



THE AIR UNIVERSITY



Fly, Fight, and ^{stay}~~Win~~

17B Mustangs Think Tank



Overview



- Problem Definition
- Current Situation
- Recommendations
 - Near Term
 - Long Term
 - Institutional



Problem Definition



- The USAF has a shortage of 724 fighter pilots
 - Financial incentives proved unsuccessful
 - Pilot shortage continues to grow

Without relying on financial incentives, how can the AF address manning, retention and morale issues to eliminate the fighter pilot shortage threat to the USAF's mission?



Current Situation



- Top Influencers to leave USAF:
 - Work/life balance & meeting family commitments
 - Amount of additional duties (71%)
 - Home Station TEMPO (71%)



Current Situation



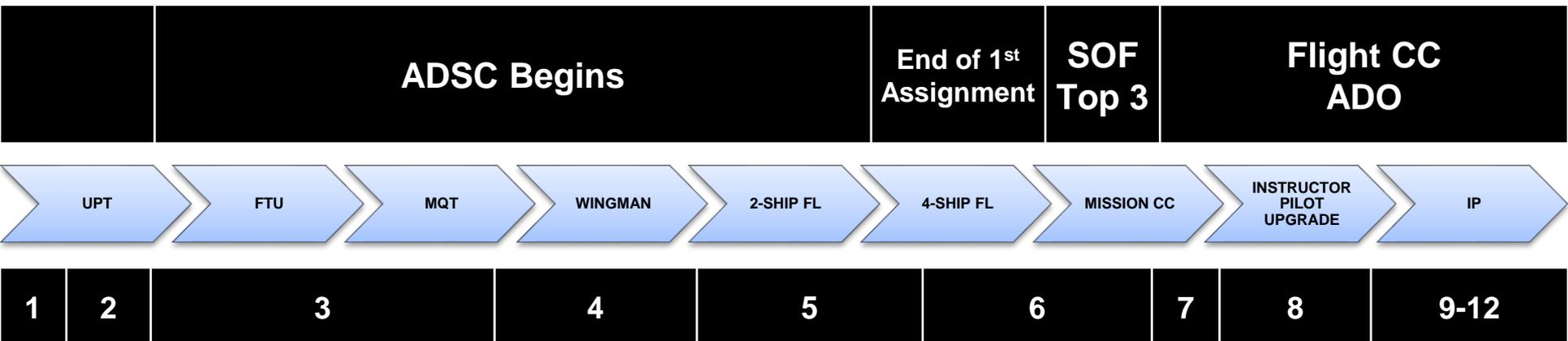
- Distrust of leadership beyond squadron-level

Of 11Fs who intend to leave:

Unit	60% influence to stay
Wing	50% influence to leave
MAJCOM/HAF	59% influence to leave
Senior Leadership	60% influence to leave
Career Field Leadership	48% influence to leave



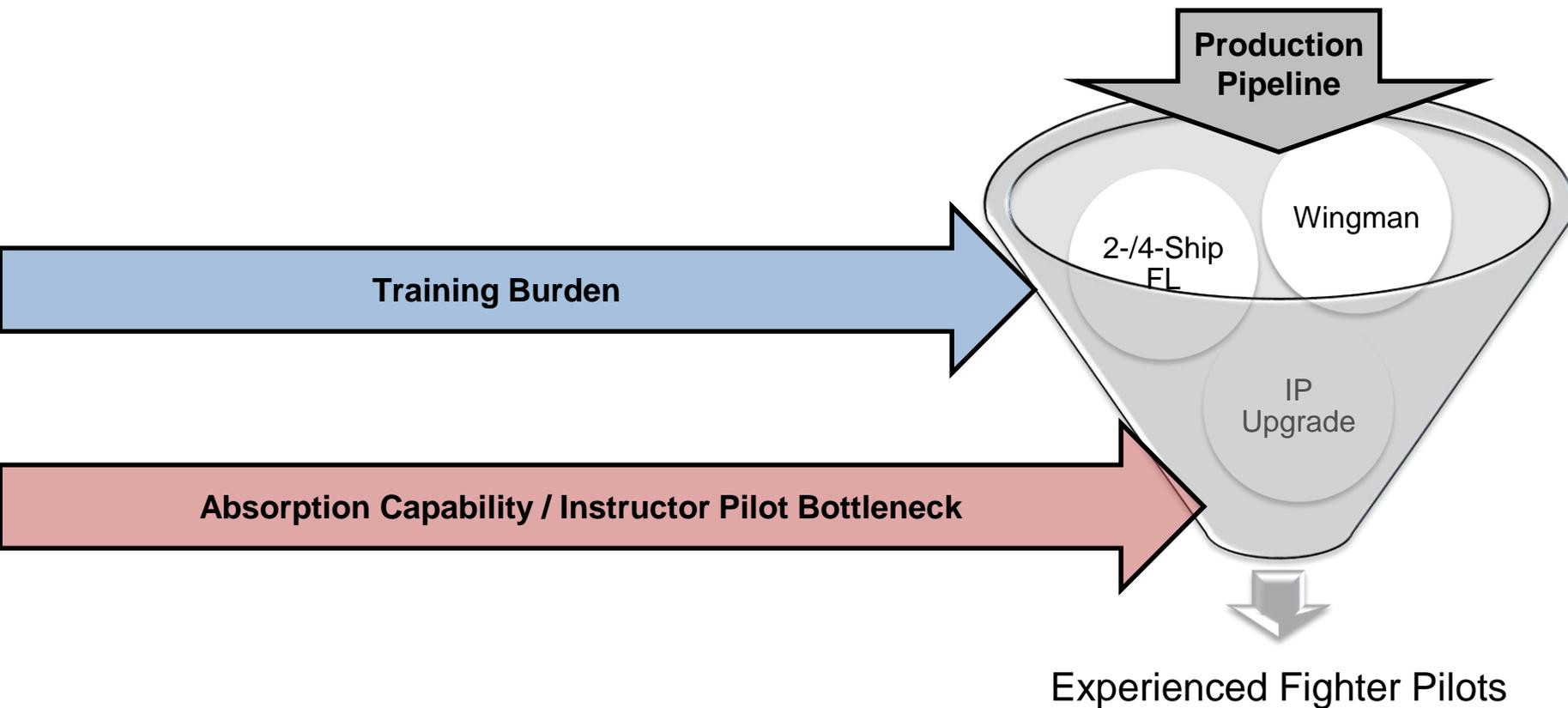
11F ADSC Timeline



Years



11F ADSC Timeline





Recommendations

Near Term



- Evaluate all non-flying 11F positions across USAF to see if requirement is essential
 - Does that job really require an 11F?
 - Would an 11X be sufficient?
 - Could any AFSC Officer fill that requirement?

Increase available number of 11Fs for flying units



Recommendations

Near Term



- Offer 15-yr/35% retirement
 - Incur 3-year ADSC
 - Only for limited, stressed 11F year groups

Bandage solution to get three more years from absorption essential IPs



Recommendations

Near Term



- Create Special Experience Indicators (SEIs) for instructors or assignment management
 - Widely used for Enlisted Force Management
 - Alleviates IP for Wingman PCS Swap-out
 - Provides option for increased dwell time if desired

Informs functional managers of experience level to enable more intelligent movement of personnel



Recommendations

Near Term



- Re-engineer deployment process to positively impact quality of life through increased flexibility
 - Allow CCs to fill 179-/365-deployments as they see fit
 - Shorten deployment lengths to 90 days

Empower communities to do what is best for their mission and their people



Recommendations

Long Term



- Expand embedded mission support AFSCs into FS
 - 1N1A (Imagery), 1N1B (Targeteer), 1N2A (Signals), 3D (Comm)
 - 13S (Space), 17D (Cyber)

***Expand combat capability support to improve job satisfaction
which would increase retention***



Recommendations

Long Term



- Stand up active associate reserve unit to take on administrative roles in AD squadrons

Increase availability of Active Duty 11Fs for flying, mission planning, and training



Recommendations

Long Term



- Adopt Australian Model
 - Allow direct commission / citizenship for allied fighter pilots
 - Include longer ADSC

Increase talent pool of fighter pilots



Recommendations

Institutional: Reduce Cognitive Burden



- Quantify cognitive workload of 11Fs
- Longitudinally quantify stresses placed on units
 - TDYs, exercises, & deployments, etc.
 - Allow for dynamic manning and fluid UTC packaging

Identify the point at which a flying job becomes so complex, a person should not be distracted by anything else



Summary



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Questions

