



THE AIR UNIVERSITY



Fighter Pilot Retention

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Introduction



- Problem
- Analysis Method
- Courses of Action
 - Hiring Contractors
 - Ground Deployment Length Change
 - Flexible Aviator Retention Plan
- Recommendation



Problem



- Shortage of 724 fighter pilots
 - Financial incentives unsuccessful
 - Pilot shortage continues to grow
- Reduces AF readiness
- Erodes ability to establish/maintain air superiority



Top Reasons for Separation



AFPC Exit Survey Data:

Additional Duties: 32%

Currently being addressed by CSAF

Work/Life Balance: 32%

Home Station Ops Tempo: 27%



Work/Life Balance



- 12+ hour work days becoming the norm
- Primary Job: Flying & Studying
- Ground requirements
 - Squadron job / Additional duties / Ground training
 - Less time for the primary job
- Common survey response: “Burned out”



Contractor Hiring Program



- Hire contractors to assist in key SQ departments
 - Scheduling
 - Training
 - Unit Deployment Manager (UDM)
 - Standards & Evaluations



Benefits and Costs



- Contractor provides full-time position focused on administrative duties
 - Allows pilot to focus on being a better tactical aviator
 - Targets mostly inexperienced pilots
- Cost
 - \$11 million per year
 - 55 squadrons x 4 contractors x \$50K



365 Ground Deployments



- Threat of a 365 day non-flying deployment: 30%
 - Reason not to accept ARP
 - Relying on 7-day option to determine future
- Many positions require 11F experience
- To max extent possible:
 - Reduce from 365 days to 180 days
 - Re-evaluate and reduce ground positions



By Reducing 365s



- Adds stability and peace of mind for pilot
 - Eliminates the looming threat of 365
 - Familiar deployment length for 11Fs
- Less re-training required
 - AFI 11-202v1 *Aircrew Training* allows 180 days out of currency before triggering costly requalification (T-X)
 - Squadrons can prevent triggering T-X
 - Reduces PCS requirements



Flexible Aviator Retention Plan (FARP)



- 2 incentive methods to sustain retention
 - Current: Aviator Retention Pay
 - Addition: Aviator Stability Program (ASP)
 - 4-year PCS with 4-year commitment
- Or
- 2-year extension at current location



Aviator Stability Program (ASP)



- 4-year PCS or 2-year extension at current base
- AFPC controls number/locations offered each year
- ARP signers and IDE in-res members are not eligible
- Pilot is protected from mandatory IDE slot or relocation during PCS/extension
 - Not a career killer—can apply for IDE within normal timelines
 - Pilots cannot turn down IDE and request ASP



ASP Symbiotic Relationship



- Targets an aviator's desire for:
 - Stability
 - Flying
 - Serving in the AF
- Assists AFPC in:
 - Retaining pilots
 - Reducing churn in billets
 - Incentivize hard to fill locations
- Increases likelihood member stays beyond ASP commitment
- No additional money required to retain member



Process



Majors boards executed

IDE selections are made

Pilots not participating in ARP or IDE are ranked within their MDS according to board results

AFPC determines cutline of critical billets available for four year PCS and 2 year extensions.

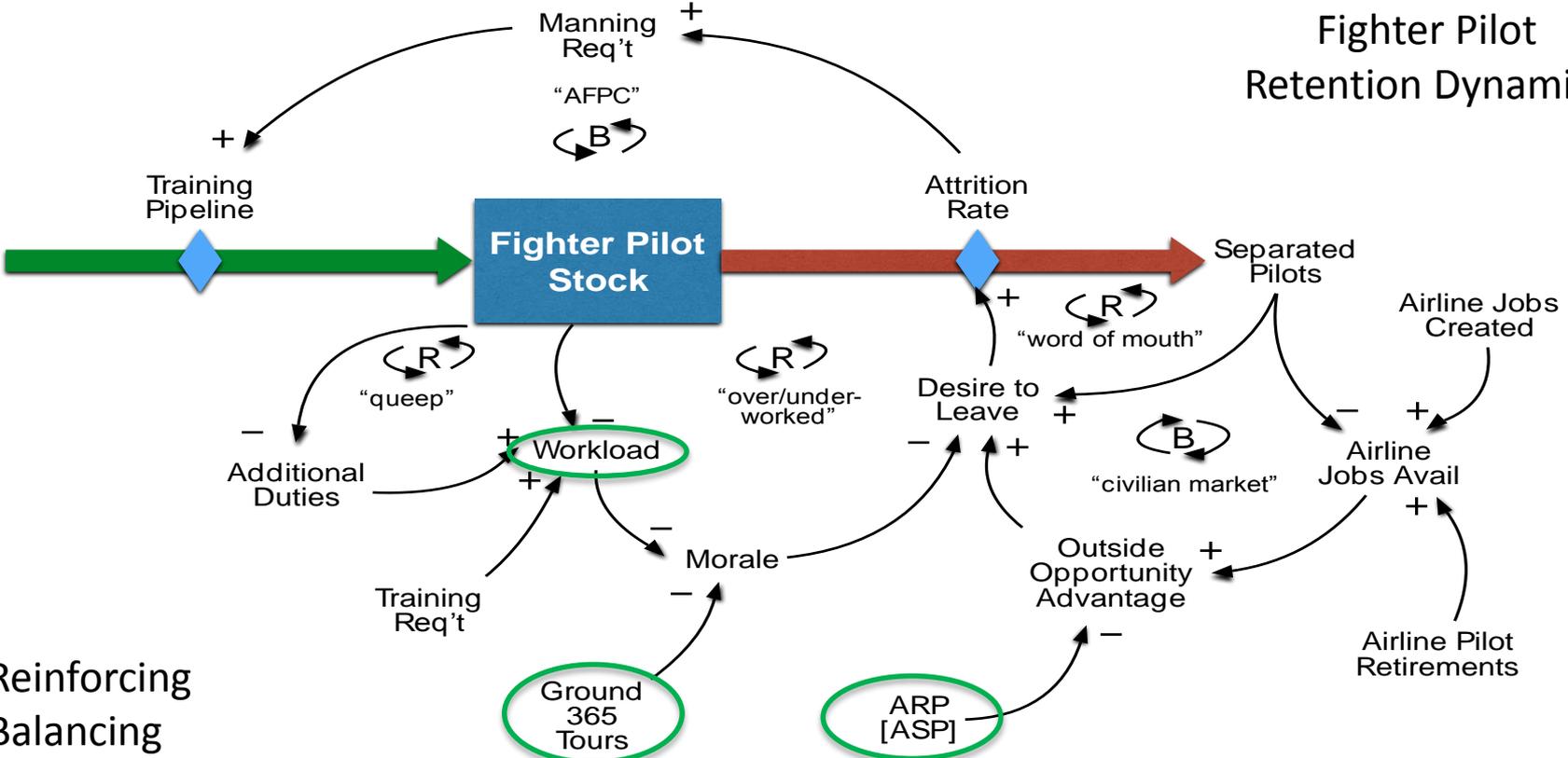
Pilots within the MDS are offered ASP in order until the cut line is met



Our Impact



Fighter Pilot Retention Dynamics



R = Reinforcing
B = Balancing



Recommendation



- Implement ASP in FY 2017
- Hire Contractors for FY 2018
- Adjust to 180-day ground deployments in FY 2018



Conclusion



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Questions?





Sources



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