

TALKING PAPER

ON

AFJROTC FLIGHT ACADEMY (FA)

DACOWITS JUNE 20, RFI #1

- AFJROTC OVERVIEW

- JROTC is a Title 10, USC Congressionally mandated “Citizenship” program
- AFJROTC is geographically, economically, and demographically diverse. Located in almost 900 high schools (14 overseas locations), with 125,000 cadets of which 57% are minority and 43% are female. Additionally, ~50% of host high schools are Title 1 schools. 1.5M students attend the high schools hosting AFJROTC.
- AFJROTC is the Air Force’s most diverse organization and its largest youth education and outreach program

- CSAF PRIVATE PILOT SCHOLARSHIP PROGRAM for AFJROTC HIGH SCHOOL CADETS

- Conceptualized Aug 2017 as a result of CSAF’s participation in the National Pilot Sourcing Forum (NPSF) & the Aircrew Crisis Task Force (ACTF) to solve long-term pilot recruiting/retention issues impacting AF & Industry
- AFJROTC tasked w/two efforts:
 1. Return the “Luster” of aviation (get kids excited about flying again)
 2. Increase pilot diversity
- Currently, AF & Industry Female Pilot representation is 5-6% and Minorities make up 10-12%
- FA Proof of Concept approved Nov 2018: SAF/JA approved under AF STEM Outreach Objectives

- FLIGHT ACADEMY OVERVIEW

- AFJROTC high school cadets in grades 10-12 selected for an 8-wk \$24K (avg per students) aviation university scholarship to potentially earn ~5 college credits and private pilot certification
- Screening criteria mirrors AFROTC pilot selection (fitness, FAA Class-I, aptitude, leadership, & AFOQT-like exam)
- The Federal Aviation Administration (FAA) is pending release of a potential “AGE EXEMPTION” for AFJROTC cadets to receive their private pilot certification at age 16 vice the current FAA age 17 requirement
- Cadets are surveyed once a year for five years to monitor trends towards aviation careers or education
- AFJROTC receives no marketing or advertising funds; requested \$250,000 in 2019 through Rated Diversity Initiative

- WHY THE MORE EXPENSIVE CERTIFICATION (PPC), vs. SOLO

- Solo & Orientation programs are current nat’l model & not meeting the need (pilot shortage/lack of diversity remain)
 - 80% of student pilots quit post solo--A potential 80% investment loss (Source: FAA and AOPA)
 - Potential barriers: lack of funding, access to quality trng, & defined pathway leads to potential disenfranchisement
- Winning formula: Immerse students on college campus, surrounded by likeminded near peers, educators, mentors, pilots & airplanes...then offer them college credit, certification & a career pathway to reach their objectives
- Invest a little...Save a lot: Spend \$24K on FA cadet to save IFT & UPT costs (next generation PTN)
 - Offsets \$19K IFT costs & provides certification vs. solo (2019 RAND Study: Retaining vs Accessing Pilots, pg 16)

--- RAND 2016 study - 20-30% of UPT syllabus could be eliminated w/experienced candidates; UPT course time cut similarly results in \$140-\$310K savings per student. (Can AF- Airlines Collaborate for Mutual Benefit, pg-23)

- FIRST THREE YEARS (URG = Underrepresented Groups)

-- Unanimous university feedback: cadets performed equal to or better than college freshmen

-- The program funded 120 scholarships in FY18; 150 in FY19 and 200 in FY20

NOTE: (In 2020 students were selected but none attended training due to COVID-19)

-- Between 2018 and 2020 applications for the FA almost doubled each year, capping at 2,594 applicants

-- Each year the number of URGs in the applicant pool increased, from 55% in the 1st yr to 63% in the 3d yr

-- Additionally, URGs select rates grew from 41% to 51%; Attendees grew from 40% to 49% (2 years only)

-- Pilot Production: 270 students attended the FA in 2018 & 2019 -- 217 New Pilots (41% URGs)

-- FEMALES are the largest single demographic increase in the program for three years straight

--- Both female and minority applicants more than doubled each year of the program, however females have made the greatest improvement for selection/attendance: 22% in year one; 29% in year two, and 32% for 2020. While the minority select rate/attendance has similar numbers, minority females make up ~ half of the minority totals.

- RETURN ON INVESTMENT

-- 2018 (Inaugural Year): 21 of 39 HS seniors who attended FA enrolled in AFROTC; 8 on scholarship

--- Today 14 of those students remain enrolled in AFROTC, however there are now 10 on scholarship

-- 2019: 124 FA cadets graduated HS (juniors from 2018 FA class, & seniors who were selected/attended FY19)

--- These students were offered 62 AF Scholarships; today 50 are enrolled in AFROTC with 26 on scholarship

--- USAFA offered appointments to 16 cadets of which 12 accepted and are attending the academy

-- 2020 ROTC and USAFA scholarships and appointments are being processed/results pending

-- Today 76 FA students are enrolled in AFROTC/USAFA (64 in AFROTC @ 41% URG // 12 at USAFA w/31% URG)

--- 11 FA graduates in AFROTC are female, and 1 attending USAFA is female

-- POSITIVE TRENDS: Three years of data/program management indicate positive analysis towards AF goals

Mission: Return the luster/Increase Diversity -- Successfully "priming the pump"

- CONSIDERATIONS

-- 2021 Air Force funded 400 scholarships (300 AFJROTC, 50 AFRS, 20 ROTC, 20 CAP and 10 USAFA)

-- AFJROTC is not an accessions program, however cadets are taught and mentored daily by retired Airmen

--- Accessions ROI is a program by-product & should be considered in relation to the investment made

-- Accession efforts are focused on a population of which less than 1% chooses to serve. Additionally, only 29% of that population is qualified to serve. AFJROTC annually contributes 7-8% to AF BMT, USAFA or AFROTC