

# Kitchener: SWO Retention on An Upward Trend



Vice Adm. Roy Kitchener, speaking at the Surface Navy Association's annual symposium. *U.S. NAVY*

ARLINGTON, Va. – The retention of surface warfare officers is improving, the U.S. Navy's "surface boss" said, one metric that affirms the Navy's efforts to assess its readiness and to take action to address the challenges.

"Within the wardroom, SWO retention continues on an upward trend, a 5% increase over the past five years, exceeding or remaining on par with the aviation and submarine communities," said Vice Adm. Roy Kitchener, speaking Jan. 11 to an audience at the Surface Navy Association's annual symposium in Arlington, Virginia.

"While a positive indication, there's still a lot of work to do, and we're really not satisfied where we are," Kitchener said.

"We'll be looking at the entire career spectrum through an analytical lens to determine what our officer retention goal should be," he said. "We need to think differently about how we manage retention. I would submit that past retention policies may not help us retain the best talent as we move into the future."

Kitchener said the Navy is looking at how other services and other high-performing organizations "manage their talent pool."

He also said the Navy will look at important factors such as childcare and family planning.

"We're also devoting resources to retention in a number of

ways throughout the SW0 career path with increased compensation, diverse education opportunities, tours within industry, and additional flexibility in their career path," he said. "We have a lot of work to do in this area, but we are committed to the task."