

The WATCH Online

Fall 2018

Women Air Traffic Controller's Hot Sheet



The WATCH Online

3 FROM THE PRESIDENT'S DESK

6 HIGH DEDUCTIBLE HEALTH PLAN

7 HIDDEN FIGURES CHRISTINE DARDEN

9 PWC GOES PINK

11 NATCA AND OSH-KOSH AIRVENTURE

16 TIME IS NOW, CLOSING THE GENDER GAP

18 WASHINGTON MYSTICS GAME

19 MEET PWC'S NEW REGIONAL DIRECTORS

20 HEALTH INSURANCE AND TECH INNOVATIONS

Professional Women Controllers, Inc.
info@pwcinc.org | www.pwcinc.org

Purpose

Encourage women to enter the air traffic control profession; assist in professional and personal development; maintain accountability, responsibility, and professionalism; and promote a better understanding, cooperation and coordination among individuals toward the continual improvement of aviation safety.

VISION

Professional Women Controllers, Inc. (PWC) vision is to achieve a balanced workforce that reflects the demographics of society and creates a safe environment where all air traffic professionals have passion for their career, can excel, and feel a sense of community at work.

MISSION

Professional Women Controllers, Inc. (PWC) is a resource that provides support, training, encouragement, and camaraderie for all air traffic professionals. PWC advocates balancing work and family life, recruiting and retaining excellent employees, developing people, enjoying work, and maintaining a positive sense of community.

OFFICERS

President, Patti Wilson
Vice President, Jennifer Lemmon
Secretary, Louisa Ocasio
Director of Resources (Treasurer), Lindsey Knox
Membership Director, Jenny Rubert

REGIONAL DIRECTORS

Alaska Director, Vacant
Central Director, Amy Magstadt
Eastern Director, Kelley Kohring
Great Lakes Director, Shawneise Wright
New England Director, Kristy Johnson-Fenton
Northwest Mountain Director, Aimee Wright Shingleton
Southern Director, Vonetta Lawton
Southwest Director, Samirah Abdelfattah
Western-Pacific Director, Micah Freeman

APPOINTED OFFICERS, PROGRAM MANAGERS

Historian, Judy Noble
National Conference Chair, Kurt Proctor
Parliamentarian, Constitution &

By-laws, Robin Rush

WATCH Editor, Patty Swenor

Web Page Administrator, Jennifer Lemmon

Communication Administrator, Amy Magstadt

Corporate Liaison, Tamera Dishman

Education & Career Development

Program Manager, Jamie Feger

Salable Coordinator, Pat Tiner

2019 Conference Chairs, Christine Johnson and

Robin Rush

2020 Conference Chairs, Colleen Adams and Alexandra

(Sandy) Officer

MANAGING EDITOR

Patty Swenor

CONTRIBUTORS

Patti Wilson, Jennifer Lemmon, Lisa Gilmore, Jenny Rubert, Patty Swenor, Scott Horstman, Kelley Kohring, Vonetta Lawton, Dan Treadwell, Federal Aviation Administration – Office of Human Resource Management, Blue Cross/Blue Shield, Livingston Federal, Harris Corporation, SAIC, NATCA, NavCanada, SkyOne Federal Credit Union, Penn State

DESIGN

Patty Swenor

PHOTO

Cover Photo: Aviation Gender Summit, Cape Town, South Africa

The Watch, a benefit of membership in the Professional Women Controllers, Inc., is published quarterly. To become a member, go to www.pwcinc.org.

The materials and information included in this electronic newsletter are provided as a service to you and do not necessarily reflect endorsement by Professional Women Controllers, Inc. The PWC is not responsible for the accuracy of information provided from outside sources.

We encourage readers to pass the information along to colleagues and other interested parties, providing credit to this e-newsletter as the source and include information on how they can become a PWC member.

© 2015 Professional Women Controllers, Inc.

All rights reserved.

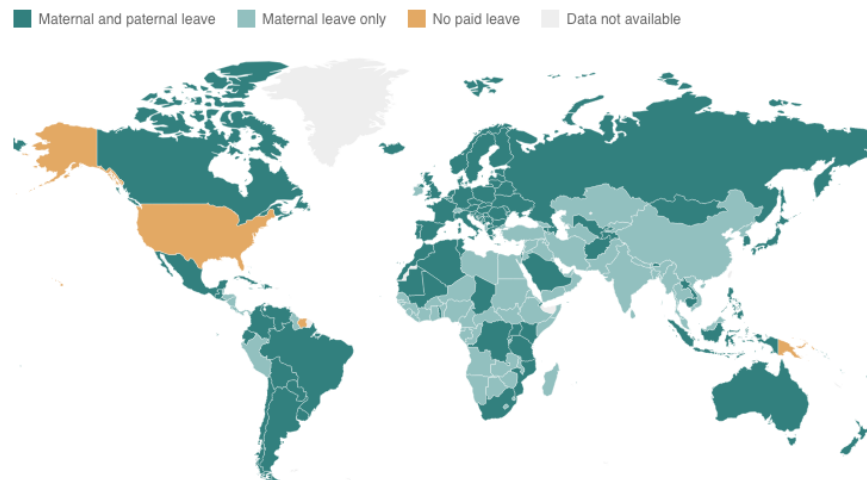


FROM THE PRESIDENT'S DESK

Patti Wilson, President, Professional Women Controllers, Inc.

Why does it seem like we are not willing to have the hard conversations? In March 2018, the FAA shared the updated number of female air traffic controllers in the FAA = 16.33%. More than a decade has passed, and we have not seen an increase in the hiring and retention of females in the agency. WHY? What are we doing/not doing? Because whatever it is, it is NOT working to increase nor retain the number of females in aviation. The attitude of success that says the FAA is successful in recruiting women in aviation, just because our percentage may be higher than other aviation fields, is not the view we need to have.

At our next conference, March 12-15, 2018, in Long Beach on the Queen Mary, we will have this conversation about (1) women in aviation, (2) how safe our work environment is, and (3) why the United States is one of three remaining countries that does not provide paid family leave. If we are serious about addressing this issue, we need to keep forcing this conversation to the forefront.



Source: [WORLD Policy Analysis Center at UCLA](#)
Credit: Alyson Hurt/NPR

From August 8-10, 2018, ICAO hosted the first Global Gender Aviation Summit in Cape Town, South Africa. PWC funded myself and our 2018 PWC Conference Co-chair, Vanessa Shinnors, to attend. A big shout out to NATCA for funding four controllers to attend. It was an amazing event, and there are two articles in this edition that provides highlights from the summit. We will also have more discussion on the Summit during the 2019 conference. The FAA did not support mine or Ms. Shinnors' request to attend this event. What does that mean? I honestly do not know, but it sends a very confusing message. However, DO NOT BE



DISCOURAGED, PWC will continue to fight the fight and have the conversation. The goal of the summit: by 2030, women will represent 50% of the aviation workforce. We have a long way to go!

Prior to the summit, I reached out to ICAO South Africa and asked about PWC hosting a social event in advance of the summit. I was put in touch with the International Aviation Women's Association (IAWA), and we partnered to host a mixer the night before the start of the summit. Check out our FB page to see some videos shot by Kendra Kincade (Elevate Aviation) and Vanessa Shinnars. The event was a huge success! Incredible women from around the world gathered together to focus on the same goals as PWC. We also met with South African air traffic control (ATC) members and Chief Executive Officer (CEO) THabani Mthiyane.



Women in Engineering (WomEng) called the Think Pink Hard Hat Project, which commenced March, 2017. The goal is to get young women to consider STEM careers and remove the daunting preconceptions of such careers.



One part of the summit I am excited to share with you is the outreach PWC was able to do while we were in South Africa. The South African Civil Aviation Authority invited about 60 girls (13-17 years old) from local schools to attend part of the summit, and then branch off to attend science, technology, engineering, and mathematics (STEM) events. The campaign is affiliated with the United Nations Educational, Scientific, and Cultural Organization (UNESCO) working jointly with the



Another community service project PWC did outside of the Summit was visiting a daycare. This is not your typical daycare. This daycare is run by a woman who saw a need to help keep young women in school. She is helping “babies having babies”. Young girls, between the ages of 14-18 who have children, typically drop out of school to raise their children. This woman started caring for 10 kids in her home, ages six and under; her daycare has grown to over 50 children being cared for with a pre-school- like curriculum and being fed. Many of these children do not have food at home, so on the weekends she sends home care packages, to ensure they have food. She does all of this through donations.

PWC was pleased to donate PWC bags, coloring books, and copies of the WATCH to the kids. On a personal level, we all donated \$\$ to the daycare, it was an amazing experience to see the smiling and excited faces of the children.



PWC Membership Corner Update

Jenny Rubert, PWC Membership Director

Welcome New Members

Rachel Priggemeier

Pamela Butler

Loren Arbogast

Alexandra Officer

Jricia Murray

Theresa Ford

Fugene Edwards

Alok Jain

Olivia Tomlinson



Please send me an email at pwcmembershipdirector@gmail.com if you did not receive the Watch summer 2018 edition at your home address or if you have any changes you would like updated in the database.

Have You Ever Considered a High Deductible Health Plan? – Part 1 of 4

By Scott Horstman, GEHA Manager,
Product Development

For many people, choosing a high deductible health plan (HDHP) can be a daunting and confusing decision. Just the name itself – high deductible health plan – gives an initial impression that the out-of-pocket amount is prohibitive. In this four-part series, I'm going to help show you the advantages of an HDHP.

A growing number of individuals are choosing HDHPs. Those who do are discovering their benefits extend beyond personal wellbeing and include financial wellbeing. Whether due to lack of familiarity or uncertainty as to how they work, overlooking an HDHP, especially when it includes plan provider contributions to a health savings account (HSA), often results in a missed opportunity.

An HSA is a tax-advantaged medical savings account that works in conjunction with an HDHP. Many Federal Employees Health Benefit (FEHB) plan providers will “pass through” a portion of the premium and contribute that to the participant's HSA. This contribution, in many cases, is the equivalent of reducing the participant's deductible by as much as 50 percent. Also, like any other FEHB

plan, HDHPs cover all preventative care at no cost to the member.

An HDHP is a way to get low-cost health care coverage and start building a savings toward future medical expenses. In many instances, money in an HSA can be invested and grow tax free. If you don't use the money in your HSA, don't worry. Those dollars are yours to keep, even if you leave federal employment.

Information shared in this article should not be taken as legal or tax advice, as HDHPs may not be the best choice for everyone. To help you determine if an HDHP is right for you, consult with a trusted tax or legal advisor and review IRS publications 502 (Medical and Dental Expenses) and 969 (Health Savings Accounts and Other Tax-Favored Health Plans).

About GEHA

GEHA (Government Employees Health Association, Inc.) is a not-for-profit association providing medical and dental plans to more than 1.8 million federal employees, retirees, and eligible dependents through the Federal Employees Health Benefits Program (FEHBP) and the Federal Employees Dental and Vision Insurance Program (FEDVIP). GEHA offers three medical plans, including a high deductible health plan and two dental plans. As one of the largest national medical and dental plan carriers,



**PARTNERING
TO DELIVER
NEXTGEN**

Harris Data Comm simplifies pilot and controller pre-departure and en route communications. Transitioning from voice to text increases comprehension and results in faster interaction for clearances and reroutes. It enables safer and more efficient air traffic operations.

HARRIS
TECHNOLOGY TO CONNECT,
INFORM AND PROTECT™

ers exclusively for federal employees, GEHA provides its members access to an impressive network of doctors, dentists, hospitals, and other providers. For more information, visit <https://geha.com/>

U.S. Department of Transportation (DOT) Education Fair

On August 1, 2018, the Departmental Office of Human Resource Management, the Office of Personnel Management, and several colleges and universities hosted a DOT Education Fair at the U.S. Department of Transportation Headquarters in Washington D.C. The event was aimed toward OPM's continued effort with colleges and universities to close skills gaps, increase federal employees' access to high-quality affordable educational resources, and to further develop and sustain the federal workforce. Svetlana "Lana" McCarthy, air traffic control specialist, Air Traffic Services, FAA Headquarters, attended the fair on behalf of PWC. Lana provided PWC materials and answered questions.

Dr. Christine Darden

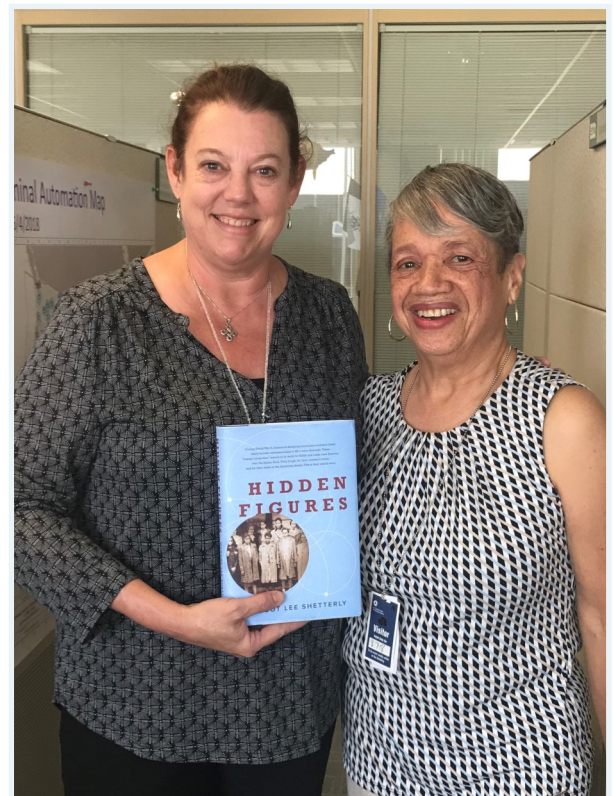
"Hidden Figures"

By Kelley Kohring, PWC, Eastern Regional Director



I recently had the privilege of meeting and spending some time with Dr. Christine Darden. Dr. Darden was a keynote speaker at the 2018 PWC conference in Washington D.C. Dr. Darden is one of the four women featured in the book *Hidden Figures*. The book follows the accounts of Dorothy Vaughan, Mary Jackson, Katherine Johnson, and Christine Darden, four African American women who participated in some of NASA's greatest successes. Dr. Darden is featured in the book, but she did not make it into the movie, which in no way diminishes the crucial role she played at NASA. Dr. Darden delivered 30 personally signed

books for PWC. My co-workers and I were treated to personal accounts and stories from Dr. Darden. We all learned something and were grateful for time we had with her. A very heartfelt thank you to Dr. Darden.





Learn – Grow – Belong
Reaching New Horizons Together
Professional Women Controllers, Inc
41st Annual Training Conference
Queen Mary
Long Beach, CA
March 12-15, 2019

The Queen Mary features some of the grandest, most intricate and beautiful interior designs ever aboard an ocean liner. Influenced by the Art Deco movement of the 1920s and 30s, the interior design includes strong curves and geometric forms representing elegance, glamour, function and modernity.



Make your reservation today!

877-342-0742

www.queenmary.com

Code: PWC0319

PWC Goes Pink 2018

PWC is happy to announce another year of “PWC Goes Pink”. This year, we will be selling sweatpants in black and pink. The pink pants have the option of either black or white lettering on them. The price is \$30 per pair which includes a \$5 donation to the breast cancer foundation, including shipping. PWC is excited to continue this program for our 4th year and we Thank You for your help in supporting this cause.



Live from Riyadh, Saudi Arabia

By Patty Swenor, WATCH Editor

The second of the two Islamic holidays, Eid al-Adha, was celebrated in August. This holiday honors the willingness of Abraham to sacrifice his son Isaac. During the celebration, Eid al-Adha prayers are offered at mosques. Men, women, and children dress in their finest cloths to perform Eid prayer. After conclusion of prayer, Muslims embrace each other, exchange greetings, give gifts, and visit with one another. Women cook special treats to be shared with guests.

Eid al-Adha is also a time when meat is distributed among the people. Those who can afford it sacrifice their best animals (cow, camel, goat, sheep) as a symbol of Abraham’s willingness to sacrifice his only son.

JOIN NOW! PROFESSIONAL WOMEN CONTROLLERS, INC. MEMBERSHIP APPLICATION

New Member
Renewal-Membership: #

PLEASE FILL IN ALL INFORMATION:

Name
Address

City/State/Zip
Phoe (H)
(M)
Region/Facility
Facility Address (if not FAA)
Position Title
Email

Month Day of Birth
Recruited by

Request Dues Withholding Form
(also available at www.pwcinc.org)

CATEGORIES OF MEMBERSHIP

Active - ATCS employed by an ATC
service provider \$312

Associate - Non-air traffic control
specialists \$156

Corporate - Organizations or
corporations \$400

Student - Must meet enrollment
criteria \$30

Alumnus - Retired ATCS \$75

FORM OF PAYMENT

Master Card

Visa

Check (payable to PWC, Inc.)

Account number

Expiration Date

Cardholder's Name (Print)

Billing Address

Authorized Signature

(Sign as name appears on card)

Join Today!

Join at www.Pwcinc.org OR email
to a BOD member OR info@pwcinc.org

PWC Thanks its Corporate Sponsors

Diamond



Platinum



Gold



Silver



Bronze



Ingenuity Is Cleared for Takeoff.

SAIC is hiring qualified ATC Training Personnel.
To apply for these and other controller training
jobs, visit saic.com/ctc.



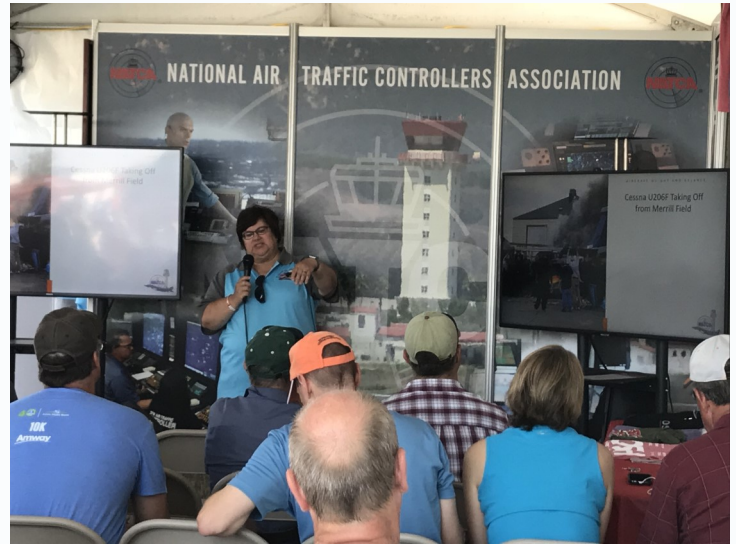
SAIC - A PwC Company

SAIC - A PwC Company

NATCA and OshKosh AirVenture

NATCA aviation safety professionals enjoyed the most successful outreach ever at this summer's Experimental Aircraft Association AirVenture Oshkosh 2018 fly-in event in Wisconsin. NATCA's expanded booth next to the control tower drew overflow crowds for briefings throughout the day. NATCA member volunteers from around the country welcomed and interacted with aviators and visitors, and NATCA members worked at the overwhelmingly popular KidVenture to help introduce the profession of ATC to the next generation.

Every year, air traffic controllers from across the country volunteer, give briefings, and work traffic at Oshkosh. The events this year began on July 22, and continued through July 31.



NATCA Aerospace Engineer Della Swartz (ANC) led NATCA's first Aircraft Certification presentation at [#OSH18](#), with dozens of attendees present to hear about "Know before you go: Aircraft weight and balance."



NATCA members Andy Marosvari (Boise Tower, BOI) and Kerri Phillips (Fort Worth Center, ZFW) presented on the first day of [#OSH18](#) on "ATC and you: VFR flight following services for everyone."



More than 135 people attended NATCA's first presentation during the second day of [#OSH18](#), where Ryan Herrick (Minneapolis TRACON, M98) and Richard Kennington (Portland ATCT, PDX) talked about "How to Speak to ATC."





NATCA member Zoe Robert's (Indianapolis Center, ZID) guided visitors through air traffic control problems on the simulators at the EAA Mobile Marketing Unit at #OSH18 this week.



Every day throughout the week of #OSH18 NATCA members volunteering at KidVenture greeted record numbers of young aviation enthusiasts and taught them about air traffic control and the National Airspace System.

Oshkosh Controller, Kim Cloutier

By Patty Swenor, WATCH Editor

In 1985, Kim started her FAA air traffic control (ATC) career at Minneapolis ARTCC. After initial training, she went to Rochester Flight Service Station (FSS), then to Princeton FSS in 1988 where she remained for 10 years. Kim finished the next 20 years at Crystal Air Traffic Control Tower (ATCT).

Kim learned about PWC when she was in FSS. Some women from PWC held a recruitment activity at Minneapolis ATCT and talked about the “boys club” and the challenges faced by women in ATC. Lisa Kurtz was a sup at Princeton; Gwen Godfrey was also at Princeton. Kim served on the 1997 PWC Conference committee for the conference held in Minneapolis, MN.

Kim was one of those lucky controllers who worked the Oshkosh AirVenture three years in a row. She always thought it would be fun, but her family was usually on vacation during the Fly-in. The first time there, Kim remembers an accident that occurred on the runway. Oshkosh was everything she expected it to be, but she



Every day throughout the week of #OSH18 NATCA members volunteering at KidVenture greeted record numbers of young aviation enthusiasts and taught them about air traffic control and the National Airspace System.



never felt she was up to the challenge of working a super-busy ATC event.

In addition to Kim, there were 16-18 teams of four who worked the event: the tower, two fly-bys (itinerate mobile (IM), and fly-by by the runway where you manage departures on the 18/36 parallel and an east/west runway; they also turn one of the taxiways into a runway), FISK (VFR approach control), Fondulac (FND)- a VFR airport that becomes a tower during Oshkosh. All flights bound for the event came in over the RR tracks, then they would identify the planes by having them rock their wings and bring them in over the runway. Comradery was important as was working well with others in managing the event safely; it was more a meeting of peers rather than a hierarchy. There are mishaps of some sort every day, most minor.

There are four positions and three shifts in the ATCT; most end up with one overtime shift during the 10-day event. You work the ATCT two to three times. ATCs working the Oshkosh event stay at the Best Western, then travel to/from the airport with the team. You're basically a rookie for the first year, then you become a "limited" your second and third year; the fourth year, you're considered a "team lead". You have one day of training, then you're checked out. They need team leads, as most of are retiring soon.

The first year after an accident, they pulled everyone off position for the

rest of the day. They continued watching the flights from the runway, which was really cool. To work Oshkosh, they look for those who want to return year after year. For those who were only there a short time, it seemed there was little action and no real opportunity to learn. You have to be really connected with the Oshkosh scene. They always need people, especially with the number of retirements. An Oshkosh bid comes out the beginning of January (just for the Central service area) but is often extended to the Eastern service area, depending on the number of bidders. Once you're a veteran, it seems you're often selected to work Sun-N-Fun as well.

Some individuals want to work Oshkosh just to say they did it, but Oshkosh is looking for those who are interested in doing it year after year for a long time. It's kind of like joining a family. Everyone has your back. You see a lot of airplanes. The team wears a pink shirt and hat. The level of respect is amazing. You hear thank you a lot. It's kind of a weird feeling; you're very appreciated. The pilots especially appreciate you.

If Kim had not retired, she would do it again. You have an all access pass to the air show, so you can spend all your days off watching the show. You see a lot of unusual aircraft, every kind imaginable. They play as hard as they work, after hours. Everyone just becomes family, almost rituals like dining at the same restaurant. A lot of ATCs bring

their kids and families too. You hear old-timer stories. It's like PWC; Kim wishes she had done more in her career.

[Penn State GIS/GEOINT Program](#)

Learn the latest in web mapping, remote sensing/unmanned aerial vehicles, location intelligence, spatial analytics, and more. Penn State's online graduate degrees and certificates in geographic information system (GIS), geospatial intelligence (GEOINT), and Homeland Security contain 30+ online courses integrating the latest innovations to ensure you gain a relevant skill set that can be put to work immediately across a range of commercial and open source platforms.

We continually update our curriculum with emerging topics like remote sensing and open web mapping to ensure you gain a relevant skillset that can be applied immediately in the workplace; we can help you work at the forefront of the geospatial industry.

Penn State's online geospatial education program has been a trusted leader in online education since 1998. More than 6,000 GIS and GEOINT professionals have turned to us to help them advance their career.

Federal employees are eligible for a 5% tuition reduction on Penn State World Campus online programs. Visit worldcampus.psu.edu/fed-gov for details.



THIS IS THE FOREFRONT OF AIR TRAFFIC CONTROL.



Technology developed on an open architecture. Flight data exchange automated and more intuitive. Controller workstations optimized for efficiency and safety. All of this is possible with NAVCANatm air traffic management solutions.

NAVCANsuite tower-automation products provide fast and reliable access to critical airport, tower and terminal control information, configurable to your operation. Integrated flight, surveillance, weather and airport data is accessible at the touch of a finger, making improved safety and efficiency well within your reach.

Experience the evolution of air traffic management with a system that controllers and airport operators trust. A system that puts you at the forefront of air traffic control.

www.NAVCANatm.ca



NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION, AFL-CIO • NATCA.ORG

KEEPING OUR SKIES SAFE



EVERY DAY.



Time Is Now

By Lisa Gilmore

How do we close the gender gap that exists in the aviation community?

This was the overarching subject of the first Global Aviation Gender Summit hosted by the South African Civil Aviation Authority. Women and men from across the globe gathered in a conference room in Cape Town, South Africa. Over three days, panelists addressed a variety of subjects, including why gender inequality exists in the aviation community, why it is important and valuable to have gender equality in the workplace, unconscious bias in the workplace, work-life balance, maternity and paternity leave, cultural stereotypes acting as barriers and how to overcome them, and STEM and the importance of outreach to young girls. The conference concluded by having panelists commit to the United Nations “2030 Agenda for Sustainable Development” goal of achieving a gender-equal aviation community by 2030.

The conference attendees were primarily women, and though it was inspiring to see so many professional women in the global aviation community working toward making a difference, if we are to truly create positive and lasting change, we need more men to join us in our efforts to create gender equality in our community.



What are the values of a gender diverse workplace?

Gender equality in the workplace is not only ‘fair’ and ‘the right thing to do,’ but it is also linked to an improved and more productive workforce. The panelists summarized that men and women are equally skilled, but different in how each gender goes about achieving results, and that diversity in opinions and ways of thinking are essential to promote a successful and ever-evolving workplace. The panelists also cited research that shows diversity increases an organization's productivity, especially diversity in upper management. The female dominated audience enthusiastically nodded their heads in agreement to this panel; however, this isn't helping get the word out to create actionable change. If we want to make our aviation community more inclusive to women, these discussions need to be conducted with the majority - the men in the aviation community. In the FAA, **16.3% of air traffic controllers are women**; we need to band together and reach the

83.7% of men that we work with. Men are an integral part of writing a new narrative for women in aviation. We need our male co-workers to believe in closing the gap that exists in the aviation community and firmly committing to promoting women in aviation. We need to let the men that we work with know why it is valuable to bring more women into the workplace and the importance of creating a more diverse workplace. We all chuckled at the irony, but being outnumbered, or the sole female is something we all experience on a near daily basis; we've gotten used to it. It is uncomfortable to feel singled out for being different; and in a group of women, some men may feel uncomfortable. Some men may think the gender gap doesn't exist at all, and if anything, women are getting an unfair advantage when it comes to jobs and opportunities. This can lead to hostility; however, statistics prove that the gender gap and inequality in the workplace is real, and research shows that gender equality is valuable.

Here are some interesting statistics I learned: the US ranks 102nd in terms of female representation in our national legislature [1], women currently hold 5% of CEO positions at S&P 500 companies [2], women are 22.7% of law partners [3], and 16.3% of FAA air traffic controllers are wom-

en [4]. This is all despite the fact that women have been earning the same number of college degrees as men for more than three decades and now earn more than half [5]. To make matters worse, research shows that women's views are discounted until they make up a third of almost any given group [6]. As a result, an organization named, "the 30% club" has formed and encourages companies to strive for a minimum of 30% female representation.



lishing a time table and measurable outcome towards the goal. Gender equality is a worthy outcome for everyone in order to improve workplace creativity, productivity, and work-life balance for every person - regardless of gender.



Although the UN's goal of 50/50 gender equality by 2030 is lofty, it is too important not to fight for; however, we need everyone in our workforce to work towards this goal - especially the 83.7% of men air traffic controllers [7]. A formula for success begins with education and discussions with everyone in our workplace, and estab-

Citations

- [1] Women in National Parliaments. (2018, June 1). Retrieved from <http://archive.ipu.org/wmn-e/classif.htm>
- [2] Women CEOs of the S&P 500. (2018, August 6). Retrieve from <https://www.catalyst.org/knowledge/women-ceos-sp-500>
- [3] 2017 Report on Diversity in U.S. Law Firms. National Association for Law Placement (2017, December 15). <https://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf>

[4] FAA Facts and Figures: Women's History Month. (2018, March). FPPS Datamart, AHP-100, FY 2018 Q1, U.S. Census Bureau.

[5] National Center for Education Statistics. (2017, February). https://nces.ed.gov/programs/digest/d16/tables/dt16_303.70.asp

[6] 30% Club Growth Through Diversity. (2015). <https://30percentclub.org/>

[7] UN Women. About Step It Up. (2015). <http://www.unwomen.org/en/get-involved/step-it-up/about>

[8] Bourke, J. (2016). Which two heads are better than one?: How diverse teams create breakthrough ideas and make smarter decisions.

Washington Mystics Game

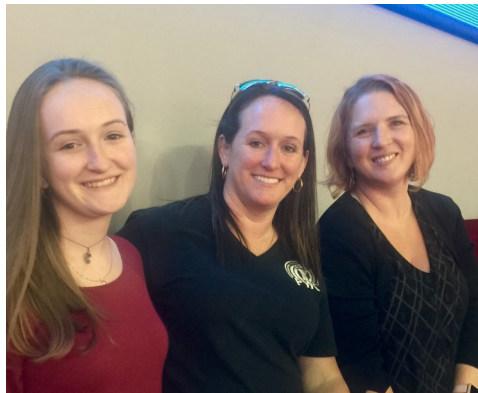
By Kelley Kohring, PWC, Eastern Regional Director

On Sunday, August 12th, 2018, PWC hosted several young ladies from the area at the last home game of the Washington Mystics Professional Women's Basketball Team. This was the second year PWC was able to hold this event at the Capital One Arena in Washington D.C. This year, as well as last year, the National Air Traffic Controllers Association (NATCA) generously provided the tickets to a suite at the arena to host this



event. It was a great opportunity to get together with young ladies who are interested in aviation and have some fun. The Mystics won the game and moved on to the playoffs. A very special thank you to NATCA Vice-President, Trish Gilbert, and NATCA for the generous gift. It is imperative we take these opportunities to meet with young ladies to discuss air traffic control jobs, if we want to see the numbers of women in the career

field grow. Thanks to Jenn Lemmon, PWC Vice-President, Jamie Feger, PWC Educational Career Development who attended the game.



Introducing our newest Regional Directors to PWC

PWC would like to introduce Samirah Abdelfattah as Southwest Regional Director.



Samirah began her career in the FAA as a Certified Professional Controller at Grand Canyon National Park Airport (GCN) in 2010. She transferred to Santa Monica Municipal Airport (SMO) where she was a member of numerous Collaborative Work Groups, served as a National Integrated Safety Training Facilitator, served as FACREP, and embraced her role as a very active OJTI. Samirah received Honorable Mention at the Archie League Medal of Safety Award Ceremony in March 2016. She attended her first PWC Conference in 2013 and was so moved by the camaraderie, content, and energy of the conference that she jumped into actively participating in the PWC Conference Planning Committee for the next three years. In 2016, she was asked to emcee for the 2017 PWC Conference in Portland, Maine. Samirah is currently a certified Traffic Management Coordinator and Military Operations Specialist at Albuquerque ARTCC. She holds an ATP with B737 and BE1900 Type Ratings, Gold Seal CFI, CFII, and MEI. Samirah plans to facilitate, through outreach and engagement, an increase in active PWC membership throughout the Southwest Region.

PWC would like to introduce Vonetta Lawton as Southern Regional Director.



Vonetta is from Warner Robins, GA, an Air Force town. She graduated from Fort Valley State University with a Political Science degree. She put in for the public announcement for Air Traffic Controllers and was hired I went out to Oklahoma City in 2010 for training. After Oklahoma City, she began work at Atlanta Center. She is a Certified Professional Controller at Atlanta Center, and she has a 14-year-old daughter, Olivia, who just started high school.

So why did Vonetta join PWC.....? She had a friend at the Center who was a member and told her about it. Two things stood out in that discussion.... it is a women's organization (Vonetta definitely wanted to support that) and the dues were less than any other organization she was a member of. Vonetta wanted to know how she could sign up, She became a member in 2013.

In 2017, Vonetta went to her first PWC conference in Portland, Maine. She took her daughter (who was being home schooled at the time). They (her too) loved it.

Everyone was so helpful and friendly.... it was more personal than some of the other conferences she had gone to. At one of the events, they met some retired women who used to bring their kids to the conferences back in the day. They talked to us about their time as controllers and raising kids with the schedule we work. After the conference, Vonetta wanted to get involved, so she volunteered to be on the 2018 conference committee which was in the Washington D.C., area. She didn't have a big role, but everyone had a part to play. Everyone had a role in making the conference complete. Vonetta enjoyed being on the conference committee and the sense of accomplishment she felt when the conference was finished and successful. Also, at this conference, she happened to become Southern Regional Director, which she is excited about.

As the Southern Regional Director, Vonetta wants to educate the youth about Aviation careers. She wants to get more young and teenage girls and women interested in and applying for Aviation jobs within the FAA. She would also like to build membership within the Southern Region so maybe some of those facilities that only have one member can maybe gain another. She would like to bring the members together. You never know what meeting some-

one and networking with them can do. Sometimes all you need is an opportunity to meet someone new. Whether you are comfortable just knowing you are a member or you want to be more involved (because we can't do it by ourselves), you never know what type of positive impact you, as a member, can have on the organization as a whole.

Thank you, Southern Region, for having me, and if you need something you think I can help you with don't hesitate to contact me.

Vonetta, PWC Southern Regional
Director

Tech Innovations in Health Insurance Drive Accessible, Flexible Services for Federal Employees

Provided by BlueCross/BlueShield

While health insurance has a reputation for being complicated and cumbersome, ***digital innovations in the industry are making it easier than ever to manage health and improve quality of life.*** Just as many industries – transportation, hospitality, retail – are transforming their services to be more agile and convenient in response to consumer habits; the health insurance industry is adopting new technologies to make healthcare more accessible and beneficial to federal

employees.

To get the most out of their healthcare, federal employees should look for these types of innovative services when choosing their next health plan:

Telehealth Services

Scheduling time for a doctor's office visit can be difficult with busy work schedules – that's why some health insurance companies are making it more convenient than ever to receive care. Providers are offering teleconsultations to treat minor injuries or illnesses such as colds, the flu, allergies, rashes, pink eye, and bronchitis, among other ailments. With wait times as short as 10 minutes, members can use audio or video chat to consult with a U.S.-licensed healthcare professional around the clock. These healthcare professionals can provide medical advice, treatment options and referrals when necessary. Teleconsultations often cost less than a traditional doctor's visit and can also provide piece of mind for federal employees who spend time overseas or travel often in their role.

Fitness Trackers

In addition to providing coverage of healthcare services, forward-

thinking health insurance companies are empowering members to embrace improved lifestyles and rewarding members for reaching different health milestones. Some providers are now offering ways for members to sync data from their personal fitness trackers to their online health insurance accounts, as a way to monitor health goals and earn rewards. Syncing the information can help members keep track of physical activity and metrics such as body fat, blood pressure, calories burned, and weight loss. Members can then set health objectives and log their progress on their health insurance account – receiving monetary benefits when they reach their goals.

Financial Dashboards

A visit to the doctor should never result in surprising financial burdens. To help members have a better understanding of healthcare costs and easily access spending information in real time, health insurance providers are offering financial dashboards that enable members to see all financial data in one place – highlighting areas for cost savings. Members can easily see their deductibles, out-of-pocket costs, remaining covered provider visits, medical claims,

pharmacy claims, and year-to-date summaries all in one place.

Provider Accessibility

Finding a doctor or healthcare facility within network should be transparent. Some companies are now creating online directories that allow members to easily find doctors in their plan, urgent care centers, hospital facilities and in-network pharmacies. In addition, members can use these directories to find procedure cost estimates. Some of

these directories also offer 24/7 nurse lines to help members decide on the best place for care and to receive health advice.

Mobile Applications

While many health plans have a mobile application to manage account services, some apps provide more value than others. New apps go beyond just accessing accounts, allowing members to find providers on the go, call help lines easily, and quickly see updates to benefits.



**FEARLESS IS SUCCESS
ON YOUR OWN TERMS.**



www.fepblue.org

With more healthy benefits, smart online tools and incentives,

With an exceptional app, members can view visit limits, access and share their member ID, and stay updated on how close they are to meeting annual deductibles or out-of-pocket maximums.

Get the Most Health Insurance Has to Offer

When it comes to public service, federal employees need to feel their best to perform their best. Blue Cross Blue Shield is the health provider at the forefront of innovations in the field – offering members exceptional services, broadened access, and flexible plans to meet the needs of each individual. The Blue Cross and Blue Shield Service Benefit Plan is tailored specifically to the busy lifestyles of government employees and empowers federal workers to get the most out of their coverage. To learn more about this program, click here. <https://www.fepblue.org/>

Barbara "BJ" Smith receives the Women In Aerospace Awards - Leadership Award

As many know from past conferences, BJ has inspired all of us with her words of wisdom and leadership. Congratulations BJ!

The 33rd Women in Aerospace Awards honors five exceptional women including lifetime achievement winner, former Secretary of the Air Force, Deborah Lee James. Washington, D.C. - Women in Aerospace (WIA), a leading professional organization dedicated to expanding women's opportunities for leadership, education and visibility in the aerospace community, is proud to honor five remarkable women for their contributions to the aerospace industry and to the advancement of women in the field. These women will be honored at the 33rd Annual WIA Awards Dinner and Ceremony with a reception and dinner to be held on Thursday, November 1, 2018 at the Ritz Carlton Pentagon City Hotel in Arlington, VA.

The WIA Awards celebrate women's professional excellence in aerospace, annually recognizing female leaders who have made outstanding contributions to the aerospace community.

The 2018 Women in Aerospace Award Recipients:

ACHIEVEMENT AWARD

Dr. Jessica Koehne, NASA, Moffett Field, CA, for her work developing nano-bio sensors for space appli-

cations and mentoring next generation scientists and engineers.

AEROSPACE AWARENESS AWARD

Dr. Sandra H. Magnus, Arlington, TX, in recognition of her work raising awareness of STEM and aerospace to diverse, global audiences, and engaging students in aerospace to grow the next generation workforce.

INITIATIVE, INSPIRATION, IMPACT AWARD

Dr. Natalya Bailey, Accion Systems, Boston, MA, for her work in developing innovative, propulsion technology and her passion for being an advocate and mentor for youth in STEM education.

LEADERSHIP AWARD



Barbara J. BJ Smith, SAIC, Oklahoma City, OK, is recognized for her excellence at FAA as a pioneer in her field and as a mentor and leader for women in Air Traffic Control.

LIFETIME ACHIEVEMENT AWARD:

The Honorable Deborah Lee

James, 23rd Secretary of the Air Force, Dunn Loring, VA, in recognition of her significant contributions to aerospace during her 36 year career and for her lifelong commitment to the advancement of women in aerospace.

Shelli Brunswick, Chair of Women in Aerospace, said: "Candidates for these awards are nominated by a peer and undergo vigorous vetting. This year, over 65 women were nominated across the award categories. Each of these women serve as an inspiration to our community and this year we are deeply honored to recognize the Honorable Deborah Lee James with our most

prestigious Lifetime Achievement Award. As a pioneer and role model for women, James has broken gender barriers throughout her illustrious career while dedicating her entire life to the defense and aerospace community of the United States."

Reprinted with permission from SAIC.

PWC National Mentor Program

The PWC National Mentor Program for the 2019 session, which will start in December (introductory meetings) and run for approximately six months.

The FAA Office of Communications will begin to be broadcast message for the 2019 session of the PWC National Mentor Program on Monday September 17, 2018. Be on the lookout for it!!

The structured program allows mentees and mentors to learn about themselves and the FAA including:

- ➔ Mentee-mentor relationships that offers a mirror for insight and assistance with personal and professional paths
- ➔ Activities that develop and/or improve competencies, skills and abilities of program partici-

Your life cruises along 24/7.

So should your banking.

We understand your life doesn't fit neatly into 9 to 5 banking hours. That's why SkyOne has the tools to make managing your money easy— whenever, wherever.

Your SkyOne Toolbox



Free Checking



Visa® Credit Cards



iSky Mobile

- Mobile Bill Pay
- Mobile Deposit
- P2P (Pay to Person)

Available on the App Store | 



Auto Loans



Home Loans



800.421.7111 | www.SkyOne.org
Proud supporter of PWC

Become a member, visit www.SkyOne.org/join



Your savings are federally insured to at least \$250,000 and backed by the full faith and credit of the United States Government.



[/SkyOne.org](https://www.facebook.com/SkyOne.org)



[/SkyOneFCU](https://twitter.com/SkyOneFCU)

- pants
- Awareness of career planning processes and tools for implementing a meaningful goal-oriented career development plan
- Cross-organizational information and a support network that increases the opportunity for insight, learning and growth
- Better understanding of the FAA, its organizational structure and the agency culture

The duration of the program is approximately six months. All the training events will be held at the FAA headquarter buildings. The Lunch and Learns will be scheduled during lunch hour (12: pm – 1:00 pm on a Wednesday and/or a Thursday). Group Projects or facility tours may be half to full days. The date, time, and location for the first event – a Meet and Greet is still to be determined.

Lunch and learn topics may include:

- Personal goals and decision making
- Everyday plain language
- Individual Development Plan (IDP) training
- FAA organizational structure

- Resume building
- Effective presentations
- Leadership skills
- Diversity and inclusion

Group projects may include the following tours:

- Reagan National Air Traffic Control Tower (DCA)
- Atlantic City (ACY) Tech Center
- Air Traffic Control System Command Center
- Potomac TRACON
- Washington Operations Center (WOC)
- Transportation hearings on Capitol Hill
- College Park Air Park

Whether your career plans are to move forward or to grow where you are, you will find valuable training and networking opportunities as a participant in the PWC National Mentor Program!

Applications will be accepted for mentors and mentees through October 19.

Retirement: What's Your Plan?

You've reached retirement, and now it's time to enjoy the next chapter of your life. But should unforeseen circumstances arise—such as the possible need for long term care—do you have a plan to help ensure your hard-earned savings are protected?

Including the Federal Long Term Care Insurance Program (FLTCIP)—designed specifically for the federal family—as part of your retirement plan can help safeguard your savings and assets should you ever need long term care.

Note: Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage. You need to apply to find out if you qualify for coverage under the FLTCIP.

Start Planning Today
1-800-LTC-FEDS
 (1-800-582-3337)
 TTY 1-800-843-3557
LTCFEDS.com

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, insured by John Hancock Life & Health Insurance Company, and administered by Long Term Care Partners, LLC.



FLTCIP8092



Get the Most Out of Your Work Life Program

Sometimes, amidst your busy life, a real stumper of an issue arises, and you don't know where to turn for fast, reliable help. Perhaps you need to quickly arrange for out-of-home care for a senior relative. Or maybe you've been the victim of identity theft, and you need expert help right away. Or, you've been feeling overwhelmed by stress lately.

The FAA Office of Human Resource Management (AHR) supports its workforce, at every stage of life, through the work of its WorkLife Branch and partnership with Magellan. The FAA WorkLife Solutions Program, under Magellan, offers many resources and services 24/7 to help you and your family with these situations and more. Call the program at 1-800-234-1327, TTY Users: 1-800-456-4006, or log on to www.MagellanHealth.com/Member to begin accessing these services today.

[Here is a quick overview of the many services you can tap into whenever you need them, 24/7, to help you strike a balance between working and everything else in your life.](#)

Employee Assistance Program (EAP) services focus on assessment and referral. Our EAP is a confidential counseling and referral service that can help you and your family members deal with many of life's challeng-

ing problems. Like the other services described on this page, EAP services are available to you at no cost, including up to eight counseling sessions. Skilled, licensed counselors are available by phone or in-person to discuss issues with you such as stress, anxiety, depression, relationship problems, job or work issues, stress, parenting, alcohol and drug use, and much more.

Work-life services provide practical solutions at all stages of life. The FAA's program offers top-quality resources to help balance your busy work schedule and personal life. You can get prompt, professional help and qualified (pre-screened) referrals for services including prenatal care, adoption, child care, education resources, retirement planning, senior care, and relocation.

Concierge Services. Planning a move? Searching for a good doctor? Need to replace your furnace? Want discount tickets for the amusement park you plan to visit during vacation? Need an affordable gym membership? Concierge services provides assistance with many of the items on your to do list that can cause stress and worry or take up your valuable time. Concierge specialists will help assess your needs and research options available based on your requirements. A specialist can make reservations or schedule appointments.

Geriatric Care Management Services

Life can be challenging, especially if you have a loved one who may need a new level of care. Through the Geriatric care management services you are offered resources including an in-person assessment from a care management professional who will review the current living situation and make a professional recommendation to help you and your family.

Get expert consultation on **legal and financial issues**. Since a legal or financial issue can cause you sleepless nights, you can obtain free, no-cost initial consultations (60 minutes) with experts. For legal issues, you can consult by phone or in-person with a local attorney on issues, such as family law, estate law, and bankruptcy. If you need additional help, you can retain an attorney from the program at a discounted rate. You can also arrange free phone consultations with certified financial counselors on issues like budgeting, debt consolidation, consumer credit, retirement, saving for college, and tax matters. If needed, you can also consult with highly-trained fraud resolution specialists who will guide you through a fraud-related emergency.

CaféWell. Through your health and wellness platform, CaféWell, we are radically changing how you can become engaged in maximizing your health. Our solution offers a new ap-

proach to your well-being, giving you daily personal goals and the support of social networking to help you live a happier, healthy life. With interactive online tools and mobile engagement, we make it easy for you to incorporate healthy habits into your busy lives

LifeMart® saves you money. The LifeMart Discount Center offers you discounts on over four million products and services, such as computers and electronics, travel, car rentals, hotels, theme parks, shopping, restaurants, movie tickets, fitness centers, and new cars.

Nursing Mothers Program

The FAA Nursing Mothers Program (NMP) enhances the quality of work life balance for employees who are nursing, while allowing them to remain productive in their jobs. This program is open to FAA employees, contractors, and visitors to FAA facilities.

We care about the health and well-being of all of our employees and recognize new mothers who want to continue to nurse (or to use a breast pump), after they return to work, need to do so in a safe, secure, comfortable, and clean environment.

For more information on the FAA WorkLife Programs, visit https://my.faa.gov/employee_services/benefits/worklife.html

Child Care Centers

The Federal Aviation Administration – Office of Human Resource Management established child care programs as a part of its mission to the National Airspace System and its employees by providing an essential component of a quality work environment – on site child care services.

Nationwide, we currently have 16 high-quality child development centers designed to meet employees' needs. All of the child care programs are licensed by their respective state. Additionally, our programs are accredited through the National Association for the Education of Young Children (NAEYC).

Child Care Subsidy Policy

As a part of the Office of Human Resource Management's efforts to provide a quality Total Rewards Program, the Child Care Subsidy Policy was revised in August 2017. Under the revised child care subsidy policy, the maximum household income cap for subsidy eligibility has increased from \$72,000 to \$85,000. The subsidy pays 30% to 70% of qualified day care costs for eligible families. Now, more FAA families have access to this benefit and will have assistance to obtain quality child care. For additional information, please contact Martina Shipman, National Child Care Program Manager at 202-267-7995.

Watch for the latest announcements and events on the FAA AHR WorkLife Wednesday Broadcast.

PRO WATCHERS Professional Women Air Traffic Controllers Helping Enable Realizing STEM

By Dan Treadwell, FAA Communications Services Subteam Telecommunications Logistics Manager

It was heartening to participate in the celebration of PWC's 40th anniversary celebration at the PWC Conference in Alexandria in April 2018. I was sitting at a table with mostly folks from Canada. This should be the beginning of many such inter-

changes as PWC expands internationally. The other big change to the organization is an increased awareness of the science, technology, engineering, and mathematics (STEM) initiative. Besides promoting STEM, there are also opportunities in mentoring and recruiting that offer opportunities for sharing your corporate knowledge and helping out those who are just starting out in their careers, or needing encouragement and advice.

STEM AVSED

The FAA's STEM Aviation and Space Education (AVSED) Program has been an integral part of the agency's outreach program for decades. President Gerald Ford formally established the program under Public Law 353, the Airport and Airway Development Act.

The Airport and Airway Development Act authorizes FAA employees to:

- Support the nation's education goals
- Acquaint students with aviation and aerospace careers
- Promote the critical skills and competencies required in accomplishing the Agency's mission
- Enhance the Agency's image as a responsive federal partner.

Why STEM Matters

To maintain our country's global leadership in aviation, as well as in other disciplines, today's students must advance their skills in STEM. It is essential to the employment of future generations, and it is the key to a strong economic future. That is why the FAA is committed to education outreach through our STEM

AVSED Program. With support from our employees and program partners, we can help prepare and inspire the next generation of skilled professionals for the aviation/aerospace communities.

So, what can individual PWC members do to support STEM? Setting an example by what you have accomplished so far is a great start. Taking it a step further, getting involved in STEM AVSED, mentoring, and/or recruiting are all great ways to help promote STEM.

The **MyFAA website** has a site with information on the STEM AVSED program; https://my.faa.gov/tools_resources/training_learning/stem-avsed.html

There are STEM AVSED Training Courses in eLMS:

- FAA30202494, STEM AVSED: General Awareness, ¾ Hr., Online
- FAA30202495, STEM AVSED: General Awareness for Supervisors, ¾ Hr., Online
- FAA30202493, STEM AVSED Outreach Representative, 1 Hr., Online

To participate in STEM AVSED, an employee must have supervisor approval and must complete the STEM AVSED outreach representative module available in eLMS. Regardless of the commitment level, it is important to understand that FAA employees who engage in STEM AVSED activities act as official representatives of the agency.

MENTORING

PWC sponsors a six-month mentoring program, which is primarily for Head-

quarters employees. It helps build leadership competence within the FAA workforce, supports professional development, and promotes continuous learning*.

Mentees are paired with an experienced mentor who helps the mentee on their journey in the six-month program. But, the experience is definitely not one-sided, because the mentors also gain experience and expand their knowledge base and network along with the mentees. Mentoring is in, and of itself, an enlightening experience, and the program thus contributes to the FAA's workforce of the future, workplace evolution, and succession planning initiatives.

The PWC mentoring program agenda helps the mentees gain confidence and explore career options. Organizational structure is included, along with exposure to other elements of the agency, which helps provide cross-pollination and growth. The mentees are encouraged to expand their horizons, while exploring options for enhancing their careers. All in all, the PWC mentoring program is quite an enriching experience and at a minimal expenditure of resources.

The 2018 PWC Mentor Program was again led by Lynette Jamison (for the 13th Year!), and had 23 mentees and mentors. It included presentations on individual development plans (IDPs), agency history, accident investigation, effective presentations, problem solving, personal branding, communication strategies, resume writing, interview skills, managing up, emotional intelligence, and government and industry affairs. The mentees are required to provide an "icebreaker speech", which provides them with an opportunity to practice public speaking, thus gaining confi-

dence and skills useful to their work. The mentees also were required to conduct an informational interview with an FAA leader or subject matter expert in a particular topic area, and participated in a field trip to the William J. Hughes Technical Center, the FAA Command Center, or the National Transportation Safety Board.

The PWC mentor program also included discussion of options to further one's career; e.g., obtaining one or more acquisition career certifications, participating in a leadership program such as the program for emerging leaders, going on a detail in another office, participating in an employee association etc. The program introduces people to each other across lines of business, which helps break down barriers and helps foster intra-agency relationships. Graduates of the program are also better prepared for career success, i.e., by learning how to give presentations, develop their resume, and maintain a professional portfolio. The participants learn how to manage their careers, opportunities within the FAA, and the agency's broad functions and goals.

Solicitations for mentors and mentees for the 2019 PWC mentor program will be issued in the fall, and the six-month program will start in January 2019. For more information, go to: <http://www.pwcinc.org/Education-Career/Development-Program/Mentoring>

In addition, there are mentor training courses in eLMS:

- SkillSoft Course mgmt._29_a01-bs-enus; Essential Mentoring Techniques: Mentoring Fundamentals, 1 Hr., Online
- SkillSoft Course mgmt._29_a02-

bs-enus; Essential Mentoring Techniques: Designing and Initiating Mentoring Programs, 1 Hr., Online

- SkillSoft Course mgmt._29_a03-bs-enus; Essential Mentoring Techniques: Building and Maintaining Mentoring Relationships, 1 Hr., Online
- SkillSoft Course mgmt._29_a04-bs-enus; Essential Mentoring Techniques: Evaluating and Ending the Mentoring Program, 1 Hr., Online

*Continuous Learning Points (CLPs) can be obtained (up to 20 hours per year) for participating in the PWC mentoring program either as a mentor or as a mentee. Those with acquisition career certifications such as program management, contracting officer, contracting officer representative, engineering, logistics, etc., need CLPs to maintain the currency of their certifications.

RECRUITING

There are also career fairs scheduled across the country, usually with either or both high school and/or college students. Career fairs are a great opportunity to share your knowledge and expertise with people who are still undecided about their careers, or just starting out, or wanting to make a job switch. To be a proficient representative/recruiter, one should be knowledgeable not only about their own career field but, if possible, also have knowledge about:

- USAJobs
- Federal application process (and Federal resume)
- Federal job series (not just your own job series, but others as

well)

- Federal hiring procedures
- Internships
- Minority Serving Institutions (MSI's)
- The Pathways program
- Workforce Recruitment Program (WRP)
- Aviation and Space Education Program (AVSED)

The FAA's two-day instructor-based recruiter training course should be completed prior to participating as a recruiter (although in recent years there have not been many offerings): FAA30200470, Recruiters Training Course - Recruiting for the Future, the Future is Now.

The PWC mentoring program had a mentee in 2017 who was an advisor to Dreams Soar, Inc., a non-profit organization with a mission to inspire the next generation to pursue STEM and aviation education, globally.

Shaesta Waiz, the youngest female pilot to fly solo around the world in a single engine Beechcraft bonanza, founded Dreams Soar, Inc., to help promote STEM. Shaesta sets a fine example for young women and continues to champion and promote STEM through speaking engagements and related promotional events; <http://dreamssoar.org/>

Shaesta has been confirmed as a speaker at the PWC conference in Long Beach in 2019!

Many of the participants at career fairs and similar events are complete novices to the federal hiring process and need basic, elemental information. The rewards of participating are likely going to be indirect and are

probably not going to be immediate. However, the long-term benefits over time in participating in STEM, mentoring, or recruiting are certainly tangible, and very satisfying. Your experience and the example you set is certainly a significant achievement. The next step is to apply your skills to helping the next generation. The best thing you can do is to be a Professional Women Air Traffic Controller Helping Enable Realizing STEM (i.e., Pro "WATCHERS"), as you are able, when the opportunity arises.



September Women in Aviation

Blanche Stuart Scott was technically the first American woman to solo, when a block on her aircraft's throttle jolted out of place and she went airborne on September 2, 1910. She was not credited with being the first American woman to solo by the Aeronautical Society of America because the flight was ruled accidental. (WIA International)

A publication of the
Professional Women
Controllers, Inc.

E-mail: info@pwcinc.org

We're on the Web!

www.pwcinc.org



2019 PWC National Training Conference

Reaching New Horizons To-
gether

Long Beach, CA

March 12-15, 2019

Queen Mary (Booking Code
PWC0319)

1126 Queens Highway

Long Beach, CA 90802

(877) 342-0742



Planning for Retirement for Federal Employees Financial Advisors Nationwide

We can help you understand
your current situation
in the following areas

- ❖ Pension
- ❖ Survivor Benefit
- ❖ TSP
- ❖ Investment Options
- ❖ Group Life Insurance

Develop a Plan for Retirement
that fits your **LIFESTYLE**

FREE Benefit Analysis

800.752.8992 or
www.livingstonfederal.com

Livingston

Securities and advisory services
offered through LPL Financial,
a Registered Investment Advisor,
member FINRA/SIPC. Livingston is
not an affiliate company of
LPL Financial. Livingston is not a
federal agency and is not affiliated
with any federal agency.

2 Locust Lane, Suite 306
Westminster, MD 21157