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## United Airlines Pilot Hiring Forecast

John Buyer

*Director of Flight Training, United*

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# United Airlines Pilot Hiring Forecast

NTAS  
March 2016



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# Assumptions

- Rolling forecast good for 5 years
- Assumed 2% growth for subsequent years

## United Airlines – Minimum Pilot Qualifications:

- Unrestricted ATP certificate with Airplane Multi-Engine class rating
- 1,000 hours of Fixed-Wing Turbine Time
- Current FAA 1<sup>st</sup> Class Medical Certificate
- FCC Restricted Radio-Telephone Operator's License
- Current Passport
- High School Diploma or GED Equivalent
  - Bachelor's Degree preferred
- Legal right to work in the United States

# Recent Hiring Data (off-the-street hires)

2013:  
**343** Pilots

2014:  
**357** Pilots

2015:  
**836** Pilots

2016:  
**800** Pilots

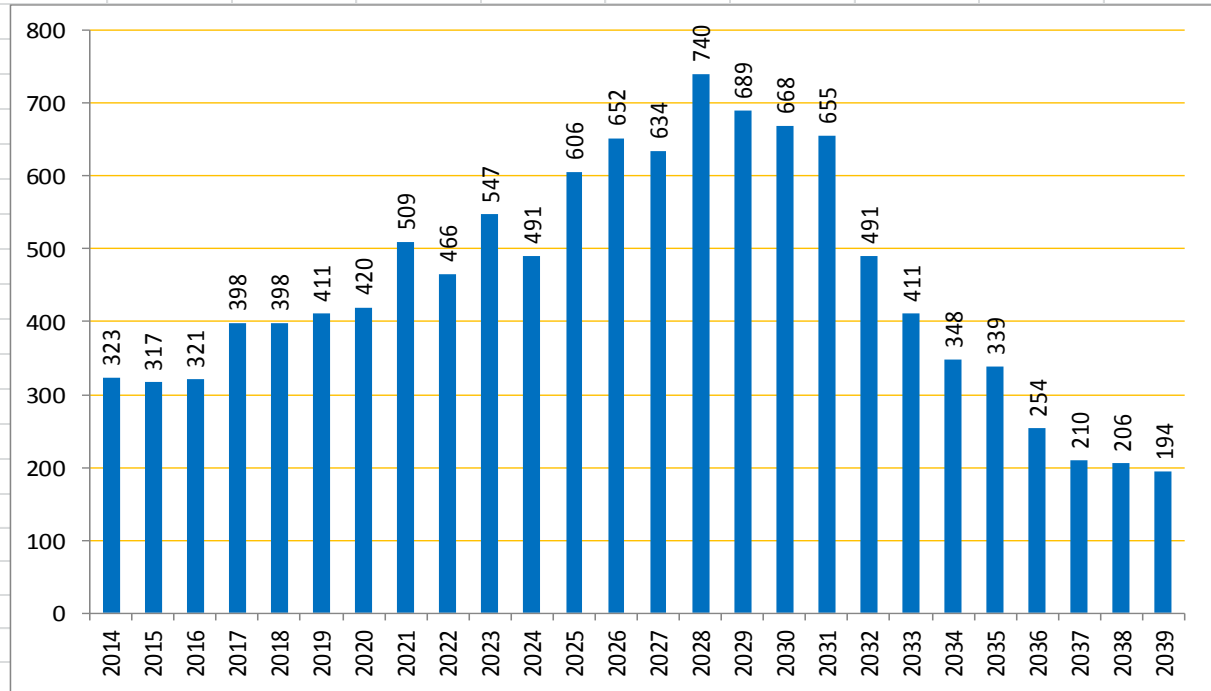
- We still have pilots on furlough status who have the right to return to the property. These return rights will expire in September 2019 (at the latest).
- We have approximately 11,000 applications on file at our application portal, which is [AirlineApps.com](http://AirlineApps.com)

# United's Age 65 Retirement Forecast

(does not include unknown early or medical retirements)

Year	Total # of Pilots Retiring by Year	Cumulative # of Pilots Retiring
2012	18	18
2013	292	310
2014	323	633
2015	317	950
2016	321	1,271
2017	398	1,669
2018	398	2,067
2019	411	2,478
2020	420	2,898
2021	509	3,407
2022	466	3,873
2023	550	4,423
2024	491	4,914
2025	606	5,520
2026	652	6,172
2027	634	6,806
2028	740	7,546
2029	689	8,235
2030	668	8,903
2031	655	9,558
2032	491	10,049
2033	411	10,460
2034	348	10,808
2035	339	11,147
2036	254	11,401
2037	210	11,611
2038	206	11,817
2039	194	12,011
<b>Total</b>		<b>12,011</b>

United Airlines - Pilot - Age 65 Retirements



Current

5 yrs.

10 yrs.

15 yrs.

20 yrs.

25 yrs.

# Conclusions

- Pilot Sourcing will be an industry challenge
  - Impacts all carriers worldwide
- Significant recruiting needed in multiple venues to provide pilots to Mainline and Express
- Retirement picture will force UA to hire approximately 800/year to meet growth/retirement demands
- Instructor staffing remains consistent
  - We will see instructor attrition at a ratio similar to line pilot attrition



# Discussion



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