

Army Briefing to DACOWITS RFI 1
19 March 2024

✓ Practices and Success

- Multiple types of stability to provide maximum opportunities for Soldiers and Families.
- Reenlistment, Family Planning including Post Partum, Post Deployment, Extreme Family Problems to include death, EFMP, or compassion actions.

✓ Challenges

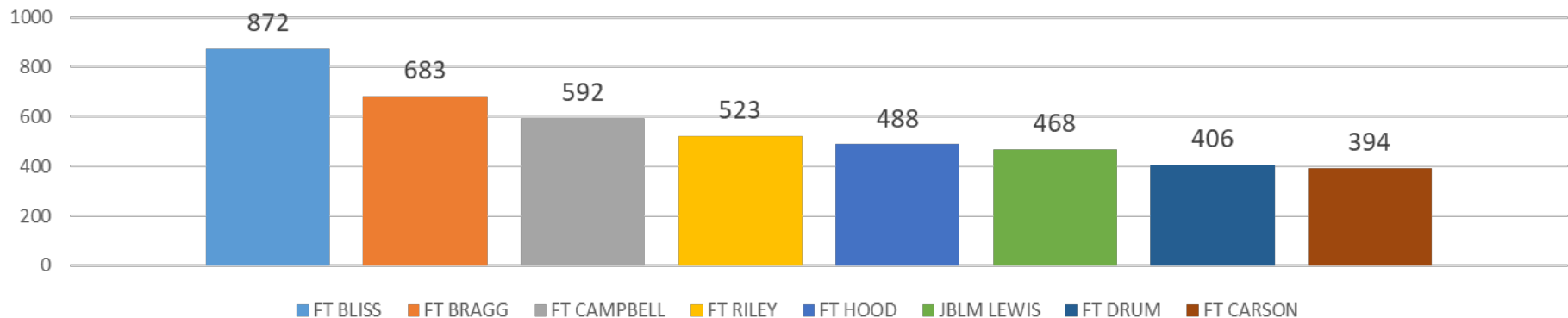
- Stabilization reduces pool of candidates for Drill Sergeant and Recruiter.
- Could create career stagnation - some Soldiers must move to progress

✓ Geographical Stability as a Retention tool

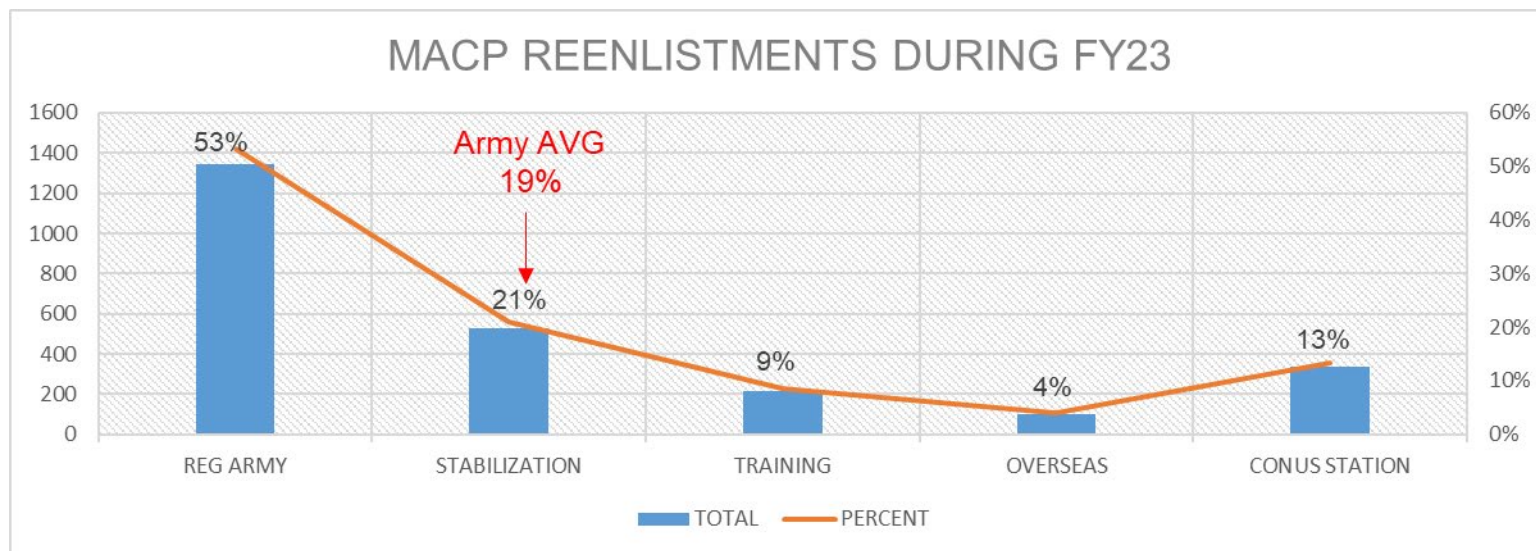
- In FY23, ~19% of all Soldiers who reenlisted chose the option to stabilize
- ~1,200 more Soldiers elected stabilization in FY23 than in FY21.

✓ Impact of Geographical Stability on Retention

FY23 REENLISTMENT STABILIZATION BY INSTALLATION



- ✓ Practices and Success
 - Married Army Couples Program (MACP) manages dual military assignments.
- ✓ Challenges
 - MACP can be a significant limiter on assignments, especially dual services.
 - Could create career stagnation – Spouse might have limited opportunities.
- ✓ Geographic Stability as a Retention tool
 - Reenlistment provides additional opportunities for MACP families by allowing Soldiers to initiate movement rather than being asked to move.
- ✓ Impact of Geographic Stability on Retention
 - Soldiers enrolled in MACP tend to reenlist for stabilization at a rate higher than those who are married to non-military spouses.



The Army works very hard to ensure all policies that impact retention are equitable and inclusive of all Service Members.

Recent Initiatives to Improve Retention

- ✓ Postpartum Body Composition Exemption
- ✓ Soldiers exempt from wearing the ASU/AGSU while pregnant or postpartum.
- ✓ The 365 day deferment to complete IVF treatment, finish an adoption process, and/or proceed with an adoption or long-term foster care placement.
- ✓ The 365 day postpartum deferment for Enlisted Soldiers required to attend mandatory PME courses.
- ✓ Military parental leave to provide both parents the appropriate bonding time.
- ✓ Increased maximum retention stabilization period from 24 to 30 months.
- ✓ Increased opportunities to attend specialized or reclassification training.

Measuring Effectiveness

- ✓ In FY23, the RA saw a 4% increase in retention and retained 57,106 Soldiers
 - RA retained ~2,600 more Soldiers than during FY22.
- ✓ RA has increased Retention Stabilization by 3% over last two Fiscal Years.
 - ~1,700 Soldiers elected to stabilize for more than 24 months during FY23.