



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300

INFORMATION PAPER

DAPE-MPO
3 November 2022

SUBJECT: Information Paper on Women in Aviation

1. Purpose: Provide a written response to the Defense Advisory Committee on Women in the Service (DACOWITS) Request For Information (RFI) Number 6 on Women in Aviation.

2. Discussion:

a. Question 6a: In September 2020, DACOWITS RFI 3, asked the Military Services for the total number of Service members selected for pilot training annually from FY09-19, separated by gender and accession source. The Committee requests an update to this 2020 RFI, which includes FY20-22 data.

b. Response 6a:

Commissioned Officers selected for pilot training.

FY	TOTAL	Female	Male	Accession Source
2020	n/a	n/a	n/a	USMA
2021	90	25	65	USMA
2022	97	26	71	USMA

FY	TOTAL	Female	Male	Accession Source
2020	n/a	n/a	n/a	ROTC
2021	162	32	130	ROTC
2022	157	23	134	ROTC

FY	TOTAL	Female	Male	Accession Source
2020	n/a	n/a	n/a	OCS
2021	10	0	10	OCS
2022	8	2	6	OCS

Note: FY20 data is not available due to system database changeover. In FY21, OCS did not receive any applications from women for Aviation Branch.

Warrant Officers selected for pilot training.

FY	TOTAL	Female	Male	Accession Source
2020	410	14	396	WOSB
2021	412	13	399	WOSB
2022	345	18	327	WOSB

c. Question 6b: In September 2020, DACOWITS RFI 3, asked the Military Services to provide data on student attrition during undergraduate pilot training separated by gender and the reason for attrition. The Committee requests an update to this 2020 RFI, which includes FY20-22 data. In addition, has your Service identified any attrition trends? If so, what are they and how are they being addressed?

d. Response 6b:

(1) FY20, 12 students were removed from undergraduate pilot training. Five failures were for flight deficiencies (all male students). Seven eliminations were classified as "other"; five were male and two were female. Of the two female officers, one was removed for honor code violation and the other self-eliminated for pregnancy.

(2) FY21, five students were eliminated from undergraduate pilot training for flight deficiencies. All five students were male officers. The FY21 attrition data is not complete because a portion of the students are still in training.

(3) FY22, the majority of the students selected in FY22 are still conducting flight training. To date, only one male student has been eliminated from training for flight deficiency.

e. Question 6c: Does your Service have a mentoring program to help retain female aviators? If so, please describe.

f. Response 6c: Army Aviation does not have a mentoring program dedicated exclusively to female aviator retention. Instead, Army Aviators participate in Project Athena, a TRADOC program started in 2020, as an official mentorship and development program for junior Soldiers. The objective is 1:1 observations and mentorship of Army Officers (now opened to Soldiers). Touch points are every six months with a review of development and outlined objectives. This program begins during MOS qualification and will follow the Soldier throughout their career, establishing both professional and personal goals

g. Question 6d: Does your Service provide exit interviews to aviators separating from Active Duty? If yes, the Committee is interested in the top five reasons aviators leave the military, over the last five years (FY18-22), separated by gender. In addition, please provide separation trends and courses of action the Service has or will be implementing to help retain female aviators.

h. Response 6d: In early 2020, the U.S. Army Talent Management Task Force, with support from the Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs, launched the Department of the Army Career Engagement Survey (DACES). DACES is a tailored survey designed to gauge Soldier attitudes towards continued military service. Active Duty Service Members (SMs) receive an email invitation to complete the online survey during their birth month or within 180 days of their separation from the Army (Enlisted Soldiers only). After DACES responses are collected, they are transferred to the Person-Event Data Environment Analysis Enclave (PDE), a secure Army data repository and analysis environment, for storage and analysis. All analyses in this report were limited to consented surveys and performed in the PDE.

(1) Top five reasons to leave Army Aviation service – Female

40.3%	Effects of deployments on Family or personal relationships
36.6%	Impact of Army life on Family plans for children
34.6%	Impact of military service on my Family's well-being
32.2%	The degree of stability or predictability of Army life
29.5%	Impact of Army life on significant other's career plans and goals

(2) Top five reasons to leave Army Aviation service – Male

39.2%	Effects of deployments on Family or personal relationships
35.6%	The degree of Stability or predictability of Army life
33.6%	Impact of military service on my Family's well-being
31.3%	Impact of Army life on significant other's career plans and goals
30.7%	Impact of Army life on Family plans for children

(3) Army Aviation is examining the effects of training tempo on retention. One possible course of action is the reduction of Combat Training Center (CTC) rotations each year per Combat Aviation Brigade.

i. Question 6e: What number and percentage of pilots depart Active Duty and transition to the Reserves or Guard? Provide data for the last five years (FY18-22), separated by gender, depicting these transition rates. Additionally, provide retention data for pilots, separated by gender, serving the Reserves or Guard over the last five years (FY18-22).

j. Response 6e:

(1) Active Duty (AC) pilots transitioning to the National Guard (NG).

FY	AC to NG Male	AC Pilot Pop Male	Transition Rate Male	AC to NG Female	AC Pilot Pop Female	Transition Rate Female
2018	46	789	5.8%	2	43	4.7%
2019	65	799	8.1%	2	43	4.7%
2020	49	708	6.9%	2	41	4.9%
2021	50	638	7.8%	2	42	4.8%
2022	26	667	3.9%	3	42	7.1%

(2) Active Duty (AC) pilots transitioning to the Reserves (RC).

FY	AC to RC Male	AC Pilot Pop Male	Transition Rate Male	AC to RC Female	AC Pilot Pop Female	Transition Rate Female
2018	47	789	6.0%	2	43	4.7%
2019	42	799	5.3%	1	43	2.3%
2020	33	708	4.7%	5	41	12.2%
2021	24	638	3.8%	1	42	2.4%
2022	18	667	2.7%	4	42	9.5%

(3) National Guard (NG) pilot retention.

FY	Male Losses	NG Pilot Pop. Male	Retention Rate-Male	Female Losses	NG Pilot Pop. Female	Retention Rate-Female
2018	302	5255	94.3%	22	347	93.7%
2019	285	5260	94.6%	21	373	94.4%
2020	264	5178	94.9%	18	387	95.3%
2021	250	5251	95.2%	20	411	95.1%
2022	255	5282	95.2%	15	424	96.5%

(4) Reserve (RC) pilot retention.

FY	Male Losses	RC Pilot Pop. Male	Retention Rate-Male	Female Losses	RC Pilot Pop. Female	Retention Rate-Female
2018	100	1000	90.0%	6	72	91.7%
2019	104	1021	89.8%	8	77	89.6%
2020	104	1047	90.1%	8	81	90.1%
2021	109	1071	89.8%	6	85	92.9%
2022	128	1049	87.8%	7	90	92.2%

HQDA G-1, DMPM
Approved by: Director, Military Personnel
Management, HQDA G-1