



FY 2016 EAS Enlisted Retention Survey Results



Retention Survey

- Purpose
 - Started in FY05 to determine satisfaction with USMC and military life
 - Determine factors and incentives that most influence retention
 - Conducted from 18 Dec 2014 to 20 Mar 2015
- Target population
 - All active duty enlisted Marines in Zones A through C with an EAS during FY 2016
 - ~38,000 Marines
- 2,568 respondents, 7% response rate
 - Historically 12 – 16%



FY16 BLUF

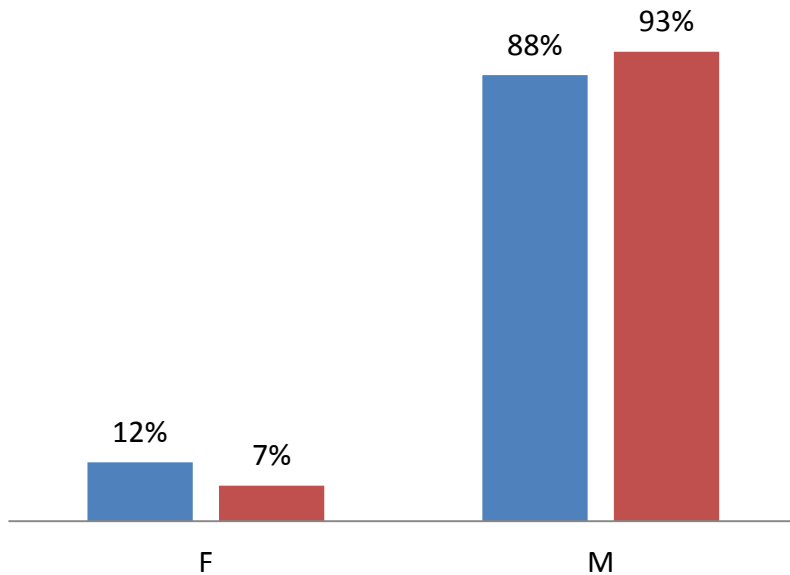
- **45% of FY16 respondents say they are likely to reenlist**
 - Numbers down 5% from FY15 respondents
 - Top 3 factors influencing their decision:
 - Pride of being a Marine, Ability to Lead and Train Marines, , Pay & Allowances
- **10% of FY16 EAS respondents are undecided on reenlisting**
- **45% of FY16 EAS respondents said they were unlikely to reenlist**
 - This is a 7% increase in Marines unlikely to reenlist from FY15
 - Top 3 factors influencing their decision:
 - Civilian job opportunities, Number of Hours Worked, Housing Quality and Availability.
- **73% of respondents report being satisfied with USMC life. Only 15% report being dissatisfied**
 - *Holding relatively steady over last three years*



FY16 Demographics

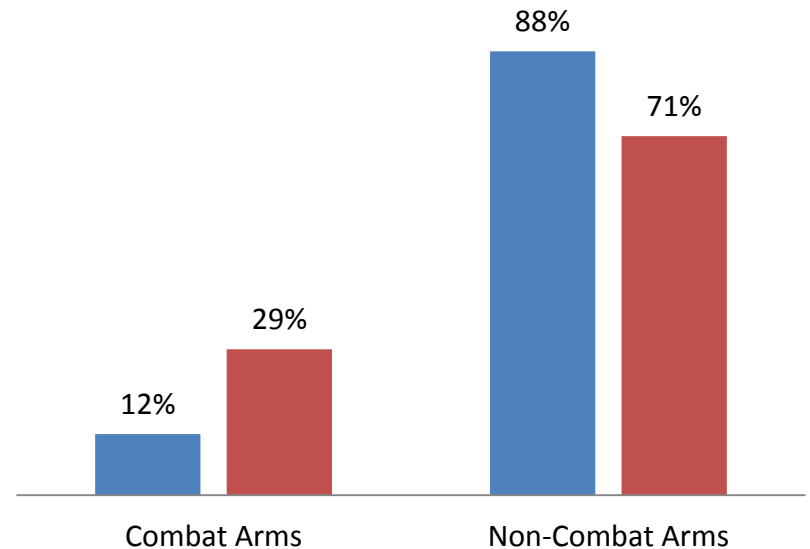
Gender

■ Respondents ■ Population



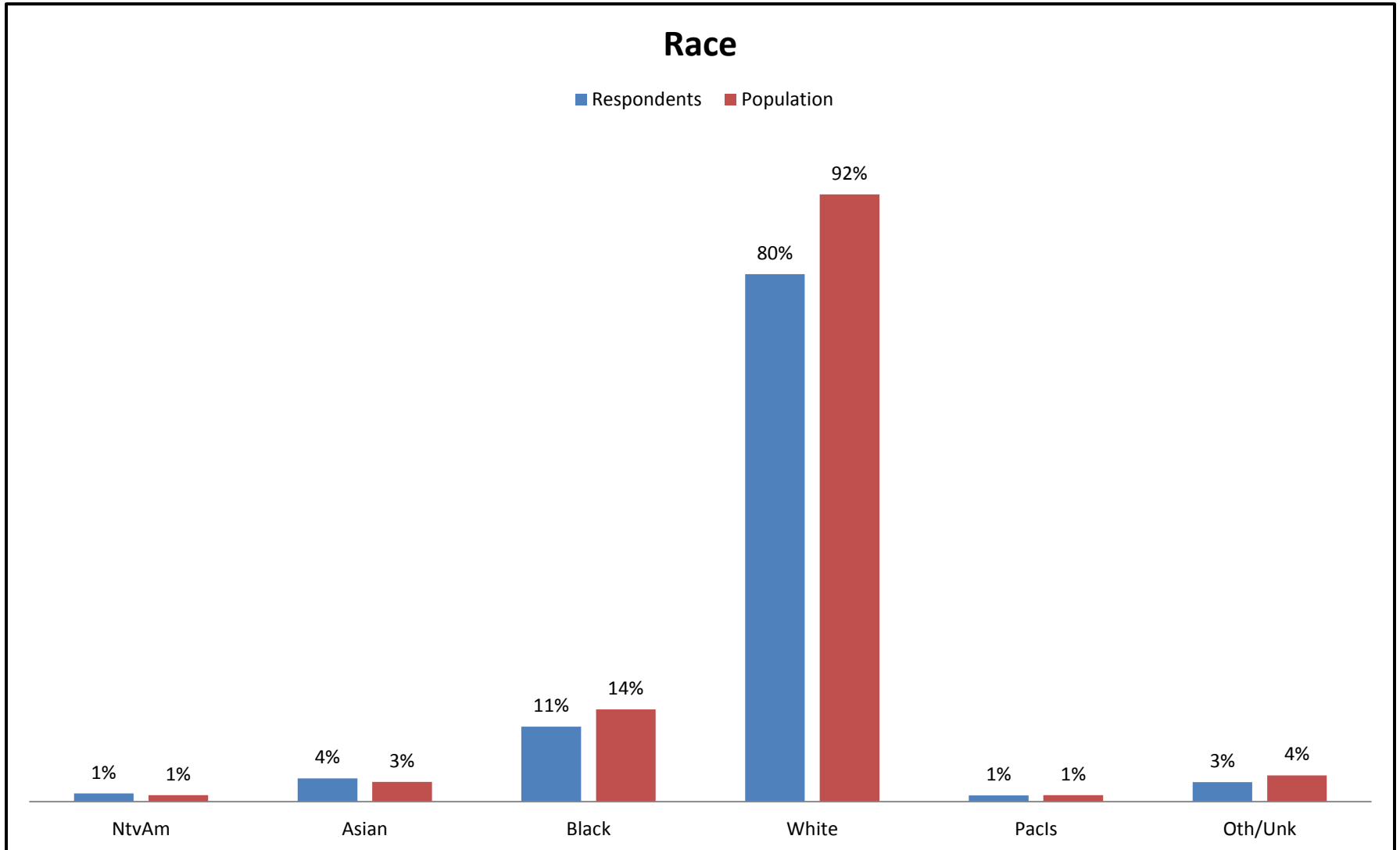
MOS

■ Respondents ■ Population



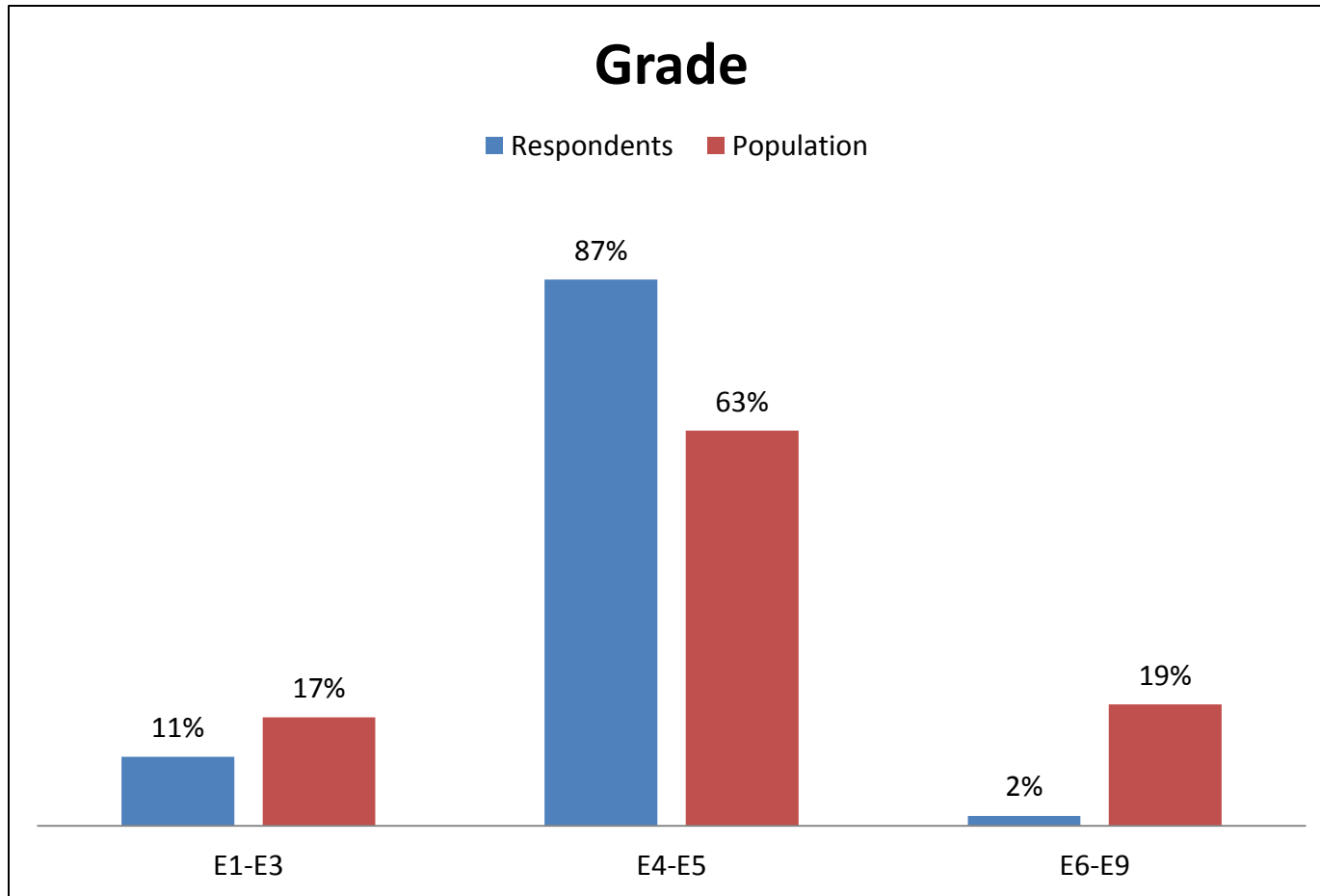


FY16 Demographics





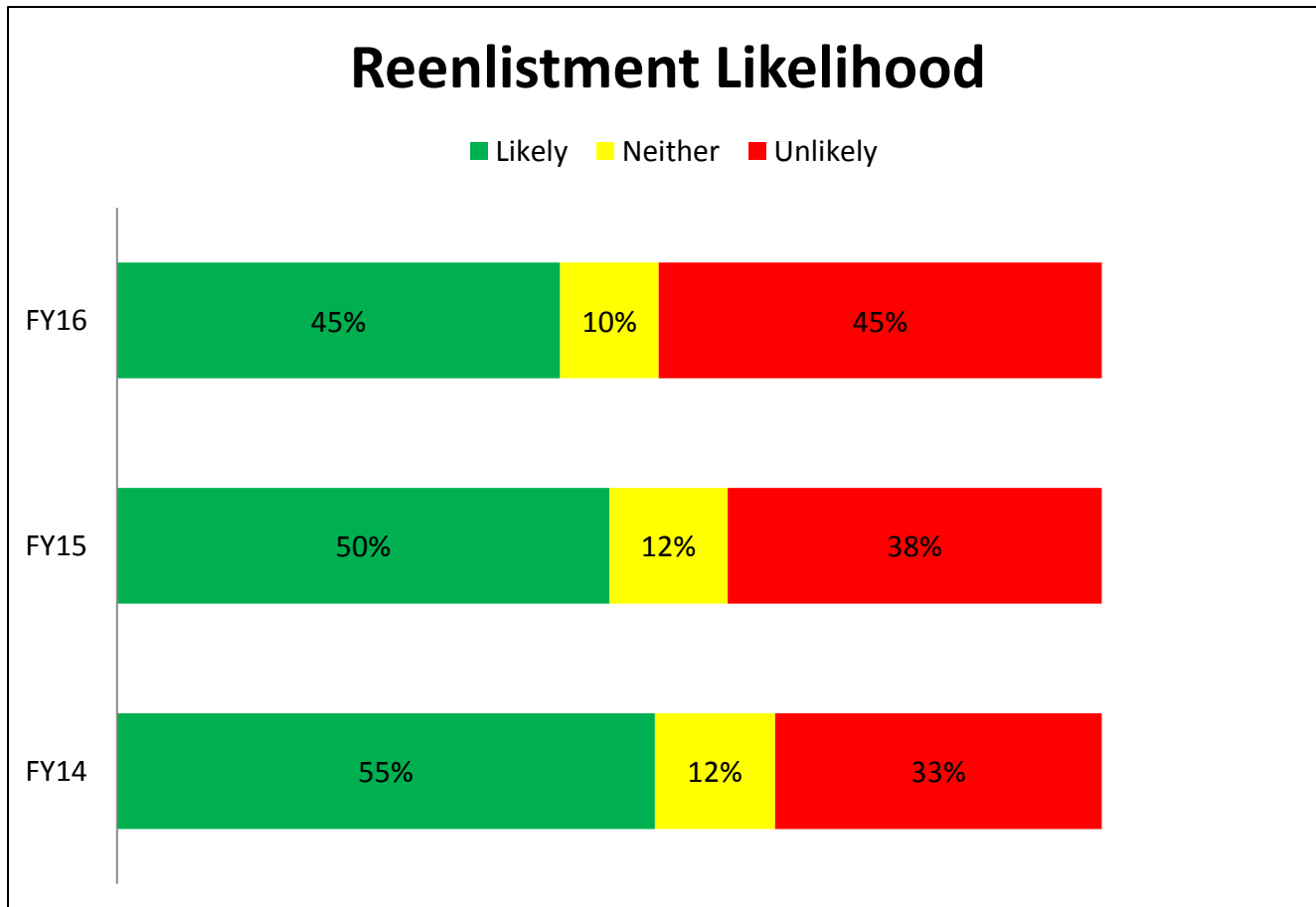
FY16 Grade Breakdown





Reenlistment Intent

How likely or unlikely is it
that you will choose to
reenlist?

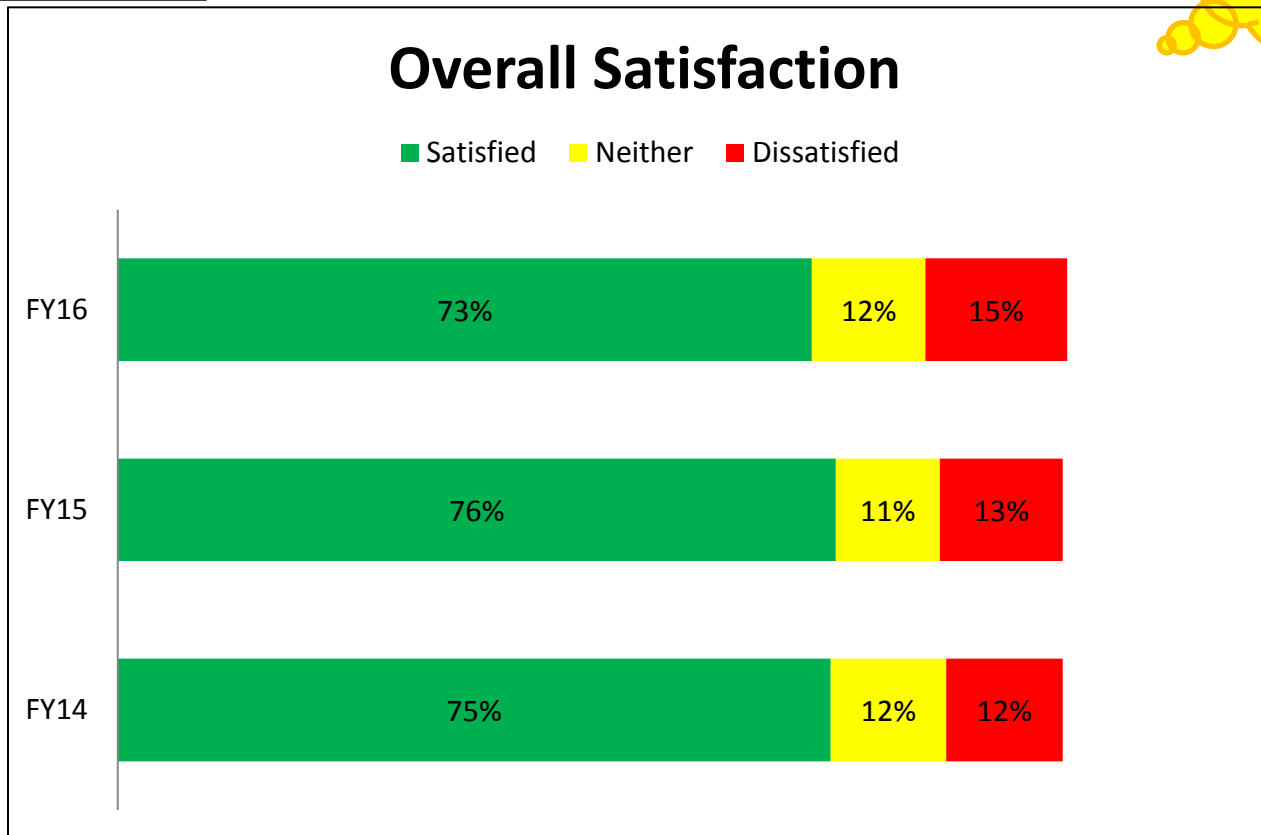




Marine Satisfaction

Rate your overall satisfaction with being a Marine.

Consistent over last three FYs





Factors Influencing Retention

Rank how the following factors have influenced your decision to stay on, or leave active duty.

Factors	FY16 Rank	FY15 Rank	Difference
Your pride in being a Marine	1	1	0
Your ability to lead and train Marines	2	3	1
Your pay and allowances	3	2	-1
Your desire to attend college	4	6	2
Your job satisfaction	5	4	-1
Your opportunity for promotion	6	5	-1
Your GI Bill benefits	7	10	3
Your civilian job opportunities	8	8	0
The challenges you face as a Marine	9	7	-2
Your ability to take leave/liberty	10	9	-1
Your housing quality	11	12	1
Your control over duty station assignment	12	11	-1
Your commands leadership climate	13	13	0
The number of hours you work	14	14	0
Your deployment tempo	15	15	0
Your lateral move options	16	17	1
The amount of SRB for your MOS	17	16	-1



Factors Influencing Retention

(Rankings by Reenlistment Intent Category)

Rank how the following factors have influenced your decision to stay on, or leave active duty.

Rank	Likely to Reenlist	Unlikely to Reenlist
1	Your pride in being a Marine	Your civilian job opportunities
2	Your ability to lead and train Marines	The number of hours you work
3	Your pay and allowances	Housing Quality and Availability
4	Your job satisfaction	Your desire to attend college
5	Your opportunity for promotion	Your pay and allowances
6	The challenges you face as a Marine	Your job satisfaction Your commands leadership climate
7	Your ability to take leave/liberty	Your GI Bill benefits
8	Your control over duty station assignment	Your opportunity for promotion
9	Your housing quality	Your deployment tempo
10	Your GI Bill benefits	Your ability to take leave/liberty
11	Your desire to attend college	Monetary Incentives to stay in OPFOR
12	Your civilian job opportunities	The challenges you face as a Marine
13	The number of hours you work	The amount of SRB for your MOS
14	Your deployment tempo	Ability to choose Duty Station
15	Your commands leadership climate	Your lateral move options
16	The amount of SRB for your MOS	Your pride in being a Marine
17	Your lateral move options	Your ability to lead and train Marines



Questions





Backup Slides

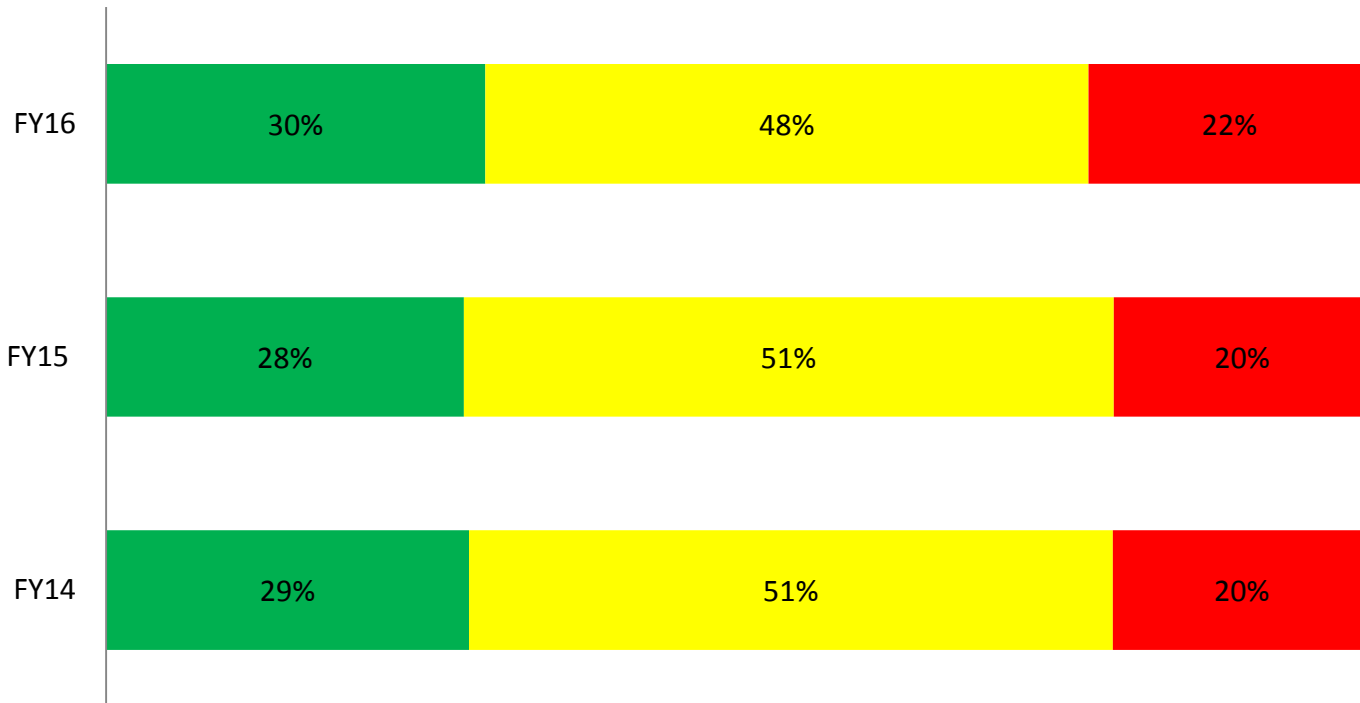


Factors Influencing Retention

Your deployment tempo
(time away from home)
is a ...

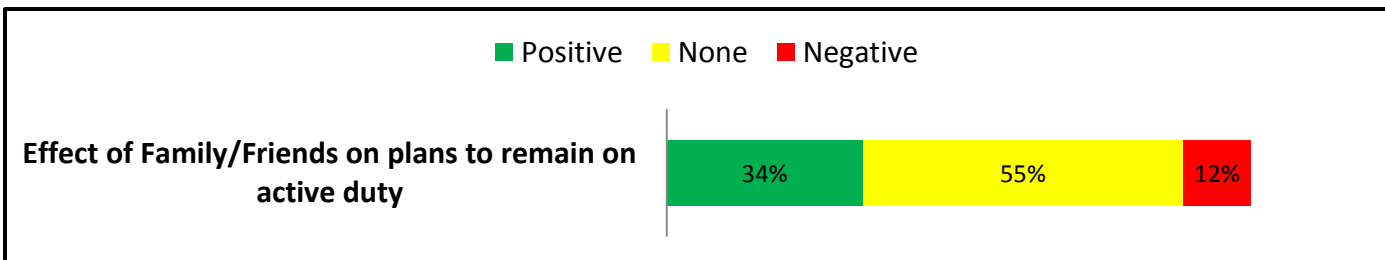
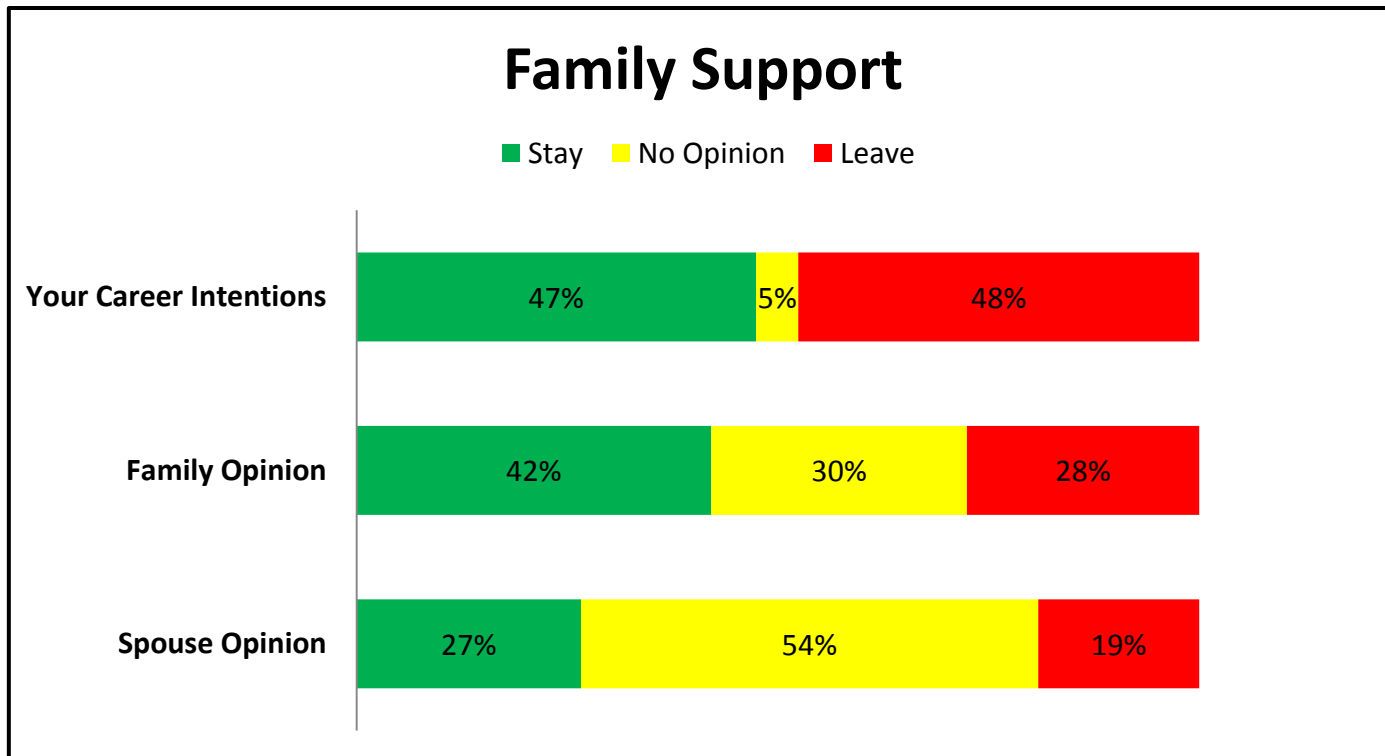
Deployment Tempo

■ Stay ■ No Influence ■ Leave



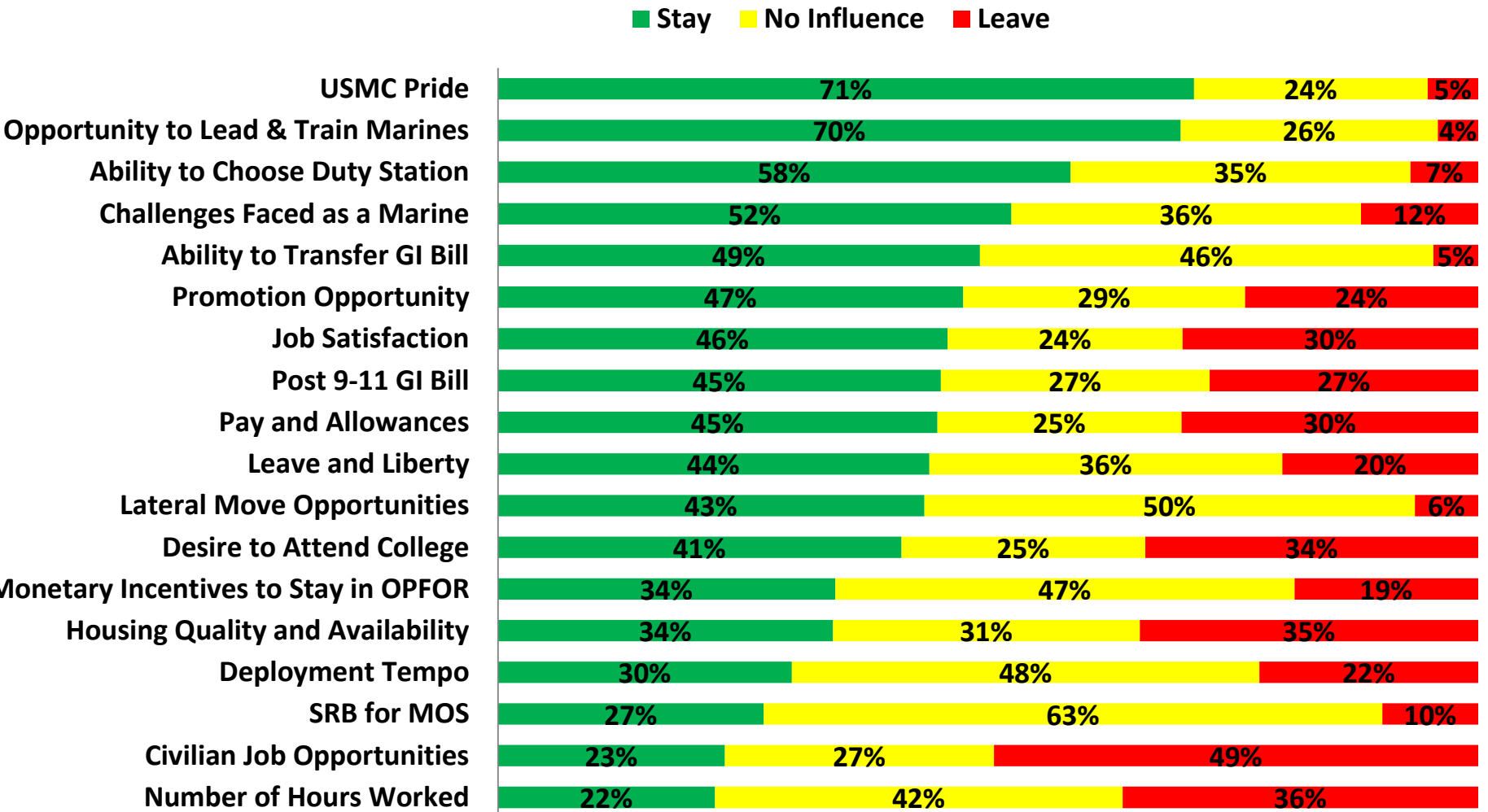


Factors Influencing Retention





Factors Influencing Retention





Marine Satisfaction

■ Satisfied ■ Neither ■ Dissatisfied

