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Pilot-Supply Sustainability—Standards, Outreach, and Mentoring

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Pilot Supply Sustainability: Standards, Mentoring, and Outreach

National Training Aircraft Symposium (NTAS)
Embry-Riddle Aeronautical Association-Daytona
August 13, 2018

First Officer Lindsey Van Beusekom, ExpressJet
Chairman, ALPA Fee for Departure Committee
Pilot Supply Sustainability: Standards, Mentoring, and Outreach

- The U.S. pilot supply ecosystem
- Promoting the professional pilot career
- Outreach and mentoring to attract and retain pilots
U.S. Pilot Supply Pipeline Elements

- Military flight training
- University and general aviation civilian training
- Civil-use airspace
- Civil-use airports
- Suitable climate and terrain
- Funding/financing of training costs
- Promotion of pilot careers and training pathways
- ROI—compensation, work-life balance, career progression
Maintaining the Pilot Supply Ecosystem Balance

- Current regulatory standards are beneficial
- Continuous stream of flight instructors
- Establishes clear career pathway
ATP-ME Issuances Post 2013 FOQ

Cumulative ATP Certificates Issued (with restricted ATP) since July 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>Initial ATP - ME</th>
<th>Restricted ATP</th>
<th>Cumulative ATP</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>2,796</td>
<td>787</td>
<td>33,372*</td>
</tr>
<tr>
<td>2014</td>
<td>10,241</td>
<td>6,658</td>
<td>30,367</td>
</tr>
<tr>
<td>2015</td>
<td>16,590</td>
<td>5,146</td>
<td>25,977</td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td>2,190</td>
<td>7,197</td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td>3,027</td>
<td>1,363</td>
</tr>
<tr>
<td>2018YTD</td>
<td></td>
<td>2,096*</td>
<td>909*</td>
</tr>
</tbody>
</table>

33,300+ ATP in last 5 years

*FAA, airplane multiengine land

Starting July 15

*2018 YTD (thru Jun)
Elements Driving Pilot Career Decisions

Pilots in the pipeline: Looking for the “Big 3” (Lutte & Lovelace, 2016)

Source: Lutte NTAS 2017
Industry Outreach and Recruitment

- Airline programs
- Pilot engagement
- Early contact
- Diversity
Improving Retention: Colleges and Flight Schools

- **Pilot visits**
  - Maintain motivation
  - Attract additional people to the career path

- **Airline partnerships**
  - Mentoring, which can lead to established career-progression pathway
Mentoring and the Safety Value Proposition

- **Airline**
  - Productive employees
  - Reduce training washout
  - Lower attrition

- **Pilots**
  - Success assimilating into the airline
  - Reduce stress and adjustment times

- **Regulator**
  - Fewer regulatory issues
  - Increased safety
ALPA Pilot Outreach

- AirVenture at Oshkosh
- Organization of Black Aerospace Professionals
- National Gay Pilots Association
- Women in Aviation Int’l
ALPA Promotes the Pilot Profession

ALPA’s Education Committee Outreach

- 3,909 students in 2014;
- 7,161 students in 2015; and
- 12,046 students in 2016-17 academic year
- 15,541 students so far in the 2017-18 academic year
AviationWorks4U

Online at AviationWorks4U.org
WHERE ARE ALPA'S PILOTS?

ALPA’s pilots want to come to your school.

Catch Up with Us

Online at ClearedToDream.org
Cleared to Dream

- Inspiring the next generation of pilots
  - Details on college, flight school, and military pathways
  - Career outlook: pilot demand, professional challenges, and benefits
  - Prospective pilot opportunities: discovery flights, airport visits, model airplanes, etc.
  - Pilot visits at schools

Online at ClearedToDream.org
Guiding the Next Pilot Generation
Guiding the Next Pilot Generation

- Detailed contract comparisons
- Expert industry overviews
- Hiring process guidance
- ALPA’s ACE Clubs
- Interview success stories

View video on metadata page
Or
Click Here

Online at ClearedToDream.org
In Summary . . .

Aviation professionals all have a role in making improvements:

- Retain U.S. pilot supply ecosystem
- Promote the pilot career path
- Outreach and mentoring
Questions?

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