

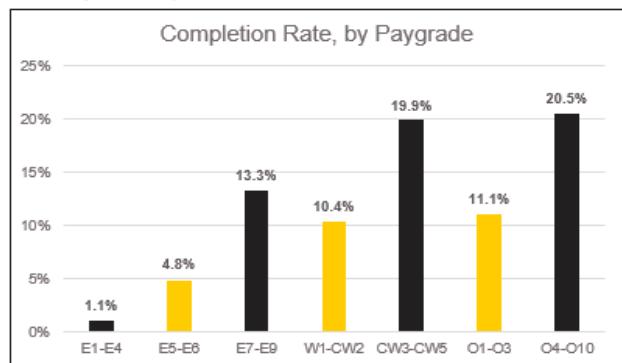
Department of the Army Career Engagement Survey (DACES): Year 4

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).

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).

DACES Year 4: 1 Apr 2023 – 31 Mar 2024

Surveys completed: 25,439



Question							Question						
S1 Opportunity to serve my country.							L1 Effects of deployments on Family or personal relationships.						
S2 How well my retirement pay or benefits will meet my future needs.							L2 The degree of stability or predictability of Army life.						
S3 Opportunities to lead or train Soldiers.							L3 Impact of military service on my Family's well-being.						
S4 My sense of purpose.							L4 Impact of Army life on significant other's career plans and goals.						
S5 How well my pay or benefits meet my present needs.							L5 Impact of Army life on Family plans for children.						
S6 Opportunity to further my education.							L6 Emotional demands of Army life.						
S7 Opportunity to progress in my career field.							L7 Recognition for my contributions.						
S8 Quality of healthcare.							L8 How well my pay or benefits meet my financial goals.						
S9 Opportunities to improve my skills.							L9 Fairness of Army promotions.						
S10 How well my pay or benefits meet my present needs.							L10 Changes to Army policy.						
S11 The level of trust those I work with have in my abilities.							L11 Work/life balance for my Family or personal life when not deployed.						
S12 Feeling like part of a team.							L12 Number or frequency of PCS moves.						
TOP 5 “Extremely Important” Reasons to Stay, across Army Paygrades							TOP 5 “Extremely Important” Reasons to Leave, across Army Paygrades						
E1-E4	E5-E6	E7-E9	W1-W2	W3-W5	O1-O3	O4-O10	E1-E4	E5-E6	E7-E9	W1-W2	W3-W5	O1-O3	O4-O10
S1 37%	S1 43%	S1 47%	S2 40%	S1 44%	S1 46%	S1 53%	L6 30%	L9 33%	L1 33%	L1 46%	L1 41%	L2 41%	L1 33%
S6 35%	S3 35%	S3 46%	S1 39%	S2 39%	S3 36%	S2 48%	L2 29%	L2 30%	L10 31%	L2 41%	L3 36%	L1 38%	L3 31%
S7 27%	S2 35%	S2 41%	S9 27%	S4 31%	S2 33%	S4 45%	L7 29%	L1 29%	L4 31%	L3 39%	L2 33%	L3 37%	L4 30%
S8 27%	S6 29%	S4 32%	S5 27%	S11 28%	S5 30%	S3 41%	L1 29%	L4 29%	L5 31%	L5 38%	L4 33%	L4 37%	L5 29%
S9 25%	S9 27%	S5 32%	S7 26%	S5 28%	S4 29%	S12 36%	L8 28%	L3 28%	L3 30%	L4 36%	L5 32%	L11 36%	L12 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.