

Mar 15th, 8:00 AM - 9:00 AM

Panel 5: Critical Success Factors for Future of Flight Education

Darrin Greubel

Moderator: Manager Line Ops, ExpressJet

Stacey Bechdolt

Panelist: VP Safety & Ops and Reg Counsel, Regional Airline Association

Peter Morton

Panelist for: Jason Griswold, Brown Aviation Lease

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NTAS/PS&DS 2016 Supplemental Notes

Panel 5: Critical Success Factors for Future Flight Education

Lifetime Career Expectations

- Peter Morton for Jason Griswold at Brown Aviation Lease
 - *See Brown Aviation Lease PowerPoint Presentation & Dubuque Univ video at <https://youtu.be/bRB6mD7orc8>*
 - Some stereotypes we have for the current generation of the students are incorrect
 - Aviation students often have a “Plan B” just by their nature as self starters
 - Lifetime earning potential for aviation career path is competitive to other fields
 - Brown Aviation Lease Infographic is based on polling students and employers
 - Pilots match what current employers are seeking in the entire job market
 - Adaptability
 - Communication
 - Problem solving
 - Self confidence
 - Managing uncertainty
 - Whether in cockpit or boardroom pilot has skills necessary to succeed.
 - 78% of employers will consider hiring employees from any major/background
 - Case Study from Brown Aviation
 - Why millennial pilots are positioned for life long success
 - Employers looking for adaptability, problem solving, and self confidence
 - There are many established entrepreneurs that are pilots as well
 - Brown Aviation is investing in students

Discussion

LaMar (Horizon) – We have seen a noticeable change at the university level. We want to see competencies within our employees. On the hiring side, the millennials have a huge interest in who Horizon is as a corporation and company culture. They are looking for a well-balanced and meaningful experience out of life.

Darrin (ExpressJet) – Take as many communications courses as you can. No one wants to get up and public speak, its nerve wracking. It’s very noticeable when students seeking employment excel in communications skills. A concern in a corporate world is that we communicate through phones and emails... who’s going to run the company some day and present in front of board meetings and top management? Keep pushing professionalism and importance in the aviation industry. Writing skills also very important in aviation professionals, we have to enhance/focus on these skills. Pilots have to write company reports and we see lots of pilots struggling with this.

Dr. Dan (ERAU) – From the collegiate perspective, hearing what Darrin and LaMar have been saying is reassuring. We try to polish our students into professionals. The first couple years of college are filled with technical report writing and communications courses. We’ve been in dual enrollment high school environment since 2004 and in 70 school districts. We provide a pathway to the aviation industry and certifications. Students that complete a written in high school get awarded a grant from the state to complete their private pilot certificate.

Ken Byrnes (ERAU) – A few months ago we did a questionnaire for instructors on why they chose airlines to go fly for. The predominant response in the fill in the blank section was “company culture”. In

our current market, the pilots are interviewing the airline. A big factor in their choice is the feel they get for the company and people they meet there. Another study we did was about when our students knew when they wanted to be a pilot. Over 50% knew by the time they were in elementary school. It was usually an airline pilot they saw and maybe interacted with that piqued their interest. Airlines should think about how they reach out to their current customers and get kids excited about flying. Another point about professionalism is that we have to show professionalism; it is hard to teach. We build professionalism through our flight instructor core and hope it makes an impact on our flight students. How do they communicate? What do they say? How do they say it? This all impacts how the students act.

Dr. Guy Smith (ERAU) – This summer, after traveling around to all the regional airlines, I heard a lot of stories. One of those was about pilots leaving airlines after committing to them. I think we need to enforce a sense of responsibility in our students. In the Navy, we had a sense of responsibility because they gave me something and I owed them something back. When someone does something for you and companies invest in the students, the student has a responsibility to that company. They should honor the commitment as much as the company does. Otherwise these programs will not continue to work and be effective.

Darrin (ExpressJet) – That’s exactly right, we still have people cancel or no show without any notice. We have to teach young people integrity; we should start emphasizing this freshman year.

LaMar (Horizon) – We’ve seen some of the same, however it is not the norm. We’re a bit smaller, but the gap between jobs offer and students showing up to class is larger than ever. We’re only see 25% of the students show up to class. Part of this is because of how many job opportunities there are out there for pilots.

Dr. Brady (ERAU) – One of the tasks last year that we failed on was determining the characteristics of these pilots that get an offer and disappear without letting the airline know. We still have this task and should see if we can get some data on that. It’s important as operators and educators to figure out how to train these students and instill a sense of integrity in them. The world cares how people are prepared and where they learned their skills.

Peter Morton – We would like to hear from young professionals how they chose their career path.

Andrea (Aerosim) – UND commercial aviation and aviation mgmt., I received my PPL on Sept 10, 2001... added aviation mgmt. degree after Sept 11... traveled a lot when I was younger, found flying cool, got an introductory flight when 16... it is interesting to see where the industry is going, I instructed at UND for awhile and then went to Cirrus and then Republic E170 – 190... the interview was a huge deal, you prepared and studied and dressed up... to hear people are not showing up for interviews and class is unbelievable to me... there is a definite shift to how the new generation looks at these opportunities, and a lot of opportunity they take for granted.

Courtney Dennis - knew I wanted to do it since I was a little kid... got a degree in math from state school, from there did ATP and got ratings and instructed, got interview... there has been a huge change in the market from 2010 to now... we need to realize its such a small industry and we all know each other ... we need to let them know that the professionalism gets out there...

Lauren (Elite Sim) – 15 years graduated entrepreneurship degrees... interested in seeing how the hours are being gained, interested in seeing how the structure is being applied and everything... interested to hear what everyone thinks about methods of hour building... I love being in simulation and I think everyone should get into it...

Garry Morrison (CAE)- I just wanted to emphasize the importance of professionalism and ethics. I think this is a big topic for outreach. These are good things for the parents to hear and high schools, it starts early on. Its not just a good point to talk about what the pilot career is, it's important to share what is required for the career.

GAETZ – The students that I see, legitimately want to be professional. Students have asked us if there are days they can dress up. Overall the ones that are interested in aviation seem to be inspired.

Greg Reverdiau (North Aire)- Millennial are born between 1980 and 2000. The next class that comes to ERAU are not millennial but the next generation. I think the airlines will have a challenge as to how to teach and train these new students. Our students at a 141 flight school are very educated and informed about the industry. Companies have the PR challenge to stand out to these students and have a good reputation.

A side conversation suggested that the next NTAS PS&DS seek an authority keynote speaker on the learning characteristic of the post-millennial generation; the “digital natives”

Austin (ERAU)- I'm about as millennial as it gets, I'm 19 years old. My background in Aviation is non-existent before Embry-Riddle. I didn't figure out what I wanted to do until I was a junior in high school. I've grown up in Virginia and took it upon myself to do an independent study on aeronautics and convinced my father to let me go fly. I always had a fear of flying, for me it was more a matter of sitting in the front rather than the back. I think outreach is very important. I was never exposed to aviation before I took it upon myself. Without my own initiative I would never be hear and learn about the industry. There are a lot of kids that like the idea and want to be a pilot but have no idea where to start.

Jason Day (ASU) – I teach freshman and seniors, I see them when they come in and then when they're on their way out into the industry. They know the number one rule in aviation is “don't be a jerk”.