

Mar 2nd, 11:15 AM - 12:30 PM

Pilot-Supply Sustainability—Standards, Outreach, and Mentoring

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Ryder, Paul, "Pilot-Supply Sustainability—Standards, Outreach, and Mentoring" (2020). *National Training Aircraft Symposium (NTAS)*. 21.

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Pilot-Supply Sustainability—Standards, Outreach, and Mentoring

32nd National Training Aircraft Symposium (NTAS)

Embry-Riddle Aeronautical University

F/O Paul Ryder

National Resource Coordinator, Air Line Pilots Association, Int'l

March 2-4, 2020



Air Line Pilots Association, Int'l

Commercial Aviation: Today and Tomorrow

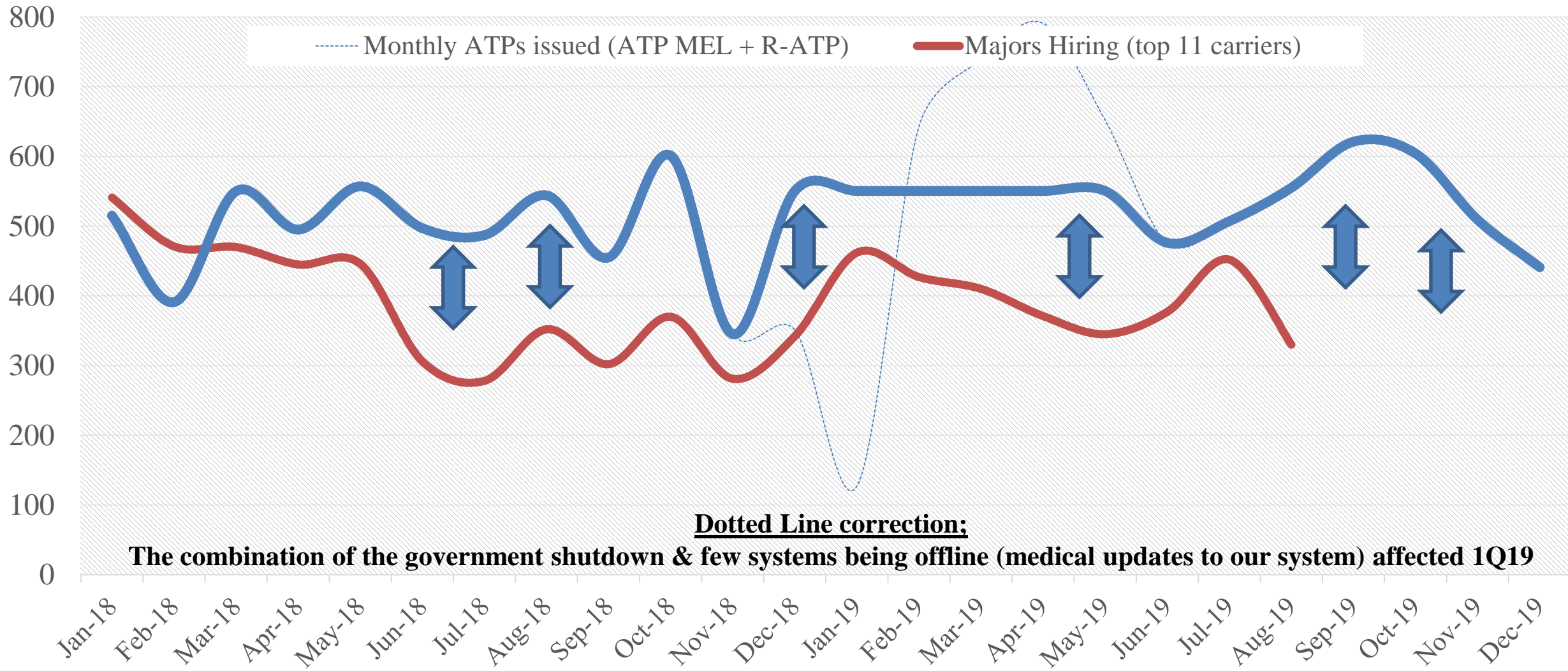
■ Changing Environment

- Emerging technologies (sUAS, RPA, Urban Air Mobility, etc.)
- International flying & treaties (foreign ownership, subsidies, etc.)
- Labor Supply, pilots and other professional and skilled workers
- Aircraft availability
- Disruptors

■ Pilot Training & Pathways

- Training capacity, instructor quality and quantity
- Cost and financing
- Standards
- Value Proposition

Pilot Hiring and Production



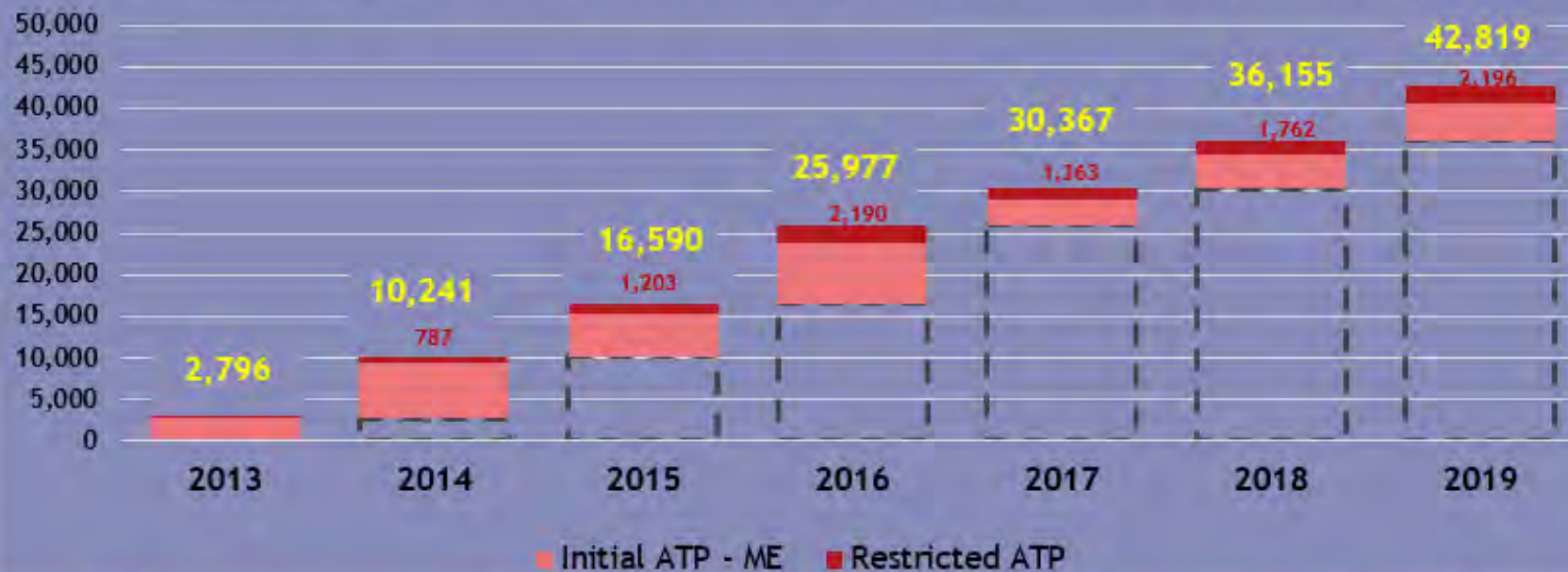
Pilot Production (Data)



ATP-ME Issuances

Over 42,800 ATP's in last 6+ years

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



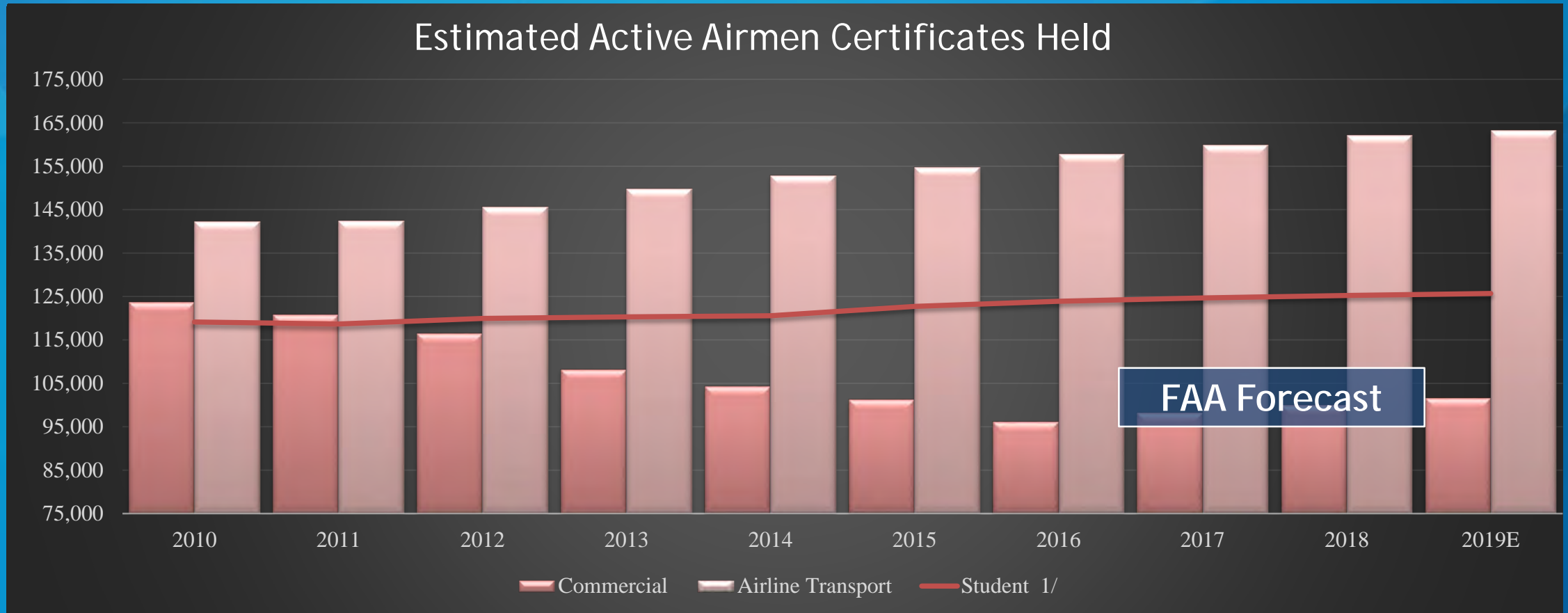
This represents ~37% of the Active ATP-ME certificates today

*FAA, airplane multiengine land

ALPA FEE-FOR-DEPARTURE COMMITTEE



Active Certificates Held



1/ In July 2010, the FAA issued a rule that increased the duration of validity for student pilot certificates for pilots under the age of 40 from 36 to 60 months. This resulted in the increase in active student pilots to 119,119 from 72,280 at the end of 2009.

Total ATP Certificates held continues to rise

Pathways to Becoming a Pilot (Time & Cost)

- Local flight school (Part 61)
 - 6 months to several years
 - \$40K to \$60K+
- Flight Academy (Part 61/141)
 - 3 months to one year
 - \$60k to \$90K
- Two year college (Part 141)
 - Two Years
 - Flight Costs are additional (\$60k-\$100k)
- Four Year College/University (Part 141)
 - \$125K to \$150K Tuition
 - Flight costs are additional, \$60K-\$100K
 - Four Years
- Military
 - Two years of training (approx.), 10-12 year commitment
 - Flight training as a paid commissioned or warrant officer

Elements of a Sustainable Pilot Supply Pipeline

Any country or region should consider the following:

- Military flight training providers
- University & General Aviation civilian training
- Civil use airspace for training
- Access to civil use airports
- Climate and terrain suitable for training
- Funding/financing of training costs
- Clear standards, expectations, and pathways to proceed
- Outreach, promotion of career possibilities and opportunities
- Mentoring, formal and informal
- ROI – Compensation, work/life balance, career progression

Pilot Ecosystem: Overview

- In recent years, aviation universities in the United States have been experiencing strong student interest in flight training, while some regional airlines and flight operators have experienced challenges in meeting the demand for pilots. In many cases, these challenges have been resolved by improving the work/life balance, pay, and career-progression aspects provided by the airline.
- The industry must be proactive in attracting people to the career. In addition, the pilot-supply chain should be viewed as an ecosystem, one that must maintain the capability and capacity to train and certify future generations of pilots.



Pilot Ecosystem: Standards

- The FOQ Rule does focus on quality of time. It is a misnomer that it is purely an hour-based rule.
- The quality of the training received, and experience gained, is the basis for the credit system allowing fewer and fewer hours for an ATP with restricted privileges.
- The fewer controls in place to ensure the quality, the less credit in hours given.
- The FOQ has provided an incentive to pursue the best training pathways due to the credit received by following those pathways to become an Airline Pilot.
- The FOQ Rule has not deterred people from pursuing becoming a pilot. In fact, enrollments at the universities in professional pilot flight training programs have been increasing by double digit percentages for years now.



Pilot Ecosystem: Outreach

- Promoting aviation careers
- Providing role models to youth early on
- Mentoring programs that begin prior to flight training
- Innovate improvements to career progression
- Training and experience building programs that provide a clear path to becoming an airline pilot (e.g. ab initio)
- Airline/University partnerships
- Improved student funding for training
- Professional development programs that continue throughout the pilot's career path
- Competitive wages and work/life balance

ALPA Promotes the Pilot Profession

- ALPA has been conducting outreach and education about pilot careers for 30+ years.
- ALPA's Education Committee reached 20,00 students high school age or younger in the 2018-2019 academic school year.
- Pilots meet students in the classroom, at aviation events like EAA AirVenture, and at the airport.
- ALPA relaunched www.ClearedtoDream.org on July 6, 2017, providing the public with education materials about becoming an airline pilot.
- ALPA led the formation of a youth focused workforce development coalition which launched www.AviationWorks4U.org and is developing a nationwide campaign to support professional and technician



Pilot Ecosystem: Mentoring Benefits

■ Airline

- Well-adjusted productive employees
- Reduce potential for training washout
- Lower attrition due to performance and reliability issues
- Improved outreach effectiveness (selection & recruitment)

■ Pilots

- Success assimilating into the airline as painlessly as possible
- Reduce stress and adjustment times in new employment or equipment
- Improved cultural fit and integration into flight operations

■ Regulator

- Fewer issues to address
- Increased safety



Mentoring: Formal and Informal

■ Formal

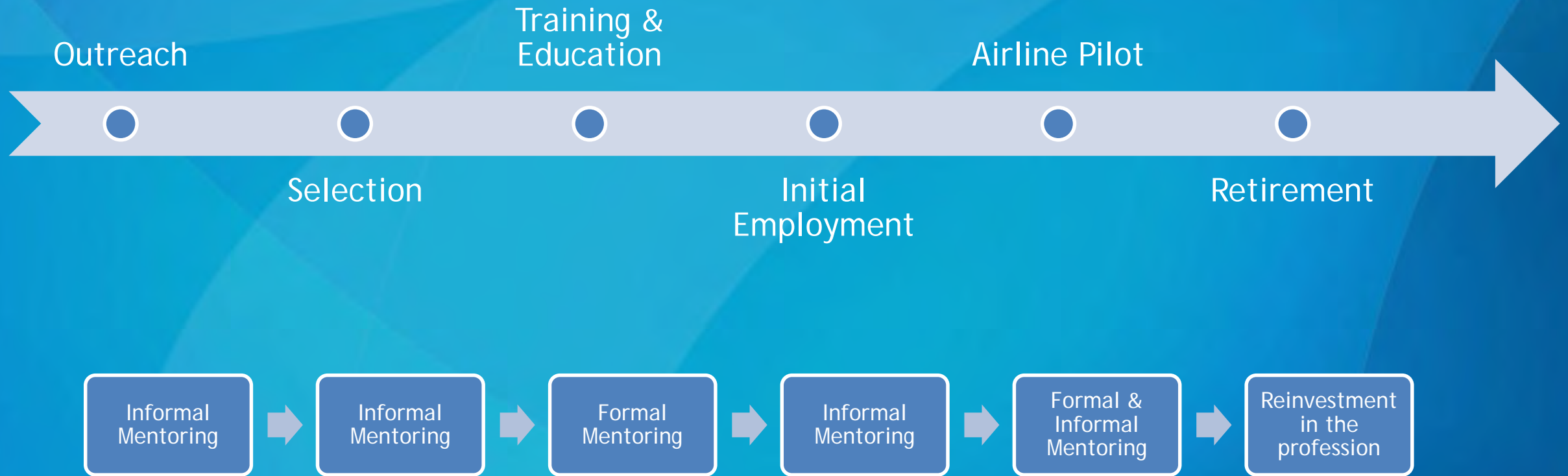
- Designated pilot mentors, specifically trained
- New hires, Transitioning pilots, New Captains
 - Mandatory and voluntary participation components
 - Mentors and protégés formally paired

■ Informal

- Easier access to role models who can bring focus to goals, standards, expectations
- Use of pilots and technology to force multiply mentoring access
 - Students
 - Pilots in Path
 - New hires



Pilot Pipeline & Professional Development Flow



Mentoring Program Organizational Structure



Pilot Ecosystem: Next Steps

- To maintain the pilot supply
 - Maintain the ecosystem of flight training and entry-level flying
 - industry must be cognizant of changes that may upset the equilibrium that exists today
 - Industry must make the career attractive through improving working conditions, promoting the profession, and mentoring through all phases of a pilot's career
- Regional and local assessment/audit of industrial environment
- Analysis and application of suitable remedies



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