

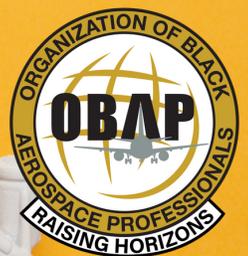
2023 | ORGANIZATION OF BLACK AEROSPACE PROFESSIONALS

Programs Guide

RAISING HORIZONS TOGETHER



www.obap.org



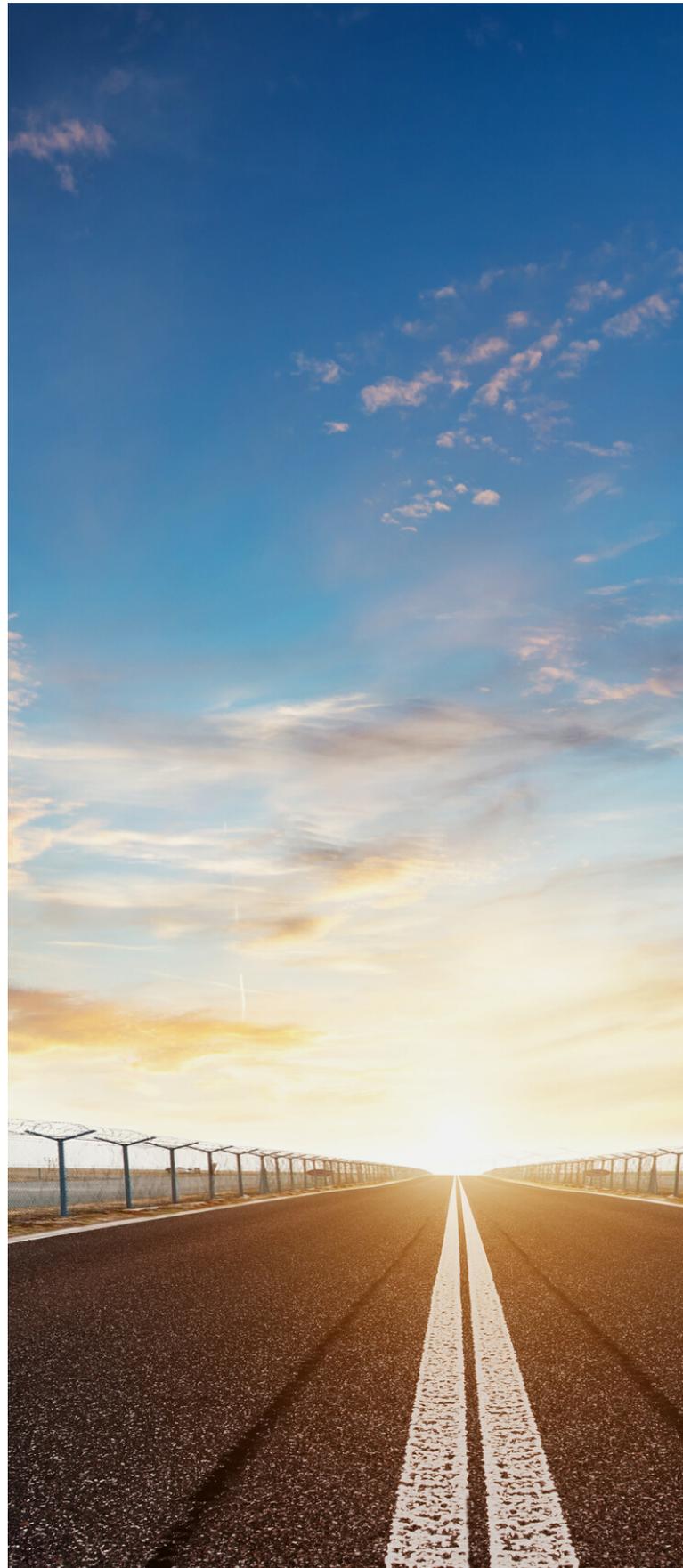
OUR HISTORY

Founded in 1976, the Organization of Black Aerospace Professionals is a nonprofit organization dedicated to the encouragement and advancement of minorities in all aviation and aerospace careers.

The organization quickly became a prominent advocate and thought leader for improving conditions industry-wide. OBAP's early leadership helped to increase available pilot positions and opportunities for blacks and elevated the civil rights issue to a higher priority for government officials nationwide.

OBAP continues to change lives by creating pathways to success through educating youth, communities, and professionals—shaping an aerospace industry as diverse as the people we serve.

By supporting OBAP, you become a part of a deep legacy of service and success, advancing our cause of increasing diversity within the aerospace industry, and equipping professionals for successful, lifelong careers.



ABOUT OBAP

Taking Flight



As the industry's leading workforce development organization, OBAP encourages diversity in the industry by supporting aspiring aviation professionals through Project Aerospace, a series of scholarships, mentoring, training, and youth-focused education programs. Today, OBAP serves over 3,500 professional and collegiate members and reaches hundreds of thousands of youth each year through a suite of outreach and educational programs.

- **Aerospace Professionals In Schools (APIS):** Through in-person and virtual classroom visits, APIS introduces youth to the limitless opportunities available in aerospace and aviation beginning at an early age.
- **Aerospace Education Academy (ACE):** OBAP's Aerospace Career Education (ACE) Academy provides middle and high school youth with exposure to opportunities in aerospace through week-long summer academies. Endorsed by the Federal Aviation Administration (FAA), OBAP has played a leading role in establishing ACE Academies nationwide to introduce, educate and guide diverse students towards careers in aerospace.
- **Explore Aerospace:** OBAP's Explore Aerospace program gives students the opportunity to deepen their knowledge of aviation and aerospace through a hands-on STEM-based curriculum from the comfort of home. Over the course of 12 weeks, students will learn from industry professionals, about principles of flight, aerodynamics, aerospace careers, meet guest speakers, go on virtual tours and so much more!
- **Girls LAUNCH:** Girls LAUNCH provides girls and women of all ages with interactive experiences and intimate conversations with female aerospace professionals to boost interest in the unlimited opportunities in aerospace at a young age.
- **Solo Flight Academy:** The OBAP Solo Flight Academy (SFA) is a two-week submersion in aviation training designed to excite and deepen exposure to opportunities in aviation, culminating in an unforgettable solo flight experience.
- **OBAP Scholarships:** OBAP is dedicated to supporting minority interests and placement in aerospace careers. To date, OBAP has awarded \$6.8 million in scholarships to more than 500 diverse recipients nationwide. The scholarships, made available through strengthened partnerships with key carriers and aviation-related businesses, allow award recipients to advance or pursue diverse aviation-related careers.
- **OBAP Collegiate Program:** OBAP collegiate chapters are registered student organizations chartered at colleges and universities nationwide. They provide essential guidance to aspiring aerospace professionals of color, offering mentorship, scholarships, and career readiness programs.
- **Luke Weathers Flight Academy:** In 2018, OBAP launched the Lt. Col. Luke Weathers Jr. Flight Academy (LWFA) in Memphis, Tennessee. The Academy offers FAR 141 and 61 Flight training, UAV Pilot training, military rotor fixed-wing transition, Air Force candidate flight training, mentoring, and more.

With your support, OBAP can continue the programs and initiatives that have effectively led to positive and incredibly exciting change within aerospace for almost 50 years.

ABOUT OBAP

Our Impact



The Organization of Black Aerospace Professionals is the international voice for excellence in aerospace. Focused on strengthening the profession through advocacy, youth programming, continuing education, and celebrating excellence, OBAP promotes inspired collaboration for a more diverse industry.

OBAP's Corporate Partnership program offers companies a unique year-long marketing opportunity to establish a relationship with OBAP members. Funds generated from this program help support OBAP's programming, thus supporting our youth enrichment outreach and our members' work and professional development.

4,000 Active Members

OBAP members are part of a network of current and aspiring aerospace professionals dedicated to continuing the organization's 45-year legacy of influence in aerospace. OBAP stands as a leader in the aerospace community, providing programming to equip future aerospace professionals, and forging partnerships to ensure access and diversity in aerospace for decades to come.

225,000 Youth

OBAP's Project Aerospace offers annual opportunities to inform and prepare aspiring aerospace professionals for their future careers. This dream-to-career commitment includes initial exposure to the industry through in-school career day events, immersive summer programs, flight training academies and professional development opportunities held nationwide.

30 ACE Academies

OBAP's ACE Academies feature lessons taught by aerospace professionals. Students will experience field trips, air traffic control towers, aircraft maintenance tours, airport tours, military base tours and so much more. All ACE Academy students will get to take flight at the controls during a discovery flight. OBAP's ACE Academies are truly an immersive aerospace experience!

Collegiate Chapters

OBAP collegiate chapters are registered student organizations chartered at colleges and universities nationwide. They provide essential guidance to aspiring aerospace professionals of color, offering mentorship, scholarships, and career readiness programs.

Professional Development

The Aerospace Professional Development Program (APDP) is designed to help candidates advance in their careers through mentoring, interview preps, and by offering unique training scholarships and internship opportunities.

Virtual Events

OBAP has created a suite of virtual programs and events. This new outreach mechanism has allowed us to increase our reach to students and aerospace professionals worldwide.

OUR IMPACT

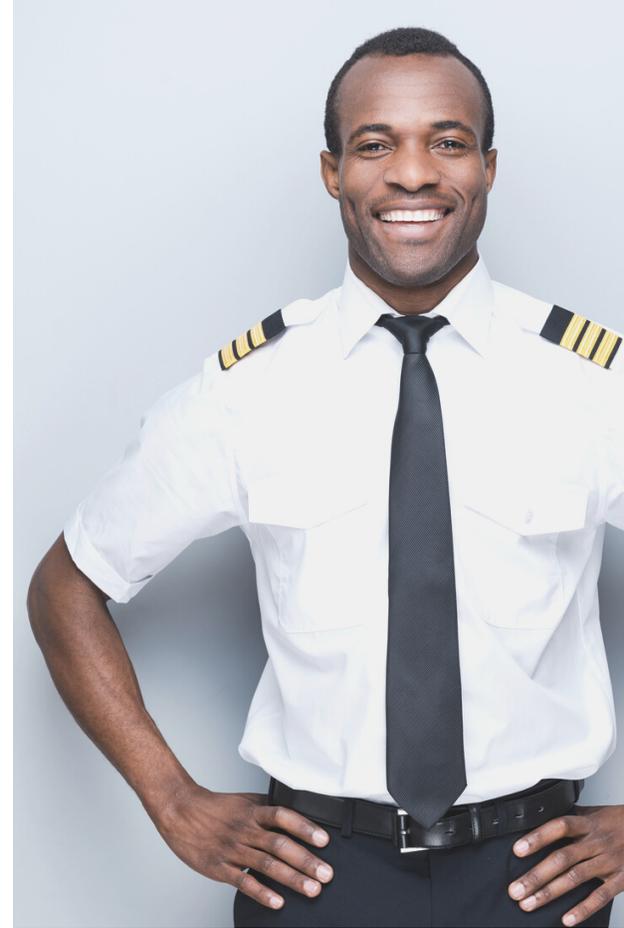
LAUNCHING CAREERS CHANGING LIVES

Underrepresented/minority populations are not participating in Aerospace careers commensurate with their white counterparts, particularly in engineering,¹ and the aircraft pilot workforce.² A lack of access to quality career and work opportunities has numerous negative consequences on individuals and thereby their families and communities.

“Low-wage workers live in a vicious cycle that prevents them from moving up. Many work multiple jobs. The associated stress undermines mental and physical health. Indeed, that stress lowers cognitive functioning, creating a “bandwidth tax” equal to a loss of 13 IQ points. Performance suffers as it is harder to keep up good attendance, focus on the job, be productive, and do your best for customers or coworkers. Unsurprisingly, these workers find it hard to climb the ladder of opportunity that this country has historically provided.”³

Furthermore, a lack of diversity in the aerospace industry only stands to weaken the United States’ position of pre-eminence within the field.⁴ By failing to promote STEM and related disciplines to underrepresented populations, we only further contribute to the problem.⁴





“An individual who is equipped with the skills to identify and begin a career in the aerospace industry, will have better opportunities to improve the quality of life for themselves, their families, and communities.”

We believe that a career in the aerospace industry creates a pathway that can help to significantly reduce the likelihood of individuals experiencing these effects. In a supporting relationship, increasing diversity within an industry has the effect of serving our communities and being socially responsible by maintaining a workforce that is reflective of the American society,

increasing innovation through a diversity of ideas challenging the status quo, and increasing the return on investment of human capital by reaching out broadly to all communities where talent exists.⁵

Our goal is to ensure that individuals in target populations are equipped with the skills to successfully pursue a career in the aerospace industry. The Aerospace industry continues to grow and provide career opportunities for candidates with the requisite skill sets. Additionally, these careers offer wages that consistently exceed that of national averages.⁶

“An individual who is equipped with the skills to identify and begin a career in the aerospace industry will have better opportunities to improve the quality of life for themselves, their families, and communities.”

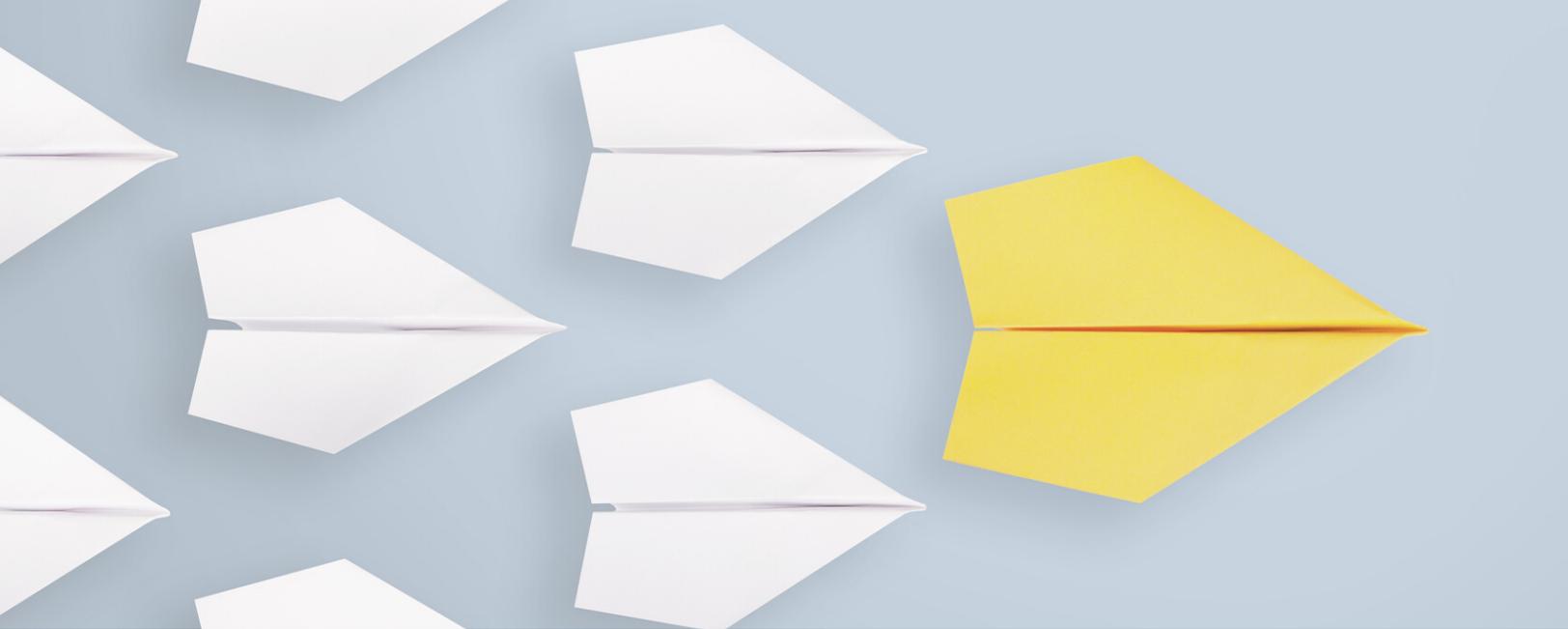
OUR GOALS

LAUNCHING CAREERS CHANGING LIVES



OBAP endeavors to expose underrepresented populations to aerospace career opportunities by providing targeted educational, professional development, and mentoring programs. Our goals can be summarized as follows:

- To motivate youth to become educationally prepared for life
- To increase the number of underrepresented minorities and women professionals in aerospace and related industry careers
- To advocate for the concerns of our membership and constituencies
- To be at the forefront of crucial conversations that include minorities and women, or lack thereof, in executive leadership positions or on governing boards



OUR APPROACH

WORKFORCE DEVELOPMENT

Our workforce development model affirms and supports:

- Exposure to aerospace careers can help initiate an individual's desire to pursue a career in the Aerospace industry.
- Aerospace careers require average to above average specialized skills and preparation, which necessitates economic, academic, social, and career support resources.
- Mentoring programs have a net positive impact on personal attitudes, motivation, behaviors, relationships, health, and career outcomes.

To move our mission forward, we will focus on:

- **Building Awareness:** We activate a network of over 2500 aerospace professionals to participate in school visits on a national level. We inform students about aerospace career tracks, and more importantly illustrate successful pathways.
- **Preparing for Success:** We've built several programs intended to address each learning phase from Elementary through College and beyond, to provide exposure to aerospace concepts, opportunities to build skills, and connect with mentors to help guide the way.
- **Advocacy:** We work hard to form relationships with industry partners to ensure our voice is heard on behalf of our members and the communities we serve. Through our partnerships, we have opportunities to steer the conversation and reinforce the positive effects of diversity.

YOUR PARTNERSHIP MATTERS

TOGETHER, WE ACHIEVE MORE



Without our partners, we'd never be able to do what we do – provide programming that exposes youth to the endless possibilities of aerospace, and empower professionals to earn rewarding impactful careers. The generosity of partners like you propels our mission and our communities forward.

When you become a partner, you join a community of bold companies that share our vision of an aerospace industry as diverse as the world it serves. Together, we're making a big impact and if you join us, you can too. Strategic partnerships can be tailored to your needs and our structure allows you to execute a global campaign at the grassroots level.

A partnership with OBAP can give your organization a way to enunciate your social responsibility strategy clearly and concisely – helping build a world where everyone has the opportunity to reach their dreams and elevate their future. Create a meaningful relationship with the impact, history, and brand value of OBAP and make yourself stand out with your consumers, vendors, employees, peers, or business partners.



OBAP 2023 SPONSORSHIP OPPORTUNITIES

PARTNER WITH OBAP

Support OBAP Programs and Events at a level that fits your organization's goals.

Your generous donations directly fund programs and events, as well as operational expenses vital to supporting OBAP's mission. As a supporter of any combination of programs and events at each giving level, in addition to program-specific acknowledgement, your recognition includes the following:

DREAMS2CAREERS PARTNER: \$75,000

- Recognition in an official press release announcing details of the partnership
- Access to APDP (Aerospace Professional Development Program) job candidate matching platform
- Opportunity to host and/or provide content for OBAP member webinars
- Designation as Champion Partner on OBAP website
- Elevated branding placement on sponsorship materials for sponsored OBAP programs and events
- Social media acknowledgment consisting of an annual maximum of 4 featured posts to be shared on OBAP platforms (sponsor to provide print-ready content within 30 days of sponsorship agreement)
- Recognition at sponsored OBAP event(s)

INNOVATION PARTNER: \$50,000

- Designation as Legacy Partner on OBAP website
- Access to APDP (Aerospace Professional Development Program) job candidate matching platform
- Opportunity to host and provide content for OBAP member webinar
- Social media acknowledgment consisting of an annual maximum of 3 featured posts to be shared on OBAP platforms (sponsor to provide print-ready content within 30 days of sponsorship agreement)
- Elevated branding placement on sponsorship materials for sponsored OBAP programs and events
- Recognition at sponsored OBAP event(s)



IMAGINATION PARTNER: \$30,000

- Designation as a Sustainer Partner on OBAP website
- Social media acknowledgment consisting of an annual maximum of 2 featured posts to be shared on OBAP platforms (sponsor to provide print-ready content within 30 days of sponsorship agreement)
- Elevated branding placement on sponsorship materials for sponsored OBAP programs and events
- Recognition at sponsored OBAP event(s)

INSPIRATION PARTNER: \$15,000

- Designation as a Sustainer Partner on OBAP website
- Social media acknowledgment consisting of 1 featured post to be shared on OBAP platforms (sponsor to provide print-ready content within 30 days of sponsorship agreement)
- Elevated branding placement on sponsorship materials for sponsored OBAP programs and events
- Recognition at sponsored OBAP event(s)

FRIEND OF THE FUTURE: \$5,000

- Designation as a Booster Partner on OBAP website
- Recognition in OBAP sponsorship materials and listings
- Recognition at sponsored OBAP event(s)

PATRON: \$1,000

- Designation as a Connector Partner on OBAP website
- Recognition in OBAP sponsorship materials and listings
- Recognition at sponsored OBAP event(s)

AEROSPACE PROFESSIONALS IN SCHOOLS (APIS)

APIS introduces youth to the limitless opportunities available through careers in aerospace and aviation beginning at an early age. APIS curriculum piques the interest of children, ages 6 - 10, through elementary science clubs and career days. Middle school-aged youth receive broader education and more in-depth exposure through career fairs, and community events.

APIS programs are also presented virtually, offering the opportunity to reach youth around the world.

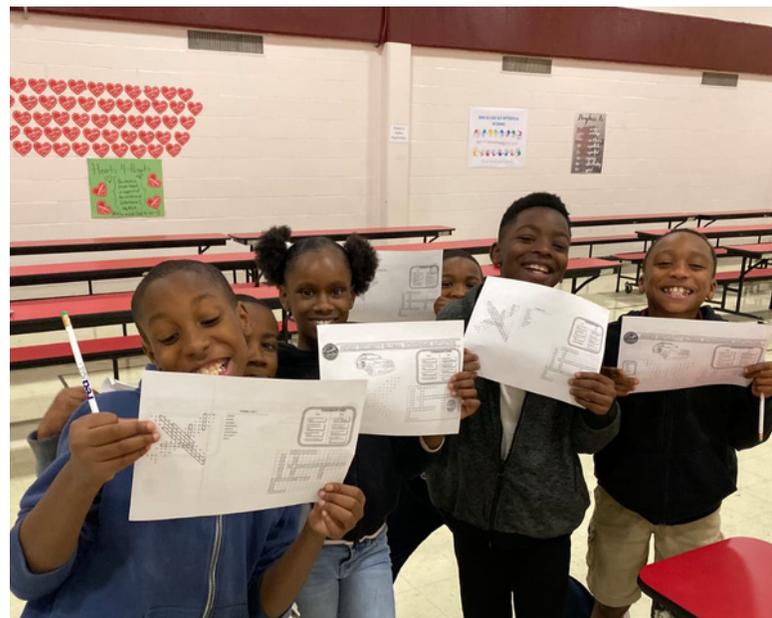
APIS prepares aspiring aerospace professionals for fruitful careers. Since 1992, the program has reached over 500,000 people, many of whom now hold positions as commercial pilots, aircraft maintenance and flight dispatchers, business managers, and more.

Join OBAP as the presenting sponsor of either the Fall or Spring Virtual APIS Week program and reach thousands of youth as they begin their aerospace career journey.

APIS SPONSORSHIP

VIRTUAL APIS WEEK PRESENTING SPONSOR: \$5,000
(2 opportunities available)

- Opportunity to speak at a virtual APIS week session
- Designation as a sponsor for the Virtual APIS week program (Fall or Spring)
- Inclusion in event social media content
- Logo displayed on OBAP website



AEROSPACE CAREER EDUCATION ACADEMY

OBAP's Aerospace Career Education (ACE) Academy provides middle and high school youth with exposure to opportunities in aerospace through week-long summer academies.

Endorsed by the Federal Aviation Administration (FAA), OBAP has played a leading role in establishing ACE Academies nationwide to introduce, educate and guide diverse students towards careers in aerospace. In 1992, OBAP partnered with the FAA to support two ACE Academies reaching 41 students. In 2019, OBAP hosted 33 academies with over 690 students in attendance.

OBAP's immersive ACE Academies are tailored to provide exposure to the history of aviation, fundamentals of aerodynamics, air traffic control procedures, aerospace technologies, and introductions to aerospace careers.

Now in 32 locations including Puerto Rico and the U.S. Virgin Islands, with two terms in Memphis and Louisville, the program engages 1,100 students on an annual basis.

To date, OBAP's 30+ ACE Academies have engaged more than 30,000 youth, and in 2022, reached over 650 of students nationwide.





ACE ACADEMY SPONSORSHIP LEVELS

Support an OBAP ACE Academy near you. 2023 Academy locations* include:

- Apple Valley
- Atlanta
- Boston
- Charlotte
- Chicago
- Cleveland
- Columbus
- Dallas
- Denver
- Dover
- Ft. Worth
- Honolulu
- Houston
- Los Angeles
- Louisville
- Memphis
- Miami
- Newark
- New York
- North Virginia
- Orlando
- Phoenix
- San Antonio
- San Juan
- St. Croix
- Tulsa
- Twin Cities

**Academy locations subject to change without notice.*

LEAD ACADEMY SPONSOR: \$12,500

- Designation as Lead Sponsor for chosen OBAP ACE Academy
- Logo displayed with the highest prominence on the event page and all marketing materials (shirts, flyers, etc.)
- Opportunity to host at a sponsor facility and provide speakers for the program
- Opportunity to provide branded swag to participants

ACADEMY CO-SPONSOR: \$5,000

- Designation as Co-sponsor for chosen OBAP ACE Academy
- Logo displayed on the event page and all marketing materials (shirts, flyers, etc.)
- Opportunity to provide branded swag to participants

ACADEMY CONTRIBUTOR: \$1,000

- Designation as a Contributor for chosen OBAP ACE Academy
- Logo displayed on the event page and all marketing materials (shirts, flyers, etc.)

Other ways to Participate in OBAP ACE Academies

- Partner: Our partners help us create an enriching experience for ACE participants by hosting academies at their location or donating in-kind products or services.
- Volunteer: Everyone is welcome to participate as a volunteer for any OBAP ACE Academy hosted by OBAP. Volunteers can assist with the day-to-day activities of the academy. Background check required.



EXPLORE AEROSPACE

OBAP's exciting Explore Aerospace (EA) program gives students the opportunity to deepen their knowledge of aviation and aerospace through a hands-on STEM-based curriculum from the comfort of home.

Each Saturday over the course of 12 weeks, students will learn from industry professionals, about principles of flight, aerodynamics, aerospace careers, meet guest speakers, go on virtual tours and so much more!

EXPLORE AEROSPACE SPONSORSHIP

EXPLORE AEROSPACE CO-SPONSOR: \$1,500

- Opportunity to speak at an EA session
- Designated as a sponsor for the EA program
- Included in sponsor recognition post on social media
- Logo displayed on website



GIRLS LAUNCH

Girls LAUNCH provides girls and women of all ages with interactive experiences and intimate conversations with female aerospace professionals to boost interest in the unlimited opportunities in aerospace at a young age.

Attendees have the opportunity to explore the many facets of aerospace through virtual tours, interact with professional women in aerospace careers, and participate in immersive, age-appropriate breakout sessions. Registrants also have access to the Girls LAUNCH Digital Library, an interactive collection of career stories and exciting hands-on activities in the Girls LAUNCH Magazine.

Girls LAUNCH is part of OBAP's plan to introduce young women to the limitless possibilities in aerospace, which we hope, in time will lead to an increase in diversity throughout the industry.

Since its inception, Girls LAUNCH hosted over 1000 young women and girls for a day of exploration and empowerment!



GIRLS LAUNCH SPONSORSHIP

GIRLS LAUNCH CO-SPONSOR: \$5,000

- Designation as co-sponsor for Girls LAUNCH
- Opportunity to provide branded content for the event
- Logo displayed on the event page and all marketing materials
- Inclusion in event press release and social media marketing

GIRLS LAUNCH CONTRIBUTOR: \$1,000

- Designation as co-sponsor for Girls LAUNCH
- Logo displayed prominently on the event page and all marketing materials



OBAP SOLO FLIGHT ACADEMY



The OBAP Solo Flight Academy (SFA) is a two-week submersion in aviation training designed to excite and deepen exposure to opportunities in aviation, culminating in an unforgettable solo flight experience. Tailored and restricted to young adults ages 16 – 19, the academic curriculum establishes the foundation of a productive and successful career in aviation-related professions.

While enrolled in the academy, students will receive approximately 40 hours of cursory and condensed ground school detailing federal air regulations, basic meteorology, navigation, basic engine theory, aircraft performance, basic maneuvers, STEM core principles, and the Airman’s Information Manual.

Upon successful completion of the ground school, students will receive at least 10 hours of flight time.

Once Federal Aviation requirements are met, the student will be cleared to serve as a “sole manipulator” for their very first time.

SOLO FLIGHT ACADEMY SPONSORSHIP

**EXCLUSIVE SPONSOR: \$50,000
(2 sponsorship opportunities available)**

- Designation as the exclusive sponsor of one OBAP Solo Flight Academy
- Opportunity to speak to 10-20 Academy students and parents during Academy graduation
- Logo displayed prominently on the event page and all marketing materials (shirts, flyers, website, etc.)
- Recognition in the event press release and all social media platforms
- Opportunity to provide branded swag to program participants and attendees

LT. COL LUKE WEATHERS JR. FLIGHT ACADEMY



The Lt. Col. Luke Weathers, Jr. Flight Academy (LWFA) Professional Pilot Program provides the training and resources you need to go from zero experience to airline pilot within two to three years.

Through the establishment of the Lt. Col. Luke Weathers Jr. Flight Academy, OBAP is excited to provide a new facility that offers life-changing training for students from Memphis area schools and beyond who possess a desire to fly.

LUKE WEATHERS FLIGHT ACADEMY SUPPORTER

LWFA SUPPORTER: \$10,000 and up

- Designation as LWFA supporter
- Logo displayed prominently on the LWFA webpage
- Opportunity to tour LWFA and connect with students



SCHOLARSHIP PROGRAM

OBAP is dedicated to supporting minority interests and placement in aerospace careers. To date, OBAP has awarded over \$6 million in scholarships to more than 470 diverse recipients nationwide.

OBAP has streamlined our scholarship program to provide more opportunities to support recipients. Sponsors can opt to sponsor one or more of our new OBAP Core Scholarships designed to reach the largest number of students across a spectrum of focus areas, or become an Exclusive Scholarship Sponsor (\$50,000 gifts or above), to create a custom scholarship fund to align with donor goals.

SCHOLARSHIP SUPPORTER

SCHOLARSHIP CONTRIBUTOR: up to \$5000

- Designation as a contributor to the OBAP Scholarship Program

CORE SCHOLARSHIP SUPPORTER: \$5000 and up

- Designation as a supporter of the selected Core Scholarship(s)
- Inclusion in scholarship recognition content
- Logo displayed on OBAP website

EXCLUSIVE SCHOLARSHIP SPONSOR: \$50,000 and up

- Ability to customize the name and criteria for the exclusively-sponsored award(s)
- Designation as the exclusive sponsor of the award
- Inclusion in scholarship recognition content
- Logo displayed on OBAP website



SUPPORT 2023 CORE SCHOLARSHIPS

- **Brig. Gen. Charles McGee Legacy Scholarship:** For applicants who currently hold at least a Private Pilot License and are actively pursuing flight training with the intent to become a professional pilot.
- **Dr. Aprille Joy Ericsson Scholarship for Academic Excellence:** For applicants currently enrolled in a STEM or aerospace degree-seeking program (2 or 4-year, or graduate program).
- **Duane Anthony Moorer Scholarship for Private Pilot and Instrument Pilot Training:** For applicants interested in beginning a career in aviation and/or pursuing a private pilot's license.
- **OBAP Dreams2Careers Scholarship for Commercial Pilot Training:** For applicants currently pursuing their Commercial pilot rating.
- **OBAP Dreams2Careers Scholarship for Advanced Flight Training:** For applicants currently pursuing advanced flight training.
- **OBAP Tech-Ops Pathway Scholarship:** For applicants pursuing an aircraft maintenance license.



DIGITAL SUMMIT

The OBAP Digital Summit is designed to help members and visitors take your career to the next level.

The event starts with a general meeting of OBAP members and continues with an industry update to provide attendees the up-to-date information to help them find their dream aviation job.

Participants learn from the first-hand experiences of senior industry professionals as they share their journey through aviation and answer attendee questions in an intimate setting.

We'll close the day with a virtual mixer to enhance the experience by providing another opportunity for attendees to foster powerful connections.



DIGITAL SUMMIT SPONSORSHIP

DIGITAL SUMMIT CO-SPONSOR: \$5,000

- Designation as co-sponsor for Digital Summit
- Opportunity to provide branded content for the event
- Logo displayed prominently on the event page and all marketing materials
- Inclusion in event social media marketing

DIGITAL SUMMIT CONTRIBUTOR: \$1,000

- Designation as co-sponsor for Digital Summit
- Logo displayed prominently on the event page and all marketing materials



OBAP 2023

Schedule of Events

FEBRUARY

6-10 | Spring APIS Week

27 | Scholarship Application Opens

25 | Spring Explore Aerospace begins

APRIL

6-7 | OBAP Digital Summit

JUNE

ACE Academies (all month)

10-25 | Solo Flight Academy session 1

JULY

ACE Academies (all month)

7-22 | Solo Flight Academy session 2

AUGUST

9-11 | Annual Conference - New Orleans, LA

SEPTEMBER

8-9 | Wings Over the Branch

10 | Fall Explore Aerospace begins

OCTOBER

16-20 | Fall APIS Week

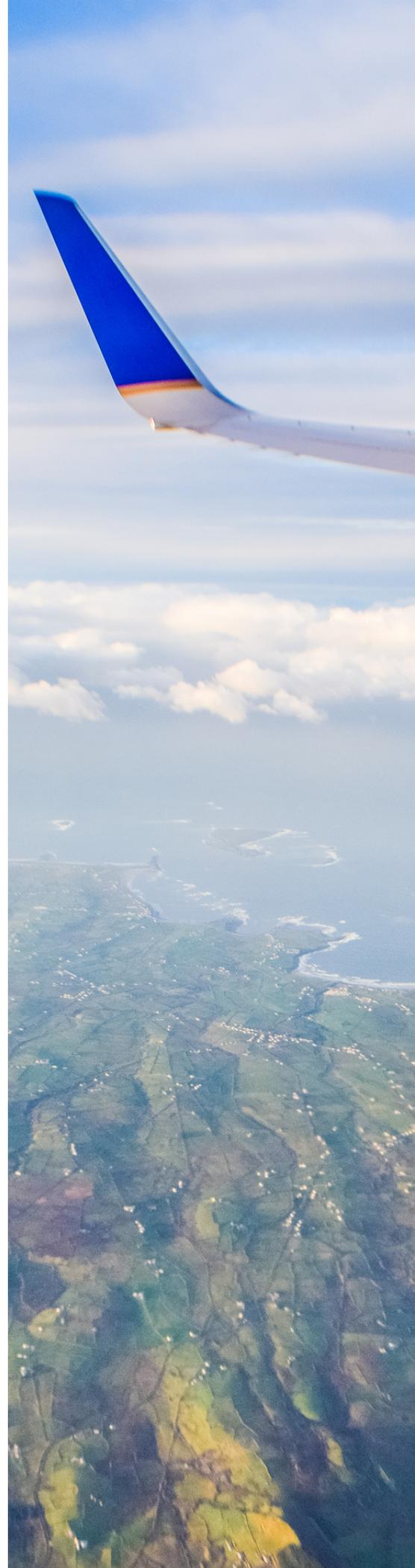
NOVEMBER

Regional Member Mixers (all month)

12 | Girls LAUNCH

DECEMBER

Regional Member Mixers (all month)



Sources

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