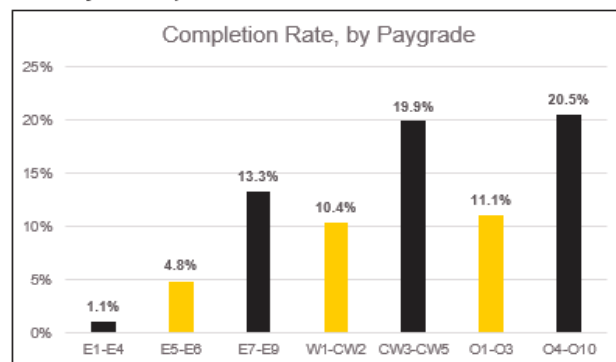


Department of the Army Career Engagement Survey (DACES): Year 4

DACES is designed to assess the retention intentions and sentiments of Soldiers. Over the last year of data collection, 25,349 Regular Army Soldiers completed DACES (completion rate: 6.2%). DACES completion was lowest among junior, relative to senior, Soldiers (see right).

DACES Year 4: 1 Apr 2023 – 31 Mar 2024

Surveys completed: 25,439



Key Findings: The DACES 4th Annual Report examines the top “Extremely Important” reasons to stay in and leave the Army across and within paygrade groups (see below) in a sample of 23,166 Soldiers who met the analysis criteria. This analysis revealed many shared sentiments across paygrades (e.g., “Opportunity to serve my country (S1)” was a top reason to stay in every paygrade group examined). The analysis also identified sentiments that were unique to select paygrade groups (e.g., “Fairness of Army promotions (L9)” was a top reason to leave among NCOs (E5-E6), but not among any of the other paygrade groups examined).

Question						
S1	Opportunity to serve my country.					
S2	How well my retirement pay or benefits will meet my future needs.					
S3	Opportunities to lead or train Soldiers.					
S4	My sense of purpose.					
S5	How well my pay or benefits meet my present needs.					
S6	Opportunity to further my education.					
S7	Opportunity to progress in my career field.					
S8	Quality of healthcare.					
S9	Opportunities to improve my skills.					
S10	How well my pay or benefits meet my present needs.					
S11	The level of trust those I work with have in my abilities.					
S12	Feeling like part of a team.					
TOP 5 “Extremely Important” Reasons to Stay, across Army Paygrades						
E1-E4	E5-E6	E7-E9	W1-W2	W3-W5	O1-O3	O4-O10
S1	S1	S1	S2	S1	S1	S1
37%	43%	47%	40%	44%	46%	53%
S6	S3	S3	S1	S2	S3	S2
35%	35%	46%	39%	39%	36%	48%
S7	S2	S2	S9	S4	S2	S4
27%	35%	41%	27%	31%	33%	45%
S8	S6	S4	S5	S11	S5	S3
27%	29%	32%	27%	28%	30%	41%
S9	S9	S5	S7	S5	S4	S12
25%	27%	32%	26%	28%	29%	36%

Question						
L1	Effects of deployments on Family or personal relationships.					
L2	The degree of stability or predictability of Army life.					
L3	Impact of military service on my Family’s well-being.					
L4	Impact of Army life on significant other’s career plans and goals.					
L5	Impact of Army life on Family plans for children.					
L6	Emotional demands of Army life.					
L7	Recognition for my contributions.					
L8	How well my pay or benefits meet my financial goals.					
L9	Fairness of Army promotions.					
L10	Changes to Army policy.					
L11	Work/life balance for my Family or personal life when not deployed.					
L12	Number or frequency of PCS moves.					
TOP 5 “Extremely Important” Reasons to Leave, across Army Paygrades						
E1-E4	E5-E6	E7-E9	W1-W2	W3-W5	O1-O3	O4-O10
L6	L9	L1	L1	L1	L2	L1
30%	33%	33%	46%	41%	41%	33%
L2	L2	L10	L2	L3	L1	L3
29%	30%	31%	41%	36%	38%	31%
L7	L1	L4	L3	L2	L3	L4
29%	29%	31%	39%	33%	37%	30%
L1	L4	L5	L5	L4	L4	L5
29%	29%	31%	38%	33%	37%	29%
L8	L3	L3	L4	L5	L11	L12
28%	28%	30%	36%	32%	36%	28%

DACES Redesign: In Year 4, the Army redesigned DACES to improve the survey experience for respondents, reduce completion time, and collect more actionable feedback. The questions center on six focus areas and collect more nuanced responses than the previous version. This redesigned survey was pilot tested from January through March 2024.

The Way Forward: In Year 5, the Army seeks to fully implement the redesigned engagement survey, integrate DACES efforts across the Regular Army and Reserve Component, launch a redesigned exit survey for enlisted Soldiers and officers, expand support of short, tailored pulse surveys designed to collect instant feedback on selected topics, and increase DACES participation, particularly among underrepresented groups.