



***DACOWITS RFI
"Flight Student
Gender Data"
FY09 - FY19***



6 August 2020



Tasker Statement

- "2020-N17FRONTOFFICE-153.1.1 - DACOWITS RFIs ISO September Quarterly Business Meeting"
- **This addresses part B and C only.**
- The Committee requests a **written response** from **Military Services (to include the Coast Guard)** on the following:
 - a. The total number broken out by gender/rank of Service members selected for pilot training in FY09 through FY19, as well as a breakout by accession source.
 - **b. Data on the attrition rates during flight training broken out by gender/rank and the top four reasons (if available) for FY09 through FY19.**
 - **c. Data on the total number and percentage of Service members completing initial flight training broken out by gender/rank for FY09 through FY19.**
 - d. Minimum service obligations for Service members who graduate from initial flight training and any recent or pending changes that have been made.



Discussion

- This brief was built in collaboration with CNATRA and USMC Training Command.
- Data collected represents USN, USMC, and USCG male and female Pilot flight students for FY09 –FY19.
- The data reported is from commissioning thru reporting to the fleet for first assignment.
- The total attrition percentages are representative of the attrition across the total training track.
- Analysis of the data requires keen attention to detail. “Tyranny of small numbers” has a large affect on the percentages displayed.



b. Data on the attrition rates during flight training broken out by gender/rank and the top four reasons (if available) for FY09 through FY19.
 USN Pilot Attrition Reasons (Ranking 1st – 4th)

USN Pilot Attrition (1st-4th) Ranking							
	Grand Total All Ranks	ENS (O-1)		LTJG (O-2)		LT (O-3)	
	Male & Female	Male	Female	Male	Female	Male	Female
ACADEMIC	4	3	3				
ADMIN				4	4	3	
DEATH							4
DOR	2	1	1	2	2	4	3
FLIGHT	1	2	2	1	1	1	1
LEGAL							
MED	3	4		3	3	2	2
NPQ							
PERF							
RIF			4				

Attrition Codes	
ACADEMIC	Attrition for academic failure
ADMIN	attrition for administrative purposes
DEATH	self explanatory
DOR	flight student dropped the flight program on request
FLIGHT	attrition due to flight failure
LEGAL	attrition due to legal reasons
MED	attrition due to medical reasons
NPQ	attrition due to "Not physically qualified"
PERF	attrition due to performance (ie. Non-officer like qualities)
RIF	attrition due to directed reduction in forces

Attrition Ranking Methodology

Attrition ranking was broken out to identify differences between ranks. 99% of flight students begin training as O-1s but advance in grade through the training pipeline. The attrition reasons change with increase in grade.



b. Data on the attrition rates during flight training broken out by gender/rank and the top four reasons (if available) for FY09 through FY19.
 USMC Pilot Attrition Reasons (Ranking 1st – 4th)

USMC Pilot Attrition (1st-4th) Ranking							
	Grand Total All Ranks	2NDLT (O-1)		1STLT (O-2)		CAPT (O-3)	
	Male & Female	Male	Female	Male	Female	Male	Female
ACADEMIC	3	2	2				
ADMIN						4	
DEATH							
DOR	2	1	1	2	1	2	
FLIGHT	1	4	3	1	2	1	1
LEGAL							
MED	4		4	3	3	3	2
NPQ					4		
PERF							
RIF							

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 USCG Pilot Attrition Reasons (Ranking 1st – 4th)

USCG Pilot Attrition (1st-4th) Ranking							
	Grand Total All Ranks	ENS (O-1)		LTJG (O-2)		LT (O-3)	
	Male & Female	Male	Female	Male	Female	Male	Female
ACADEMIC	4			4	4		
DOR	2			3	2	1	1
FLIGHT	1	1	1	1	1	2	
LEGAL							
MED	3	1		2	3		

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Attrition Ranking Methodology

Attrition ranking was broken out to identify differences between ranks. 99% of flight students begin training as O-1s but advance in grade through the training pipeline. The attrition reasons change with increase in grade.



c. Data on the total number and percentage of Service members completing initial flight training broken out by gender/rank for FY09 through FY19.

USN Pilot (FY09-FY19) (Commissioning to Fleet)

USN Pilots					Attrition Reason									
Rank/Gender		Graduates to the Fleet	Attrition by rank and gender	Attrition as a function of total attrites	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
ENS		0	935	60.24%	98	11	2	386	245	16	83	8	4	82
Female		0	140	64.22%	16	2		50	43	1	10	1	1	16
Male		0	795	59.60%	82	9	2	336	202	15	73	7	3	66
LTJG		4,572	528	34.02%	5	11	9	130	270	9	90	3	1	
Female		539	62	28.44%		1		22	26		12	1		
Male		4,033	466	34.93%	5	10	9	108	244	9	78	2	1	
LT		1,384	89	5.73%	1	7	2	6	49	5	19			
Female		68	16	7.34%				1	10		4			
Male		1,316	73	5.47%	1	7	1	5	39	5	15			
Rank/Gender	Student Population FY09-FY19	Graduates to the Fleet	Total Attrition FY09-FY19	Total Attrition % FY09-FY19	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	7,508	5,956	1,552	20.67%	104	29	13	522	564	30	192	11	5	82
Female	825	607	218	26.42%	16	3	1	73	79	1	26	2	1	16
Male	6,683	5,349	1,334	19.96%	88	26	12	449	485	29	166	9	4	66

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RIF	attrition due to directed reduction in forces

Reduction in Force (RIF)

In 2010 the USN had assessed more students than we had the capacity to train at the time. In order to not slow down the Aviation training pipeline, we raised the standard required to complete Aviation schools command. Raising the standard across the school gave every student a fair opportunity to compete. The effect was a reduction of 82 students which relieved the potential training delays for future students entering the training in 2011.



c. Data on the total number and percentage of Service members completing initial flight training broken out by gender/rank for FY09 through FY19.

USMC Pilot (FY09-FY19) (Commissioning to Fleet)

USMC Pilots					Attrition Reason									
Rank/Gender		Graduates	Attrition by rank and gender	Attrition as a function of total attrites	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
2NDLT		0	196	30.58%	60	2	2	74	48	4	6	0	0	0
Female		0	18	42.86%	4			5	6		3			
Male		0	178	29.72%	56	2	2	69	42	4	3			
1STLT		2,453	377	58.81%	8	16	3	101	187	16	33	10	3	0
Female		143	21	50.00%			1	10	5	1	4			
Male		2,310	356	59.43%	8	16	2	91	182	15	29	10	3	
Capt		871	68	10.61%	2	1	0	11	31	2	13	6	2	0
Female		18	3	7.14%					1		1	1		
Male		853	65	10.85%	2	1		11	30	2	12	5	2	
Rank/Gender	Student Population FY09-FY19	Graduates to the Fleet	Total Attrition FY09-FY19	Total Attrition % FY09-FY19	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	3,965	3,324	641	16.17%	70	19	5	186	266	22	52	16	5	0
Female	203	161	42	20.69%	4	0	1	15	12	1	8	1	0	0
Male	3,762	3,163	599	15.92%	66	19	4	171	254	21	44	15	5	0

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USCG Pilot (FY09-FY19) (Commissioning to Fleet)

USCG Pilots					Attrition Reason				
Rank/Gender		Graduates	Attrition by rank and gender	Attrition as a function of total attrites	ACADEMIC	DOR	FLIGHT	LEGAL	MED
ENS		0	13	21.31%	0	1	7	0	5
Female		0	6	37.50%		1	5		
Male		0	7	15.56%			2		5
LTJG		416	19	31.15%	3	6	8	1	1
Female		66	5	31.25%		2	3		
Male		350	14	31.11%	3	4	5	1	1
LT		268	29	47.54%	4	11	9	0	5
Female		41	5	31.25%	2	3			
Male		227	24	53.33%	2	8	9		5
Rank/Gender	Student Population FY09-FY19	Graduates	Total Attrition FY09-FY19	Total Attrition % FY09-FY19	ACADEMIC	DOR	FLIGHT	LEGAL	MED
Grand Total	745	684	61	8.19%	7	18	24	1	11
Female	123	107	16	13.01%	2	6	8	0	0
Male	622	577	45	7.23%	5	12	16	1	11

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