

## INFORMATION PAPER

13 Aug 20

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

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

2. RFIs:

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.

(1) Response: All commissioned officers selected for pilot training between FY09 and FY19 had the rank of second lieutenant. The total number of members selected for pilot training for FY09-FY19 are as follows: FY09: 214 and 25 were female; FY10: 256 and 24 were female; FY11: 332 and 31 female; FY12: 298 and 33 were female; FY13: 294 and 21 were female; FY14: 296 and 37 were female; FY15: 235 and 45 were female; FY16: 240 and 26 were female; FY17: 286 and 41 were female; FY18: 289 and 38 were female; FY19: 240 and 41 were female. See Appendix A through Appendix F for the break down by source.

(2) Response: Warrant officers (WO) selected for pilot training between FY09 and FY19 are as follows: FY09: 259 and 5 were female; FY10: 182 and 1 was female; FY11: 194 and 1 was female; FY12: 325 and 15 were female; FY13: 293 and 6 were female; FY14: 226 and 11 were female; FY15: 221 and 5 were female; FY16: 395 and 19 were female; FY17: 508 and 19 were female; FY18: 567 and 32 were female; FY19: 529 and 34 were female. See Appendix A through Appendix F for the break down by source.

(3) Response: The combined totals for Service members selected for pilot training between FY09 and FY19 for both commissioned officers and warrant officers are as follows: FY09: 473 and 30 were female; FY10: 438 and 25 were female; FY11: 526 and 32 were female; FY12: 623 and 48 were female; FY13: 587 and 27 were female; FY14: 522 and 48 were female; FY15: 456 and 50 were female; FY16: 635 and 45 were female; FY17: 794 and 60 were females; FY18: 856 and 70 were female; FY19: 769 and 75 were females.

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.

(1) Response: The attrition rate for flight training for commissioned officers between FY09 and FY17 is 4.6%. The attrition rate for women was 4.9%. The

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percentages provided are based on FY09-FY17. FY18 and FY19 are unavailable as pilots are still in training.

(2) Response: The attrition rate for flight training for warrant officers between FY09 and FY17 is 7.2%. The attrition rate for women was 14.4%. The percentages provided are based on FY09-FY17. FY18 and FY19 are unavailable as pilots are still in training.

(3) Response: The combined total attrition rate during flight training for both commissioned and warrant officers was 6.9% and 7.4% for females. FY18 and FY19 are unavailable as pilots are still in training. Data pulled from Total Army Personnel Database (TAPDB). See Appendix E through Appendix H for the break down by source, year, and gender.

(4) Response: The top 4 reasons for attrition are as follows: Medical disqualifications, Behavioral health, Misconduct, and Failure to progress/Flight deficiencies.

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

(1) Response: 2,370 commissioned officers completed initial flight training between FY09-FY17. The completion rate for commissioned officers was 95.4%. There were 272 females who completed initial flight training with a 95.1% completion rate. There were 2,098 males who completed initial flight training with a 95.5% completion rate. The percentages provided are based on FY09-FY17. FY18 and FY19 are unavailable as pilots are still in training. Data pulled from Total Army Personnel Database (TAPDB).

(2) Response: 2,896 warrant officers completed initial flight training between FY09-FY17. The completion rate for warrant officers was 92.8%. There were 89 females who completed initial flight training with a 85.6% completion rate. There were 2,830 males who completed initial flight training with a 93.1% completion rate. The percentages provided are based on FY09-FY17. FY18 and FY19 are unavailable as pilots are still in training. Data pulled from Total Army Personnel Database (TAPDB).

(3) The combined total number and percentage of commissioned officers and warrant officers who completed initial flight training is as follows: 5,266 officers completed initial flight training with an overall combined average completion rate of 94.1%. 361 female officers completed initial flight training with an overall combined average completion rate of 90.4%. 4,928 male officers completed initial flight training with an overall combined average completion rate of 94.3%. The percentages provided

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are based on FY09-FY17. FY18 and FY19 are unavailable as pilots are still in training. Data pulled from Total Army Personnel Database (TAPDB). See Appendix G through Appendix H for the break down by source.

d. Minimum service obligations for Service members who graduate from initial flight training and any recent or pending changes that have been made.

(1) Response: Beginning fiscal year 2021, Regular Army officers who attend initial entry flight training will incur a 10-year active duty service obligation on completion of the course and attaining an aeronautical rating of Army Aviator. Reserve Component officers who attend initial entry training flight training and attain an aeronautical rating of Army Aviator will incur a 10-year military service obligation in the Selected Reserve. The service obligation begins on the date an officer attains aeronautical rating of Army Aviator or voluntarily terminates attendance, whichever is earlier. This applies to Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve. The source of change is Secretary of the Army - Change to Service Obligation for Aviators, June 2020.

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**Appendix A- Gender Composition of Officer Accession by Source:**



RFI #1: Gender Composition of Officer Accessions by Source (FY09 - FY19)

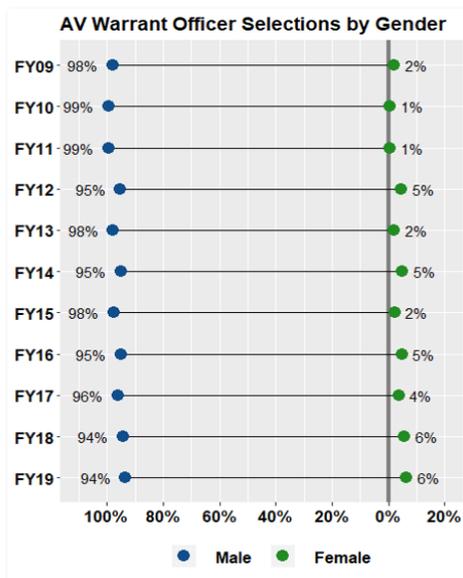
SOC / GENDER	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	TOTAL
OCS_ENLPTION	7	12	16	3	8	4	4	5	5	12	5	81
F	1						1	1	1		2	6
M	6	12	16	3	8	4	3	4	4	12	3	75
OCS_INSERVICE	18	13	6	3		5	3	4	4	4	3	63
F										1	1	2
M	18	13	6	3		5	3	4	4	3	2	61
OTHER							1					1
F												0
M							1					1
ROTC_NON SCH	33	33	39	39	43	51	49	44	39	40	61	471
F	4	3	2	2	3	5	6	3	6	4	9	47
M	29	30	37	37	40	46	43	41	33	36	52	424
ROTC_SCHOLAR	71	86	158	134	119	117	89	106	143	138	70	1231
F	7	6	13	12	11	19	22	15	22	23	9	159
M	64	80	145	122	108	98	67	91	121	115	61	1072
USMA_ACADEMY	85	112	113	118	124	119	89	81	95	95	101	1133
F	13	15	16	19	7	13	16	7	12	10	20	148
M	72	97	97	100	117	106	73	74	83	85	81	985
TOTAL	214	256	332	298	294	296	235	240	286	289	240	2980
TOTAL FEMALE	25	24	31	33	21	37	45	26	41	39	41	362
TOTAL MALE	189	232	301	265	273	259	190	214	245	251	199	2618

Note: Data pull on 29 JUL 20. Assumption is those who branched Aviation were selected for "pilot training" while those who did not branch Aviation were not selected for "pilot training"

**Appendix B- Gender Composition of Warrant Officer Selection:**



RFI 3a: Gender Composition of Warrant Officer **Selections** (FY09 - FY19)



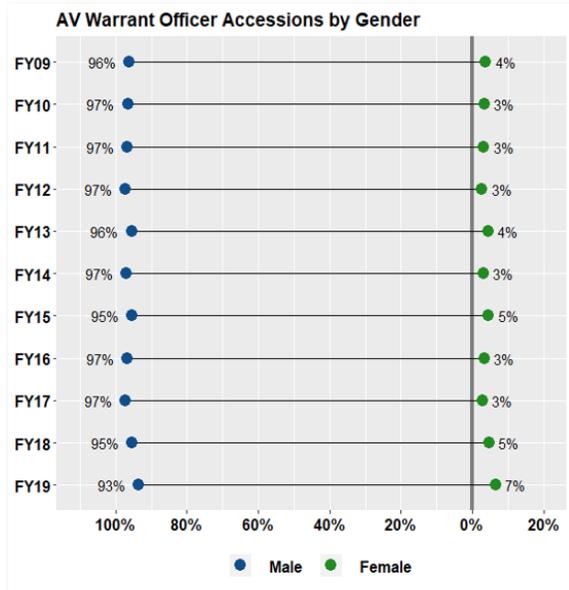
FY	Male	Female	Total
FY09	254	5	259
FY10	181	1	182
FY11	193	1	194
FY12	310	15	325
FY13	287	6	293
FY14	215	11	226
FY15	216	5	221
FY16	376	19	395
FY17	489	19	508
FY18	535	32	567
FY19	495	34	529

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**Appendix C- Gender Composition of Warrant Officer Accession:**



**RFI 3a: Gender Composition of Warrant Officer Accessions (FY09 - FY19)**



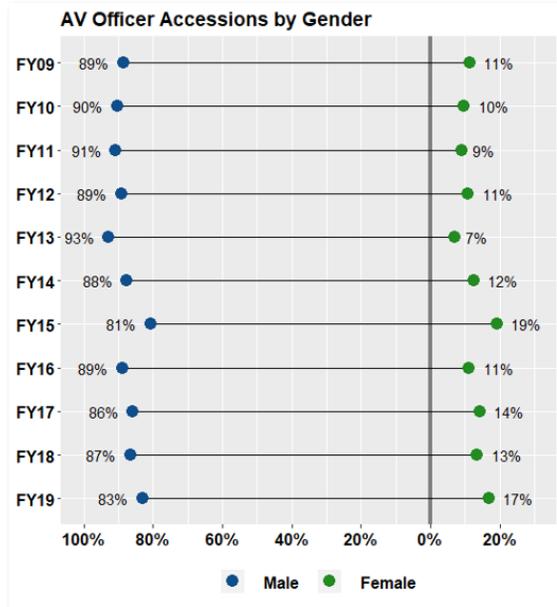
FY	Male	Female	Total
FY09	428	17	445
FY10	351	10	361
FY11	369	11	380
FY12	291	8	299
FY13	333	14	347
FY14	316	10	326
FY15	248	12	260
FY16	321	11	332
FY17	383	11	394
FY18	468	23	491
FY19	489	34	523

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**Appendix D- Gender Composition of Officer Accession:**



**RFI 3a: Gender Composition of Officer Accessions (FY09 - FY19)**



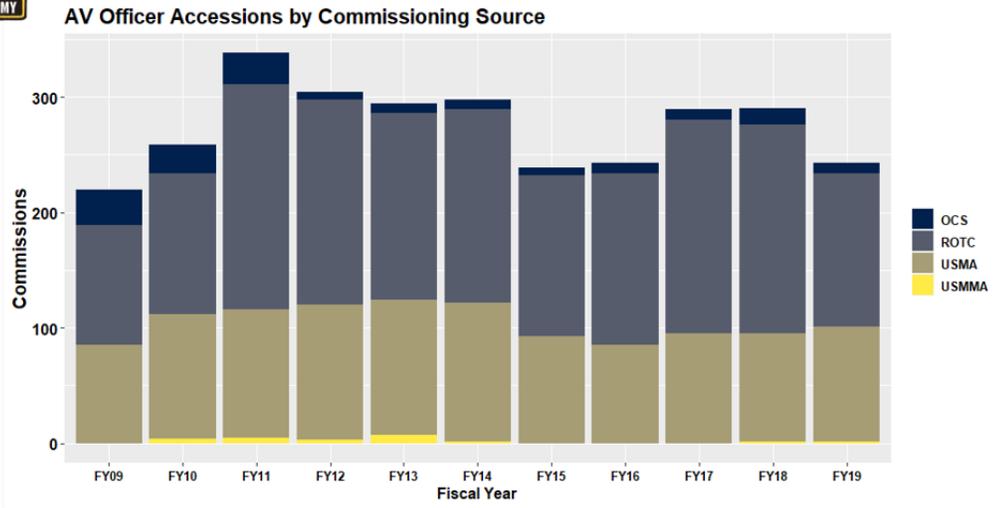
FY	Male	Female	Total
FY09	195	25	220
FY10	234	25	259
FY11	307	31	338
FY12	271	33	304
FY13	273	21	294
FY14	261	37	298
FY15	193	46	239
FY16	216	27	243
FY17	248	41	289
FY18	251	39	290
FY19	202	41	243

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**Appendix E- Commission Source Composition of AV Officer Accession Cohorts:**



**RFI 3a: Commissioning Source Composition of AV Officer Accession Cohorts (FY09 - FY19)**



	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19
<b>OCS</b>	31	25	27	6	8	9	7	9	9	14	9
<b>ROTC</b>	104	122	195	178	162	167	139	149	185	181	133
<b>USMA</b>	85	108	111	117	117	121	93	85	95	94	100
<b>USMMA</b>	0	4	5	3	7	1	0	0	0	1	1
<b>Total</b>	220	259	338	304	294	298	239	243	289	290	243

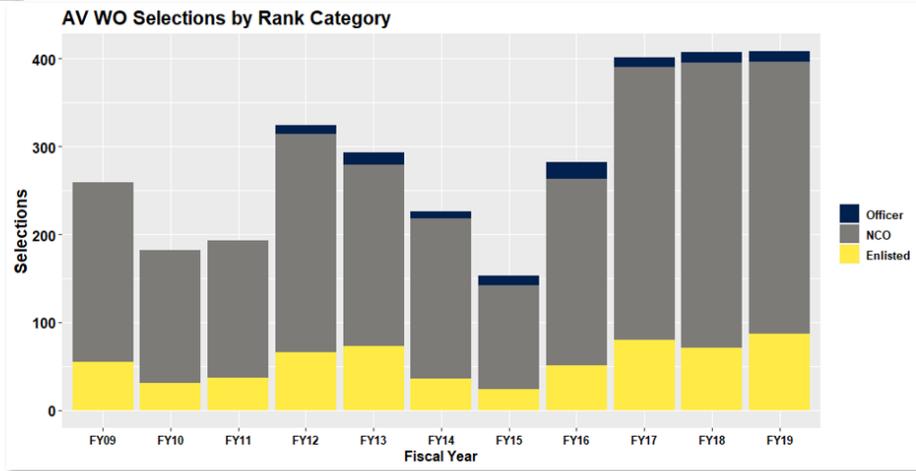
OCS: Officer Candidate School      USMA: United States Military Academy  
 ROTC: Reserve Officer Training Corps      USMMA: United States Merchant Marine Academy

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**Appendix F- Commission Source Composition of AV Officer Accession Cohorts:**



**RFI 3a: Rank Composition of WO Selection Cohorts (FY09 - FY19)**



	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19
<b>Officer</b>	0	0	0	10	14	8	11	19	11	12	12
<b>NCO</b>	204	151	156	248	206	182	118	212	310	324	309
<b>Enlisted</b>	55	31	37	66	73	36	24	51	80	71	87
<b>Total</b>	259	182	193	324	293	226	153	282	401	407	408

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**Appendix G- Commission Officer Achievement of Pilot Qualification by Gender:**



**RFI 3b&c: Commissioned Officer Achievement of Pilot Qualification by Gender**

Overall			
FY	Qual	Fail to Qual	Rate
FY09	212	8	96.4%
FY10	248	11	95.8%
FY11	326	12	96.4%
FY12	290	14	95.4%
FY13	280	14	95.2%
FY14	278	20	93.3%
FY15	222	17	92.9%
FY16	232	11	95.5%
FY17	282	7	97.6%
<b>Total</b>	<b>2,370</b>	<b>114</b>	<b>95.4%</b>

Female			
FY	Qual	Fail to Qual	Rate
FY09	23	2	92.0%
FY10	24	1	96.0%
FY11	31	-	100.0%
FY12	31	2	93.9%
FY13	21	-	100.0%
FY14	36	1	97.3%
FY15	39	7	84.8%
FY16	28	1	96.3%
FY17	41	-	100.0%
<b>Total</b>	<b>272</b>	<b>14</b>	<b>95.1%</b>

Male			
FY	Qual	Fail to Qual	Rate
FY09	189	6	96.9%
FY10	224	10	95.7%
FY11	295	12	96.1%
FY12	259	12	95.6%
FY13	259	14	94.9%
FY14	242	19	92.7%
FY15	183	10	94.8%
FY16	206	10	95.4%
FY17	241	7	97.2%
<b>Total</b>	<b>2,098</b>	<b>100</b>	<b>95.5%</b>

**Observations**

- Between FY09 and FY17, 95% of those who Commissioned as Aviation Officers earned their pilot qualification.
- Over the same time period, Male and Female Aviation Officers demonstrated a similar ability to earn their pilot qualification.
- Due to the small size of the female population, female qualification rates are more sensitive to an individual's failure to qualify.
- A portion of FY18 and FY19 cohorts are still in flight training. Data are too immature to report qualification and failure to qualify.

**Definition of Terms**

**Qual:** SM has a Pilot Qualification and/or Date of Initial Aero Rating in TAPDB OR maintains a branch of AV through the first 36 months of service AND successfully graduates from all initial flight training courses per Army Training Requirements and Resource System (ATRRS).

**Fail to Qual:** SM has no Pilot Qualification or Date of Initial Aero Rating in TAPDB AND did not maintain a branch of AV through the first 36 months of service OR maintained a branch of AV through the first 36 months of service but did not successfully graduate from all initial flight training courses per ATRRS.

**Fail to Qual** is a proxy measure for the successful completion of flight training. There may be other reasons someone fails to qualify.

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**Appendix H- Warrant Officer Achievement of Pilot Qualification by Gender:**



**RFI 3b&c: Warrant Officer Achievement of Pilot Qualification by Gender**

Overall				Female				Male			
FY	Qual	Fail to Qual	Rate	FY	Qual	Fail to Qual	Rate	FY	Qual	Fail to Qual	Rate
FY09	412	33	92.6%	FY09	14	3	82.4%	FY09	398	30	93.0%
FY10	339	22	93.9%	FY10	10	-	100.0%	FY10	329	22	93.7%
FY11	346	34	91.1%	FY11	9	2	81.8%	FY11	337	32	91.3%
FY12	281	18	94.0%	FY12	8	-	100.0%	FY12	273	18	93.8%
FY13	316	31	91.1%	FY13	12	2	85.7%	FY13	304	29	91.3%
FY14	299	27	91.7%	FY14	8	2	80.0%	FY14	291	25	92.1%
FY15	244	18	93.8%	FY15	9	3	75.0%	FY15	235	13	94.8%
FY16	320	12	96.4%	FY16	8	3	72.7%	FY16	312	9	97.2%
FY17	339	32	91.4%	FY17	11	-	100.0%	FY17	351	32	91.6%
<b>Total</b>	<b>2,896</b>	<b>225</b>	<b>92.8%</b>	<b>Total</b>	<b>89</b>	<b>15</b>	<b>85.6%</b>	<b>Total</b>	<b>2,830</b>	<b>210</b>	<b>93.1%</b>

**Observations**

- Between FY09 and FY17, 93% of those who accessed as Aviation Warrant Officers earned their pilot qualification.
- Female Aviation Warrant Officers earned their pilot qualification at a lower rate than their Male counterparts. However, due to the small size of the female population, female qualification rates are more sensitive to an individual's failure to qualify (i.e. the difference between Male and Female qualification rates is approximately is one female graduate (moving from 'fail to qual' to 'qual' per year).
- A portion of FY18 and FY19 cohorts are still in flight training. Data are too immature to report qualification and failure to qualify.

**Definition of Terms**

**Qual:** SM has a Pilot Qualification or Date of Initial Aero Rating or Pilot MOS in TAPDB OR maintains a branch of AV through the first 36 months of service AND successfully graduates from all initial flight training courses per Army Training Requirements and Resource System (ATRRS).

**Fail to Qual:** SM has no Pilot Qualification, no Date of Initial Aero Rating, and no Pilot MOS in TAPDB AND did not maintain a branch of AV through the first 36 months of service or maintained a branch of AV through the first 36 months of service but did not successfully graduate from all initial flight training courses per ATRRS.

Fail to Qual is a proxy measure for the successful completion of flight training. There may be other reasons someone fails to qualify.