

## BULLET BACKGROUND PAPER

ON

### CIVIL AIR PATROL YOUTH PROGRAMS & GENDER DIVERSITY

**PURPOSE.** Provide gender diversity information on Civil Air Patrol (CAP) youth programs to the Defense Advisory Committee on Women in the Services (DACOWITS), Request for Information (RFI) 1.

**BACKGROUND & STATISTICAL INFORMATION.** As required by its Congressional charter, CAP operates youth education and outreach programs relating to aviation, space, and other STEM-related subjects. CAP’s audience includes teenaged cadets, K-12 students, and educators in classroom and nonformal settings.

CAP Sub-Program	Goal	Audience	Reach	Gender Diversity
<b>1. CAP Cadet Program</b>				
<b>Budget:</b> \$3.6M appropriated funds plus \$1.4 in tuition and charitable contributions				
1A. Cadet Program – Core Curriculum	Transform youth into responsible citizens & aerospace leaders	Youth aged 12 to 20	2020: 28,000 2015: 24,000 2010: 23,000	2018 to 2020: 75% M / 25% F  2000 to 2017: 80% M / 20% F
1B. Cadet Program – Career Exploration Academies (Encampments & NCSAs)	Transform youth into responsible citizens & aerospace leaders	Cadets aged 12 to 20	2020: 8,800 2015: 7,300 2010: 6,500	2020: 75% M / 25% F
1C. Cadet Program – “Wings” Flight Training	Transform cadets into licensed private pilots	Cadets aged 16 to 20	2020: 62 2015: program did not exist 2010: program did not exist	52% M 48% F
<b>2. CAP Aerospace Education Program</b>				
<b>Budget:</b> \$1.1M appropriated funds plus \$150K in dues and charitable contributions				
2A. STEM Outreach – Aerospace Education Member Program	Support classroom teachers and other educators in their aerospace and STEM education efforts	Teachers, grades K-12	2020: 7,200 2015: 1,650 2010: 1,610	25% M / 75% F
2B. STEM Outreach – “ACE” Aerospace Connections in Education	Engage and inspire early-aged youth toward an interest in aviation, space, and other STEM-related careers	Students in grades K-6	2020: 76,000 students 2015: 20,000 students 2010: 11,000 students	Students: 50/50  Teachers: 12% M / 88% F
2C. STEM Outreach – STEM Kits	Support aerospace and STEM education and career exploration	CAP cadets  Students in grades K-12	2020: 350,000 2015: 31,000 2010: 0	Students: 50/50  Teachers: 29% M / 71% F

CAP operates the above programs in all 50 states, plus Washington, DC, and Puerto Rico. Further, the Cadet Program operates on USAF installations located in the United Kingdom, Germany, Japan, and South Korea.

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## DISCUSSION: PROGRAM IMPACT & WAY AHEAD

CAP's cadet and aerospace programs are proven to increase or sustain enthusiasm for aviation, aerospace, and other STEM-related subjects.

Interest in STEM careers	81% of youth participating in CAP programs
Interest in military careers	72% of cadets
Interest in aviation careers	67% of cadets
Increased school attendance	+ 22%
Improved behavior at school	+ 45%
Grade Point Average	82% of cadets earn B's or better
Community service	76% of cadets "strongly believe" in community service
Total Investment – Federal funds	\$4.7M

### Program Impacts on Improving Recruitment of Young Women

Although CAP is chartered by Congress for educational purposes and not tasked with recruiting for the armed services, CAP's cadet and aerospace programs naturally complement military recruiting efforts.

For more than a decade, cadet gender diversity held steady at 80% M / 20% F.

Female participation in the Cadet Program increased from 20% to 25% in 2018, concurrent with the following program events:

- Launch of financial assistance programs for cadet career exploration academies
- Cadet membership attaining a thirty-year high
- CAP allowing new cadets six months (versus one month) to meet physical fitness expectations
- Launch of the "Cadet Wings" flight instruction program
- Greater emphasis upon the STEM Kit program at cadet activities

In practice, female cadets earn cadet awards and promotions at the same rate and pace as male cadets. Female cadets comprise 25% of the cadet corps overall and earn 25% of the cadet milestone awards. Young women who participate as cadets are as equally successful as male cadets.