



# Modeling the Departure of Military Pilots from the Services

*Marc N. Elliott, Kanika Kapur, Carole Roan Gresenz*

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High Numbers of voluntary departures from the services by military pilots have periodically caused considerable concern among military administrators and policymakers, both recently and in previous periods of high attrition. In this study, the authors explore some determinants of the fixed-wing (airplane) pilot attrition problem among male pilots in the Air Force, Navy and Marine Corps, and the responsiveness of attrition to changes in military compensation. The authors estimated a pilot attrition model that examines the impact of attrition from factors such as compensation, civilian airline hiring, and deployment. This study produced several noteworthy findings, including: (1) Increase in major airline hiring tend to increase military pilot voluntary departures to a great degree in the Air Force and to a lesser extent in the Navy;

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