



DACOWITS RFI 9

Women in Aviation

14 September 2022



Aviation: Recruiting

Aviation Branch Awareness Program

- Developed in 2019 to increase awareness through outreach and discussion on Army Aviation missions, aircraft and career opportunities.
- Airshows, Helicopter Expo
 - Aircraft on static display
 - Simulation trailers
 - EAA Airventure OSHKOSH
 - SunNFun
 - HAI Heli-Expo
- Assisting Recruiters or stand-alone visits at high schools, STEM, technical institutes and colleges.
- ROTC, USMA and Officer Candidate outreach prior to branch selection



OSHKOSH Airshow





Aviation: Recruiting

Aviation Branch Awareness Program

Last two years the program has increased focus towards women and diversity interest in Aviation. A theme of “someone that looks like me” was introduced. Operational female pilots attend the events and provide first-hand accounts of their careers; how they became pilots and their experiences as Army Aviators.



CW2 Samantha Schneider (AH-64E Apache Pilot)
CW2 Paige Quintana (UH-60M Blackhawk Pilot)
Both civilian direct accessions into Army Aviation
Warrant Officer Flight Training Program (“Street to Seat”)

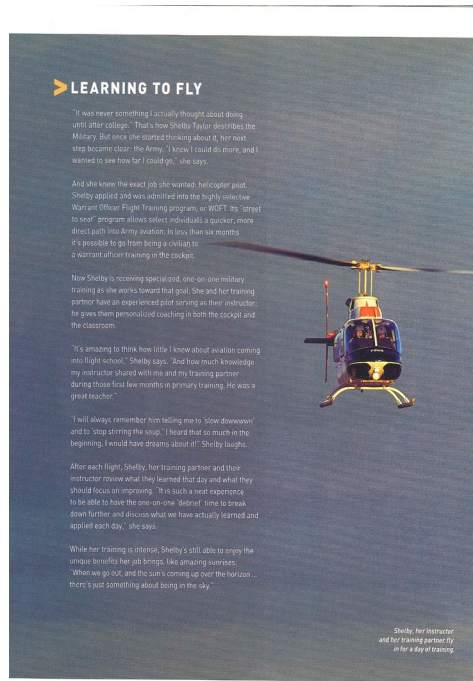
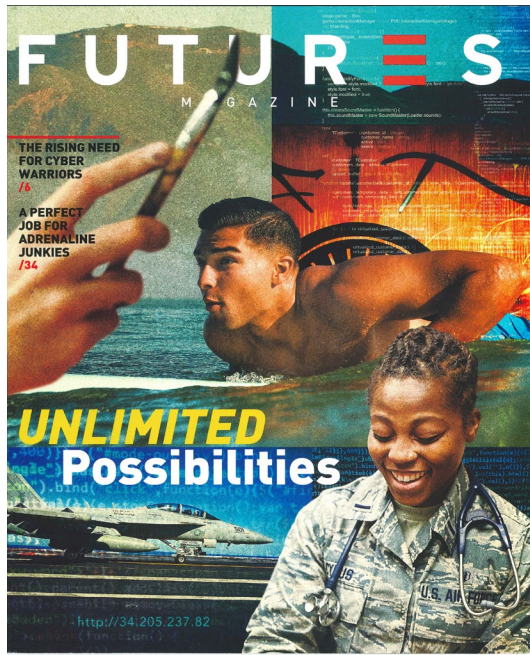




Aviation: Recruiting

Futures Magazine

- Service members sharing their military career experiences
- Distributed to high schools and recruiting stations



Shelby inspects her helicopter post-flight



CW2 Shelby Taylor UH-60M Blackhawk Pilot in Command and Aviation Safety Officer



Aviation: Retention

- Army Directive 2022-06: Parenthood Pregnancy and Postpartum
- Aviation Flight pay increase
 - Jan 2020, first flight pay increase since FY99
- Active Duty Service Obligation (ADSO)
 - Increased from 6 years to 10 years
 - Commissioned Officers and Warrant officers remain in service through their CW3/MAJ promotion
- Aviation Bonus Program
 - Retention incentive to stay in Army Aviation for 3 more years





Aviation: Flight Uniforms

Army Aircrew Combat Uniform-Female (A2CU-F)

- PM Soldier Clothing and Individual Equipment
- Designed to provide fit improvements for Female flight crew members
- Back fullness reduced
- Waist tunnel reshaped
- Waist design-partial elastic
- Reshaped hips/waist
- Shoulders narrowed
- Reduced leg width
- Sleeve length shortened
- Sleeve fullness reduced
- At DLA for contracting





Aviation: Flight Gear

Air Combat Equipment (ACE)-PM Air Warrior

- Replaces Primary Survival Gear Carrier
- Changes design from a one-size-fits-all, introduces 5 different sizes
- Female anthropometric data was incorporated in development
- All developmental testing involved female test subjects
- Currently in operational assessment with 25th CAB
- Expected to transition to the field by end of Q2 FY23

