

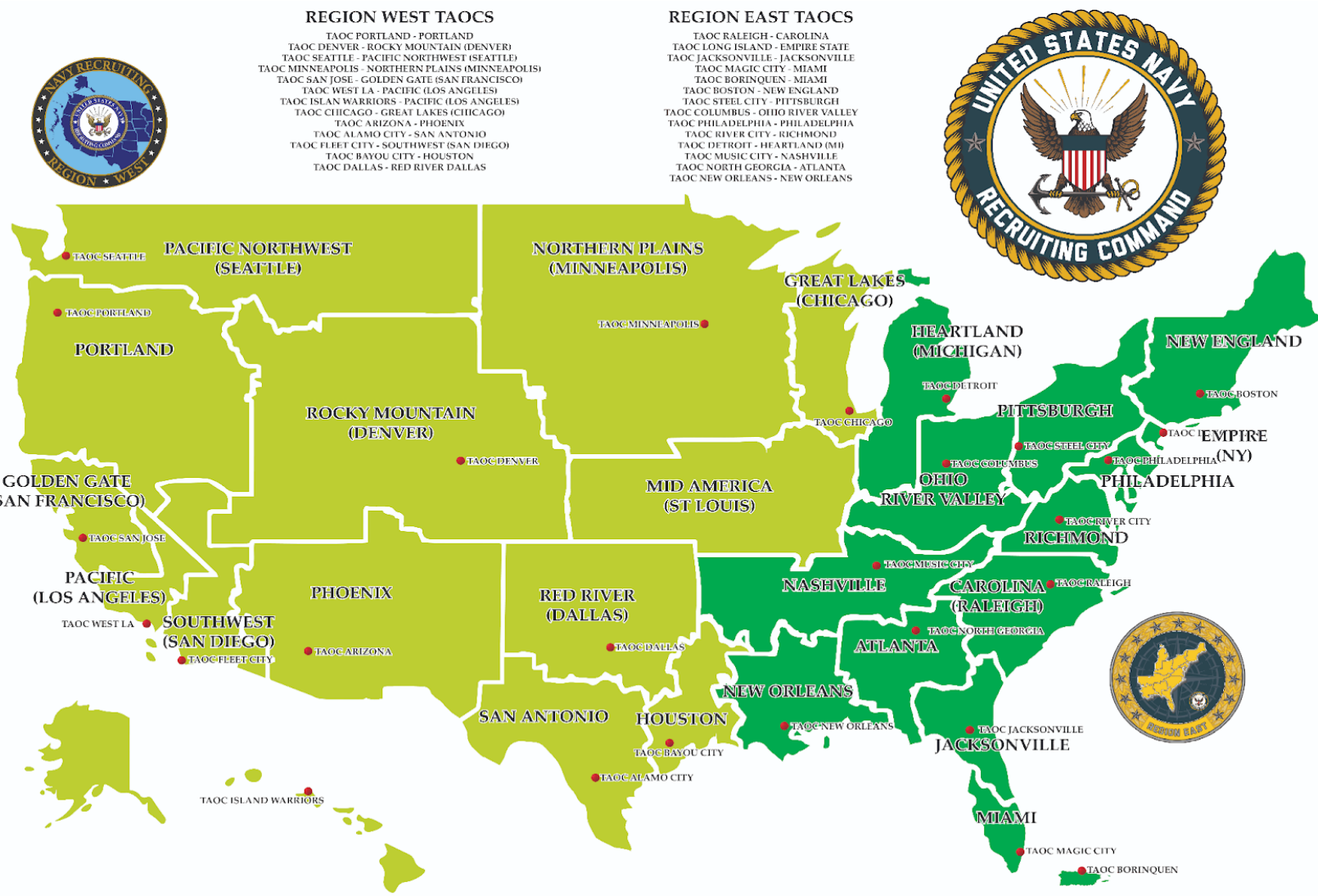
ATTRITION OR RETENTION? EXPLORING 4-YEAR AND 6-YEAR OUTCOMES AMONG NAVY ENLISTED SAILORS



NAVAL
POSTGRADUATE
SCHOOL

Abstract

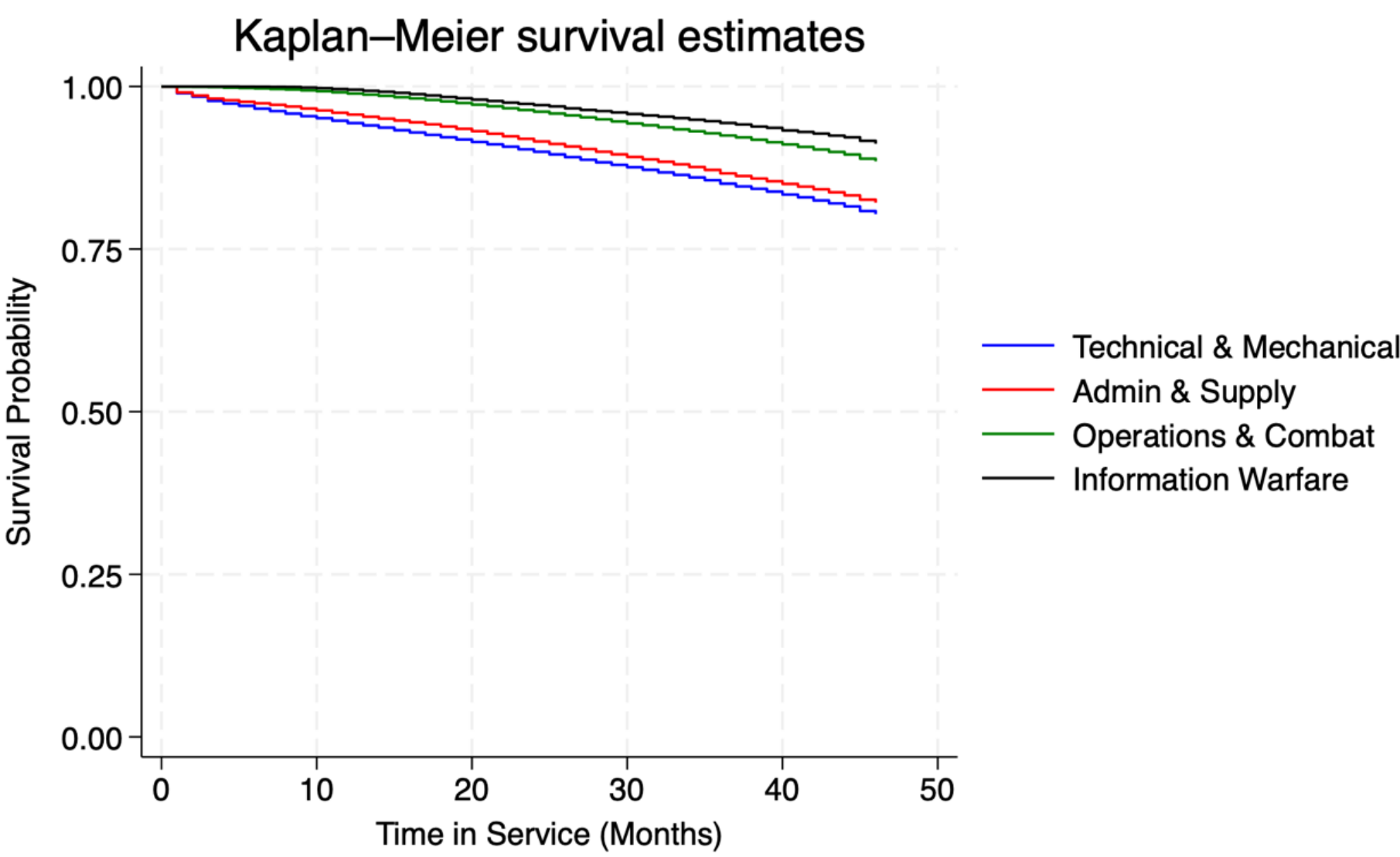
- Given the recruiting and retention challenges faced by the Navy, there is a need to better understand the predictors of attrition and retention based on the most current data.
- Using longitudinal data for Sailors accessing the Navy between fiscal years 2012-2017 and observed annually until separation or September 2023, I estimate logistic regressions and Survival analysis using Cox Proportional Hazard Model to identify predictors of enlisted Sailors’ 4-year attrition and 6-year retention behaviors.
- The findings provide insights to naval decision makers in support of improvements in retention and attrition for Sailors to support the Navy.



NRC Approved Map. Source: United States Navy Recruiting Command (n.d.).

Methods

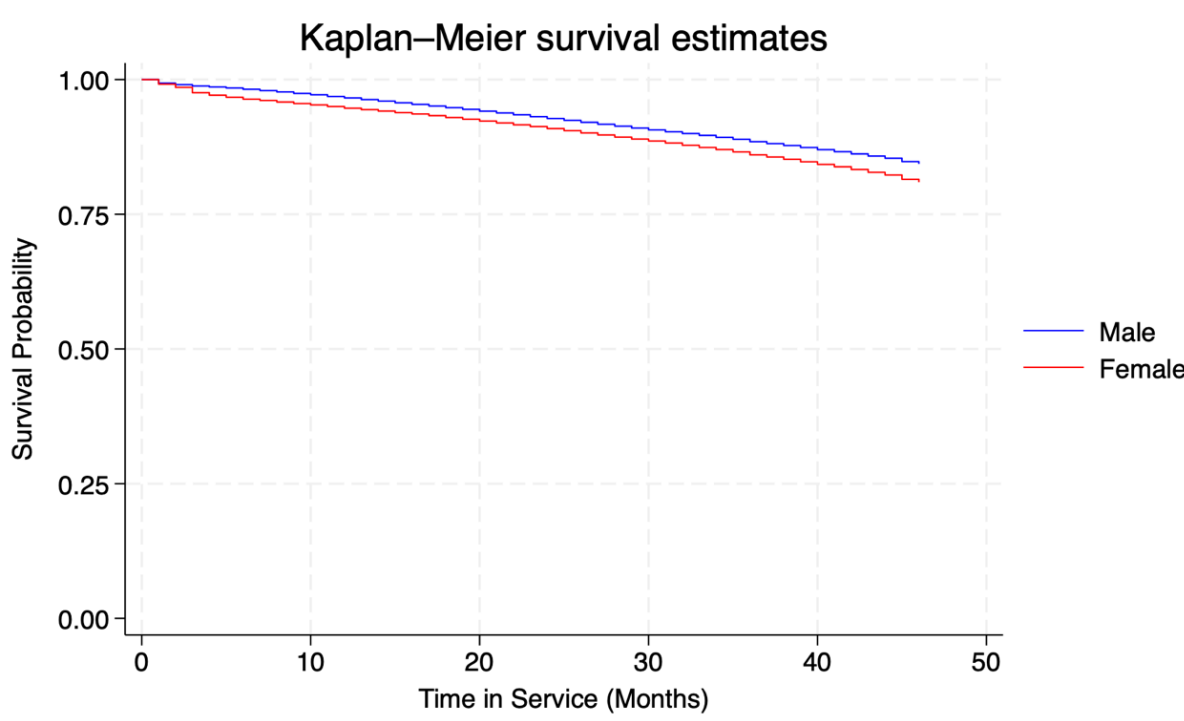
- The approach uses administrative individual-level data and multivariate logistic regressions and Survival analysis with the use of Cox Hazard Models to determine demographic, pre-accession, and rating-specific characteristics influencing attrition at the 48-month mark and retention at the 78-month mark.
- Enlisted Sailors who accessed in 2012-2017 and observed annually until September 2023 or until they separate, sourced from the DMDC
- Expands on prior studies by Bowers (2015) and Robinson (2023).



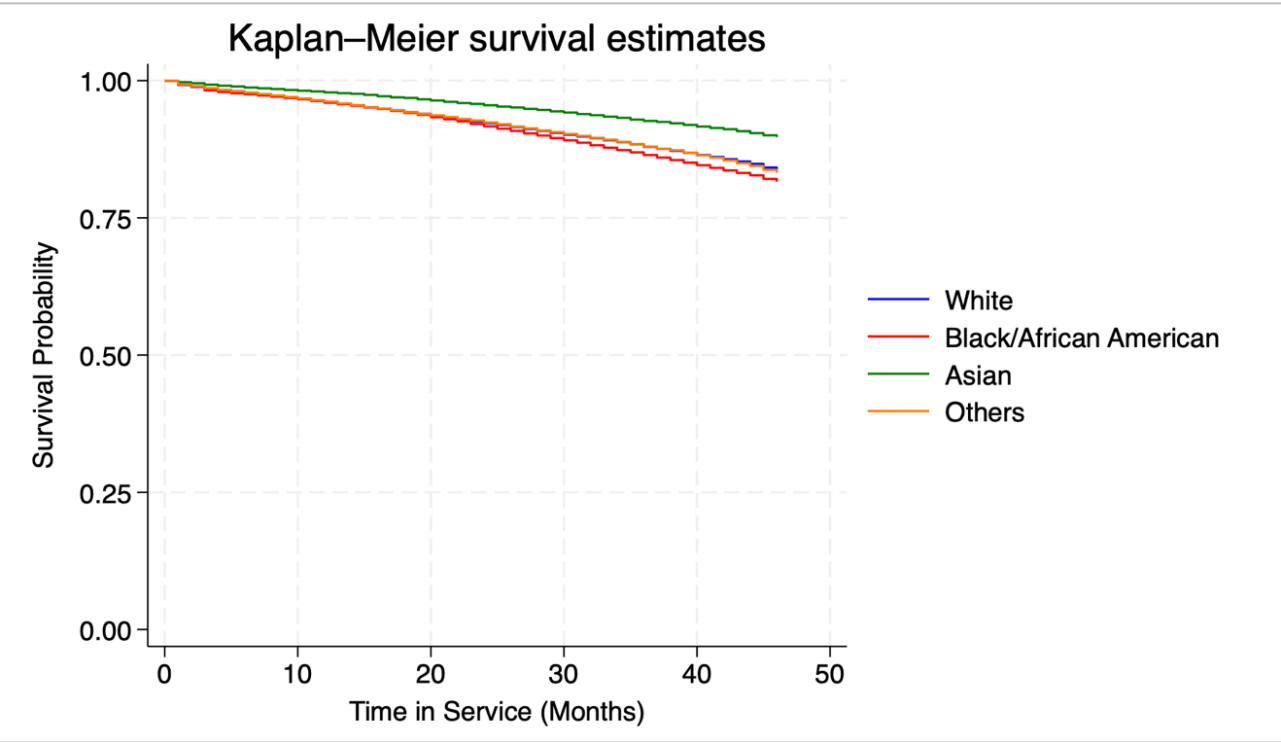
Survival Curve: Attrition by Broad Occupational Rating Groups over 4-Years

Results & Their Impact

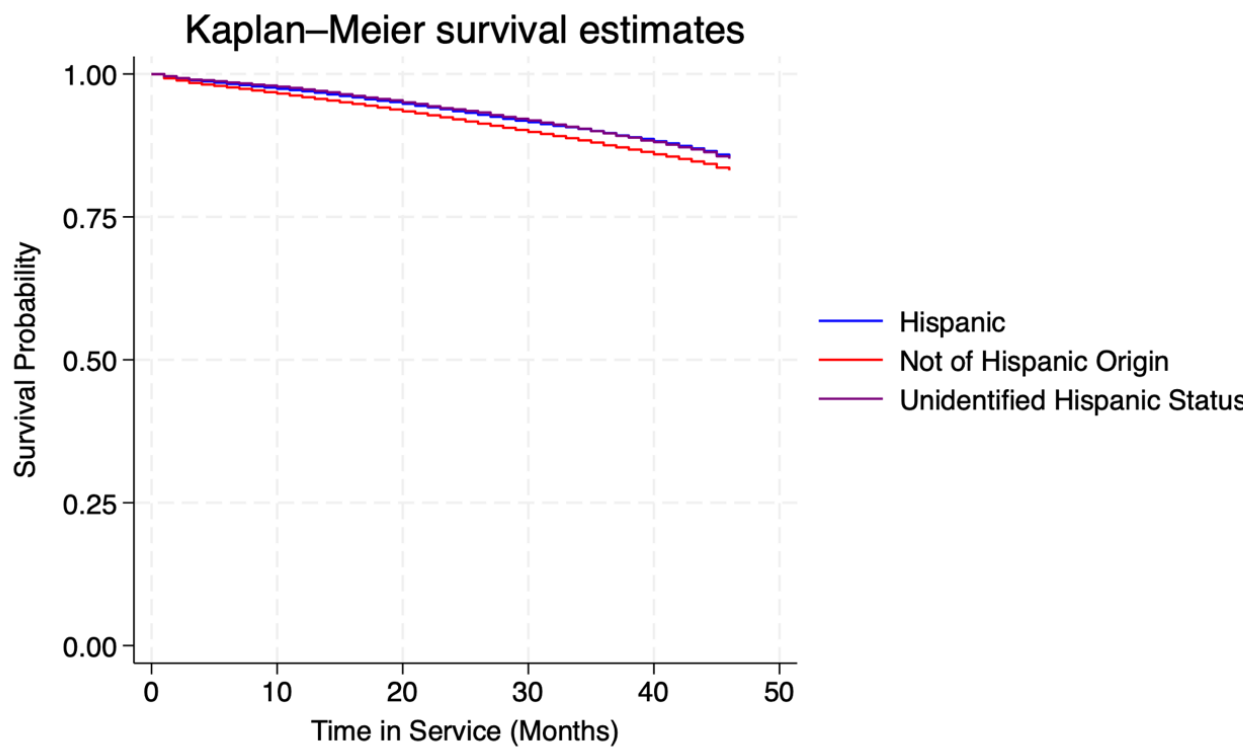
- The findings reveal characteristics policymakers can focus on for potential policy adjustments aimed at improving retention and attrition outcomes for enlisted Sailors, to support the mission of the U.S. Navy.
- Results from 4-year attrition models show that women and those in technical and mechanical occupational ratings have higher attrition rates compared to their counterparts.
- Results from 6-year retention models show that Hispanics, racial minorities, and enlisted Sailors in Information Warfare and in Admin and Supply broad occupational rating are statistically more likely to retain past the initial six years of active-duty.



Survival Curves: Attrition by Gender over 4-Years



Survival Curve: Attrition by Racial Minority Group over 4-Years



Survival Curve: Attrition by Hispanic over 4-Years

