

RFI Category and Number: Women in Aviation, RFI 6

RFI Question #6:

For over 45 years, the Committee has studied and provided recommendations to the Secretary of Defense regarding women in aviation. The Committee remains concerned that overall percentage of women in aviation remains low, despite the opening of many aviation career fields to women in the 1970s and combat aircraft in the 1990s.

The Committee requests a written response from the Army, Air Force, Navy, Marine Corps, and Coast Guard on the following:

a. 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. 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?

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

d. 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.

e. 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).

RFI Response:

6a/b. See attached brief. Data summary below. Women outperform men in academic, flight, and performance; however, they lead in Drop on Request (DOR).

Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	2,254	1,851	403	17.88%	20	11	4	174	88	13	89	1	3	0
Female	260	196	64	24.62%	1	2	0	40	11	0	10	0	0	0
Male	1,994	1,655	339	17.00%	19	9	4	134	77	13	79	1	3	0
			Female		1.56%	3.13%	0.00%	62.50%	17.19%	0.00%	15.63%	0.00%	0.00%	0.00%
			Male		5.60%	2.65%	1.18%	39.53%	22.71%	3.83%	23.30%	0.29%	0.88%	0.00%

Top 3 DOR reasons for all gender collected in training command exit surveys.

- 1) Dissatisfaction with aviation training
- 2) Desire for career field change
- 3) Lack of enjoyment in aviation

6c. Female mentorship programs exist in Naval Aviation. In 2002, Commander Naval Air Forces established the CNAF Diversity, Equity, and Inclusion office. In 2014, Female Aviator Career Training Symposium was established to educate, mentor and network female aviators. In 2021, FACTS evolved to the CNAF DEI Summit to be all inclusive of underrepresented communities within Naval Aviation.

Additionally, there is are extensive Female Naval Officers and Female Naval Aviators social media groups for mentorship, networking, and problem solving. For our racial and ethnic diverse groups, there are persistent mentorship networks that connect active duty and retirees for continued mentorship, networking, and sponsorship connectedness across all officer ranks. There have been several occasions where issues brought up in one of these groups have had rapid response from senior officers/aviators to bring about policy change directly to key leadership positions for action. Examples include healthcare access/referrals in remote locations, changes to instructions or policies, and Navy Aerospace Medicine Institute processes.

6d. Naval Aviation does not perform dedicated exit interviews of separating members; however interviews are conducted for aviators who decline Department Head (DH) which occurs around the same time of minimum service requirement. Data is not currently broken down by gender.

From 2019-2022, the top reasons for declining DH milestone:

- 1) Family stability
- 2) OPTEMPO
- 3) Duty station location

Top reasons for pursuing alternate career paths (in order):

- 1) Military administrative burdens
- 2) Time away from family
- 3) Trust in military/leadership
- 4) OPTEMPO

34% of aviators declining DH intend to work for the airlines, while 36% intend to work for industry or private sector.

According to the Center of Naval Analysis modeling, the most substantial way to move the needle and retain more aviators (including females) is to increase the retention bonus or ultimately the bottom line take home pay to compete with civilian pay and benefits in aviation industry.

6e. Active Component to Reserve Component losses.

	Total Average	F Average	M Average	F Average	M Average
AC Pilot Losses	8.6%	42	6468	7%	9%
AC Pilot Losses to RC (Any)	3%	19	561	3%	3%
AC Pilot Losses to RC (% of Losses)	35%			45%	34%
AC Pilot Losses to AVN RC	3%			3%	3%
AC Pilot Losses to AVN RC (% of Losses)	35%			44%	34%
% of AC2RC that stay AVN	99.7%			98%	100%

Note: From 2018 to 2022, we lost an average of 8.6% of our Pilots per year, of that, 35% went into the reserves either in the TAR or SELRES, and 99.7% of those that did, have served or are serving in Aviation.

	Female					Male					Female					Male				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
AC Pilot Population	525	556	560	608	618	6532	6402	6462	6524	6419	7%	8%	8%	9%	9%	93%	92%	92%	91%	91%
AC Pilot Losses	36	52	36	51	34	627	605	498	523	553	7%	9%	6%	8%	6%	10%	9%	8%	8%	9%
AC Pilot Losses to RC (Any)	15	30	17	24	11	214	192	222	173	160	3%	5%	3%	4%	2%	3%	3%	3%	3%	2%
AC Pilot Losses to RC (% of Losses)	15 / 36	30 / 52	17 / 36	24 / 51	11 / 34	214 / 627	192 / 605	222 / 498	173 / 523	160 / 553	42%	58%	47%	47%	32%	34%	32%	45%	33%	29%
AC Pilot Losses to AVN RC	15	30	16	23	11	214	192	222	173	159	3%	5%	3%	4%	2%	3%	3%	3%	3%	2%
AC Pilot Losses to AVN RC (% of Losses)	15 / 36	30 / 52	16 / 36	23 / 51	11 / 34	214 / 627	192 / 605	222 / 498	173 / 523	159 / 553	42%	58%	44%	45%	32%	34%	32%	45%	33%	29%
% of AC2RC that stay AVN	15 / 15	30 / 30	16 / 17	23 / 24	11 / 11	214 / 214	192 / 192	222 / 222	173 / 173	159 / 160	100%	100%	94%	96%	100%	100%	100%	100%	100%	99%

Hours Expended Answering this RFI: 17

POC or office responsible: CNAP N01D, CNATRA N3A, and PERS-43B



***DACOWITS RFI
"Flight Student
Gender Data"
FY20 –FY22***



17 October 2022



CNATRA





Tasker Statement

DACOWITS RFI #6 ISO December 2022 Quarterly Business Meeting

The Committee requests a **written response** from **Military Services (to include the Coast Guard)** on the following:

- a. The total number of Service members selected for pilot training annually from FY20 through FY22, separated by gender and accession source.

- b. Data on student attrition during undergraduate flight training separated by gender, along with reasons for attrition for FY20 through FY22.

Both items request updates to a 2020 RFI for similar information covering FY09-19.



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 FY20–FY22.
- 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.



USN Pilot By Rank (FY20-FY22) (Commissioning to Fleet)

USN Pilots					Attrition Reason									
Rank/Gender	Student Population FY20-FY22	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	211	52.36%	14	3	1	113	31	2	43	1	3	0
Female		0	40	62.50%	0	1	0	28	4	0	7	0	0	0
Male		0	171	50.44%	14	2	1	85	27	2	36	1	3	0
LTJG		1,274	148	36.72%	1	6	2	56	44	7	32	0	0	0
Female		150	18	28.13%	0	1	0	12	3	0	2	0	0	0
Male		1,124	130	38.35%	1	5	2	44	41	7	30	0	0	0
LT		577	44	10.92%	5	2	1	5	13	4	14	0	0	0
Female		46	6	9.38%	1	0	0	0	4	0	1	0	0	0
Male		531	38	11.21%	4	2	1	5	9	4	13	0	0	0
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	2,254	1,851	403	17.88%	20	11	4	174	88	13	89	1	3	0
Female	260	196	64	24.62%	1	2	0	40	11	0	10	0	0	0
Male	1,994	1,655	339	17.00%	19	9	4	134	77	13	79	1	3	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



USN Pilot By Source (FY20-FY22) (Commissioning to Fleet)

USN Pilots					Attrition Reason									
Rank/Gender	Student Population FY20-FY22	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
MMA		27	5	1.24%	0	1	0	0	2	0	2	0	0	0
Female		2	1	1.56%	0	0	0	0	0	0	1	0	0	0
Male		25	4	1.18%	0	1	0	0	2	0	1	0	0	0
NROTC		555	115	28.54%	4	1	2	49	26	2	30	1	0	0
Female		70	23	35.94%	0	0	0	13	4	0	6	0	0	0
Male		485	92	27.14%	4	1	2	36	22	2	24	1	0	0
OCS		747	194	48.14%	16	7	0	78	49	7	35	0	2	0
Female		50	17	26.56%	1	1	0	13	2	0	0	0	0	0
Male		697	177	52.21%	15	6	0	65	47	7	35	0	2	0
STA-21		11	2	0.50%	0	0	0	2	0	0	0	0	0	0
Female		0	1	1.56%	0	0	0	1	0	0	0	0	0	0
Male		11	1	0.29%	0	0	0	1	0	0	0	0	0	0
USNA		489	85	21.09%	0	2	2	44	11	4	21	0	1	0
Female		74	22	34.38%	0	1	0	13	5	0	3	0	0	0
Male		415	63	18.58%	0	1	2	31	6	4	18	0	1	0
TRANS		14	2	0.50%	0	0	0	1	0	0	1	0	0	0
Female		0	0	0.00%	0	0	0	0	0	0	0	0	0	0
Male		14	2	0.59%	0	0	0	1	0	0	1	0	0	0
USAFA		4	0	0.00%	0	0	0	0	0	0	0	0	0	0
Female		0	0	0.00%	0	0	0	0	0	0	0	0	0	0
Male		4	0	0.00%	0	0	0	0	0	0	0	0	0	0
OTHER		4	0	0.00%	0	0	0	0	0	0	0	0	0	0
Female		0	0	0.00%	0	0	0	0	0	0	0	0	0	0
Male		4	0	0.00%	0	0	0	0	0	0	0	0	0	0
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	2,254	1,851	403	17.88%	20	11	4	174	88	13	89	1	3	0
Female	260	196	64	24.62%	1	2	0	40	11	0	10	0	0	0
Male	1,994	1,655	339	17.00%	19	9	4	134	77	13	79	1	3	0

Source Codes	
MMA	Mercant Marine Academy
NROTC	Naval Recruit Officer Training Corps
OCS	Officer Candidate School
STA-21	Seaman to Admiral program
USNA	United States Naval Academy
TRANS	Transfer
USAFA	United States Airforce Academy
OTHER	Self Explanatory



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

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

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.



USMC Pilot By Rank (FY20-FY22) (Commissioning to Fleet)

USMC Pilots					Attrition Reason									
Rank/Gender	Student Population FY20-FY22	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
2NDLT		0	81	32.27%	21	1	0	28	8	4	18	0	1	0
Female		0	15	62.50%	5	1	0	4	1	1	3	0	0	0
Male		0	66	29.07%	16	0	0	24	7	3	15	0	1	0
1STLT		588	140	55.78%	1	4	1	58	46	3	27	0	0	0
Female		46	9	37.50%	0	0	0	3	4	0	2	0	0	0
Male		542	131	57.71%	1	4	1	55	42	3	25	0	0	0
Capt	324	30	11.95%	1	2	1	2	13	0	11	0	0	0	
Female	15	0	0.00%	0	0	0	0	0	0	0	0	0	0	
Male	309	30	13.22%	1	2	1	2	13	0	11	0	0	0	
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	1,163	912	251	21.58%	23	7	2	88	67	7	56	0	1	0
Female	85	61	24	28.24%	5	1	0	7	5	1	5	0	0	0
Male	1,078	851	227	21.06%	18	6	2	81	62	6	51	0	1	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



USMC Pilot By Source (FY20-FY22) (Commissioning to Fleet)

USMC Pilots					Attrition Reason									
Rank/Gender	Student Population FY20-FY22	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
ROTC		145	36	14.34%	4	0	1	6	8	2	15	0	0	0
Female		5	5	20.83%	1	0	0	1	2	0	1	0	0	0
Male		140	31	13.66%	3	0	1	5	6	2	14	0	0	0
USMC PLC		579	169	67.33%	17	5	1	59	52	5	29	0	1	0
Female		35	14	58.33%	3	1	0	4	1	1	4	0	0	0
Male		544	155	68.28%	14	4	1	55	51	4	25	0	1	0
USNA		186	39	15.54%	2	2	0	19	6	0	10	0	0	0
Female		20	5	20.83%	1	0	0	2	2	0	0	0	0	0
Male		166	34	14.98%	1	2	0	17	4	0	10	0	0	0
USAFA		2	1	0.40%	0	0	0	1	0	0	0	0	0	0
Female		1	0	0.00%	0	0	0	0	0	0	0	0	0	0
Male		1	1	0.44%	0	0	0	1	0	0	0	0	0	0
OTHER		0	6	2.39%	0	0	0	3	1	0	2	0	0	0
Female		0	0	0.00%	0	0	0	0	0	0	0	0	0	0
Male		0	6	2.64%	0	0	0	3	1	0	2	0	0	0
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	ADMIN	DEATH	DOR	FLIGHT	LEGAL	MED	NPQ	PERF	RIF
Grand Total	1,163	912	251	21.58%	23	7	2	88	67	7	56	0	1	0
Female	85	61	24	28.24%	5	1	0	7	5	1	5	0	0	0
Male	1,078	851	227	21.06%	18	6	2	81	62	6	51	0	1	0

Source Codes	
ROTC	Recruit Officer Training Corps
USMC PLC	Platoon Leaders Course
USNA	United States Naval Academy
USAFA	United States Airforce Academy
OTHER	Self Explanatory



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

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

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.



USCG Pilot By Rank (FY20-FY22) (Commissioning to Fleet)

USCG Pilots					Attrition Reason				
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Attrition by rank and gender	Attrition as a function of total attrites	ACADEMIC	DEATH	DOR	FLIGHT	MED
ENS		20	11	44.00%	1	1	6	2	1
Female		4	5	62.50%	0	1	2	2	0
Male		16	6	35.29%	1	0	4	0	1
LTJG		115	9	36.00%	0	0	6	3	0
Female		20	2	25.00%	0	0	1	1	0
Male		95	7	41.18%	0	0	5	2	0
LT		54	5	20.00%	0	0	2	2	1
Female		11	1	12.50%	0	0	1	0	0
Male		43	4	23.53%	0	0	1	2	1
Rank/Gender	Student Population FY20-FY22	Graduates	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	DEATH	DOR	FLIGHT	MED
Grand Total	214	189	25	11.68%	1	1	14	7	2
Female	43	35	8	18.60%	0	1	4	3	0
Male	171	154	17	9.94%	1	0	10	4	2

Attrition Codes	
ACADEMIC	Attrition for academic failure
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



USCG Pilot By Source (FY20-FY22) (Commissioning to Fleet)

USCG Pilots					Attrition Reason				
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Attrition by rank and gender	Attrition as a function of total attrites	ACADEMIC	DEATH	DOR	FLIGHT	MED
USCG		189	25	100.00%	1	1	14	7	2
Female		35	8	32.00%	0	1	4	3	0
Male		154	17	68.00%	1	0	10	4	2
Rank/Gender	Student Population FY20-FY22	Graduates to the Fleet	Total Attrition FY20-FY22	Total Attrition % FY20-FY22	ACADEMIC	DEATH	DOR	FLIGHT	MED
Grand Total	214	189	25	11.68%	1	1	14	7	2
Female	43	35	8	18.60%	0	1	4	3	0
Male	171	154	17	9.94%	1	0	10	4	2

Attrition Codes	
ACADEMIC	Attrition for academic failure
DOR	flight student dropped the flight program on request
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MED	attrition due to medical reasons



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

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

Attrition Codes	
ACADEMIC	Attrition for academic failure
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