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JetBlue Pilot Gateway Programs: Creative Approaches to Pilot Sourcing

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jetBlue®

Pilot Gateway Programs

Sourcing Initiatives and Solutions

Nancy Shane Hocking | Manager Pilot Gateway Programs



OUR MISSION
(ENDURING)

INSPIRE HUMANITY

OUR VISION
(5-10 YEARS)

Become the most caring travel provider in the world.

LONG-TERM DIRECTION TO ACHIEVE OUR MISSION

STRATEGIC OBJECTIVES
(EVOLVE OVER TIME)

EXPAND AND DIFFERENTIATE OUR OFFERING

STRENGTHEN OUR CARING CULTURE

DEEPEN OUR HOSPITALITY EXPERTISE

BUILD THE PLATFORM FOR GROWTH

THE MAIN PILLARS OF OUR STRATEGY

OUR VALUES

SAFETY

CARING

INTEGRITY

PASSION

FUN

THE BEDROCK OF OUR CULTURE



22,000+
CREWMEMBERS

102 

BlueCities and counting!

TRUE BLUE |  **MOSAIC**



Personal TV at every seat with **36+ channels** of DIRECTV® and **100+ channels** of XM Radio®



The most **legroom** in Coach. (Based on average seat pitch.)

INSPIRING HUMANITY



Fly-Fi

The fastest **FREE** WiFi in the sky.

CUSTOMER BILL OF RIGHTS

When things don't go as planned, we are here for you!

JETBLUE FLEET:

245 Total Aircraft, **34** with Mint, **100%** equipped with Fly-Fi®



55 A321



130 A320



60 E190

SIXTH

largest airline in the U.S.

AWARDS 

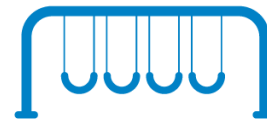
Best Airline, Top Customer Satisfaction, Best Place to Work

181,000

Crewmember volunteer hours logged in 2017 (over 675K since 2011)

27

Playgrounds built



2,554

Organizations supported in 2017

jetBlue FOR **GOOD**



NASDAQ: **JBLU**



1,000 
DAILY FLIGHTS



40 MILLION CUSTOMERS ANNUALLY



Unlimited brand name snacks and soft drinks.

SAFETY • CARING • INTEGRITY • PASSION • FUN

Pilot Gateway Programs



jetBlue®

PILOT
GATEWAY
PROGRAMS



Our Innovative Approaches

Transition Gateway ~ University Gateway ~ Gateway Select

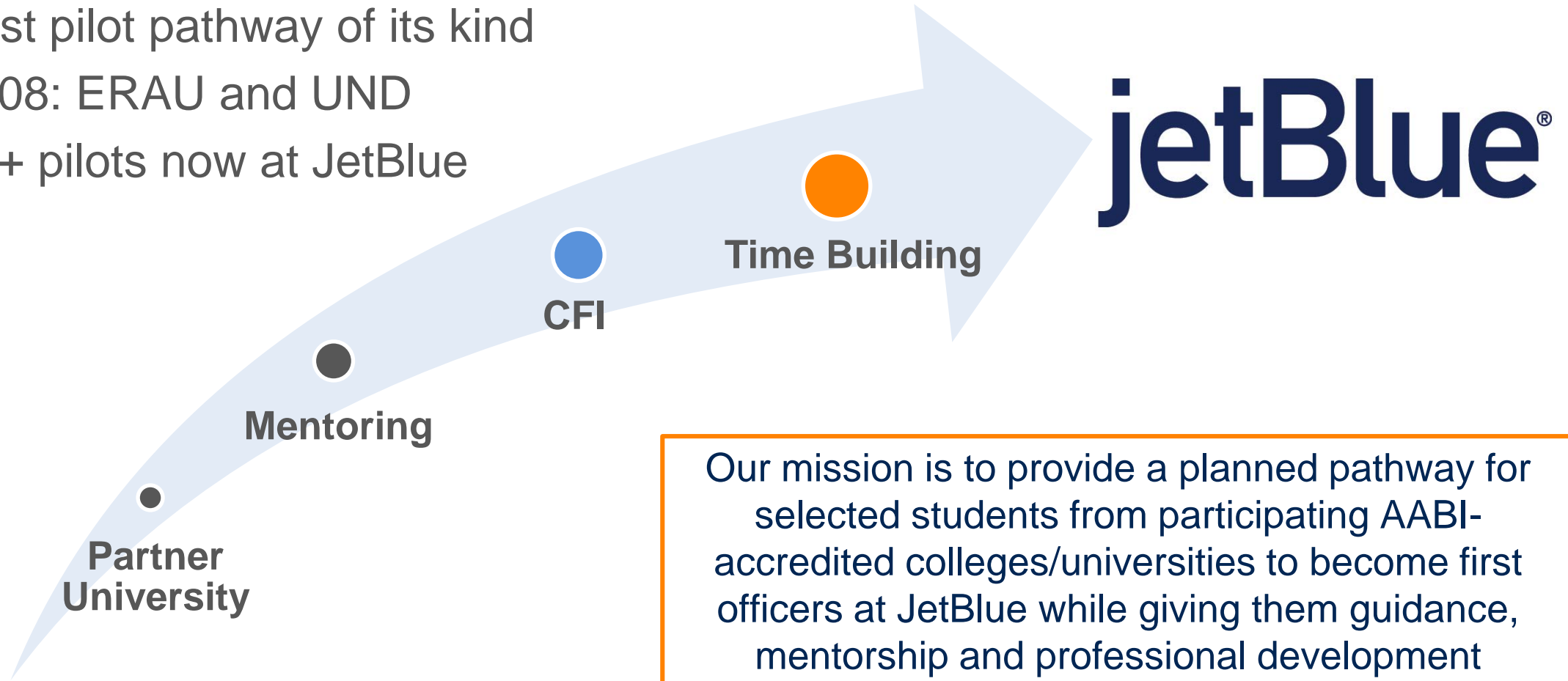
Transition Gateway

- Current crewmembers
- Culture and values
- Mentorship
- Support



University Gateway

- First pilot pathway of its kind
- 2008: ERAU and UND
- 50+ pilots now at JetBlue



Our mission is to provide a planned pathway for selected students from participating AABI-accredited colleges/universities to become first officers at JetBlue while giving them guidance, mentorship and professional development opportunities along the way

Gateway Select

**Is your dream to become a pilot?
JetBlue is looking for you**

¿Sueñas con ser piloto?
JetBlue te está buscando

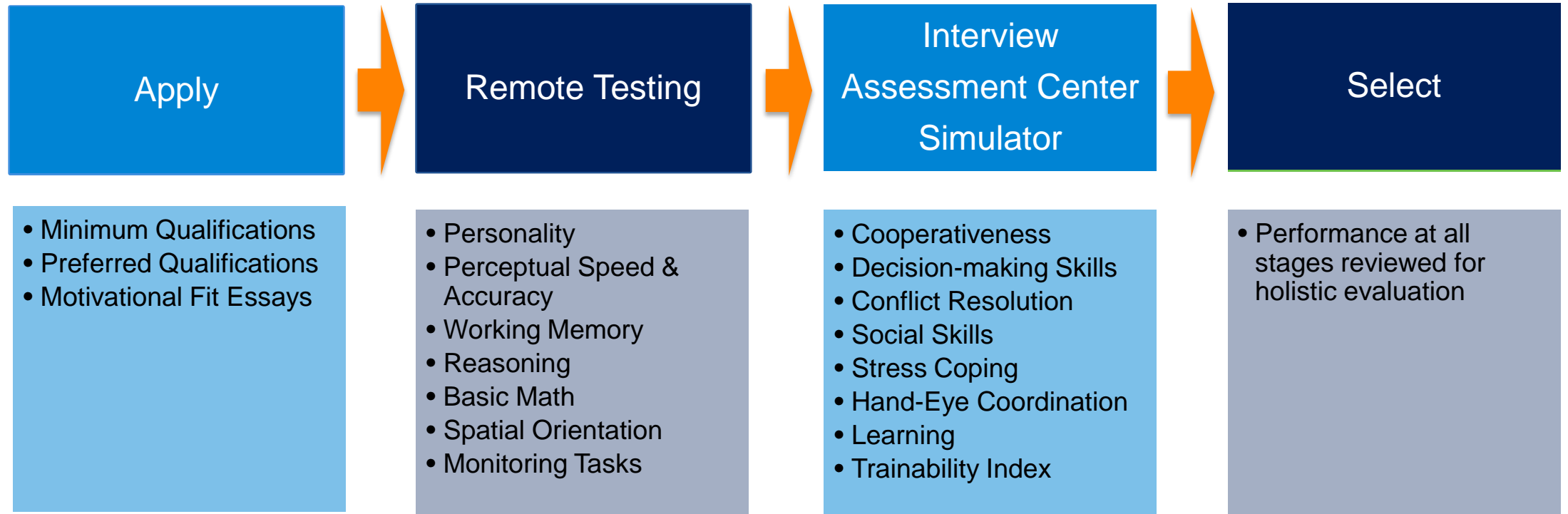
Your cockpit seat awaits

JetBlue Wants to Hire, Then Train a
New Generation of Pilots

Aspiring pilots, rejoice. JetBlue has launched
a program to select and train everyday folks
to fly a commercial jet.

**JetBlue Wants to Train
You to Be a Pilot**

A Rigorous Program Requires Rigorous Selection



Applied	Assessment	Onsite Invited	Onsite Complete	Offered*	Waitlist (Talent Pool)
2390	1037	242	207	68	47

*Offered list is different from the number who have started because some declined

Gateway Select Structure

Phase I	• Core Academics & Core Flying Skills
Phase II	• Basic Flying Skills
Private Pilot	• Private Pilot Certificate Module
Phase III	• Intermediate Training
Phase IV	• Advanced Training
Bridge Course	• Instrument, Commercial, CFI/CFII
CAE	• Employment as Flight Instructor
JetBlue	• Initial Training as JetBlue First Officer

Program Length: ~3.5 Years

**Through our creative
pilot sourcing initiatives,
JetBlue is ensuring that
our flight decks are
adequately staffed with
safe, qualified and
quality pilots**

jetBlue®



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Thank You