

**Defense Advisory Committee on  
Women in the Services (DACOWITS)  
RFI 2**

**Retention Initiatives  
05 DEC 2023**

**Regular Army Fiscal Year Retention Rate Comparison**

Grade	FY19		FY20		FY21		FY22		FY23	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>E-4</b>	56.6%	62.7%	60.7%	68.6%	60.8%	63.7%	65.5%	72.2%	58.9%	60.0%
<b>E-5</b>	94.9%	98.7%	94.5%	93.5%	97.3%	99.7%	100.0%	100.0%	92.9%	100.0%
<b>E-6</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>E-7</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<b>Avg Gender Rate</b>	81.4%	77.2%	83.8%	80.1%	82.9%	80.6%	87.3%	83.3%	80.4%	77.1%
<b>Army Retention Rate</b>	77.8%		80.6%		81.0%		83.9%		77.7%	

**MOS's with the Lowest Retention Rates (FY23)**

**FEMALE**

12W	Carpentry and Masonry Specialist	23%
94H	Diagnostic Equipment Maintenance	25%
15E	Unmanned Aircraft Repairer	33%

**MALE**

31D	CID Special Agent	38%
94H	Diagnostic Equipment Maintenance	44%
25L	Cable Systems Installer-Maintainer	48%

- ✓ Postpartum Body Composition Exemption - Allows an exemption to 365 days (was previously 180 days).
- ✓ Soldiers exempt from wearing the ASU/AGSU while pregnant or postpartum will not be prohibited from participating any personnel action, such as the semi-centralized (E-5/E-6) promotion board.
- ✓ Single Soldiers or Dual Military Soldiers may defer for 365 days being placed on assignment or attending training exercises so they can complete IVF treatment, finish an adoption process, and/or proceed with an adoption or long-term foster care placement.
- ✓ Enlisted Soldiers will not be required to attend mandatory PME courses during their first 365 days postpartum. Can volunteer if they are able to meet all physical requirements and desire to attend in that period.
- ✓ Convalescent leave being clearly delineated from care-giver leave gives women the appropriate time to heal and recover as all child births are different and may have different healing processes.
- ✓ Military parental leave aims to provide both parents the appropriate bonding time.
- ✓ Increased Maximum Retention Stabilization Period from 24 to 30 Months.
- ✓ Removed Unnecessary Barriers to Increase Soldiers Ability to Change their MOS.

**Demographic Characteristics of DACES Samples**

The Department of the Army Career Engagement Survey (DACES) is designed to assess the retention intentions and sentiments of all Active Army Soldiers, not just those who are leaving the Army.

Over 152,800 DACES surveys have been completed, representing over 93,000 Active Army Soldiers.

The data depicted on slides 4-7 is from 06 May 2020 through 02 November 2023. The analysis on the following slides was limited to 77,526 Active Army Soldiers who completed a DACES survey, consented to their responses being used for research purposes, and passed additional data quality checks.

Characteristic	Category	Primary Sample n=77,526	%
Gender	Female	12512	16.1
	Male	65014	83.9
Race or Ethnicity	AI/AN NH PI	2106	2.7
	Asian	3582	4.6
	Black / African-American	11979	15.5
	Hispanic	9861	12.7
	Unknown	1210	1.6
	White (Not Hispanic)	48788	62.9
Rank	E1-E4	7107	9.2
	E5+	35502	45.8
	O1-O3	14695	19.0
	O4+	15323	19.8
	WO1-WO3	3569	4.6
	CW3+	1330	1.7
Time in Service	<= 5 Years	14429	18.6
	> 5-10 Years	15406	19.9
	> 10-15 Years	14658	18.9
	> 15-20 Years	19119	24.7
	> 20 Years	13914	17.9

	ENLISTED	OFFICER	WARRANT	
FEMALE	6450	5586	476	12512
MALE	36159	24432	4423	65014
	42609	30018	4899	<b>77526</b>

Top "Extremely Important" Reasons to Leave the Army

Top 10 Extremely Important Reasons to LEAVE	%
1. Effects of deployments on Family or personal relationships.	29.9%
2. Impact of Army life on significant other's career plans and goals.	28.1%
3. Impact of military service on my Family's well-being.	27.9%
4. The degree of stability or predictability of Army life.	27.7%
5. Impact of Army life on Family plans for children.	26.7%
6. Work/life balance for my Family or personal life when not deployed.	25.2%
7. Ability to influence or choose duty station.	22.4%
8. Fairness of Army promotions.	22.0%
9. My morale.	21.1%
10. Emotional demands of Army life.	19.7%

## Top "Extremely Important" Reasons to Leave the Army (by Gender)

### Female

Top 10 Extremely Important Reasons to LEAVE	%
1. Effects of deployments on Family or personal relationships.	33.1%
2. Impact of Army life on Family plans for children.	31.6%
<b>3. Emotional demands of Army life.</b>	<b>30.4%</b>
4. Impact of military service on my Family's well-being.	29.9%
5. Work/life balance for my Family or personal life when not deployed.	29.3%
6. The degree of stability or predictability of Army life.	28.9%
7. Impact of Army life on significant other's career plans and goals.	28.7%
8. My morale.	27.3%
<b>9. Mental or cognitive demands of Army life.</b>	<b>26.3%</b>
10. Ability to influence or choose duty station.	22.9%

Top 10 Extremely Important Reasons to STAY	%
1. Opportunity to serve my country.	42.9%
2. How well my retirement pay or benefits will meet my future needs.	41.8%
3. How well my pay or benefits meet my present needs	37.3%
4. How well my pay or benefits meet my financial goals	34.9%
5. Opportunities to lead or train Soldiers.	34.5%
<b>6. Opportunity to further my education.</b>	<b>32.2%</b>
7. My sense of purpose.	31.7%
8. Opportunities to improve my skills.	29.8%
<b>9. Quality of healthcare.</b>	<b>28.9%</b>
<b>10. Opportunity to progress in my career field.</b>	<b>28.8%</b>

**Bolded** items are unique within the Top 10 to each gender

### Male

Top 10 Extremely Important Reasons to LEAVE	%
1. Effects of deployments on Family or personal relationships.	29.3%
2. Impact of Army life on significant other's career plans and goals.	27.9%
3. The degree of stability or predictability of Army life.	27.5%
4. Impact of military service on my Family's well-being.	27.5%
5. Impact of Army life on Family plans for children.	25.7%
6. Work/life balance for my Family or personal life when not deployed.	24.4%
7. Ability to influence or choose duty station.	22.3%
<b>8. Fairness of Army promotions.</b>	<b>22.2%</b>
<b>9. Changes to Army policy</b>	<b>19.9%</b>
10. My morale.	19.9%

Top 10 Extremely Important Reasons to STAY	%
1. Opportunity to serve my country.	49.3%
2. Opportunities to lead or train Soldiers.	40.5%
3. How well my retirement pay or benefits will meet my future needs.	39.8%
4. My sense of purpose.	33.6%
5. How well my pay or benefits meet my present needs	31.3%
<b>6. Feeling like part of a team.</b>	<b>28.8%</b>
<b>7. Unit teamwork/camaraderie/morale.</b>	<b>28.8%</b>
8. Opportunities to improve my skills.	28.4%
9. How well my pay or benefits meet my financial goals	28.1%
<b>10. Amount of enjoyment or fulfillment from my job</b>	<b>27.2%</b>

## Top "Extremely Important" Reasons to Leave the Army (by Gender and Rank)

### FEMALE

Top 10 Extremely Important Reasons to LEAVE		%
1. Emotional demands of Army life.		33.1%
2. Effects of deployments on Family or personal relationships.		31.3%
3. Mental or cognitive demands of Army life.		30.2%
4. Impact of Army life on Family plans for children.		30.1%
5. Impact of military service on my Family's well-being.		28.1%
6. Work/life balance for my Family or personal life when not deployed.		27.4%
7. My morale.		27.2%
8. Fairness of Army promotions.		26.5%
9. The degree of stability or predictability of Army life.		26.1%
10. Impact of Army life on significant other's career plans and goals.		26.0%

### MALE

Top 10 Extremely Important Reasons to LEAVE		%
1. Effects of deployments on Family or personal relationships.		27.2%
2. Fairness of Army promotions.		27.1%
3. Impact of Army life on significant other's career plans and goals.		26.2%
4. The degree of stability or predictability of Army life.		25.9%
5. Impact of military service on my Family's well-being.		25.1%
6. Impact of Army life on Family plans for children.		24.3%
7. Work/life balance for my Family or personal life when not deployed.		24.0%
8. Ability to influence or choose duty station.		23.5%
9. Changes to Army policy		22.2%
10. Availability or timeliness of Army promotion opportunities.		21.6%

### OVERALL

Top 10 Extremely Important Reasons to LEAVE		%
1. Effects of deployments on Family or personal relationships.		27.8%
2. Fairness of Army promotions.		27.0%
3. Impact of Army life on significant other's career plans and goals.		26.2%
4. The degree of stability or predictability of Army life.		25.9%
5. Impact of military service on my Family's well-being.		25.5%
6. Impact of Army life on Family plans for children.		25.2%
7. Work/life balance for my Family or personal life when not deployed.		24.5%
8. Ability to influence or choose duty station.		23.5%
9. Emotional demands of Army life.		22.2%
10. My morale.		22.1%

Top 10 Extremely Important Reasons to LEAVE		%
1. Effects of deployments on Family or personal relationships.		35.0%
2. Impact of Army life on Family plans for children.		32.9%
3. The degree of stability or predictability of Army life.		32.2%
4. Impact of military service on my Family's well-being.		31.5%
5. Impact of Army life on significant other's career plans and goals.		31.4%
6. Work/life balance for my Family or personal life when not deployed.		31.2%
7. My morale.		27.5%
8. Emotional demands of Army life.		27.0%
9. Ability to influence or choose duty station.		22.4%
10. Number or frequency of PCS moves		22.3%

Top 10 Extremely Important Reasons to LEAVE		%
1. Effects of deployments on Family or personal relationships.		30.3%
2. Impact of military service on my Family's well-being.		29.9%
3. Impact of Army life on significant other's career plans and goals.		29.8%
4. The degree of stability or predictability of Army life.		29.0%
5. Impact of Army life on Family plans for children.		26.7%
6. Work/life balance for my Family or personal life when not deployed.		25.0%
7. Number or frequency of PCS moves		22.8%
8. Ability to influence or choose duty station.		19.9%
9. The flexibility to pursue my goals.		18.7%
10. My morale.		17.9%

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1. Effects of deployments on Family or personal relationships.		31.2%
2. Impact of military service on my Family's well-being.		30.2%
3. Impact of Army life on significant other's career plans and goals.		30.1%
4. The degree of stability or predictability of Army life.		29.6%
5. Impact of Army life on Family plans for children.		27.9%
6. Work/life balance for my Family or personal life when not deployed.		26.1%
7. Number or frequency of PCS moves		22.7%
8. Ability to influence or choose duty station.		20.4%
9. My morale.		19.7%
10. The flexibility to pursue my goals.		19.4%

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1. Effects of deployments on Family or personal relationships.		37.4%
2. Impact of Army life on Family plans for children.		37.0%
3. Impact of military service on my Family's well-being.		35.1%
4. Emotional demands of Army life.		33.6%
5. Impact of Army life on significant other's career plans and goals.		32.4%
6. Work/life balance for my Family or personal life when not deployed.		31.1%
7. Mental or cognitive demands of Army life.		30.7%
8. The degree of stability or predictability of Army life.		27.7%
9. My morale.		25.8%
10. Physical demands of Army life.		25.4%

Top 10 Extremely Important Reasons to LEAVE		%
1. Effects of deployments on Family or personal relationships.		40.7%
2. Impact of military service on my Family's well-being.		33.9%
3. The degree of stability or predictability of Army life.		32.4%
4. Impact of Army life on significant other's career plans and goals.		31.7%
5. Impact of Army life on Family plans for children.		31.4%
6. Number or frequency of PCS moves		27.0%
7. Ability to influence or choose duty station.		26.2%
8. Changes to Army policy		25.2%
9. Work/life balance for my Family or personal life when not deployed.		24.1%
10. Number or frequency of deployments.		21.5%

Top 10 Extremely Important Reasons to LEAVE		%
1. Effects of deployments on Family or personal relationships.		40.4%
2. Impact of military service on my Family's well-being.		34.0%
3. The degree of stability or predictability of Army life.		32.0%
4. Impact of Army life on Family plans for children.		31.9%
5. Impact of Army life on significant other's career plans and goals.		31.8%
6. Number or frequency of PCS moves		26.7%
7. Ability to influence or choose duty station.		26.1%
8. Work/life balance for my Family or personal life when not deployed.		24.8%
9. Changes to Army policy		24.8%
10. Number or frequency of deployments.		21.5%

- The DACES is briefed to Senior Leaders across the Army.
  - Army Senior Leaders are provided with complex trends and relations in Soldier sentiments.
  
- Organizations across the Army are informed of DACES results to address
  - Career Progression - Professional Development
    - ✓ Promotions
    - ✓ Advanced Training Opportunities
  - Quality of Life Concerns
    - ✓ Barracks Conditions
    - ✓ Stability and Predictability
    - ✓ Dining Facilities
    - ✓ Childcare
  
- Retention policies are constantly reviewed and refined to address the concerns and sentiments of Soldiers and their Families.