laboratory are developing a combined Exit and Retention survey to address this issue. Predicted release is 2nd Quarter, FY 2020.