

TALKING PAPER

ON

AFJROTC FLIGHT ACADEMY (FA)

- CSAF Private Pilot Scholarship Program for AFJROTC High School Cadets

- Conceptualized Aug 2017 as a result of CSAF's participation in the National Pilot Sourcing Forum (NPSF) & the Aircrew Crisis Task Force (ACTF) to solve long-term pilot recruiting/retention issues impacting AF & Industry
- AFJROTC tasked w/two efforts:
 1. Return the "Luster" of aviation (get kids excited about flying again)
 2. Increase Pilot Diversity (currently 5% female and 11% minority)
- The program is an 8-wk, \$20K scholarship at aviation accredited universities (cadets earn college credit & licensing)
- Screening criteria mirrors AFROTC pilot selection (fitness, FAA Class-I, aptitude, leadership, & AFOQT like exam)

- Why Private Pilot Certification (PPC) vs. Solo

- Solo & Orientation programs are current Nat'l model & not meeting the need (pilot shortage/lack of diversity remain)
- FAA & AOPA: 80% of student pilots quit post solo--A potential 80% investment loss
- Cadets are in an intensive university program, surrounded by like-minded people, airplanes and collegiate academics
- Certification offsets \$19K Initial Flight Trng (IFT) costs (2019 RAND Study: Retaining vs Accessing Pilots, pg. 16)
- RAND 2016 study - 20-30% of UPT syllabus could be eliminated w/experienced candidates; UPT course time cut similarly results in \$140-\$310K savings per student. (Can AF- Airlines Collaborate for Mutual Benefit, pg-23)

- RESULTS

- Unanimous university feedback: high school cadets performed equal to or better than college freshmen
- 2018: 621 **applicants** = 34% female/38% minority (55% URGs) // **selects** = 23% female/28% minority (41% URGs)
 - Results:** 95/120 New FAA certified pilots from inaugural class; Diversity Impact = 37% of new pilots from URGs
- 2019: 1,399 **applicants** = 37% female/37% minority (56% URGs) // **selects** = 26% female/29% minority (45% URGs)
 - **Results:** 122/150 New FAA certified private pilots; Diversity Impact = 45% of new pilots from URGs

- RETURN ON INVESTMENT: YES

- 2018 = 20/44 HS seniors who attended 2018 FA are currently enrolled as AFROTC students (8 on scholarship)
- 2019 = 54 ROTC Scholarships (51 Air Force) and 20 Academy Appointments (16 from USAFA)
- 217 New Pilots in 2 yrs; cadets advertise wings & flight suits to 125,000 (58% minority/40% female)

- Bottom Line: Program achieves directed goals and provides proven analytics. POM funding secured for FY21.

- Recommendations: 1. Fund 250 students in 2020. 2 Explore Air Force high school to flight school pathways.

Note: Completion numbers will continue to change as students continue PPC training (for example, in 2018 only 85/120 completed their PPC during the 8 week training, 10 additional students have completed on their own within the last year.

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