

Mar 14th, 8:10 AM

The Pilot Staffing Challenge

LaMar Haugaard

Director Pilot Development & Recruiting, Horizon Air

Follow this and additional works at: <https://commons.erau.edu/ntas>

Haugaard, LaMar, "The Pilot Staffing Challenge" (2016). *National Training Aircraft Symposium (NTAS)*. 2.
<https://commons.erau.edu/ntas/2016/presentations/2>

This Event is brought to you for free and open access by the Conferences at Scholarly Commons. It has been accepted for inclusion in National Training Aircraft Symposium (NTAS) by an authorized administrator of Scholarly Commons. For more information, please contact commons@erau.edu.

The Pilot Staffing Challenge

Horizon Air Flight Operations
March, 2016

Pilot Shortage Halves Republic Airways Stock

“Regional carrier cites stiffer FAA qualifications, labor dispute with its pilots. Republic Airways Holdings Inc. said a worsening pilot shortage is forcing it to cut its flying for big U.S. airlines, hurting the regional carrier’s profit and sending its stock plummeting by half.”

Jack Nicas
The Wall Street Journal

Pilot Hiring Needs of Alaska and Horizon



Five year forecast: AS & QX Crew Requirements

	2016	2017	2018	2019	2020
QX Active Pilots w/ Growth	600	607	628	646	646
AS Hiring Needs from QX pilots	39	33	55	48	79
Total QX Hires Needed	114	119	159	148	168
% increase in QX Hires needed vs. 2016		4%	39%	30%	47%
AS Total New Hire Forecast	130	110	184	160	264

Pilot Supply Sources



Horizon New Hire Forecast

SOURCE	2015	2016	2017	2018	2019
University / Flight Instructor (FAR 141)	38%	40%	50%	65%	70%
Military	18%	15%	10%	10%	5%
Other airline	12%	10%	10%	5%	5%
Part 135	12%	15%	15%	10%	10%
Other	20%	20%	15%	10%	10%

*source: 2015 Horizon AQP data

Thank you

Horizon Air Flight Operations

March 14, 2016

