



# U.S. Coast Guard Briefing to DACOWITS RFI #2 December 2023

**Presented by:**  
**Office of Diversity & Inclusion**  
**DCMS-DPR-4**  
**USCG**

2. a. Provide annual retention rates (e.g., percentage of Service members who decide to stay in the military following their current obligation) for each paygrade in aggregate, and by gender (e.g., E-3: Overall X%; males X%, females X%, and so on for each paygrade) for Fiscal Years 2019-2023



Retention Rate per FY Paygrade	2019			2020			2021			2022			2023		
	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall
E1-E3	82.4%	88.8%	88.0%	87.4%	88.4%	88.3%	85.5%	85.9%	85.8%	85.1%	85.1%	85.1%	82.3%	85.7%	85.2%
E4	88.4%	90.5%	90.2%	89.7%	89.6%	89.6%	88.4%	88.2%	88.2%	89.2%	88.2%	88.3%	89.2%	89.0%	89.1%
E5	90.3%	91.7%	91.5%	91.4%	92.3%	92.2%	92.5%	92.2%	92.3%	89.7%	90.2%	90.1%	88.4%	88.9%	88.8%
E6	93.9%	95.2%	95.0%	94.2%	94.2%	94.2%	95.4%	93.9%	94.1%	92.2%	92.2%	92.2%	91.2%	92.2%	92.1%
E7	93.2%	90.4%	90.6%	92.0%	89.2%	89.5%	92.2%	88.3%	88.7%	90.4%	85.7%	86.2%	87.8%	86.6%	86.7%
E8	82.6%	88.6%	88.2%	98.0%	90.5%	91.0%	88.3%	90.5%	90.3%	92.5%	83.5%	84.3%	90.7%	86.1%	86.6%
E9	82.1%	85.4%	85.2%	96.7%	88.7%	89.4%	88.6%	82.5%	83.0%	75.7%	81.1%	80.5%	78.8%	79.0%	79.0%
W2	94.6%	94.8%	94.8%	94.4%	96.8%	96.6%	94.7%	96.0%	95.9%	88.6%	92.3%	91.9%	89.2%	91.3%	91.0%
W3	97.0%	91.8%	92.1%	88.9%	91.0%	90.8%	83.8%	92.4%	91.7%	87.5%	86.2%	86.3%	88.9%	89.3%	89.2%
W4	70.0%	79.9%	79.4%	80.0%	81.3%	81.3%	78.3%	76.7%	76.8%	85.2%	73.3%	74.1%	76.0%	79.5%	79.3%
O1	100.0%	99.8%	99.9%	98.8%	99.1%	99.0%	98.9%	99.3%	99.2%	100.0%	98.9%	99.3%	98.5%	99.6%	99.3%
O2	96.4%	97.5%	97.2%	93.8%	96.7%	95.9%	93.0%	96.9%	95.7%	94.2%	94.8%	94.6%	95.0%	95.1%	95.1%
O3	91.3%	93.6%	93.1%	93.3%	94.6%	94.3%	93.5%	93.6%	93.5%	89.1%	91.6%	91.0%	93.1%	93.3%	93.2%
O4	94.5%	92.9%	93.2%	92.4%	93.1%	92.9%	94.2%	94.0%	94.1%	93.5%	91.1%	91.6%	92.6%	91.2%	91.5%
O5	89.9%	91.4%	91.2%	95.1%	89.0%	90.1%	91.4%	87.7%	88.4%	87.6%	84.1%	84.9%	84.8%	84.3%	84.4%
O6	84.1%	81.1%	81.5%	84.6%	84.6%	84.6%	80.4%	81.6%	81.4%	87.9%	81.1%	82.1%	88.0%	78.5%	80.2%
O7	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	93.3%	94.1%	100.0%	100.0%	100.0%
O8	100.0%	81.3%	83.3%	100.0%	77.8%	81.0%	50.0%	70.6%	66.7%	66.7%	82.4%	80.0%	50.0%	62.5%	61.1%
O9	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	75.0%	80.0%	N/A	50.0%	50.0%	N/A	100.0%	100.0%
O10	N/A	100.0%	100.0%	N/A	100.0%	100.0%	N/A	50.0%	50.0%	100.0%	0.0%	50.0%	100.0%	100.0%	100.0%
All Service Members	90.3%	91.5%	91.3%	91.7%	91.3%	91.4%	91.5%	90.5%	90.6%	90.1%	88.8%	89.0%	89.6%	89.1%	89.2%



2. b. Provide annual retention rates by gender in aggregate (e.g., all male Service members: X% & all female Service members: X%).



Retention Rate per FY Paygrade	2019			2020			2021			2022			2023		
	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall
<b>Grand Total</b>	90.3%	91.5%	91.3%	91.7%	91.3%	91.4%	91.5%	90.5%	90.6%	90.1%	88.8%	89.0%	89.6%	89.1%	89.2%

## 2. c. Identify the MOSs with the lowest retention rates for women and for men.



Enlisted Retention Rate by Rating	2019			2020			2021			2022			2023		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
AET	92.7%	91.0%	91.1%	91.1%	91.9%	91.8%	89.3%	91.0%	90.9%	90.0%	91.3%	91.2%	90.0%	88.9%	89.0%
AMT	91.7%	92.4%	92.4%	90.1%	91.8%	91.7%	92.2%	92.4%	92.4%	90.0%	89.9%	89.9%	86.5%	90.8%	90.5%
AST	100.0%	94.3%	94.4%	100.0%	95.9%	95.9%	33.3%	93.2%	92.7%	0.0%	91.7%	91.4%	N/A	90.2%	90.2%
BM	86.0%	90.3%	89.9%	88.6%	89.7%	89.6%	92.5%	90.0%	90.2%	85.8%	87.7%	87.5%	89.4%	88.6%	88.7%
CS	91.0%	92.4%	92.1%	94.9%	91.8%	92.4%	89.8%	89.6%	89.7%	89.6%	90.3%	90.1%	86.4%	87.0%	86.9%
DC	87.8%	92.0%	91.8%	85.4%	89.2%	89.0%	95.7%	90.4%	90.7%	92.0%	89.1%	89.3%	90.4%	89.6%	89.7%
DV	100.0%	96.5%	96.6%	100.0%	98.3%	98.3%	100.0%	94.7%	94.8%	100.0%	96.9%	97.0%	100.0%	93.8%	94.0%
EM	95.4%	91.9%	92.1%	83.8%	93.1%	92.6%	84.8%	90.7%	90.4%	89.6%	86.0%	86.2%	93.7%	89.6%	89.9%
ET	89.9%	94.2%	93.9%	93.8%	93.0%	93.0%	83.3%	91.7%	91.2%	85.9%	88.9%	88.7%	87.9%	89.1%	89.0%
GM	93.9%	93.5%	93.5%	89.8%	90.2%	90.2%	91.7%	90.0%	90.1%	84.1%	89.9%	89.5%	95.2%	88.9%	89.3%
HS	88.9%	88.8%	88.8%	88.7%	89.1%	89.0%	91.0%	87.5%	88.9%	89.1%	89.3%	89.2%	90.2%	90.7%	90.5%
IS	87.6%	89.4%	89.0%	88.2%	92.5%	91.7%	91.3%	94.5%	93.9%	90.4%	90.0%	90.1%	92.3%	86.2%	87.2%
IT	91.7%	92.3%	92.2%	88.9%	91.8%	91.6%	90.6%	90.7%	90.7%	93.1%	90.3%	90.4%	83.1%	89.9%	89.4%
ME	86.8%	89.2%	89.0%	91.9%	91.2%	91.2%	89.7%	90.1%	90.1%	92.1%	88.9%	89.1%	90.1%	89.8%	89.8%
MK	87.2%	92.4%	92.0%	90.6%	92.1%	92.0%	91.2%	90.7%	90.7%	92.0%	88.3%	88.6%	87.9%	87.8%	87.8%
MST	93.4%	95.2%	94.9%	93.5%	94.4%	94.2%	91.3%	92.2%	92.0%	88.7%	91.6%	91.1%	91.4%	92.5%	92.3%
MU	92.9%	97.3%	96.1%	100.0%	100.0%	100.0%	92.3%	97.5%	96.2%	91.7%	87.8%	88.7%	63.6%	94.6%	87.5%
NR	82.4%	88.8%	88.0%	87.4%	88.4%	88.3%	85.5%	85.9%	85.8%	85.1%	85.1%	85.1%	82.3%	85.7%	85.2%
OS	92.6%	93.3%	93.2%	92.9%	91.2%	91.6%	93.4%	90.6%	91.2%	92.8%	89.7%	90.4%	92.1%	90.5%	90.9%
PA	87.1%	85.2%	85.9%	89.3%	90.7%	90.2%	96.7%	85.5%	89.4%	91.2%	94.7%	93.4%	90.3%	93.1%	92.1%
SK	91.9%	93.4%	93.0%	95.0%	91.4%	92.3%	93.7%	91.3%	92.0%	90.4%	90.6%	90.5%	89.1%	89.2%	89.2%
YN	92.2%	91.0%	91.6%	93.4%	91.7%	92.5%	94.4%	91.3%	92.8%	91.8%	91.1%	91.4%	88.0%	90.5%	89.3%
<b>Grand Total</b>	<b>89.1%</b>	<b>91.3%</b>	<b>91.0%</b>	<b>90.9%</b>	<b>90.9%</b>	<b>90.9%</b>	<b>90.7%</b>	<b>90.0%</b>	<b>90.1%</b>	<b>89.3%</b>	<b>88.6%</b>	<b>88.7%</b>	<b>88.2%</b>	<b>88.7%</b>	<b>88.7%</b>



## 2. c. Identify the MOSs with the lowest retention rates for women and for men.

Warrant Retention Rate by Specialty	2019			2020			2021			2022			2023		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
AVI	100.0%	90.3%	90.5%	100.0%	91.4%	91.6%	100.0%	94.5%	94.6%	100.0%	93.4%	93.5%	100.0%	85.9%	86.0%
BNDM	N/A	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	100.0%	N/A	100.0%	100.0%
BOSN	80.0%	89.0%	88.8%	100.0%	89.4%	89.6%	75.0%	91.6%	91.3%	100.0%	82.9%	83.3%	83.3%	91.4%	91.2%
DIV	N/A	85.7%	85.7%	N/A	75.0%	75.0%	N/A	75.0%	75.0%	N/A	85.7%	85.7%	N/A	100.0%	100.0%
ELC	100.0%	91.8%	92.0%	100.0%	91.0%	91.2%	100.0%	91.6%	91.7%	50.0%	83.2%	82.6%	100.0%	89.8%	89.9%
ENG	100.0%	88.3%	88.4%	100.0%	91.0%	91.1%	66.7%	90.5%	90.2%	100.0%	89.2%	89.2%	100.0%	87.4%	87.5%
F&S	91.3%	88.5%	88.9%	88.5%	89.1%	89.0%	80.8%	85.6%	84.9%	91.3%	88.6%	89.0%	92.0%	83.3%	84.7%
INF	100.0%	85.7%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	50.0%	83.3%	75.0%	66.7%	83.3%	77.8%
INV	85.7%	89.4%	89.0%	100.0%	85.7%	87.1%	100.0%	81.3%	83.1%	100.0%	82.5%	85.1%	100.0%	87.9%	89.9%
ISM	75.0%	84.4%	83.8%	50.0%	93.8%	92.5%	100.0%	96.7%	96.8%	100.0%	83.3%	83.6%	100.0%	87.5%	88.3%
ISS	100.0%	94.7%	95.0%	100.0%	90.9%	91.3%	100.0%	84.0%	84.6%	N/A	92.0%	92.0%	N/A	100.0%	100.0%
MAT	100.0%	97.4%	97.4%	100.0%	92.5%	92.7%	100.0%	83.3%	83.7%	100.0%	85.7%	86.0%	100.0%	82.2%	82.6%
MED	100.0%	93.8%	95.7%	100.0%	100.0%	100.0%	100.0%	81.3%	87.0%	77.8%	85.7%	82.6%	90.0%	80.0%	84.0%
MLES	N/A	100.0%	100.0%	100.0%	87.1%	87.5%	100.0%	92.9%	93.1%	0.0%	85.7%	82.8%	N/A	85.7%	85.7%
MSSD	93.3%	92.4%	92.5%	100.0%	93.5%	94.1%	85.7%	93.9%	93.1%	85.7%	83.6%	83.8%	75.0%	87.3%	85.9%
MSSE	100.0%	93.5%	93.5%	100.0%	91.1%	91.2%	100.0%	87.1%	87.2%	100.0%	83.4%	83.5%	100.0%	88.5%	88.6%
MSSR	100.0%	84.2%	85.7%	66.7%	94.4%	90.5%	100.0%	88.9%	90.5%	100.0%	100.0%	100.0%	100.0%	91.7%	93.1%
OSS	87.5%	81.0%	81.8%	100.0%	94.6%	95.2%	100.0%	91.2%	92.1%	85.7%	88.1%	87.9%	85.7%	79.7%	80.3%
PERS	90.9%	89.2%	89.8%	86.0%	89.7%	88.3%	88.9%	86.3%	87.4%	87.3%	71.0%	78.2%	82.5%	90.6%	86.8%
WEPS	100.0%	77.8%	78.6%	0.0%	88.0%	84.6%	N/A	80.8%	80.8%	100.0%	83.3%	84.6%	100.0%	87.0%	88.0%
<b>Grand Total</b>	<b>91.3%</b>	<b>89.7%</b>	<b>89.9%</b>	<b>90.4%</b>	<b>90.8%</b>	<b>90.8%</b>	<b>89.0%</b>	<b>89.5%</b>	<b>89.5%</b>	<b>87.7%</b>	<b>85.5%</b>	<b>85.6%</b>	<b>87.0%</b>	<b>87.7%</b>	<b>87.6%</b>



## 2. c. Identify the MOSs with the lowest retention rates for women and for men.

Officer Retention Rate by OSC	2019			2020			2021			2022			2023		
	Officer Specialty Code	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male
AEN10	93.3%	91.7%	91.8%	100.0%	91.5%	92.3%	95.0%	93.8%	93.9%	80.0%	89.5%	88.5%	100.0%	87.4%	88.7%
AVI10	93.8%	92.3%	92.4%	94.9%	92.8%	93.0%	93.6%	91.6%	91.8%	91.3%	88.7%	89.0%	92.2%	87.8%	88.3%
CEN10	100.0%	91.9%	93.2%	86.2%	95.3%	93.6%	93.3%	85.0%	86.5%	90.9%	85.5%	86.6%	75.7%	94.2%	89.9%
CYB10	93.3%	91.3%	91.5%	81.8%	90.0%	89.0%	93.8%	89.9%	90.4%	92.5%	88.7%	89.3%	95.6%	86.7%	88.1%
FIN10	81.8%	92.0%	91.1%	91.7%	92.1%	92.1%	100.0%	88.6%	89.8%	94.7%	83.5%	84.9%	84.2%	84.8%	84.7%
INT10	86.9%	89.7%	89.0%	94.8%	89.6%	90.9%	96.6%	90.5%	92.2%	90.0%	89.2%	89.5%	91.5%	86.8%	88.3%
LGL10	93.3%	92.7%	92.9%	96.4%	96.1%	96.2%	95.1%	90.3%	91.9%	96.5%	89.3%	91.9%	91.1%	86.4%	88.3%
NEN10	95.1%	89.3%	90.2%	88.2%	95.0%	93.7%	94.3%	90.9%	91.5%	90.5%	94.6%	93.8%	95.5%	93.2%	93.6%
No OSC	96.5%	96.7%	96.6%	96.1%	96.4%	96.3%	94.9%	97.0%	96.4%	95.6%	94.6%	94.9%	95.9%	95.4%	95.6%
OAF10	92.6%	93.0%	92.9%	97.2%	94.4%	94.8%	96.4%	93.0%	93.6%	93.9%	90.4%	91.0%	93.4%	92.7%	92.9%
OAP10	97.3%	91.0%	92.7%	93.6%	91.1%	91.8%	93.9%	91.5%	92.2%	88.3%	90.9%	90.1%	91.6%	87.8%	88.9%
OAR10	93.3%	93.0%	93.1%	94.5%	89.3%	90.6%	87.8%	92.4%	91.2%	90.5%	88.5%	89.0%	89.1%	90.9%	90.4%
PHA10	100.0%	91.7%	94.3%	91.7%	96.0%	94.6%	92.9%	96.0%	94.9%	100.0%	88.6%	92.6%	95.2%	85.7%	89.3%
RCM10	84.8%	94.1%	90.5%	100.0%	92.3%	95.2%	93.9%	90.4%	91.8%	86.1%	88.7%	87.6%	94.6%	78.4%	85.2%
<b>Officer Overall</b>	<b>93.8%</b>	<b>93.3%</b>	<b>93.4%</b>	<b>94.0%</b>	<b>93.5%</b>	<b>93.6%</b>	<b>93.7%</b>	<b>93.0%</b>	<b>93.2%</b>	<b>92.2%</b>	<b>90.9%</b>	<b>91.2%</b>	<b>93.0%</b>	<b>91.4%</b>	<b>91.8%</b>



2. d. For sections e-h, identify factors that impact the retention of women in the military and whether these factors differ from the factors that impact the retention of men, including:

Factors that impact women leaving the service:

- **Geographic stability**
- **Better work life balance outside**
- **Organizational leadership**
- **Pursue Education**
- **Spend time with family**
- **Retiring – to pursue other employment**
- **New job opportunity**
- **Current leadership (local unit)**
- **My skills aren't valued by organization**
- **Commute – hassle**



## 2. e. Identify efforts (e.g., programs, policies, benefit adjustments) your Service has undertaken to improve the retention of women



### Efforts:

- Maternity convalescent leave was increased to six weeks and parental leave was increased to twelve weeks, regardless of caregiver status. Dual military couples both receive the twelve weeks of leave, which can be used all at once or in one-week increments.
- All service members are permitted to use a flexible work schedule for 12 months immediately following the birth or adoption of a child.
- Improved support to nursing mothers and continuation of 12-Month deferment options for post-partum members
- Coast Guard assignment policies ensure pregnant members are afforded the opportunity to make suitable childcare arrangements. During pregnancy and the first 12 months after childbirth, women will not be assigned to shipboard or overseas units, unless they volunteer for earlier rotation to a shipboard or overseas tour. Pregnant women assigned to overseas locations with inadequate housing and medical facilities will be transferred to an alternate location where these facilities exist. Pregnant women assigned to overseas locations with adequate housing and medical facilities may remain there until they have completed their tour.





## 2. f. Identify any mechanisms your Service uses to identify factors that impact the retention of women in the military.

- RAND Study focus groups
  - 164 Focus Groups were held across 10 major Coast Guard locations
  - 1,010 female and 127 male members participated, with representation across all rates, ranks, and marital/parental statuses
  - This study took a sample of about 17% of our female active-duty workforce
- In Fiscal Year 2021, the National Defense Authorization Act (NDAA), Section 1904, established the Advisory Board on Women (ABW) at the Coast Guard Academy (CGA). This cadet-led initiative works to create equity at CGA, investigating gender disparities in engineering majors, differences in uniform costs based on gender, and is currently working towards requesting a part-time Female OBGYN Nurse Practitioner at the CGA clinic to serve the 41% and growing population of female cadets.
- In accordance with 14 USC 2521, in 2023 the Coast Guard established the Advisory Board on Women (ABOW) in the Coast Guard to identify issues that adversely affect women in the service. ABOW is comprised of active-duty officers and enlisted members, members of the Coast Guard Reserve, and retired members of the Service. They work to advise the Command on improvement to the recruitment, retention, wellbeing, and success of women serving in the Coast Guard. 15 members currently serve on the board.



## 2. f. Identify any mechanisms your Service uses to identify factors that impact the retention of women in the military (continued)

- **Career Intentions Survey Dissemination:** The Career Intentions Survey is used to evaluate the reasons military members are deciding to leave the Coast Guard. The Career Intentions Survey (CIS) has been sent to active-duty officer and enlisted members at key points in their career progression. The survey is sent to members with retirement or release from active duty (RELAD) orders, as well as enlisted members who reenlist or extend and officers at five, ten and fifteen years of service. The goal of the survey is to compare the satisfaction and engagement of members who choose to remain with the CG from those who choose to leave the service. Additionally, the Coast Guard administered a voluntary pulse survey in April 2023, the Employee Retention Survey, to the entire workforce with similarly focused questions to determine factors influencing members decision to stay or leave the service. Identifying the causal factors for voluntary, undesirable turnover among active-duty service members helps to focus our retention efforts and strengthen our total workforce.

2. g. Identify the top ten reasons Service members leave the military by gender, by rank (officer & enlisted), and by gender and rank (e.g., male officers: XX, female officers: XX, male enlisted: XX, female enlisted: XX).

These reasons are taken from the Career Intentions Survey results from members exiting the service in 2022.

## Men

1	Retiring – To pursue other employment
2	Geographic stability
3	Better work life balance outside
4	Spend time with family
5	Organizational leadership
6	Better compensation elsewhere
7	New job opportunity
8	My skills aren't valued by organization
9	Workplace environment issues
10	Pursue education

## Women

1	Geographic stability
2	Better work life balance outside
3	Organizational leadership
4	Pursue education
5	Spend time with family
6	Retiring – To pursue other employment
7	New job opportunity
8	Current leadership (local unit)
9	My skills aren't valued by organization
10	Commute – hassle



2. g. Identify the top ten reasons Service members leave the military by gender, by rank (officer & enlisted), and by gender and rank (e.g., male officers: XX, female officers: XX, male enlisted: XX, female enlisted: XX)  
(continued)

These reasons are taken from the Career Intentions Surveys sent to members exiting the service in 2022.

### Officers

1	Geographic stability
2	Retiring – To pursue other employment
3	Better work life balance outside
4	Organizational leadership
5	Spend time with family
6	New job opportunity
7	My skills aren't valued by organization
8	Better compensation elsewhere
9	Workplace environment issues
10	Commute – hassle

### Enlisted

1	Retiring – To pursue other employment
2	Geographic stability
3	Better work life balance outside
4	Spend time with family
5	Better compensation elsewhere
6	Organizational leadership
7	Workplace environment issues
8	Pursue education
9	My skills aren't valued by organization
10	New job opportunity





2. g. Identify the top ten reasons Service members leave the military by gender, by rank (officer & enlisted), and by gender and rank (e.g., male officers: XX, female officers: XX, male enlisted: XX, female enlisted: XX)  
(continued)

These reasons are taken from the Career Intentions Surveys sent to members exiting the service in 2022.

#### Men - Officers

1	Retiring – To pursue other employment
2	Geographic stability
3	Organizational leadership
4	Better work life balance outside
5	Spend time with family
6	Better compensation elsewhere
7	New job opportunity
8	My skills aren't valued by organization
9	Workplace environment issues
10	Commute – hassle

#### Women - Officers

1	Geographic stability
2	Retiring – To pursue other employment
3	Better work life balance outside
4	Organizational leadership
5	Spend time with family
6	New job opportunity
7	My skills aren't valued by organization
8	Better compensation elsewhere
9	Workplace environment issues
10	Commute – hassle

2. g. Identify the top ten reasons Service members leave the military by gender, by rank (officer & enlisted), and by gender and rank (e.g., male officers: XX, female officers: XX, male enlisted: XX, female enlisted: XX) (continued)

These reasons are taken from the Career Intentions Surveys sent to members exiting the service in 2022.



#### Men - Enlisted

1	Retiring – To pursue other employment
2	Spend time with family
3	Better work life balance outside
4	Geographic stability
5	Better compensation elsewhere
6	Organizational leadership
7	Workplace environment issues
8	Pursue education
9	My skills aren't valued by organization
10	New job opportunity

#### Women - Enlisted

1	Geographic stability
2	Better work life balance outside
3	Spend time with family
4	Pursue education
5	Current leadership (local unit)
6	Organizational leadership
7	Better compensation elsewhere
8	Retiring – To pursue other employment
9	New job opportunity
10	My skills aren't valued by organization



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2. h. In previous RFI responses, some Services have described factors impacting retention as broad categories (e.g., work/life balance, focus on the family). Describe the level at which the Services review exit-survey data to ensure nuanced reasons for leaving the military are considered when planning to address these factors.

The results of the Career Intentions Survey are shared across the Coast Guard's HR enterprise and with Coast Guard leadership. These results are broadly used by Coast Guard leadership to focus their efforts in the formulation and revision of workforce policies. The results are further used to formulate questions for additional surveys, such as in the Employee Retentions Survey, to gain a better picture of the workforce. These survey results are not nuanced enough to drive specific policy changes. For example, the survey highlights "better compensation elsewhere" as a reason for leaving, but this is not specific to the type of compensation, such as, housing allowance, basic pay, medical benefits, etc. The survey does not provide the data as to whether any of these more specific factors is a reason for leaving more than another.