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The 4 C's Model - A Common Framework for Professional Aviator Development

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Pilot Shortage: Crisis and Opportunities

“4C’s Model” – A Common Framework for Professional Aviator Development

2018 National Training Aircraft Symposium
Presented by: Lt Col Kenyatta “Deacon” Ruffin
US Air Force Aircrew Crisis Task Force Outreach & Engagement Division Chief
Overview

- Intro
- Target
- Threat
- “Tactics”
- Q & A
Intro

PERSONAL
- ATP, MEI, CFI-A/G/I
- Aiming for the stars
- Aviation organizations

PROFESSIONAL
- 2500+ hrs, ~750 cmbt hrs
- F-16 / MC-12 / T-38
- Recent Assignments
Meet the national (global) demand for aerospace professionals

AND

Ensure inclusive opportunities in order to attract the nation’s best and brightest to our aerospace industry
How do we define what it takes and identify who has it?
Threats: No Change Without Change

Generalized Statistics

Civil & Military Aviators

Pilot Demographics

90% Male
90% White
Our Mission

How do we go from this…

To This?

Or This?

I n t e g r i t y  -  S e r v i c e  -  E x c e l l e n c e
“Tactics” Overview

How to accomplish the mission

- Institutional Level
- Organizational Level
- Personal Level

How to face threats

- Avoid
- Mitigate
- Eliminate
Utilize a deliberate, collaborative approach & methodology that begins as soon as you can say “AIRPLANE”!!

Cradle-to-Cockpit
4C’s Model & National Pilot Ecosystem

4C’s Model of AF Pilot Development

NATIONAL PILOT ECOSYSTEM
Business/Institutional, Community, and Individual Responsibilities

Represents 50K Youth...
55M youth 10-22 yrs of age (1100 ovals)

Note: All ovals to scale

Annual UFT Entries
~ 2400 Ofcrs
National “Pilot” Ecosystem

BUSINESS / INSTITUTIONAL

COMMUNITY
National “Pilot” Ecosystem

INDIVIDUAL
Introducing Students to Aviation Careers

AWARENESS
- Media
- Friends and family
- Deliberate outreach

ORIENTATION & INTEREST
- Single events
  - Airshow, open house, career days, etc.
- Focused programs
  - Summer camps, aerospace/STEM orientation

COLLEGIATE PREPARATION
- Sustained activities
  - Internships, academic enrichment flight training
- Mentorship
- Scholarships / Financial assistance
Being a pilot

What my friends think I do
What my mom thinks I do
What society thinks I do

What my flight instructor thinks I do
What I think I do
What I really do
CHARACTER DEVELOPMENT
- Internal / self
- External / teamwork

FLIGHT TRAINING PREP
- Primary flight training
- Prerequisite

FLIGHT TRAINING MENTORSHIP
- Military UPT / Regional Jet Training
- Processes, Standards, Expectations

AIRCRAFT FOUNDATIONS
- Initial mastery and proficiency
- Organizational / Cultural norms
AIRCRAFT PROGRESSION
- Upgrades
- Different aircraft assignment

CAREER GOALS
- Special flight opportunities
- Broadening assignments
- Family, work/life balance

TRANSITION
- Leadership / Management
- Academia
- Volunteering
More than a dream…
A goal with a plan!

Integrity - Service - Excellence
Unprecedented opportunities and challenges within global/national aerospace industry

Our task/target is to find those who have *The Right Stuff* from throughout the nation

Robust collaboration, deliberate pathways, and focused outcomes are the way to our destination