

INFORMATION PAPER

Subj: DACOWITS WOMEN IN AVIATION RFI#6

1. Purpose. To provide answers to DACOWITS' WOMEN IN AVIATION RFI# 6.
2. RFI. The Committee requests a written response from the Marines on the following:

Aviation Community Overview

Naval Aviators By Rank					
Rank	Female		Male		Total
2ndLt	79	13%	548	87%	627*
1stLt	95	10%	842	90%	937*
Capt	100	5%	1759	95%	1859
Maj	39	4%	938	96%	977
LtCol	13	3%	462	97%	475
Total	326	7%	4549	93%	4875

*Includes Student Naval Aviators

Naval Aviators by Platform						
PMOS	Female		Male		Total	
AV-8B	7509	0	0%	137	100%	137
F-35	7518	5	2%	217	98%	222
F/A-18	7523	5	2%	225	98%	230
F/A-18 WSO	7525	9	9%	94	91%	103
MV-22	7532	45	5%	811	95%	856
EA-6B	7543	0	0%	7	100%	7
KC-130J	7557	15	5%	312	95%	327
CH-46	7562	2	11%	17	89%	19
UH-1	7563	21	5%	363	95%	384
AH-1	7565	25	5%	497	95%	522
CH-53	7566	40	8%	483	92%	523
EA-6B ECMO	7588	0	0%	37	100%	37
Sub Total		167	5%	3200	95%	3367
Naval Flight Students	7599	159	11%	1349	89%	1508
Total		326	7%	4549	93%	4875

RFI #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.

Student Naval Aviator Accessions by Source														
	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	Total
Female Total	24	16	17	15	23	20	29	30	36	43	47	49	47	396
ECP		1							4			1		6
OCC	4	2	2	3	5	5	7	8	13	10	10	9	15	93
PLC	4	2	6	5	4	4	7	8	5	5	9	5	7	71
ROTC	3	2	1	1	1	4	2	6	2	5	13	6	6	52
SA	13	9	8	6	13	6	12	8	12	23	14	27	18	169
Other						1	1				1	1	1	5
Male Total	330	241	376	276	289	315	435	477	413	398	369	396	378	4693
ECP	8	6	23	15	23	19	9	18	20	29	21	22	23	236
OCC	55	37	53	1		62	149	155	91	86	123	121	115	1048
PLC	152	126	174	105	93	93	121	143	165	142	100	117	119	1650
ROTC	31	6	46	57	40	53	52	64	73	61	53	59	54	649
SA	80	65	74	77	100	84	101	97	61	78	68	71	60	1016
Other	4	1	6	21	33	4	3		3	2	4	6	7	94
Total	354	257	393	291	312	335	464	507	449	441	416	445	425	5089

RFI #6b: In September 2020, DACOWITS RFI 3, asked the Military Services to provide data on student attrition during undergraduate pilot training separated by gender, along with reasons 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.

-Cause Description:

- Admin: Administratively removed from training
- Academic: Academic phase failure
- DOR: Drop on Request from training pipeline (made by the individual)
- Flight: Flight phase failure
- Legal: Pending legal circumstance requiring removal from training
- Medical: Pending medical issue requiring removal from training
- NPQ: Not Physically Qualified for training
- Death: Self explanatory
- Performance: Overall performance failure

The Marine Corps does not track trends in female attrition, however, in terms of overall trends, there is a small uptick in flight school attrition in the most recent years. This may be related to some students waiting longer between phases, which causes some of the perishable skills to atrophy, or other scenarios to develop that result in administrative separation. Furthermore, this small increase in attrition is cyclical and we should see a correction back to the mean in the next one to two years.

USMC ATTRITION (CNATRA PHASES) BY CAUSE FY09-FY22															
	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	Total
Total Attrition	50	79	112	79	66	77	65	58	63	77	82	91	84	94	1077
Total Men	48	75	107	74	60	72	60	52	58	71	77	81	74	87	996
Total Women	2	4	5	5	6	5	5	6	5	6	5	10	10	7	81
Admin	0	5	4	15	2	3	1	0	7	4	2	8	11	11	73
M	0	5	4	14	2	3	1	0	7	4	2	8	11	8	69
W	0	0	0	1	0	0	0	0	0	0	0	0	0	3	4
Academic	4	5	15	2	9	12	4	3	4	4	5	12	8	3	90
M	4	5	14	2	7	11	4	3	4	4	5	11	4	3	81
W	0	0	1	0	2	1	0	0	0	0	0	1	4	0	9
DOR	9	17	27	15	18	19	22	21	20	19	29	26	25	37	304
M	9	16	26	14	16	18	21	17	18	17	27	23	23	35	280
W	0	1	1	1	2	1	1	4	2	2	2	3	2	2	24
Flight	26	34	37	22	22	29	23	17	20	27	26	24	19	17	343
M	24	32	37	21	22	27	21	16	19	25	26	21	17	16	324
W	2	2	0	1	0	2	2	1	1	2	0	3	2	1	19
Legal	4	3	4	5	3	2	2	3	2	4	3	1	3	3	42
M	4	3	3	5	3	2	2	3	2	4	3	0	3	3	40
W	0	0	1	0	0	0	0	0	0	0	0	1	0	0	2
Medical	7	14	13	14	8	11	13	13	9	16	13	16	15	17	179
M	7	13	12	13	6	10	11	12	7	15	11	14	14	16	161
W	0	1	1	1	2	1	2	1	2	1	2	2	1	1	18
NPQ	0	0	2	3	1	0	0	0	0	0	0	0	0	0	6
M	0	0	2	2	1	0	0	0	0	0	0	0	0	0	5
W	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Death	0	1	3	0	0	1	0	1	0	0	1	1	0	0	8
M	0	1	2	0	0	1	0	1	0	0	1	1	0	0	7
W	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Performance	0	0	7	3	3	0	0	0	1	3	3	3	3	6	32
M	0	0	7	3	3	0	0	0	1	2	2	3	2	6	29
F	0	0	0	0	0	0	0	0	0	1	1	0	1	0	3

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

-The Marine Corps does not have a specific mentoring program to engage retention of female aviators.

RFI #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.

Yes. Upon separating from Active Duty, the USMC provides an opportunity to participate in the Exit and Milestone Longitudinal Survey (EMLS). The EMLS

program, which began in September 2017, is a set of surveys that are administered during specific milestones in a Marine's career: initial accession, first and subsequent reenlistments, career designation, field grade selection (O4-O6), and upon exiting the Marine Corps. It provides Headquarters Marine Corps, Manpower & Reserve Affairs, essential feedback and key information to better understand personnel satisfaction regarding career opportunities, leadership, performance management, diversity, and work-life programs.

In aggregate, 223 Marine aviators (male and female) separated and participated in EMLS but only 6 were female. Due to the small number of female aviators who have separated and also participated in EMLS, the results are not separated by gender. The top five reasons for separating cited by all respondents are:

Reason for Separating	Percent of Responses
<i>Family</i>	<i>18.0</i>
<i>Accept/find job other than active duty military</i>	<i>13.9</i>
<i>Retire</i>	<i>13.9</i>
<i>Dissatisfaction with promotions</i>	<i>10.2</i>
<i>Other [Positive Experience]</i>	<i>8.6</i>

Additionally, while the service has initiatives such as the Aviation Bonus Program, it does not specifically target aviators based on their gender for retention.

RFI #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 in the Reserves or Guard over the last five years (FY18-22).

Over the past five years, 1,041 (11.4%) aviators separated from the active component. Of the 1,041 aviators who transitioned, 989 were male (95%) and 52 (5%) were female. Of the 1041, 365 (35%) aviators join the Selected Reserve (SMCR/IMA/AR) within 12 months of their active duty separation. These statistics are further broken down by gender in the following tables.

The five year aviation retention rate was 87.7% (12.3% loss rate). The retention rate for males was 87.7% and 89.5% for females.

**Total Number of Separating AC Pilots Joining the Select Reserve
(SMCR, IMA, AR)**

Year	%	Quantity	
2018		224	Pilots separated from the Active Component in FY 2018
	37.9%	85	Pilots Joining the SELRES within 12 months
	41.1%	92	Pilots Joining the SELRES within 24 months
2019		241	Pilots separated from the Active Component in FY 2019
	30.3%	73	Pilots Joining the SELRES within 12 months
	32.8%	79	Pilots Joining the SELRES within 24 months
2020		205	Pilots separated from the Active Component in FY 2020

	36.1%	74	Pilots Joining the SELRES within 12 months
	38.0%	78	Pilots Joining the SELRES within 24 months
2021		155	Pilots separated from the Active Component in FY 2021
	41.9%	65	Pilots Joining the SELRES within 12 months
	41.9%	65	Pilots Joining the SELRES within 24 months
2022		216	Pilots separated from the Active Component in FY 2022
	31.5%	68	Pilots Joining the SELRES within 12 months
	n/a	n/a	Pilots Joining the SELRES within 24 months

**Number of MALE Separating AC Pilots Joining the Select Reserve
(SMCR, IMA, AR)**

Year	%	Quantity	
2018		219	Pilots separated from the Active Component in FY 2018
	38.4%	84	Pilots Joining the SELRES within 12 months
	41.1%	90	Pilots Joining the SELRES within 24 months
2019		225	Pilots separated from the Active Component in FY 2019
	30.7%	69	Pilots Joining the SELRES within 12 months
	33.3%	75	Pilots Joining the SELRES within 24 months
2020		192	Pilots separated from the Active Component in FY 2020
	34.4%	66	Pilots Joining the SELRES within 12 months
	36.5%	70	Pilots Joining the SELRES within 24 months
2021		151	Pilots separated from the Active Component in FY 2021
	42.4%	64	Pilots Joining the SELRES within 12 months
	42.4%	64	Pilots Joining the SELRES within 24 months
2022		202	Pilots separated from the Active Component in FY 2022
	31.7%	64	Pilots Joining the SELRES within 12 months
	n/a	n/a	Pilots Joining the SELRES within 24 months

**Number of FEMALE Separating AC Pilots Joining the Select Reserve
(SMCR, IMA, AR)**

Year	%	Quantity	
2018		5	Pilots separated from the Active Component in FY 2018
	20.0%	1	Pilots Joining the SELRES within 12 months
	40.0%	2	Pilots Joining the SELRES within 24 months
2019		16	Pilots separated from the Active Component in FY 2019
	25.0%	4	Pilots Joining the SELRES within 12 months
	25.0%	4	Pilots Joining the SELRES within 24 months
2020		13	Pilots separated from the Active Component in FY 2020
	61.5%	8	Pilots Joining the SELRES within 12 months
	61.5%	8	Pilots Joining the SELRES within 24 months
2021		4	Pilots separated from the Active Component in FY 2021
	25.0%	1	Pilots Joining the SELRES within 12 months
	25.0%	1	Pilots Joining the SELRES within 24 months

2022		14	Pilots separated from the Active Component in FY 2022
	28.6%	4	Pilots Joining the SELRES within 12 months
	n/a	n/a	Pilots Joining the SELRES within 24 months

Retention Data:

Losses, IRR Transfers & Retirements (All)					
	FY18	FY19	FY20	FY21	FY22
Begin FY SELRES Pilot Inventory	813	855	825	853	845
Pilot Losses	92	135	80	102	104
Retention Rate	88.68%	84.21%	90.3%	88.04%	87.69%

Male SELRES Losses, IRR Transfers & Retirements					
	FY18	FY19	FY20	FY21	FY22
Begin FY SELRES Male Pilot Inventory	790	826	792	814	807
Pilot Losses	89	132	78	99	97
Retention Rate	88.73%	84.02%	90.15%	87.84%	87.98%

Female SELRES Losses, IRR Transfers & Retirements					
	FY18	FY19	FY20	FY21	FY22
Begin FY SELRES Female Pilot Inventory	23	29	33	39	38
Pilot Losses	3	3	2	2	7
Retention Rate	86.96%	89.66%	93.94%	94.87%	81.58%