

INFORMATION PAPER

16 November 20

SUBJECT: Defense Department Advisory Committee on Women in the Services (DACOWITS) RFI 10 -Women in Aviation (AV)

1. Purpose: Provide answers to DACOWITS RFIs in preparation for their December 2020 Quarterly Business Meeting.

2. RFIs:

Question 10a. What is your Service doing to attract more female officer pilots?

The Aviation (AV) Branch has been conducting an education campaign with Cadets. Due to COVID-19, all events are virtual. The campaign consists of:

- AV Branch Awareness Briefs that cover:
 - Aviation Core Competencies
 - Aviation Operations/Airframe Capabilities
 - 160th Special Operations Aviation Regiment (SOAR)
 - Aviation Selection Requirements
 - Flight School
 - Duty Station Locations
 - Aviation Officer Career Track
- Mentorship Engagements with a diverse group of Army Aviators
- Engagements with a diverse group of Lieutenants currently attending flight school
- Engagements with a diverse group of Lieutenants and Captains in operational units
- Engagements with a diverse group of Staff Officer Aviators

These events target all Cadets through a diverse panel of participants and moderators. Currently two female moderators participate, a LTC (qualified in 5 aircraft), and a MAJ (current company commander). The engagements also feature special guests, when able, such as the first African American Female Aviator in the AL ARNG, LT Kayla Freeman. The AV Center of Excellence (COE) is expanding the participation in the near future by inviting female Colonels and General Officers to participate, when their schedules allow.

Other activities:

The messaging of all AV events is “Do not self-eliminate.” Each minority aviator (participant/moderator) speaks about the doubts they experienced whether internally, externally, or both, and how they overcame those doubts and are currently successful Army Aviators.

For additional information, please see Army briefing for the December 2019 QBM, RFI 5a.

<https://dacowits.defense.gov/Portals/48/Documents/General%20Documents/RFI%20Docs/Dec2019/USA%20RFI%205A.pdf?ver=2019-11-25-135920-787>

Provide the annual accession rates for each of the last 10 years for female officer pilots.

AVIATION OFFICER & WARRANT OFFICER ACCESSION RATES						
FY	OFFICERS			WARRANT OFFICERS		
	FEMALES	TOTAL	% FEMALE	FEMALES	TOTAL	% FEMALE
2011	31	301	9.4%	11	368	3.0%
2012	33	265	9.3%	9	368	2.4%
2013	21	273	11.1%	12	295	4.1%
2014	37	259	7.1%	15	335	4.5%
2015	45	190	12.5%	9	306	2.9%
2016	26	214	19.1%	11	260	4.2%
2017	41	245	10.8%	11	332	3.3%
2018	38	250	14.3%	14	373	3.8%
2019	41	199	13.2%	23	477	4.8%
2020	40	220	17.1%	22	269	8.2%
Total	353	2769	12.7%	137	3383	4.0%

Based off the accession data over the last 10-years, female officer accessions are trending positively. In both the officer and warrant officer populations, the last 2-years have maintained some of the highest accession rates in the last 10-years.

Question 10b. Provide annual retention rates for each of the last 10 years for female officer pilots who remained on Active Duty upon the completion of their service obligation. Compare to retention rates for male pilots. In addition, please provide a separate breakdown for NFOs, Combat Systems Officers, and Air Battle Managers.

AV OFFICER & WARRANT OFFICER RETENTION RATES				
FY	OFFICERS		WARRANT OFFICERS	
	FEMALES	MALES	FEMALES	MALES
2011	73.4%	84.5%	70.8%	89.9%
2012	82.0%	87.3%	77.8%	91.5%
2013	72.7%	87.2%	70.7%	87.9%
2014	79.5%	88.4%	91.3%	88.1%
2015	82.8%	88.9%	87.2%	91.2%
2016	80.6%	89.8%	81.8%	90.3%
2017	86.3%	82.9%	78.5%	88.7%
2018	71.0%	81.1%	88.9%	89.1%
2019	78.3%	82.7%	78.6%	83.6%
2020	84.5%	83.1%	85.4%	86.7%
Total	79.1%	85.6%	81.1%	88.7%

The above annual retention rates are identified as Aviation officers that go beyond their Active Duty Service Obligation in the FY. The retention of female aviators is approximately 7% less than male aviators over the last ten years. However, FY2020 has a comparable retention rate between males and females for both officers and warrant officers. *NFOs, Combat Systems Officers, and Air Battle Managers are not applicable to Army Aviation.*

Question 10c. Discuss any ongoing initiatives to improve female aviator retention.

Army Aviation's primary retention initiative is the Army Aviation Bonus Program (AvB) to retain mid-grade warrant officers with particular skill sets. However, this program does not target either gender. All other initiatives to retain female officers are under the umbrella of HQDA initiatives, such as the Career Intermission Pilot Program or Army Talent Management.

Question 10d. What monetary incentive bonuses are available for aviators to remain on Active Duty beyond their service obligation? What has the take rate been by gender?

Army Aviation has utilized the Aviation Bonus Program (AvB) to retain mid-grade warrant officers with particular skill sets since FY18. For the last 2-years, warrant officers have been offered \$30,000/year for a 3 year ADSO to fill shortages ranging from 78% of fixed wing warrant officers to 89.9% of CH-47 warrant officers. However, Army Aviation monetary incentive bonuses do not target a specific gender. Since FY18, 815 warrant officers have signed the AvB, though only 15 were female (<2%).

*RFI Category and Number:
Women in Aviation RFI #10a*

RFI Question:

- a. *What is your Service doing to attract more female officer pilots? Provide the annual accession rates for each of the last 10 years for female officer pilots.*

RFI Response:

(Part 1)

FY	Designator	Attainments	Females	Female %
FY11	Pilot	264	9	3.4%
FY12	Pilot	231	15	6.5%
FY13	Pilot	341	16	4.7%
FY14	Pilot	341	17	5.0%
FY15	Pilot	404	40	9.9%
FY16	Pilot	409	33	8.1%
FY17	Pilot	398	35	8.8%
FY18	Pilot	407	32	7.9%
FY19	Pilot	414	34	8.2%
FY20	Pilot	313	22	7.0%

Enclosed with our response is a briefing which highlights our efforts to market to the female population including female aviators. Navy Recruiting Command’s national M&A campaign drives leads to our field recruiters and E-Talent Teams, who then (by way of interviews/blue printing) help the female prospect determine which Officer program would best suit their interests and strengths.

Although NRC’s M&A efforts do have specific content depicting female aviators, our overarching goal is to gain overall female interest in joining the Navy, thus bringing the prospect into the door and to an interview process to determine programs of interest. Our recruiting methodology is based on allowing prospects to recognize the advantages and opportunities that the Navy will afford them, and how the Navy experience will help forge them into the best possible versions of themselves. The main goal in all of our advertising is to allow potential prospects the ability to see themselves as the star in our ad. We know that it’s difficult for someone to see themselves in the Navy, if they can’t even see themselves in our advertising.

Navy Recruiting Command also engages in both large and small-scale outreach activities that highlight female officers, combat gender stereotypes and provide useful resources to female prospects. These events range from career fairs and expos, to school and university visits. We leverage diverse speakers that represent multiple career ranks for recruiting efforts and partner with affinity organizations that empower women to achieve full potential as leaders in their career fields.

(Part 2). Annual accession rates for each of the last 10 years for female officer pilots

All 13XX	Accession Year	F	M	Total	% Female	% Male
	FY20	176	788	964	18.3%	81.7%
	FY19	173	938	1111	15.6%	84.4%
	FY18	183	916	1099	16.7%	83.3%
	FY17	166	938	1104	15.0%	85.0%
	FY16	145	928	1073	13.5%	86.5%
	FY15	154	927	1081	14.2%	85.8%
	FY14	128	887	1015	12.6%	87.4%
	FY13	139	914	1053	13.2%	86.8%
	FY12	131	950	1081	12.1%	87.9%
	FY11	94	685	779	12.1%	87.9%
	FY10	122	831	953	12.8%	87.2%

Pilot	Accession Year	F	M	Total	% Female	% Male
	FY20	116	610	726	16.0%	84.0%
	FY19	103	722	825	12.5%	87.5%
	FY18	104	712	816	12.7%	87.3%
	FY17	105	702	807	13.0%	87.0%
	FY16	89	708	797	11.2%	88.8%
	FY15	103	706	809	12.7%	87.3%
	FY14	75	668	743	10.1%	89.9%
	FY13	99	692	791	12.5%	87.5%
	FY12	85	728	813	10.5%	89.5%
	FY11	74	525	599	12.4%	87.6%
	FY10	90	603	693	13.0%	87.0%

NFO	Accession Year	F	M	Total	% Female	% Male
	FY20	60	178	238	25.2%	74.8%
	FY19	70	216	286	24.5%	75.5%
	FY18	79	204	283	27.9%	72.1%
	FY17	61	236	297	20.5%	79.5%
	FY16	56	220	276	20.3%	79.7%
	FY15	51	221	272	18.8%	81.3%
	FY14	53	219	272	19.5%	80.5%
	FY13	40	222	262	15.3%	84.7%
	FY12	46	222	268	17.2%	82.8%
	FY11	20	160	180	11.1%	88.9%
	FY10	32	228	260	12.3%	87.7%

*RFI Category and Number:
Women in Aviation RFI #10b*

RFI Question:

Provide annual retention rates for each of the last 10 years for female officer pilots who remained on Active Duty upon the completion of their service obligation. Compare to retention rates for male pilots. In addition, please provide a separate breakdown for NFOs, Combat Systems Officers, and Air Battle Managers.

RFI Response:

1310 Post-MSR Retention Rate (1 year following MSR)										
FY	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Female	Unavail	12.7%	13.3%	19.7%	9.2%	23.3%	16.4%	25.4%	13.0%	25.0%
Male	Unavail	50.6%	45.0%	41.2%	37.4%	42.8%	39.6%	40.3%	34.0%	34.3%
1320 Post-MSR Retention Rate (1 year following MSR)										
FY	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Female	59.5%	32.7%	62.5%	50.0%	55.2%	45.3%	36.4%	57.1%	89.7%	34.8%
Male	60.2%	62.4%	67.8%	60.3%	58.8%	69.9%	60.6%	62.3%	77.6%	60.8%

** 1310 designation = pilot*

** 1320 designation = NFO*

** Unable to provide 1310 retention data for FY2011 due to incomplete accession data prior to FY2001.*

*RFI Category and Number:
Women in Aviation RFI #10c*

RFI Question:

c. Discuss any ongoing initiatives to improve female aviator retention.

RFI Response:

- Commander Naval Air Forces (CNAF) Inclusion and Diversity supports a racial and gender integrated force that promotes and recognizes talent. Current initiatives include support of WAI (Women in Aviation International) and OBAP ACE (Organization of Black Aerospace Professionals Aviation Career Education). Consistent messaging and exposure to Naval Aviation at these and other similar affinity events may be the best way to increase the racially and gender diverse talent pool.*
- CNAF is proud to host the Female Aviator Career Training Symposium for seven consecutive years. Over the last 10 years, CNAF has invested to change the culture of Naval Aviation to foster a more inclusive environment. CNAF Inclusion and Diversity*

trains every aviation PCO/PXO and DH to further the education and training required to encourage thoughtful leaders mindful of managing differences.

- *CNAF sponsoring major changes in female aviator pregnancy policy to remove mandatory redesignation policies that disadvantage pregnant aviators.*
- *CNAF sponsored the first iteration of Career Intermission Program, which has proven to be a successful program in preserving career milestones and competitiveness.*
- *CNAF investigating larger role for aviation leaders in recruiting*

*RFI Category and Number:
Women in Aviation RFI #10d.*

RFI Question:

DACOWITS is interested in recruitment and retention of female officer aviators (paygrades O1-O9) and the initiatives in place to encourage female aviators to remain in on Active Duty at the end of their service commitment. Despite female aviators being eligible to fly non-combat aircraft for 45 years and combat aircraft for 26 years, only a few have advanced to the highest ranks, and the overall percentage of senior women in aviation remains low.

What monetary incentive bonuses are available for aviators to remain on Active Duty beyond their service obligation? What has the take rate been by gender?

RFI Response:

From FY13 through FY20, monetary incentives to retain aviators beyond their service obligation have ranged from \$5,000 - \$35,000 per year in the form of the aviation department head bonus (ADHRB) program. The rate varies based on the type and model of aircraft flown as well as the officer's designator and signed length of contract.

The take rate by gender is summarized in the chart below:

Aviation Department Head Bonus Take Rates			
	Female	Male	Total
FY-20	43.6%	51.1%	50.2%
FY-19	29.6%	45.2%	44.2%
FY-18	27.1%	36.9%	36.1%

FY-17	23.7%	39.1%	37.8%
FY-16	24.1%	38.6%	37.4%
FY-15	10.0%	66.8%	47.9%
FY-14	27.6%	51.6%	49.6%
FY-13	40.5%	67.1%	56.7%
AVG	28.3%	49.6%	45.0%

Hours Expended Answering this RFI:

4128191#10

a.

Part 1: 10 Hours

Part2: 2 Hours

b. 5 hours

c. 1 hour

d. 10 hours

TOTAL HOURS EXPENEDED: 28 Hours

POC or office responsible:

#10

a.

Part 1: NRC

Part2: BUPERS 313

b. BUPERS 313

c. CNAF N01D

d. PERS-435

INFORMATION PAPER

Subj: DACOWITS Women in Aviation Requests for Information (RFI)

1. Purpose. To provide answer to DACOWITS Women in Aviation RFI
2. RFI

RFI #10: The Committee requests a written response from the Military Services to address the following:

- What is your Service doing to attract more female officer pilots? Provide the annual accession rates for each of the last 10 years for female officer pilots.

The Marine Corps does not set an accession target based on gender.

USMC Aviator Accessions

	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	Total
Females	24	16	17	15	23	20	29	30	36	43	253
Males	330	241	376	276	289	315	435	477	413	398	3550
Total	354	257	393	291	312	335	464	507	449	441	3803

- Provide annual retention rates for each of the last 10 years for female officer pilots who remained on Active Duty upon the completion of their service obligation. Compare to retention rates for male pilots. In addition, please provide a separate breakdown for NFOs, Combat Systems Officers, and Air Battle Managers.

Average Naval Aviator Retention between 10-12 YCS

	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Female	100%	94%	69%	91%	75%	80%	80%	94%	86%	73%
Male	90%	91%	85%	84%	88%	83%	87%	85%	83%	86%

Average NFO Retention between 8-10 YCS

	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Female	90%	88%	90%	100%	100%	67%	100%	100%	100%	100%
Male	96%	95%	93%	99%	94%	100%	100%	97%	88%	97%

- Discuss any ongoing initiatives to improve female aviator retention.

The Marine Corps offers the Aviation Bonus specific to platform and Years Commissioned Service.

- What monetary incentive bonuses are available for aviators to remain on Active Duty beyond their service obligation? What has the take rate been by gender?

FY20 Aviation Bonus

Pilot Communities	Years of Comm Service	Contract	Yearly	Total	Obligates to:
F-35 / MV-22	<11 YCS	8 Year	\$35K	\$280K	19 YCS
	<12 YCS	6 Year	\$35K	\$210K	Up to 18 YCS
		4 Year	\$25K	\$100K	Up to 16 YCS
	12 - 14 YCS	5 Year	\$35K	\$175K	17 - 19 YCS
		4 Year	\$25K	\$100K	16 - 18 YCS
>14 YCS	3 Year	\$25K	\$75K	17 -19 YCS	
F/A-18 / AV-8 / C-130	<12 YCS	6 Year	\$35K	\$210K	Up to 18 YCS
		4 Year	\$25K	\$100K	Up to 16 YCS
	12 - 14 YCS	5 Year	\$35K	\$175K	17 - 19 YCS
		4 Year	\$25K	\$100K	16 - 18 YCS
	>14 YCS	3 Year	\$25K	\$75K	17 YCS
AH-1 / UH-1 / CH-53	<12 YCS	6 Year	\$25K	\$150K	Up to 18 YCS
		4 Year	\$15K	\$60K	Up to 16 YCS
	12 - 14 YCS	5 Year	\$25K	\$125K	17 - 19 YCS
		4 Year	\$15K	\$60K	16 - 18 YCS
	>14 YCS	3 Year	\$15K	\$45K	17 YCS

Average FY18-20 Take Rates

Males	54.30%
Females	55.80%

Prepared by: MPP-33

Approved by: MPP

BULLET BACKGROUND PAPER
ON
AF RECRUITING AND RETENTION OF FEMALE AVIATORS
(DACOWITS RFI #10)

PURPOSE

- Provide the Air Force response to the Defense Advisory Committee On Women In The Services (DACOWITS) Request For Information #10, regarding recruiting and retention of female aviators, for the December 2020 Quarterly Business Meeting.

BACKGROUND

- The Committee is interested in recruitment and retention of female officer aviators (paygrades O1-O9) and the initiatives in place to encourage female aviators to remain on Active Duty at the end of their service commitment. Despite female aviators being eligible to fly non-combat aircraft for 45 years and combat aircraft for 26 years, only a few have advanced to the highest ranks, and the overall percentage of senior women in aviation remains low.

DISCUSSION

- What is your Service doing to attract more female officer pilots? Provide the annual accession rates for each of the last 10 years for female officer pilots
 - There are numerous initiatives within the Rated Diversity Improvement (RDI) umbrella aimed at attracting more female officer pilots. RDI initiatives partner with numerous organizations, including Women in Aviation International, to inspire and engage youth and cadets from groups underrepresented in rated career fields, females and minorities. These initiatives engage with female students and cadets from early youth through accessions programs focusing on early exposure to aviation programs.
 - Aim High Virtual Flight Academy – students undergo a 7-week education/mentorship program with USAF Total Force leaders and mentors. Students then have one full year to complete their private pilot certification and are assigned a USAF rated officer as a mentor that follows their progress. FY 20 was the first year of execution with over 28 students and 68% underrepresented group. The plan is to grow the program to 100 students annually.
 - Aim High Flight Academy – STEM based, aviation focused, mentorship program where 75 students receive flight experiences and mentorship focused on promoting and developing future leaders

- Pathways to Wing events – live and interactive virtual event that educates the public on Total Force rated aviation careers, provides information about pathways to accession, and prepares future candidates to be highly competitive for hiring boards. Air Force Recruiting Service (AFRS) Det 1 hosted two virtual events in FY20 with 1900+ registered attendees.
- AFJROTC Flight Academy – 8 week long flight academy for AFJROTC cadets to receive ground school instruction and flight training up to a private pilot’s license. The program leverages the diverse AFJROTC cadet population training 200 cadets in FY20 with a planned growth to 400 cadets.
- AFROTC You Can Fly – exposes and inspires diverse cadets, who have not had an opportunity while growing up, to experience flight and consider AF rated careers. Around 700 cadets ranging from freshmen to juniors are selected by their Det/CC to participate in a professional pilot training program via a local FAA certified civilian private pilot training school.
- USAFA Airmanship course battery – 47 month aviation immersion from day 1 through graduation. Includes, Fundamentals of Aviation offered to all freshmen, Introduction to Powered Flight, Basic Soaring, IFT Equivalency courses, and Introduction to Pilot Training
- Aviation Inspiration Mentorship (AIM) Team – Rated Diversity Improvement ambassadors and augmented recruiters by providing subject matter expertise and sharing personal experiences at multiple types of engagements across the Total Force recruiting enterprise. 350 member team acts as mentors to both our nation’s youth and our Airmen.
- AIM HIGH Outreach – new and innovative program which will inspire youth to pursue a career in military aviation by providing an opportunity for an incentive flight in USAF aircraft combined with mentorship from USAF members and senior leaders.
- USAFA First Year Lieutenant (FYL) program – 27 FYLs based at AFRS Recruiting Squadrons across the nation to reach deliberate demographic groups.
- AFROTC Gold Bar Recruiters (GBR) - 40 GBR Lts placed at ROTC Detachments across the nation to reach deliberate demographic groups.
- Adjusting service culture and anthropometric standards to remove barriers and make aviation service more attractive.
- Foster an environment of dignity, respect, and inclusion through improved dialogue, training, and professional development
- Assess and streamline UFT medical requirements and waiver process

Pilot Accession Numbers and Percentages					
FY	Total	Male		Female	
2020	1103	937	84.95%	166	15.05%
2019	1203	1050	87.28%	153	12.72%
2018	1067	965	90.44%	102	9.56%
2017	876	779	88.93%	97	11.07%
2016	774	687	88.76%	87	11.24%
2015	892	819	91.82%	73	8.18%
2014	963	873	90.65%	90	9.35%
2013	922	848	91.97%	74	8.03%
2012	1170	1070	91.45%	100	8.55%
2011	1095	1008	92.05%	87	7.95%
2010	1283	1199	93.45%	84	6.55%

- Provide annual retention rates for each of the last 10 years for female officer pilots who remained on Active Duty upon the completion of their service obligation. Compare to retention rates for male pilots. In addition, please provide a separate breakdown for NFOs, Combat Systems Officers, and Air Battle Managers.
- Information below represents active duty line officers showing if they left active duty by the end of the fiscal year. The data does not explicitly show if an individual leaves at the end of their initial UPT commitment of 10 years, but just if that individual left after ALL concurrent ADSCs. This is because since ADSCs run concurrent, an individual who has satisfied their UPT ADSC might still owe an ADSC for things such as permanent change of station or use of educational benefit. So the yearly data provided shows the loss rate for each fiscal year based on those eligible to leave for whatever reason.

30SEP2010

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	679	18	2.65%	14,462	670	4.63%
ABM	182	21	11.54%	1,302	78	5.99%
NAV	282	19	6.74%	4,170	360	8.63%
NONRATED OPS	1,984	256	12.90%	9,118	1,041	11.42%
OTHER	56	13	23.21%	224	63	28.13%
SUPPORT	3,486	421	12.08%	13,837	1,114	8.05%
UFT	265	13	4.91%	2,681	46	1.72%
*** Total ***	6,934	761	10.97%	45,794	3,372	7.36%

30SEP2011

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	719	50	6.95%	14,836	1,098	7.40%
ABM	187	18	9.63%	1,370	122	8.91%
NAV	269	19	7.06%	3,856	331	8.58%
NONRATED OPS	1,932	182	9.42%	8,618	729	8.46%
OTHER	52	24	46.15%	245	71	28.98%
SUPPORT	3,363	351	10.44%	13,626	1,144	8.40%
UFT	268	2	0.75%	2,684	53	1.97%
*** Total ***	6,790	646	9.51%	45,235	3,548	7.84%

30SEP2012

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	725	28	3.86%	14,817	905	6.11%
ABM	212	7	3.30%	1,381	69	5.00%
NAV	272	18	6.62%	3,769	206	5.47%
NONRATED OPS	1,979	159	8.03%	8,531	639	7.49%
OTHER	44	12	27.27%	208	54	25.96%
SUPPORT	3,354	290	8.65%	13,324	896	6.72%
UFT	274	2	0.73%	2,493	36	1.44%
*** Total ***	6,860	516	7.52%	44,523	2,805	6.30%

30SEP2013

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	765	103	13.46%	14,865	1,525	10.26%
ABM	230	21	9.13%	1,376	118	8.58%
NAV	273	23	8.42%	3,628	336	9.26%
NONRATED OPS	2,029	228	11.24%	8,569	849	9.91%
OTHER	54	22	40.74%	263	86	32.70%
SUPPORT	3,369	409	12.14%	13,164	1,479	11.24%
UFT	274	5	1.82%	2,341	21	0.90%
*** Total ***	6,994	811	11.60%	44,206	4,414	9.99%

30SEP2014

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	730	52	7.12%	14,335	1,190	8.30%
ABM	228	19	8.33%	1,308	83	6.35%
NAV	281	21	7.47%	3,475	290	8.35%
NONRATED OPS	1,998	176	8.81%	8,307	785	9.45%
OTHER	53	16	30.19%	224	71	31.70%
SUPPORT	3,266	362	11.08%	12,442	1,362	10.95%
UFT	276	2	0.72%	2,166	28	1.29%
*** Total ***	6,832	648	9.48%	42,257	3,809	9.01%

30SEP2015

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	753	41	5.44%	14,072	1,011	7.18%
ABM	230	19	8.26%	1,281	86	6.71%
NAV	300	35	11.67%	3,363	244	7.26%
NONRATED OPS	2,046	155	7.58%	8,250	523	6.34%
OTHER	25	16	64.00%	35	9	25.71%
SUPPORT	3,247	186	5.73%	11,931	773	6.48%
UFT	261	4	1.53%	2,124	16	0.75%
*** Total ***	6,862	456	6.65%	41,056	2,662	6.48%

30SEP2016

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	793	41	5.17%	13,916	1,012	7.27%
ABM	224	21	9.38%	1,226	101	8.24%
NAV	299	14	4.68%	3,258	225	6.91%
NONRATED OPS	2,101	130	6.19%	8,485	576	6.79%
OTHER	16	10	62.50%	30	21	70.00%
SUPPORT	3,306	217	6.56%	11,852	791	6.67%
UFT	315	2	0.63%	2,169	9	0.41%
*** Total ***	7,054	435	6.17%	40,936	2,735	6.68%

30SEP2017

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	838	60	7.16%	13,805	1,025	7.42%
ABM	226	14	6.19%	1,168	103	8.82%
NAV	309	14	4.53%	3,156	219	6.94%
NONRATED OPS	2,316	141	6.09%	8,740	547	6.26%
OTHER	33	7	21.21%	281	46	16.37%
SUPPORT	3,368	253	7.51%	11,937	722	6.05%
UFT	317	1	0.32%	2,131	4	0.19%
*** Total ***	7,407	490	6.62%	41,218	2,666	6.47%

30SEP2018

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	878	45	5.13%	13,786	985	7.14%
ABM	230	12	5.22%	1,132	85	7.51%
NAV	334	15	4.49%	3,102	164	5.29%
NONRATED OPS	2,406	117	4.86%	8,874	516	5.81%
OTHER	45	15	33.33%	292	49	16.78%
SUPPORT	3,474	226	6.51%	12,241	737	6.02%
UFT	321	2	0.62%	2,349	8	0.34%
*** Total ***	7,688	432	5.62%	41,776	2,544	6.09%

30SEP2019

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	955	42	4.40%	13,955	901	6.46%
ABM	235	22	9.36%	1,129	81	7.17%
NAV	353	13	3.68%	3,111	152	4.89%
NONRATED OPS	2,557	157	6.14%	8,985	542	6.03%
OTHER	44	6	13.64%	285	46	16.14%
SUPPORT	3,680	235	6.39%	12,415	793	6.39%
UFT	397	1	0.25%	2,560	9	0.35%
*** Total ***	8,221	476	5.79%	42,440	2,524	5.95%

*** Total ***

LINE OFFICERS	Female			Male		
	Inventory	Loss	Loss %	Inventory	Loss	Loss %
PLT/RPA	7,835	480	6.13%	142,849	10,322	7.23%
ABM	2,184	174	7.97%	12,673	926	7.31%
NAV	2,972	191	6.43%	34,888	2,527	7.24%
NONRATED OPS	21,348	1,701	7.97%	86,477	6,747	7.80%
OTHER	422	141	33.41%	2,087	516	24.72%
SUPPORT	33,913	2,950	8.70%	126,769	9,811	7.74%
UFT	2,968	34	1.15%	23,698	230	0.97%
*** Total ***	71,642	5,671	7.92%	429,441	31,079	7.24%

- Discuss any ongoing initiatives to improve female aviator retention
 - Identify and eliminate structural biases in pilot training processes and syllabi
 - Female aircrew fitment initiatives to increase quality of life
 - Development of a 1-piece and 2-piece maternity flight duty uniforms
 - Development of 2-piece flight suit for all female aircrew (A2CU-F)
 - Increased efficiency of female aircrew bladder relief – develop better female bladder relief equipment to increase quality of life for female aircrew
 - Increased awareness of career intermission program opportunities
 - Ongoing partnership with the Women’s Initiative Team Barrier Analysis Working Group
- What monetary incentive bonuses are available for aviators to remain on Active Duty beyond their service obligation? What has the take rate been by gender?
 - The monetary incentive bonus for aviators is called the Aviation Bonus (AvB). The intent of the Aviation Bonus (AvB) Program is to increase aviator retention by incentivizing years of aviation service beyond the UFT ADSC. (pilots/RPA: 10 yr ADSC; navs and ABMs: 6 yr ADSC).
 - HAF/A1 approves a new program each FY targeting aviators in core IDs that are below desired retention rates. Aviators apply online through a link in myPers.
 - There were approximately 4,700 aviators eligible to sign a contract in FY20. Offerings were broken down by tier. In FY20, there were 7 tiers: Tier 1 was for 11B—Bomber pilot, 11F—fighter pilot, 11M—mobility pilot or 11S—special operations pilots whose UPT ADSC expires in FY20.

-- The offering is \$35K for 3-12 years. This means the aviator can choose to sign for 3 years or 4 years all the way up to 12 years.

AD Pilot Take Rate FY 2011 and 2020						
	Female			Male		
	Pilot Initial Elig	On Aviation Bonus	Take Rate %	Pilot Initial Elig	On Aviation Bonus	Take Rate %
2011	9	4	44.44%	215	147	68.37%
2012	34	14	41.18%	908	600	66.08%
2013	47	22	46.81%	873	528	60.48%
2014	61	25	40.98%	897	498	55.52%
2015	46	24	52.17%	740	421	56.89%
2016	41	24	58.54%	711	382	53.73%
2017	40	25	62.50%	697	435	62.41%
2018	46	24	52.17%	738	370	50.14%
2019	33	19	57.58%	670	329	49.10%
2020	50	24	48.00%	841	444	52.79%
Total	407	205	50.37%	7290	4154	56.98%

CONCLUSION

Substantial progress has been made in the development and implementation of viable Air Force diversity outreach initiatives, especially pertaining to recruitment, development, and retention of female aviators. These efforts are a way forward, and they require sustained and consistent funding in order to have long-term impact. AETC remains committed to identifying and eliminating barriers making our rated force reflective of the best of the nation we serve.

SUBJ: DACOWITS RFI 10 – December 2020 QBM

FROM: Office of Strategic Workforce Planning and HR Analytics, COMDT (CG-126); Office of Aviation Forces, COMDT (CG-711); Coast Guard Recruiting Command (CGRC)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

WOMEN IN AVIATION

During 2020, the Committee examined women in aviation. For the 2021 research year, the Committee will continue to review this topic. The Committee remains concerned that women have been serving as aviators since the 1970s and that despite the Combat Exclusion policy being lifted in 1993, the overall percentage of female aviators remains low in comparison with their male counterparts.

The Committee is interested in recruitment and retention of female officer aviators (paygrades O1-O9) and the initiatives in place to encourage female aviators to remain in on Active Duty at the end of their service commitment. Despite female aviators being eligible to fly non-combat aircraft for 45 years and combat aircraft for 26 years, only a few have advanced to the highest ranks, and the overall percentage of senior women in aviation remains low.

The Committee requests a **WRITTEN RESPONSE** from the Military Services (to include the Coast Guard) on the following:

DACOWITS:

- a. What is your Service doing to attract more female officer pilots? Provide the annual accession rates for each of the last 10 years for female officer pilots.
- b. Provide annual retention rates for each of the last 10 years for female officer pilots who remained on Active Duty upon the completion of their service obligation. Compare to retention rates for male pilots. In addition, please provide a separate breakdown for NFOs, Combat Systems Officers, and Air Battle Managers.
- c. Discuss any ongoing initiatives to improve female aviator retention.
- d. What monetary incentive bonuses are available for aviators to remain on Active Duty beyond their service obligation? What has the take rate been by gender?

CG Response:

- a. CG-711 Response: To attract women to Coast Guard aviation, Coast Guard Recruiting Command (CGRC) participates annually in the Women in Aviation International (WAI)

Conference. CGRC provides representatives from marketing, local recruiting offices (depending on the conference’s location), and the CGRC officer programs division, to serve as a resource to educate women interested in a career in USCG aviation and to help recruit women who may not be aware of opportunities offered by the Coast Guard. Additionally, a contingent of USCG pilots and aircrew are sponsored by the Coast Guard to attend the event. These attendees not only have a multi-day opportunity to meet other female aviators in the Coast Guard and other industry, but they also serve as ambassadors for Coast Guard Aviation.

Aviator accession data follows, where “accession” is defined as completing the first Transition Course in a Coast Guard airframe and becoming a Coast Guard airframe-qualified aviator. The percentages below represent the percentage of aviator accessions for a given Fiscal Year by sex, where the sum of male aviator accessions and female aviator accessions is 100%.

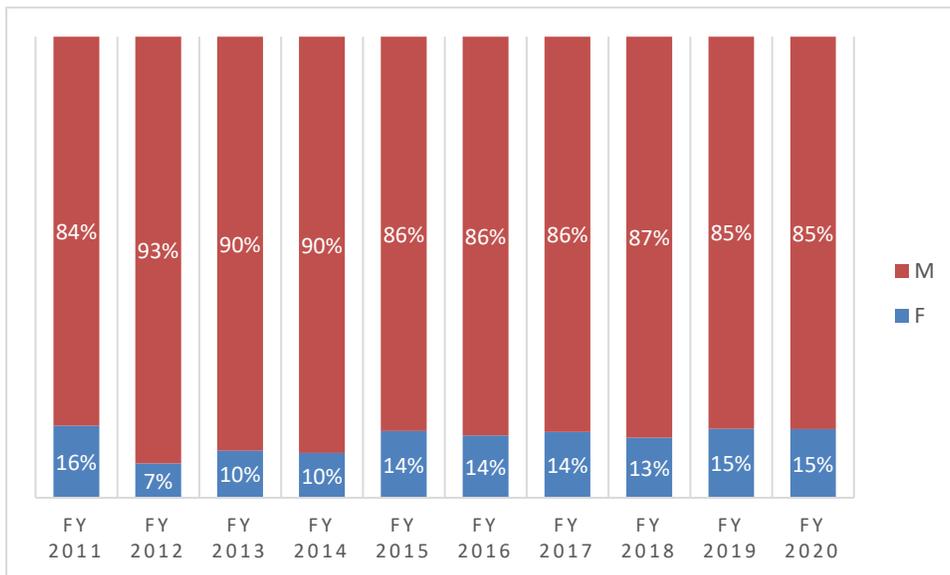


Figure 1: Aviator Accession Data by Sex (Percentage)

Fiscal Year of Accession	F	M	Total
FY 2011	16%	84%	100%
FY 2012	7%	93%	100%
FY 2013	10%	90%	100%
FY 2014	10%	90%	100%
FY 2015	14%	86%	100%
FY 2016	14%	86%	100%
FY 2017	14%	86%	100%
FY 2018	13%	87%	100%
FY 2019	15%	85%	100%

FY 2020	15%	85%	100%
Total	13%	87%	100%

Figure 2: Aviator Accession Data by Sex (Percentage)

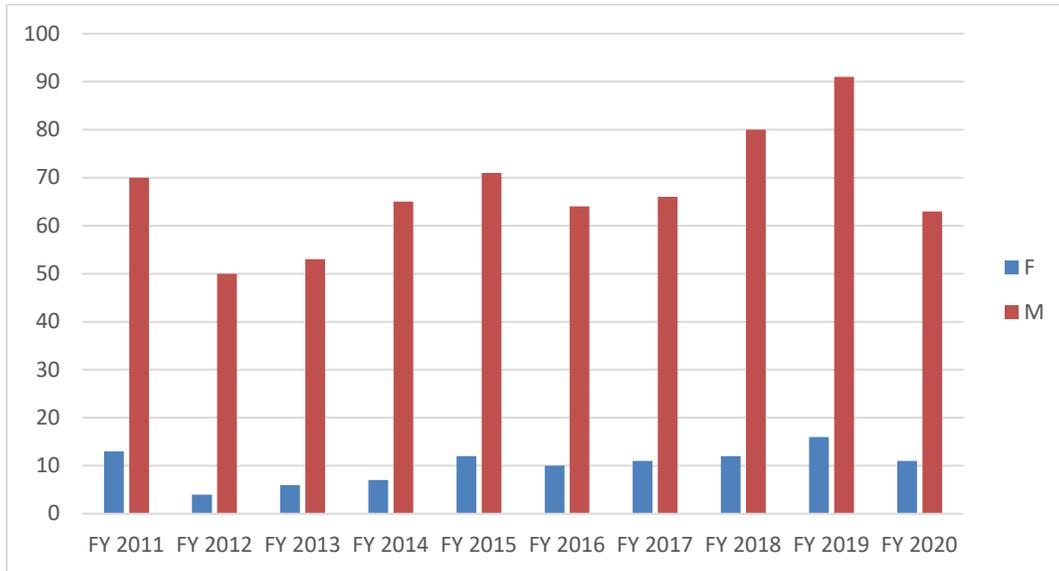


Figure 3: Aviator Accession Data by Sex (Counts)

Fiscal Year of Accession	F	M	Total
FY 2011	13	70	83
FY 2012	4	50	54
FY 2013	6	53	59
FY 2014	7	65	72
FY 2015	12	71	83
FY 2016	10	64	74
FY 2017	11	66	77
FY 2018	12	80	92
FY 2019	16	91	107
FY 2020	11	63	74
Total	102	673	775

Figure 4: Aviator Accession Data by Sex (Counts)

CGRC Response: CGRC has consistently sponsored and recruited at events and conferences hosted by organizations such as Women in Aviation International and The Ninety Nines with missions to advance women in aviation careers. These

recruiting efforts have been targeted to attract both female applicants for officer programs to become pilots, as well as female applicants interested in enlisted aviation ratings. CGRC additionally has recruited for aviation programs from less gender-specific audiences, including the Naval Helicopter Association, the Organization of Black Aerospace Professionals, and Minority Serving Institutions with aviation programs such as Elizabeth City State University and Delaware State University. Recruiters engaged with these activities are instructed to prioritize attracting aviation-interested applicants that are female or racial/ethnic minorities to help diversify the candidate pool for Coast Guard aviation programs.

Within CGRC’s College Student Pre-Commissioning Initiative (which has well above average gender and racial/ethnic diversity), we attempt to expose as many Officer Trainees as possible to Coast Guard aviation operations and offer flight school assignment opportunities exclusive to them through our Wilkes Flight Initiative.

Direct hires of qualified female pilots through the Direct Commission Officer – Aviation program over the past 10 Fiscal Years are as follows:

Year	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	total
Accessed	0	0	1	1	0	1	0	0	0	0	3
%	0%	0%	17%	14%	0%	6%	0%	0%	0%	0%	2%

- b. The Coast Guard does not employ NFOs, Combat Systems Officers, and Air Battle Managers.

Aviator retention data follows, where an aviator’s “accession” date is defined as the date of completion of the first Transition Course in a Coast Guard airframe and becoming a Coast Guard airframe-qualified aviator. The percentages below represent the percentage of aviators who remain on Active Duty beyond obligated service for a given Fiscal Year by sex. For reference, Figure 3 contains all associated counts by sex for aviators who do and do not stay beyond obligated service.

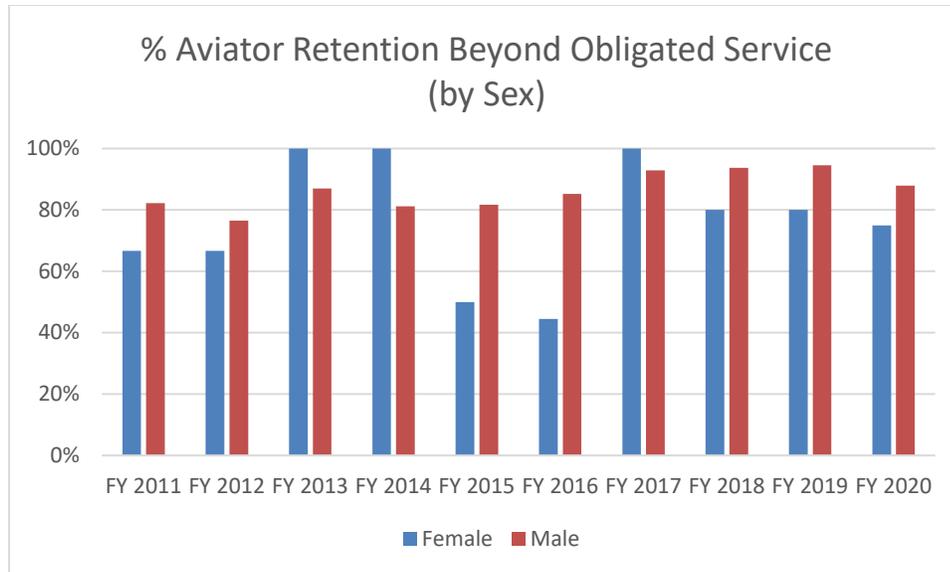


Figure 2: Aviator Retention Beyond Obligated Service by Sex (Percentage)

Fiscal Year	Female	Male
FY 2011	67%	82%
FY 2012	67%	76%
FY 2013	100%	87%
FY 2014	100%	81%
FY 2015	50%	82%
FY 2016	44%	85%
FY 2017	100%	93%
FY 2018	80%	94%
FY 2019	80%	95%
FY 2020	75%	88%

Figure 2: Table of Aviator Retention Beyond Obligated Service by Sex (Percentage)

Fiscal Year	Female		Female Total	Male		Male Total	Grand Total
	Not Beyond Obligated Service	Beyond Obligated Service		Not Beyond Obligated Service	Beyond Obligated Service		
FY 2011	1	2	3	8	37	45	48
FY 2012	1	2	3	8	26	34	37
FY 2013		1	1	6	40	46	47
FY 2014		3	3	10	43	53	56
FY 2015	1	1	2	13	58	71	73

FY 2016	5	4	9	8	46	54	63
FY 2017		2	2	5	65	70	72
FY 2018	1	4	5	4	60	64	69
FY 2019	1	4	5	3	52	55	60
FY 2020	1	3	4	7	51	58	62

Figure 3: Table of Aviator Retention Beyond Obligated Service by Sex (Counts)

- c. In the Coast Guard writ large, there are efforts underway to help improve retention of all women, including aviators and aircrew. Following the conclusion of the 2019 Rand study titled, *Improving Gender Diversity in the U.S. Coast Guard: Identifying Barriers to Female Retention*, many opportunities for improvement were identified and the Coast Guard continues to implement changes. The Coast Guard Holistic Study & Analysis for Recruiting & Retention of Underrepresented Minorities is underway, and expected to be published May, 2021.

In addition to efforts that come from the Women’s Retention Study, one initiative that is expected to help retain women aviators is the development of a Reserve Aviation Program. Currently, within our Reserve workforce, there are no billets coded for an Aviation Officer or for Aviation Enlisted ratings. In September 2018, the Coast Guard Office of Aviation Forces (COMDT CG-711) commissioned a year-long study to determine the feasibility of implementing a program for Reserve pilots as a way to retain talented officers who were exiting the service, and the results were positive with commands and pilots both interested in the program. Effort on this initiative continues with a goal of establishing the first Reserve Aviation Program billets in FY21. Additional budgetary growth is required for the program’s implementation. This program has benefits for both the aviation officer and enlisted workforces as neither has a reserve component at this time.

The Reserve Aviation Program would be beneficial to many Coast Guard members, but it may have specific benefits that could help attract and retain women not only in a Reserve capacity, but on active duty as well. A Reserve Aviation program will allow all pilots and enlisted aviators the ability to continue their service with the Coast Guard while they pursue personal or professional opportunities outside of active duty. A Reserve Aviation program would also provide an easier path for officers and enlisted members to reintegrate into the Coast Guard.

A key finding of the 2019 Rand study stated, “Women often feel they need to ‘time their pregnancies’ to fit within their career milestones and can face noncompetitive evaluation reports and stigma due to pregnancy restrictions and parental leave.” A Reserve Aviator Program may alleviate some of the concerns that lead to this conclusion by offering increased options for women to choose how to balance work and family. Additional stress can also result during the time a woman is pregnant and not flying, due to actual or perceived pressure in not completing her assigned duties. A Reserve Aviation Program would provide a means for a Reserve Pilot to fill a readiness gap, and

should ensure a unit maintains its readiness standards, without the woman feeling pressured to continue to fly or when she is physically unable to fly during or after the pregnancy.

- d. From FY18-FY20 the Coast Guard offered Aviation Incentive Bonus contracts for Fixed-Wing and Rotary-Wing pilots without prior service commitments, serving in paygrades O4/LCDR and below and not in or above the O5/CDR promotion zone. All Aviation Bonus Program agreements were from two to five whole years unless the number of years would result in an Active Duty Service Commitment (ADSC) that would exceed 25 years of Active Duty service. If the ADSC would exceed 25 years, an agreement could be approved for the number of whole years for an ADSC date ending within one year of the officer's 25th active duty service anniversary date. The FY20 Fixed-Wing aviator bonus amount was \$35,000 per year for the length of the agreement (two to five years) and the Rotary-Wing aviator bonus amount was \$15,000 per year for the length of the agreement (two to five years).

Take rate data for FY18 and FY20 was unreliable, but for FY19 there were three female Fixed-Wing pilots and eight female Rotary-Wing pilots eligible for a bonus, compared to 52 male Fixed-Wing pilots and 117 male Rotary-Wing pilots eligible for a bonus. Two female Fixed-Wing pilots (67%) accepted the bonus, compared to 19 male Fixed-Wing pilots (37%). Six female Rotary-Wing pilots (75%) accepted the bonus, compared to 77 male Rotary-Wing pilots (68%).

The Aviation Bonus program was not continued for FY21 due to the Coast Guard's previous increased investment in flight training beginning to close the gap in pilot shortages, and COVID-19's impact on the commercial aviation industry that resulted in decreased pilot attrition levels and a number of recently separated pilots seeking to return to the Service. The need for future Aviation Incentive Bonus contracts will be evaluated annually as part of the Officer Workforce Planning Team (OWPT) Aviator Officer initiatives. Aviation Incentive Bonus eligibility requirements are contained in ALCOAST COMMANDANT NOTICE 101/19 and Aviation Incentive Pay (AvIP) and Bonus (AvB) Program, COMDTINST 7220.20A.