

RFI Category and Number: Retention Initiatives for Servicewomen, RFI 4

In accordance with DACOWITS' Terms of Reference, the R&R Subcommittee will identify barriers to female retention and present findings and actionable recommendations to improve the overall retention of women. In addition, the R&R Subcommittee will utilize the Military Services' retention and exit survey data to identify barriers and/or lessons learned to identify ways to improve servicewomen's retention.

RFI Question:

The Committee is examining the current retention rates for female servicewomen and understands that the Services conduct exit and retention surveys for separating Service members. The Committee requests an update on the status of these efforts, to include data on reasons for separation, as well as any relevant policy changes.

The Committee requests a written response from the Army, Navy, Marines, Air Force, Space Force, Coast Guard, and National Guard on the following:

- a. When was your Service's exit survey implemented?
- b. 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)?
- c. What findings/trends were gleaned from your Service's review of the exit survey review?
- d. What were the top five reasons (in order of frequency) that Service members are choosing to separate from your Service? Differentiate by gender.
- e. What is your Service doing or planning to do with the information ascertained from the exit survey findings?
- f. 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)?
- g. What were the top reasons cited within the retention surveys that influenced Service members to leave the military? Differentiate by gender.

RFI Response 4a:

The Navy exit survey was first launched in 2014. It is distributed monthly via the Navy Standard Integrated Personnel System (NSIPS) to personnel where records indicate they are planning to separate.

RFI Response 4b:

Response rates are the same across gender and race usually in the range of 8-12% for Enlisted and 15-20% for Officers. It should be noted that the exit survey currently only targets Active Component Sailors.

RFI Response 4c:

Over the last 8 years, (2014-2022), the findings continue to indicate that, Impact on Family, Work-life Balance, and Civilian Job Opportunities are the top 3 reasons people choose to leave the Navy.

Occasionally, Leadership will replace Civilian Job Opportunities as a reason for junior personnel to leave the Navy.

RFI Response 4d:

According to the exit survey, the top five reasons people chose to separate were Impact on Family, Civilian Job Opportunities, Work-Life Balance, Leadership, and Career Assignments. These are the same for both men and women.

Consistent with the Exit Survey results, the most frequently cited influences to leave the Navy in the 2021 Health of the Force Survey included Civilian Career Opportunities, Salary, Work/life Balance and a Desire to focus on the family. For enlisted Sailors, E6 and below, the most commonly cited influences to leave the Navy in order of frequency included:

- For men: civilian career opportunities, salary, command climate, and work/life balance
- For women: focus on the family, civilian career opportunities, command climate and work/life balance

For officers, O4 and below, the most commonly cited influences to leave the Navy in order of frequency included:

- For men: civilian career opportunities, work/life balance, and focus on the family
- For women: Work/life balance, focus on the family, and civilian career opportunities for women.

RFI Response 4e:

The Navy monitors the exit survey data for any variation in trends.

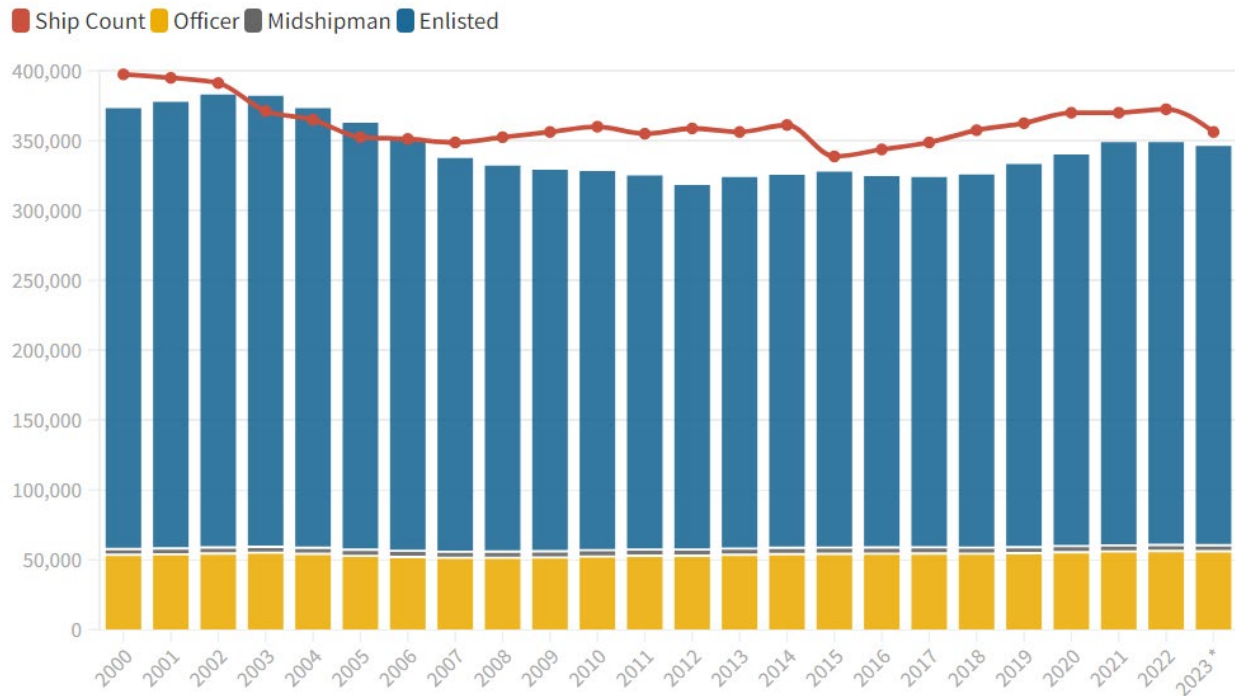
RFI Response 4f:

Providing retention data broken down to that granular level will require several weeks of work with NETPDC and N100 and their data sets, producing hundreds of pages of retention data. There are twelve distinct officer ranks and nine enlisted ranks. There are four distinct officer communities (Unrestricted Line, Restricted Line, Staff Corps, Limited Duty, and Warrant Officers), over one hundred officer designators, and ninety-three enlisted job ratings. Such a large volume of data broken down across five years can be accomplished as a dedicated data pull, but very likely would be overwhelming.

In general, the U.S. Navy's retention rates have surpassed their retention goals even during economic prosperity increasing competitive employment opportunities from the private sector. In Fiscal Year 2019, Sailors in Zone A, which means Sailors within one to six years of service, re-enlisted at a 64% rate against a goal of 57%. Sailors in Zone B, covering years six through ten, re-enlisted at 72% against a goal of 67%. Sailors in Zone C, meaning 10-14 years of service, re-enlisted at 85% against an 82% benchmark. For Fiscal Year 2020, Zone A re-enlisted at 69% against a target of 57%. For Zone B, the retention rate was 76% against 67%. For Zone C, the retention rate was 89% against the 82% benchmark. In Fiscal Year 2021, the Navy had a 67% re-enlistment rate for Zone A Sailors, 68% for Zone B Sailors, and 85% for

Zone C. The U.S. Navy, in general, has been consistently successful in our retention efforts. More salient insights on why women Sailors decide to leave Active Duty is more likely to be found in exit survey data elucidated in 4g.

FY 2000-2023 U.S. Navy Active Duty personnel total force numbers are charted below:



RFI Response 4g:

According to the exit survey, the top five reasons people chose to separate were Impact on Family, Civilian Job Opportunities, Work-Life Balance, Leadership, and Career Assignments. These are the same for both men and women.

Consistent with the Exit Survey results, the most frequently cited influences to leave the Navy in the 2021 Health of the Force Survey included Civilian Career Opportunities, Salary, Work/life Balance and a Desire to focus on the family. For enlisted Sailors, E6 and below, the most commonly cited influences to leave the Navy in order of frequency included:

- For men: civilian career opportunities, salary, command climate, and work/life balance
- For women: focus on the family, civilian career opportunities, command climate and work/life balance

For officers, O4 and below, the most commonly cited influences to leave the Navy in order of frequency included:

- For men: civilian career opportunities, work/life balance, and focus on the family
- For women: Work/life balance, focus on the family, and civilian career opportunities for women.