

FLAG VOICE #463  
Coast Guard Career Intentions Survey

ALCOAST 271/16 announced the establishment of the Coast Guard Career Intentions Survey (CIS). The CIS is the Coast Guard's version of an exit survey. A previous career intention survey ran from April 2002 through April 2012. The earlier CIS results indicated people are attracted to an organization's perceived culture and values. They often leave an organization because of the local work environment or for personal reasons. The results helped refine the current survey questions.

The number of questions in the new survey has been reduced from the original format to better focus on key indicators of workforce satisfaction and engagement. The survey is offered to people who have chosen to leave active duty and a selection of those who intend to stay in the active duty component. By surveying both people expected to leave and those expected to stay, we anticipate being able to differentiate factors driving the decisions our members are making. This is a very important component of the Service's ability to focus retention efforts on root causes.

The CIS includes questions from the biennial Organizational Assessment Survey (OAS). This new feature of the CIS will allow us to use the full power of the OAS to draw greater insight into factors that influence staying or leaving the Coast Guard.

The CIS will be directly emailed to active duty members. This approach will ensure the survey is only taken once per person and by the people for which the survey is intended. This is an improvement over the previous version which was open to anyone with internet access.

I ask for your support, please encourage those under your command to participate. The survey is approximately 25 questions and should take no more than 10 minutes to complete. The findings will be analyzed along with the OAS results to identify systemic and programmatic changes that could influence retention. Preliminary results should be expected approximately 3 months after the survey is launched.

Civilian employees are reminded to take the civilian exit survey offered at <http://datacollection.dhs.gov/mrIWeb/mrIWeb.dll?I.Project=DHSEXITSURVEY>.



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