

**YOUTH ACCESS TO AMERICAN JOBS IN AVIATION TASK FORCE
RECORD OF MEETING**

MEETING DATE: September 22, 2022

MEETING TIME: 9:00 A.M. – 12:00 P.M. Eastern Time (ET)

LOCATION: The Youth Access to American Jobs in Aviation Task Force (YIATF or Task Force) held a hybrid meeting at the FAA Headquarters in Washington, DC, and virtually using Zoom. The meeting was broadcasted to the public and is available on FAA’s YouTube channel.

PUBLIC ANNOUNCEMENT: The Federal Aviation Administration (FAA) provided notice to the public of this YIATF meeting in a *Federal Register* notice published on July 12, 2022, (87 FR 41379).

ATTENDEES:

| Committee Members |
|---------------------------------|
| Andrew Ross |
| Amy Voss |
| Brett Levanto |
| Cyd Smith |
| David Purser |
| James ‘Jim’ Hall |
| Joanne ‘Jo’ Damato |
| Joel English |
| Joey Colleran |
| John Huff |
| Kasey Herzberg |
| Dr. Ralph Coppola |
| Ryan Goertzen |
| Dr. Sharon DeVivo, <i>Chair</i> |
| Stacey Bechdolt |
| Tammera Holmes |
| Whitney Dix |
| Yvette Rose |

| FAA |
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| Angela Anderson, <i>Designated Federal Officer</i> |
| Arlene Salac |
| Chris Sharp |
| Jack Fino |
| Johann Hadian |
| Lakisha Pearson |
| Leslie Welch |
| Lindsay Aaronson |
| Puja Sardana |
| Steve Custer |
| Talisa White |
| Thuy Cooper |

The FAA live-streamed this meeting on its social media platforms.¹ As a result, the list of FAA and public attendees does not capture all individuals in attendance.

Welcome and Introduction

Ms. Angela Anderson, Designated Federal Officer (DFO), began the meeting at 9:00 AM ET by welcoming everyone to the 7th and final Youth Access to American Jobs in Aviation Task Force (YIATF or Task Force) public meeting.

Ms. Anderson read the required press disclaimer and the live-stream statement, as the meeting was live-streamed on the FAA's YouTube, Facebook, and Twitter accounts. She also read the Federal Advisory Committee Act (FACA), Title 5, United States Code (5 U.S.C.); Appendix 2 (2007) statement.

Ms. Anderson introduced Acting FAA Administrator, Captain Billy Nolen. Administrator Nolen noted that growth and innovation within the aviation industry, particularly considering the pandemic, have been astounding. He emphasized that more exposure and pathways for youth to get involved in aviation careers is essential. Administrator Nolen stated that the variety of careers available has increased as the industry has expanded and that outreach to people from all walks of life is needed to bring diverse perspectives into aviation careers. He mentioned that FAA has programs, including workforce grants and other education partnerships, which help further outreach efforts. Administrator Nolen thanked the Task Force for their efforts, and Dr. Sharon DeVivo for her leadership.

Ms. Anderson introduced a video from Secretary Pete Buttigieg. Secretary Buttigieg noted that the demand for careers in aviation has been growing, and he emphasized the

¹ A recording of the meeting can be found at: <https://www.youtube.com/watch?v=aCFNSIf1ht4>

importance of getting students involved at an early age. Secretary Buttigieg discussed costly barriers to entry that must be addressed to reach a more diverse audience. He agreed with the Task Force that targeting minority groups is essential to create a wide range of perspectives for an overall safer industry. He thanked Task Force members, his colleagues at the FAA, and others involved in creating recommendations around these issues. He said that he is looking forward to reading the report.

Ratification of Minutes

Dr. DeVivo, YIATF Chair, asked for a motion to accept the March 31, 2022, meeting minutes. Mr. Brett Levanto motioned to accept the minutes, and Ms. Yvette Rose seconded the motion. The Task Force voted to ratify the minutes with no objections or abstentions.

Presentation of Final Recommendations

Dr. DeVivo thanked YIATF members and supporting staff for all of their efforts. She noted that the report was easy to compile based on everyone's detailed contributions.

Dr. DeVivo reviewed the YIATF Final Recommendation Report titled *Building a Brighter Future; Youth Access to American Jobs in Aviation*. She listed YIATF members, noting that each comes from varied backgrounds and perspectives. She described the objectives and scope of Task Force activities and the duties described in the charter. Dr. DeVivo summarized the approach to the YIATF's work, which was broken down into four sub-committees.

Dr. DeVivo discussed factors contributing to the current workforce shortage within aviation. She emphasized the need to attract, recruit, and retain young people in the field. She said outreach and affordable opportunities to underrepresented groups are paramount in creating a diverse, equitable, and inclusive industry.

Dr. DeVivo stated that the YIATF recommendations fall into four major categories - Early Awareness and Engagement, Information Access, Collaboration, and Addressing Financial Hurdles. She noted that the report provides a roadmap for actionable steps that can be taken beyond the work of the Task Force, and she emphasized the need for continued work to be done after the report is submitted.

Dr. DeVivo described data gathered by the YIATF that supported the urgent need for early awareness of aviation careers through education. She summarized the following 21 recommendations within the four categories of the YIATF report:

Early Awareness & Engagement

- 1) Fund libraries to provide aviation and aerospace books and media.
- 2) Provide in-person engagement whenever possible and develop written materials on aviation and aerospace for staff and teachers in school.

- 3) Develop turnkey after school aviation and aerospace activities.
- 4) Launch early outreach to future teachers and guidance counselors.
- 5) Empower teachers to ignite student interest.
- 6) Build awareness through new platforms (social media, gaming, virtual reality, influencers etc.).
- 7) Build awareness through industry support.

Information Access

- 8) Create a one-stop aviation/aerospace information portal (website) on the internet.
- 9) Create a “virtual counselor” component on the website.

Collaboration

- 10) Create regional advisory councils and collaborating amongst existing pathways.
- 11) Tap the power of college and career readiness platforms and collaboration with the agency.
- 12) Significantly increase mentoring, pre-apprenticeships, and apprenticeships available to grow future employment.
- 13) Build educational outreach to underrepresented groups particularly at minority-serving institutions, community, college, technical institutions, and non-aviation minority organizations.
- 14) Dual enrollment programs between high schools and colleges/universities as well as workforce development grant programs create well-aligned pathways.

Address Financial Hurdles

- 15) Decrease the cost of flight training by increasing the allowable simulator time for pilot certification.
- 16) Increase the maximum Pell Grant for students.
- 17) Develop a national aviation scholarship program (with suggestions of how to achieve this).
- 18) Implement a multi-faceted aerospace workforce development program.
- 19) Increase donations to aerospace education programs by increasing the corporate tax benefit.
- 20) Aviation and aerospace companies could consider several different financial options to assist in bringing underrepresented groups to the sector.
- 21) The FAA should review its regulations and guidance related to technical proficiency of industry personnel and certification standards as well as update its own practices for managing and developing government human resources.

After summarizing each recommendation, Dr. DeVivo described the critical next steps in creating inclusive work environments within aviation. She noted that some recommendations are simple, but some require a multi-system approach. Dr. DeVivo thanked everyone for their hard work toward creating detailed recommendations.

The Final Recommendation Report can be found at:

https://www.faa.gov/regulations_policies/rulemaking/committees/documents/media/YIATF_Taskforce_Report%209-22-22%20FINAL.pdf

The September 22, 2022 YIATF meeting packet can be found at:

https://www.faa.gov/regulations_policies/rulemaking/committees/documents/media/Meeting-Packet_YIATF_Final-Public-Meeting_FINAL_09222022_clean.pdf

Recommendations Report Discussion

Dr. DeVivo opened the floor for discussion about the recommendation report. Dr. Ralph Coppola thanked Dr. DeVivo for her leadership and hard work in compiling the recommendations into one thoughtful report.

Dr. Joel English asked Dr. DeVivo about the plan for creating regional councils. Dr. DeVivo recommended each person organically reach out to their regional FAA office and start a network of people within their area to proactively seek interest in participating in a local council. Ms. Tammera Holmes noted that a successful aviation group called SOAR (State of Aviation Roundtable) was organically created in the Chicago area. She stated while these efforts are amazing, they would benefit from stronger leadership to champion a larger effort for regions to collaborate together. Others agreed.

Mr. Ryan Goertzen complimented the group's work and effort to collaborate. Ms. Cyd Smith agreed and stated that she looks forward to a continued partnership that encourages incorporating aviation into education, mainly using innovative methods of outreach. Discussion continued about reaching youth at the vital ages between 10-18 and giving them the academic tools and practical knowledge to be exposed to aviation job opportunities. Members agreed that students should know about the diverse array of opportunities available in the aviation sector and have access to pathways to get to those opportunities. Dr. Coppola noted that children cannot want jobs that they do not know exist. Ms. Jo Damato agreed, stating that community, engagement, and connectivity must continue implementing YIATF recommendations.

Ms. Holmes emphasized that the industry is not just going through a pilot shortage, but there is a shortage of people working across the industry. She stated that the companies with aviation opportunities need to be more vocal and specific about the range of jobs available and how they are being promoted. Members agreed. Ms. Rose noted that some recommendations were purposely not directed to anyone specifically because they are not only directed to the FAA but also to industry and any other person or community involved.

Members discussed ways to engage after the report is voted on and submitted. Ms. Anderson noted that Task Force members could take the lead on local initiatives. Dr. DeVivo asked members to push the recommendations out within their networks. Ms. Anderson said that upon receipt of the recommendation report, the FAA would review

and post it on the FAA's website. The FAA will send a letter to Dr. DeVivo acknowledging receipt of the report, and a copy of the report to Congress. Dr. DeVivo encouraged members to forward it to their regional representatives and any other relevant contacts after FAA approval.

Ms. Smith thanked the group for including recommendations specific to vulnerable age groups around ten-years old. Ms. Holmes thanked Dr. DeVivo for her commitment to diversity, equity, and inclusion, and she described her experience as a black woman witnessing the lack of equitable access that has not traditionally been welcoming. She emphasized the need to create safe spaces for minorities and women to enter aviation- a historically white, male-dominated industry. Dr. DeVivo agreed and said that she hopes these conversations around inclusion stay front and center, and the aviation industry can eventually better represent the diversity of the American population. Dr. Coppola noted that including diverse segments of the population helps solve practical, moral, and economic issues. Members agreed and appreciated that some recommendations focus on targeted minority audiences.

Discussions continued, emphasizing the importance of each subcommittee's work within the Task Force and the continued work that needs to be done. Members thanked each other for the work and the opportunity to be on the Task Force and exchanged ideas of how to collaborate further with each other.. Ms. Dix suggested further collaborations include former members of the Women in Aviation Advisory Board, since their recommendations aligned with YIATF's.

Approval of Recommendations Report

Dr. DeVivo asked if there was a motion to accept the recommendation report. Ms. Rose motioned to accept the report, and Dr. Coppola seconded the motion. The Task Force voted to accept the report with no objections or abstentions. Dr. DeVivo stated that she would send the final version to members and the FAA..

Final Thoughts

Ms. Anderson noted that, as a minority woman in aviation, she feels a deep compassion and appreciation towards the Task Force's work. She thanked everyone for their contributions, particularly in a virtual environment, and she believes the YIATF's work will have an impact. Ms. Anderson stated the FAA would let members know when the report could be distributed. She asked members to spread the word about an FAA Symposium on September 26, 2022.

Adjournment

Dr. DeVivo adjourned the meeting at 11:06 AM ET.