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:** 12% (F), 88% (M)
- **Population:** 7% (F), 93% (M)

**MOS**

- **Respondents:** 12% (Combat Arms), 29% (Non-Combat Arms)
- **Population:** 88% (Combat Arms), 71% (Non-Combat Arms)
FY16 Demographics

Race

- Respondents
- Population

<table>
<thead>
<tr>
<th>Race</th>
<th>Respondents</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>NtvAm</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Black</td>
<td>11%</td>
<td>14%</td>
</tr>
<tr>
<td>White</td>
<td>80%</td>
<td>92%</td>
</tr>
<tr>
<td>PacIs</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Oth/Unk</td>
<td>3%</td>
<td>4%</td>
</tr>
</tbody>
</table>
FY16 Grade Breakdown

Grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Respondents</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>E1-E3</td>
<td>11%</td>
<td>17%</td>
</tr>
<tr>
<td>E4-E5</td>
<td>87%</td>
<td>63%</td>
</tr>
<tr>
<td>E6-E9</td>
<td>19%</td>
<td>2%</td>
</tr>
</tbody>
</table>
Reenlistment Intent

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

Reenlistment Likelihood

- **FY14**
  - Likely: 55%
  - Neither: 12%
  - Unlikely: 33%

- **FY15**
  - Likely: 50%
  - Neither: 12%
  - Unlikely: 38%

- **FY16**
  - Likely: 45%
  - Neither: 10%
  - Unlikely: 45%
Marine Satisfaction

Rate your overall satisfaction with being a Marine.

Consistent over last three FYs

<table>
<thead>
<tr>
<th>Year</th>
<th>Satisfied</th>
<th>Neither</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
<td>73%</td>
<td></td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12%</td>
</tr>
<tr>
<td>FY15</td>
<td>76%</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12%</td>
</tr>
<tr>
<td>FY14</td>
<td>75%</td>
<td>12%</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12%</td>
</tr>
</tbody>
</table>
Factors Influencing Retention

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

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

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

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

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

Deployment Tempo

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Stay</th>
<th>No Influence</th>
<th>Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY16</td>
<td>30%</td>
<td>48%</td>
<td>22%</td>
</tr>
<tr>
<td>FY15</td>
<td>28%</td>
<td>51%</td>
<td>20%</td>
</tr>
<tr>
<td>FY14</td>
<td>29%</td>
<td>51%</td>
<td>20%</td>
</tr>
</tbody>
</table>
Factors Influencing Retention

**Family Support**

- **Your Career Intentions**
  - Stay: 47%
  - No Opinion: 5%
  - Leave: 48%

- **Family Opinion**
  - Stay: 42%
  - No Opinion: 30%
  - Leave: 28%

- **Spouse Opinion**
  - Stay: 27%
  - No Opinion: 54%
  - Leave: 19%

**Effect of Family/Friends on plans to remain on active duty**

- Positive: 34%
- None: 55%
- Negative: 12%
Factors Influencing Retention

<table>
<thead>
<tr>
<th>Factor</th>
<th>Stay</th>
<th>No Influence</th>
<th>Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>USMC Pride</td>
<td>71%</td>
<td>24%</td>
<td>5%</td>
</tr>
<tr>
<td>Opportunity to Lead &amp; Train Marines</td>
<td>70%</td>
<td>26%</td>
<td>4%</td>
</tr>
<tr>
<td>Ability to Choose Duty Station</td>
<td>58%</td>
<td>35%</td>
<td>7%</td>
</tr>
<tr>
<td>Challenges Faced as a Marine</td>
<td>52%</td>
<td>36%</td>
<td>12%</td>
</tr>
<tr>
<td>Ability to Transfer GI Bill</td>
<td>49%</td>
<td>46%</td>
<td>5%</td>
</tr>
<tr>
<td>Promotion Opportunity</td>
<td>47%</td>
<td>29%</td>
<td>24%</td>
</tr>
<tr>
<td>Job Satisfaction</td>
<td>46%</td>
<td>24%</td>
<td>30%</td>
</tr>
<tr>
<td>Post 9-11 GI Bill</td>
<td>45%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>Pay and Allowances</td>
<td>45%</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>Leave and Liberty</td>
<td>44%</td>
<td>36%</td>
<td>20%</td>
</tr>
<tr>
<td>Lateral Move Opportunities</td>
<td>43%</td>
<td>50%</td>
<td>6%</td>
</tr>
<tr>
<td>Desire to Attend College</td>
<td>41%</td>
<td>25%</td>
<td>34%</td>
</tr>
<tr>
<td>Monetary Incentives to Stay in OPFOR</td>
<td>34%</td>
<td>47%</td>
<td>19%</td>
</tr>
<tr>
<td>Housing Quality and Availability</td>
<td>34%</td>
<td>31%</td>
<td>35%</td>
</tr>
<tr>
<td>Deployment Tempo</td>
<td>30%</td>
<td>48%</td>
<td>22%</td>
</tr>
<tr>
<td>SRB for MOS</td>
<td>27%</td>
<td>63%</td>
<td>10%</td>
</tr>
<tr>
<td>Civilian Job Opportunities</td>
<td>23%</td>
<td>27%</td>
<td>49%</td>
</tr>
<tr>
<td>Number of Hours Worked</td>
<td>22%</td>
<td>42%</td>
<td>36%</td>
</tr>
</tbody>
</table>
Marine Satisfaction

- Satisfied | Neither | Dissatisfied

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Satisfied</th>
<th>Neither</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Military values, lifestyle, and tradition</td>
<td>71%</td>
<td>16%</td>
<td>13%</td>
</tr>
<tr>
<td>The Amount of Challenge in Job</td>
<td>66%</td>
<td>19%</td>
<td>15%</td>
</tr>
<tr>
<td>Training and Professional Development</td>
<td>62%</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>How military Lifestyle Matches Goals and Values</td>
<td>60%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>Your personal workload</td>
<td>59%</td>
<td>22%</td>
<td>19%</td>
</tr>
<tr>
<td>Off-duty Educational Opportunities</td>
<td>54%</td>
<td>22%</td>
<td>24%</td>
</tr>
<tr>
<td>Opportunities for Promotion</td>
<td>54%</td>
<td>18%</td>
<td>28%</td>
</tr>
<tr>
<td>Type of Assignments Received</td>
<td>52%</td>
<td>26%</td>
<td>22%</td>
</tr>
<tr>
<td>Your Total Compensation</td>
<td>51%</td>
<td>15%</td>
<td>34%</td>
</tr>
<tr>
<td>Opportunities for Reenlistment</td>
<td>48%</td>
<td>34%</td>
<td>17%</td>
</tr>
<tr>
<td>Unit Cohesion</td>
<td>48%</td>
<td>20%</td>
<td>32%</td>
</tr>
<tr>
<td>Leadership provided by Superiors</td>
<td>46%</td>
<td>19%</td>
<td>35%</td>
</tr>
<tr>
<td>Amount of Personal and Family Time</td>
<td>45%</td>
<td>19%</td>
<td>36%</td>
</tr>
<tr>
<td>Frequency of PCS Moves</td>
<td>43%</td>
<td>41%</td>
<td>16%</td>
</tr>
<tr>
<td>Other Duties that Take You Away from Duty Station</td>
<td>42%</td>
<td>43%</td>
<td>15%</td>
</tr>
<tr>
<td>Deployments</td>
<td>40%</td>
<td>31%</td>
<td>29%</td>
</tr>
</tbody>
</table>