



Retention of Junior Officer Fixed Wing Naval Aviators

Michael J. Supko

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The purpose of this research is to examine and supplement the information the Navy uses to design policies geared to retain fixed wing aviators past their initial commitment. Currently, the ARGUS Career Milestone and Tracking System web-based survey is an important tool used by the Navy to study retention. However, this database does not disaggregate fixed wing aviators based on the platforms flown. Some factors that affect retention may be unique to the individual sub-communities. The goal of this paper is to first examine whether factors for retention differ within the aviation community as a whole. The second objective is to determine whether there are retention factors not taken into account by the ARGUS database. The more detailed information generated in this study can help the Navy design more effective policies for retaining junior officer fixed wing naval aviators.

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