

INFORMATION PAPER

7 Aug 20

SUBJECT: USMC RESPONSE TO THE DEFENSE ADVISORY COMMITTEE ON WOMEN IN THE SERVICES REQUEST FOR INFORMATION #3

1. Purpose. Provide DACOWITS with information paper regarding women in aviation.
2. Key Points
 - 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.

		USMC Aviator Accessions										
		Fiscal Year										
		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Grand Total
Females	ECP			1						4		5
	OCC	4	2	2	3	5	5	7	8	13	10	59
	PLC	4	2	6	5	4	4	7	8	5	5	50
	ROTC	3	2	1	1	1	4	2	6	2	5	27
	SA	13	9	8	6	13	6	12	8	12	23	110
	Female Total	24	16	17	15	23	19	28	30	36	43	251
Males	ECP	8	6	23	15	23	19	9	18	20	29	170
	IST				1					3		4
	OCC	55	37	53	1		62	149	155	91	86	689
	PLC	152	126	174	105	93	93	121	143	165	142	1314
	ROTC	31	6	46	57	40	53	52	64	73	61	483
	SA	80	65	74	77	100	84	101	97	61	78	817
	Male Total	326	240	370	256	256	311	432	477	413	396	3477
Grand Total	350	256	387	271	279	330	460	507	449	439	3728	

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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.

- See below tables for b and c - USMC data provided by Chief of Naval Air Training (CNATRA)

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 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

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

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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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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.

- d. Minimum service obligations for Service members who graduate from initial flight training and any recent or pending changes that have been made.
 - In 2017, the USMC updated the service obligation to eight years after completion of flight training.