

INFORMATION PAPER

DAPE-TM
24 August 2022

SUBJECT: Defense Advisory Committee on Women in the Services (DACOWITS)
September 2022 Request for Information (RFI) Question 4

1. Q4a. When was your Service’s exit survey implemented?

A4a: The Department of the Army Career Engagement Survey (DACES) started in May 2020. DACES is a voluntary survey sent each year during the Active Duty Service Member’s (SMs) birth month as well as within 180 days of their separation from the Army.

2. Q4b. What is the response rate for exiting Service members broken down by Active and Reserve components, rank (enlisted and officer), gender, race and ethnicity, and MOS/Rating (community/career field)?

A4b: Currently, the DACES survey goes to all Active Duty Service Members. The chart below breaks out the demographic characteristics for Active Army Service Members who completed a DACES survey between May 6, 2020 and March 31, 2022.

Demographic Characteristics of each DACES sample and the Active Army

Segment Type	Segment	Birth Month Sample <i>n</i> = 57,889	ETS Sample <i>n</i> = 836	Active Army
Gender	Female	9296 (16%)	157 (19%)	15%
	Male	48593 (84%)	679 (81%)	85%
Race or Ethnicity	AI/AN NH/PI	916 (2%)	11 (1%)	2%
	Asian	3028 (5%)	49 (6%)	5%
	Black / African American	9039 (16%) ^a	136 (16%) ^b	21%
	Hispanic	7126 (12%) ^a	127 (15%)	17%
	Unknown	975 (2%)	10 (1%)	1%
	White (not Hispanic)	36805 (64%) ^a	503 (60%) ^b	54%
Rank	E1-E4	4740 (8%) ^a	195 (23%) ^b	41%
	E5+	26696 (46%) ^a	636 (76%) ^b	39%
	O1-O3	11091 (19%) ^a	--	10%
	O4+	11736 (20%) ^a	--	6%
	WO1-CW3	2637 (5%)	--	3%
	CW4+	989 (2%)	--	1%
Time in Service	<= 5 Years	9776 (17%) ^a	215 (26%) ^b	50%
	>5-10 Years	11035 (19%)	300 (36%) ^b	22%
	>10-15 Years	11286 (19%) ^a	113 (14%)	12%

	>15-20 Years	14931 (26%) ^a	91 (11%)	10%
	>20 Years	10861 (19%) ^a	117 (14%) ^b	5%

Note. AI/AN|NH/PI = American Indian/Alaskan Native and Native Hawaiian/Pacific Islander. Superscripts are used to indicate differences of at least 5% between the Birth Month sample and the Active Army (^a) and between the ETS sample and the Active Army (^b).

3. Q4c. What findings/trends were gleaned from your Service’s review of the exit survey review?

A4c: The Army has been conducting DACES surveys since May 2020. The most cited reasons for considering leaving the Army focused on the ways in which Army service impacts SMs relationships and Families. Additionally, breaking out responses by demographic is helpful for gaining insights to particular groups and enables ASLs to use the results to improve Quality of Life and retention programs.

4. Q4d. What were the top five reasons (in order of frequency) that Service members are choosing to separate from your Service? Differentiate by gender.

A4d: * Consented responses through March 2022

TOTAL

1. Effects of deployments on Family or personal relationships. (27.81%)
2. Impact of Army life on significant other’s career plans and goals. (25.89%)
3. Impact of military service on my Family’s well-being. (25.02%)
4. The degree of stability or predictability of Army life. (24.94%)
5. Impact of Army life on Family plans for children. (24.48%)

FEMALE (n =9,423)

1. Effects of deployments on Family or personal relationships. (31.81%)
2. Impact of Army life on Family plans for children. (30.16%)
3. Emotional demands of Army life. (28.01%)
4. Impact of military service on my Family’s well-being. (27.65%)
5. Work/life balance for my Family or personal life when not deployed. (27.17%)

MALE (n =49,141)

1. Effects of deployments on Family or personal relationships. (27.05%)
2. Impact of Army life on significant other’s career plans and goals. (25.66%)
3. The degree of stability or predictability of Army life. (24.67%)
4. Impact of military service on my Family’s well-being. (24.52%)
5. Impact of Army life on Family plans for children. (23.39%)

5. Q4e. What is your Service doing or planning to do with the information ascertained from the exit survey findings?

A4e: The results of DACES are used to help Army leaders understand their Soldiers and to make better decisions with regards to retention programs and other policy decisions. In addition, findings based on consented responses are published annually so that Soldiers can see what the Army is learning from DACES, as well as how this information is being used to inform policy decisions.

6. Q4f. What were the retention rates for Service members over the past five

years (e.g., FY17-21), broken down by Active and Reserve components, rank (enlisted and officer), gender, race and ethnicity, and MOS/Rating (community/career field)?

A4f: Currently, we do not have this data. Recommendation is for DAPE-MPE to answer the question.

7. Q4g. What were the top reasons cited within the retention surveys that influenced Service members to leave the military? Differentiate by gender.

A4g: The answer to this question was addressed as part of question 4.