

Occupation – specific efforts to increase women’s representation, Air Force Loadmasters

In 2016, Commander Air Mobility Group delivered a directive to increase women’s participation in the Load Master occupational group. This initiative had a strong WPS focus, noting the critical role that Loadmasters play in humanitarian assistance, disaster relief, search and rescue, survivor assistance and aeromedical evacuation activities; all of which involve close interaction with women, men and children from local populations.

The Air Mobility Group Commander felt that an increased presence by women crew members is likely to improve interactions with people and communities in those countries most impacted by disaster; and in doing so, improve the ADF’s operational success. Initiatives to increase women’s representation include targeted recruitment, supported by improved education about the role; improved mentoring and training; as well as an increased focus on retention.

As a result of these activities, which commenced in 2016, by mid-2018 12 of 37 Squadron’s 33 Loadmasters will be women, which reflects a 36% participation rate which is likely to increase further, due to the growing interest generated by female-focused recruiting strategies and education campaigns.



No. 36 Squadron Loadmaster, Sergeant Dianne Hall positions equipment inside the cargo compartment simulator, during an afternoon of simulation and training