

Aug 13th, 10:30 AM - 12:00 PM

## Pilot-Supply Sustainability—Standards, Outreach, and Mentoring

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# Pilot Supply Sustainability: Standards, Mentoring, and Outreach



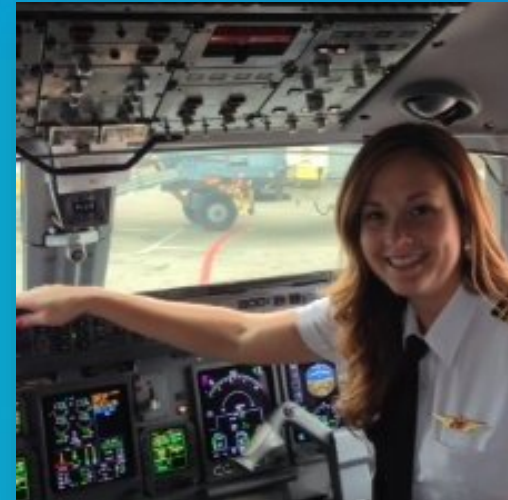
National Training Aircraft Symposium (NTAS)  
Embry-Riddle Aeronautical Association-Daytona  
*August 13, 2018*

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



TERRAIN AIRSPACE FINANCING  
TERRAIN CLIMATE DIVERSITY  
FUNDING AIRCRAFT TRAINING  
AIRPORTS CLIMATE  
AIRPORTS CLIMATE  
CAREER-PROGRESSION  
AIRSPACE FUNDING  
AIRPORTS  
COMPENSATION  
GENERAL AVIATION  
AIRPORTS

THIS IS  
GLOBAL  
PILOT SUPPLY  
AIRPORTS CLIMATE  
AIRPORTS MILITARY DIVERSITY  
TRAINING DIVERSITY  
TERRAIN  
FINANCING

UNIVERSITY ACCREDITATION  
AIRPORTS AIRSPACE CLIMATE  
AIRSPACE CLIMATE  
FUNDING GENERAL AVIATION COMPENSATION  
TERRAIN FINANCING  
MILITARY TRAINING  
WORK-LIFE BALANCE  
UNIVERSITY ACCREDITATION AIRSPACE  
TERRAIN DIVERSITY



# 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

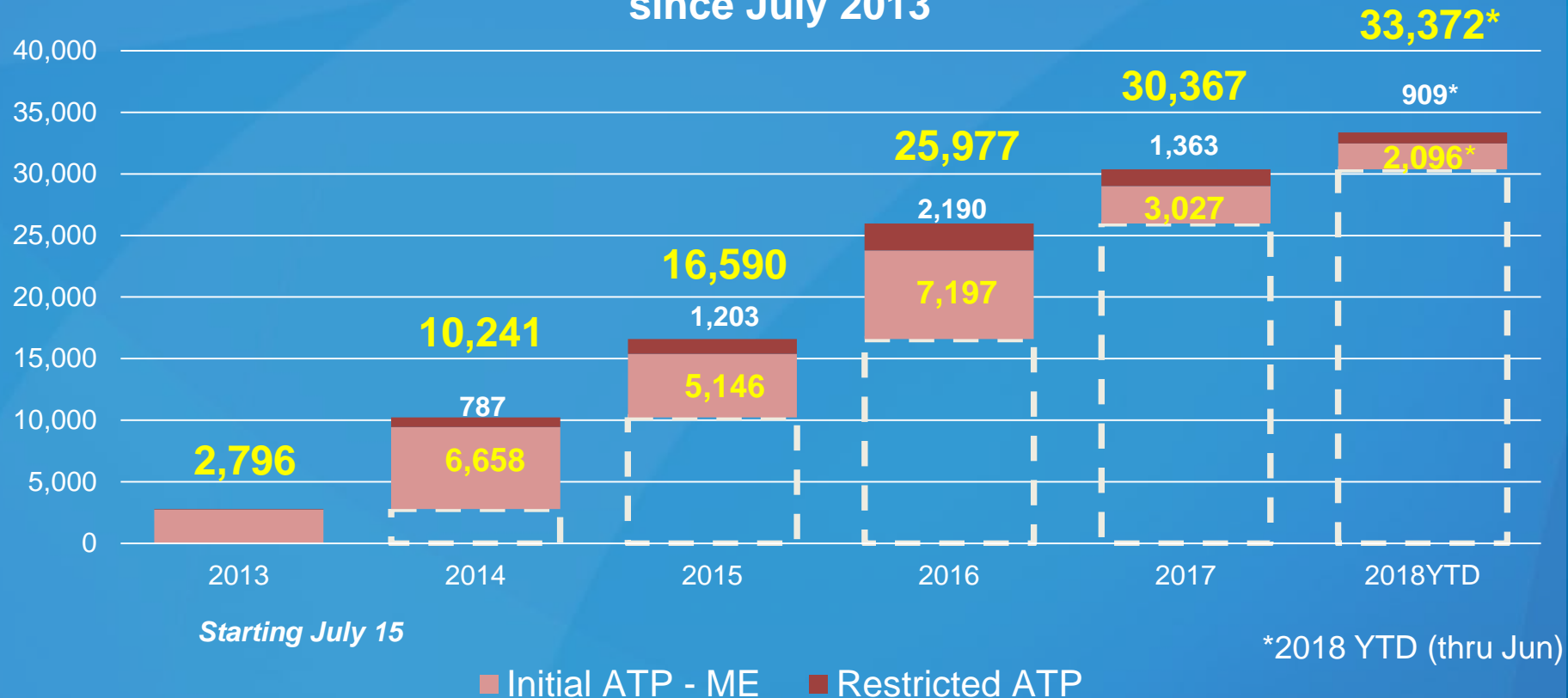
- Current regulatory standards are beneficial
- Continuous stream of flight instructors
- Establishes clear career pathway





# ATP-ME Issuances Post 2013 FOQ

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



**33,300+ ATP in last 5 years**

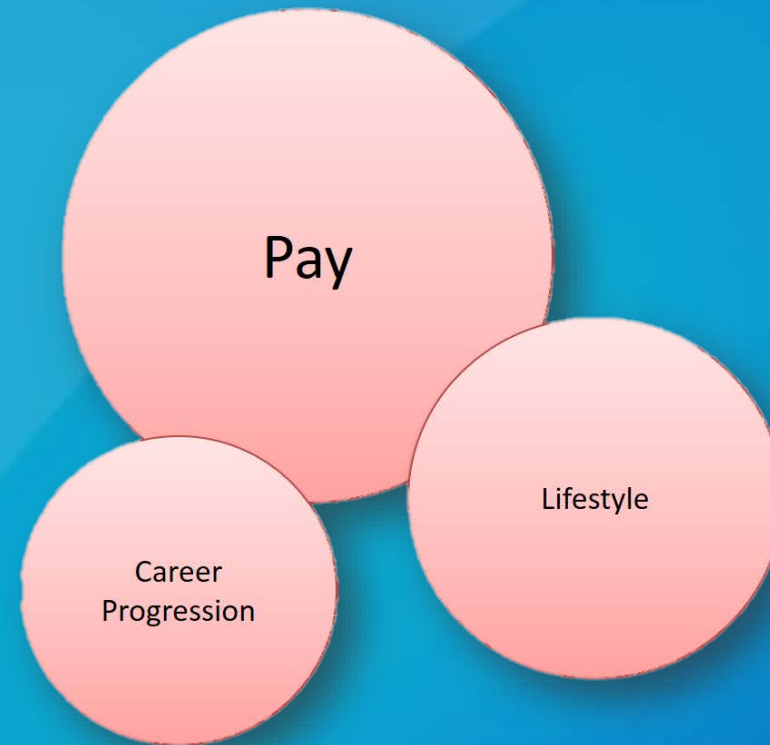
\*FAA, airplane multiengine land



# 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

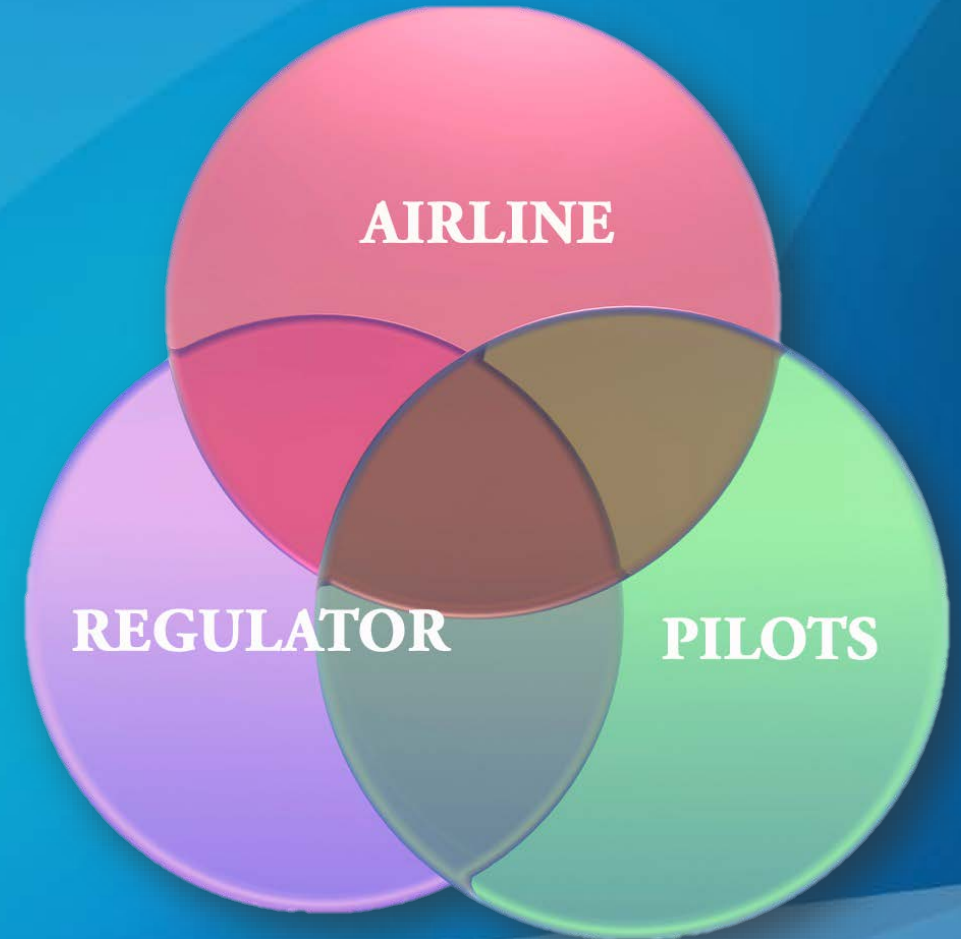
- Productive employees
- Reduce training washout
- Lower attrition

## ■ 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

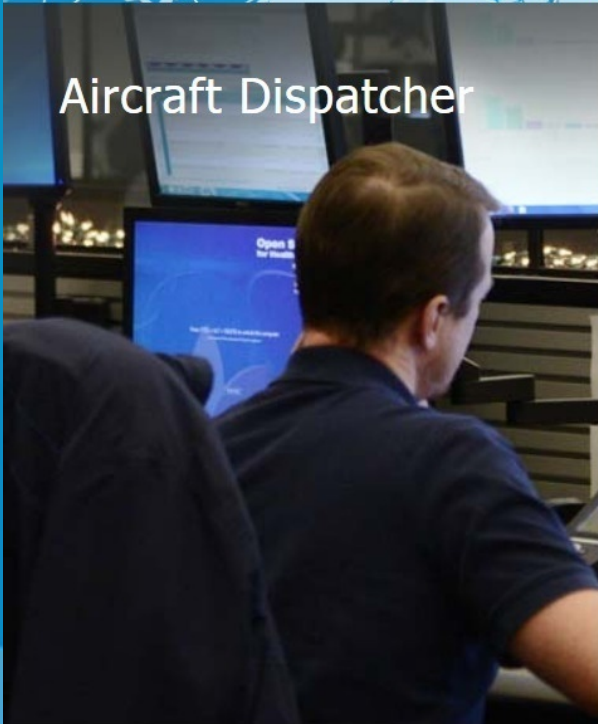


# AviationWorks4U



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Aircraft Dispatcher



Flight Attendant



Airline Pilot



Online at [AviationWorks4U.org](http://AviationWorks4U.org)



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# Cleared to Dream



[About](#)

[Become an Airline Pilot](#)

[Aspiring Aviators](#)

[Career Outlook](#)

[Contact](#)

## WHERE ARE ALPA'S PILOTS?

ALPA's pilots want to come to your school.

Catch Up with Us

Online at [ClearedToDream.org](http://ClearedToDream.org)



Air Line Pilots Association, Int'l

# 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

The screenshot shows the homepage of the Cleared to Dream website. At the top, there is a navigation bar with the logo and links for 'About', 'Become an Airline Pilot', 'Aspiring Aviators', 'Career Outlook', and 'Contact'. The main header features a large group photo of pilots with the text 'WHERE ARE ALPA'S PILOTS?' and 'ALPA's pilots want to come to your school.' Below this is a yellow 'Catch Up with Us' button. The content area is divided into three columns: 'What is the career outlook for pilots?', 'What scholarships are available?', and 'Take a Look Inside the Airline Pilot Career'. Each column has a small image and a 'GET THE SCHEME' button. Below these is a large section titled 'Fasten Your Seatbelt—You're Cleared to Dream' with a group photo of pilots and a 'SEE HOW TO BECOME A PILOT' button. The next section is 'Request a Pilot Visit Your School' with a photo of a pilot visiting a classroom and a 'REQUEST A VISIT' button. At the bottom, there is a section for 'Start an ALPA ACE Club or Mentor Program at Your School' with a 'GET STARTED' button. The footer includes 'ALPA MEMBER LOGIN', 'CONTACT US', and social media icons.

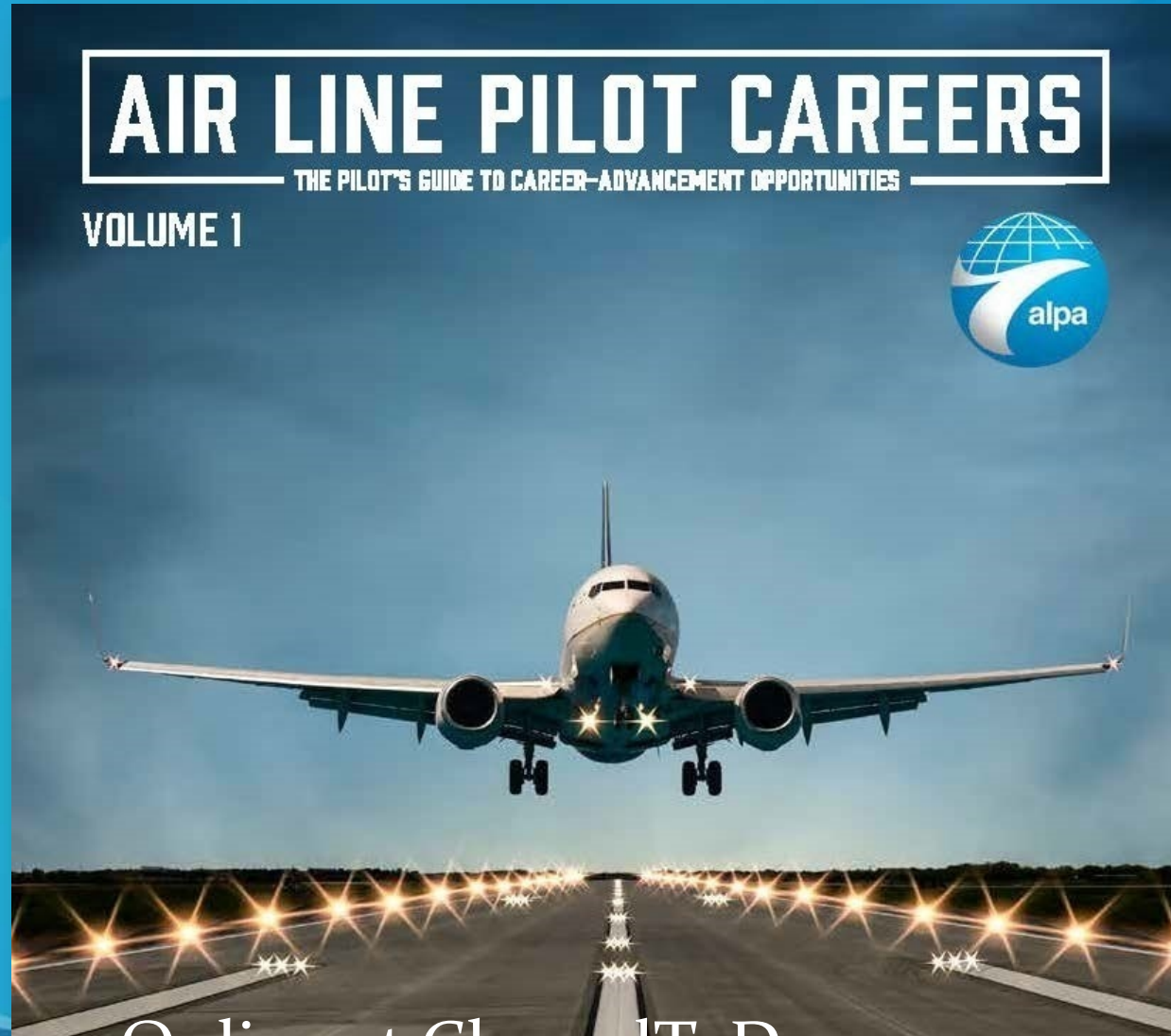
Online at [ClearedToDream.org](http://ClearedToDream.org)



Air Line Pilots Association, Int'l



# Guiding the Next Pilot Generation



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# Guiding the Next Pilot Generation

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

Online at [ClearedToDream.org](http://ClearedToDream.org)



Air Line Pilots Association, Int'l

# 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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