

**RFI Category and Number:**

**EXIT AND RETENTION SURVEYS #3**

**RFI Question:**

- a. Do you conduct workforce retention surveys or studies?
- b. If so, how long have you been conducting? Provide a copy of the survey and most recent study.
- c. At what point in their careers are participants receiving the survey (i.e., upon reenlistment)?
- d. What are the survey participation rates for retained Service members?
- e. Based on the results of the survey:
  - i. What are the main reasons women are staying?
  - ii. How do these results differ from their male counterparts?
  - iii. Are there differences in responses among women of color (race and ethnically diverse women)?
  - iv. What trends are noteworthy?
- f. In addition, provide an update on the status of exit surveys and analysis.

**RFI Response:**

- a. Yes - The Navy Retention Surveys (Milestone and Exit). The Milestone Survey is a continuous personnel survey used to poll members' stay/leave tendencies. This survey targets members with service time remaining on active duty, both active component (AC) and Full Time Support (FTS) members that are in a window to make a stay or leave decision. The Navy also conducts Exit Surveys with departing members which are required per H.R.2810 - National Defense Authorization Act for Fiscal Year 2018, 06/07/2017.
- b. The Retention Surveys (Milestone and Exit) have been deployed since 01 July 2014.
- c. The Milestone survey is available to officers 15 months prior to their minimum service requirement (MSR) or projected rotation date (PRD). Enlisted members receive the Milestone survey 18 months prior to their Soft End of Active Obligated Service (SEAOS), or 5 months prior to when the reenlistment request process begins.
- d. The Navy does not currently measure participation rates of retained members. However, the response rate for all members requested to take the survey in FY19 is 31% for Officers and 19% for all enlisted, with junior enlisted responses significantly lower than more senior enlisted members.
- e. The Milestone Survey has not been analyzed to directly answer the questions requested. The survey has primarily been used to determine the factors that affect all personnel in targeted communities and their stay/leave decision to better retain talent and critical skill sets. Comparative analysis between population subsets may create subdivisions where the number of respondents is small enough that statistical inference is not possible.
- f. Exit Survey responses are being compared to the FY19 actual Navy losses to compile a clean dataset. This data will be used determine the representativeness of the loss population and potential for weighting to reduce bias. Preliminary results indicate raw participation rates of 40% for officers and 8% for enlisted members based on all eligible personnel leaving active duty service. The response rate is 22% for enlisted members directly sent a request to take the survey when there was an indication in their record that they were leaving active service. Analysis continues to determine overall representativeness to decide if sufficient responses are available to make meaningful observations.

**Hours Expended Answering this RFI: 5**

**POC or office responsible: Enterprise Support Comprehensive Analytics**