

Mar 14th, 8:10 AM

Pilot Supply and Demand Summit III

Shannon Lane
East Coast Chief Pilot, Allegiant

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

Lane, Shannon, "Pilot Supply and Demand Summit III" (2016). *National Training Aircraft Symposium (NTAS)*. 12.
<https://commons.erau.edu/ntas/2016/presentations/12>

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.

Pilot Supply and Demand Summit III Daytona Beach, FL March 14, 2016



Who We are....

Allegiant Travel Company, a leisure travel company that provides scheduled air service between just over 100 small cities at least 13 world class destinations

Operating 84 aircraft 45 MD80, 5 B757, 29 Airbus



Factors for Hiring 2015-2016:

- More airframes
- Opening of new bases (CVG,PIT, LAX)
- Increase Aircraft Utilization and Block Hours
 - FAR 117
 - Attrition
- Front Loading for Attrition based Industry Information
(Pilot Supply Summit II)

What Were the Changes for 2016?

- Tasked with hiring 160 pilots
 - New Hiring process
- Scheduling Automation
- Personality assessment
 - Adaptive Learning

What Opportunities Did We See?

- Chief Pilot “Meet and Greet”
- Increased involvement in Aviation Job Fairs
- Continue to strengthen of a Pilot “Bridge” agreement with Ameriflight
- Increased the opportunity of Flight Ops Internships
(Building a Bench)

As a result...

Hiring efficiency
dramatically
increased

More effective use
of the hiring team's
time

We can now
interview more
quality candidates
in one day
compared to the
old method

Quality of the pilot
candidate has
increased.

Average Qualifications

- Average Total Time: 6,336
- 60% Average Time 1,000+ Hours PIC Turbine
- Percentage with 4 Year Degree 85%
- Percentage with CFI 85%

Hiring Challenges for 2016

- Hiring 150+
- Supply of Quality Pilot Candidates
 - Unpredictable Attrition
 - AA-TWA Recalls

Allegiant's Published Hiring Minimums:

- High School Diploma or equivalent (College preferred)
 - ATP Certificate
 - 1,500 Total Hours

Competitive Minimums

- 3,500-5,000 Hours Total
- Current FAA First Class Medical
- Authorization to work in the US
- Must pass a background check & drug screen

Attrition Due to Retirement

- Average Pilot Age: UPDATE
 - Captain: 44
 - First Officer: 40

Captains/First Officers	count
65 or older by 12/31/2020	13
65 or older by 12/31/2025	43
65 or older by 12/31/2030	89

Discussion?

