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Pilot-Supply Sustainability—Standards, Outreach, and Mentoring

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Pilot Supply Sustainability: Standards, Mentoring, and Outreach



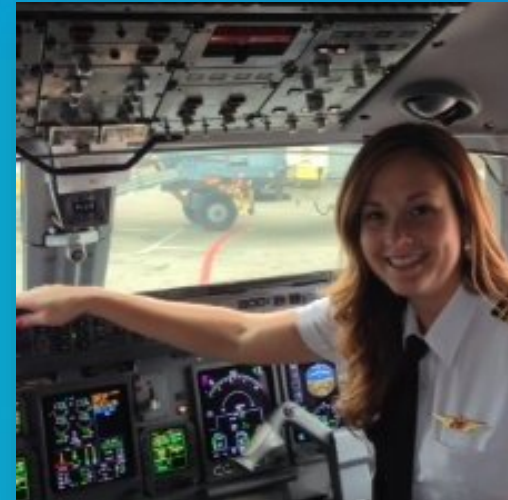
National Training Aircraft Symposium (NTAS)
Embry-Riddle Aeronautical Association-Daytona
August 13, 2018

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
COMPENSATION
GENERAL AVIATION
AIRPORTS
CAREER-PROGRESSION
AIRSPACE FUNDING

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

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



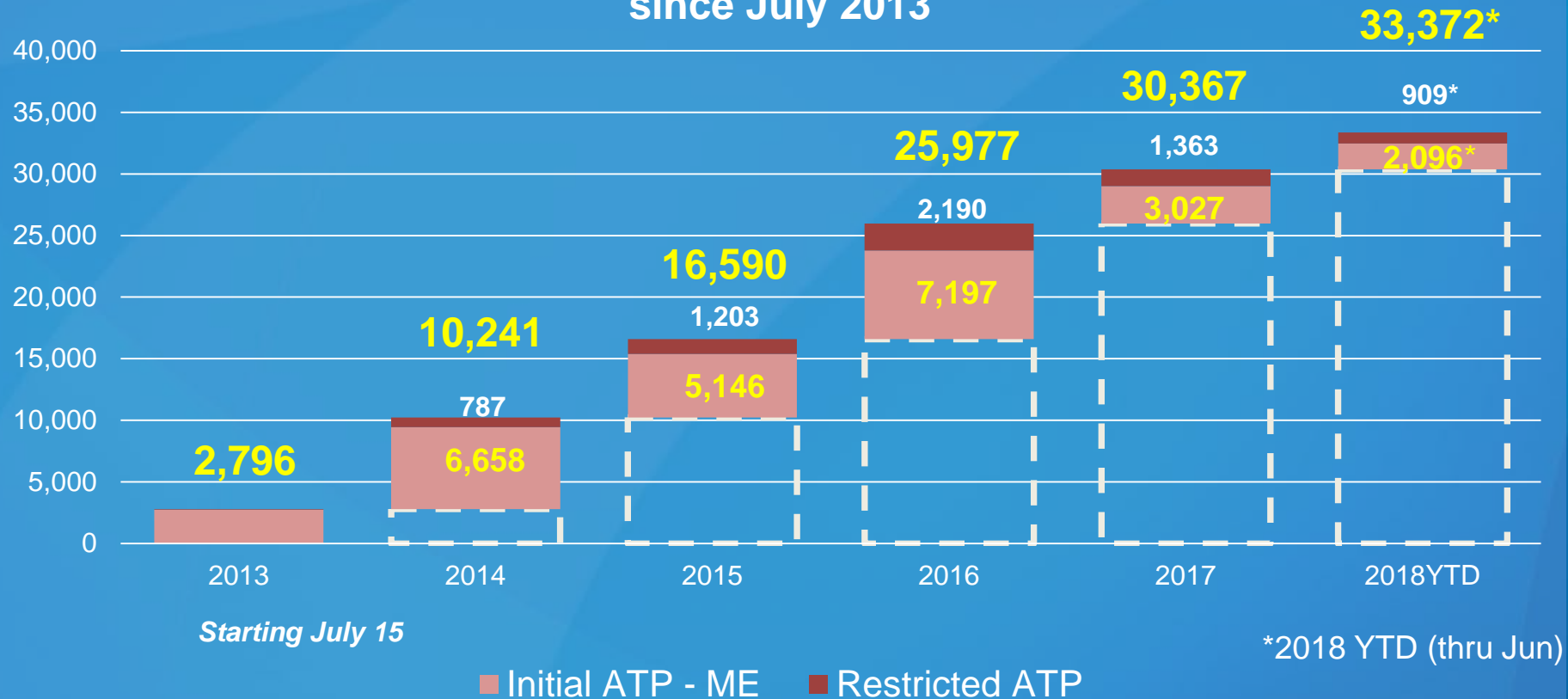
Maintaining the Pilot Supply Ecosystem Balance

- 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

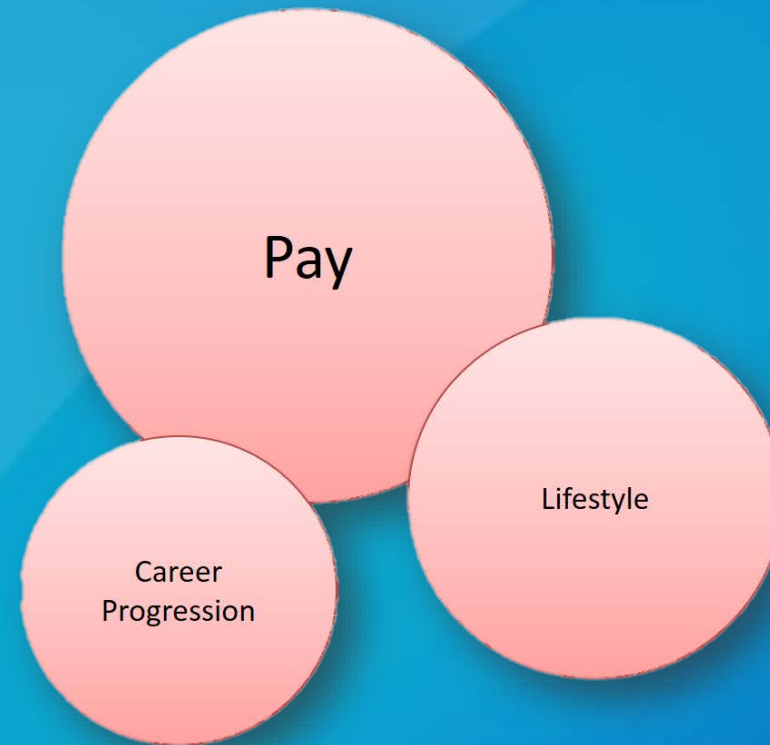
*FAA, airplane multiengine land



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

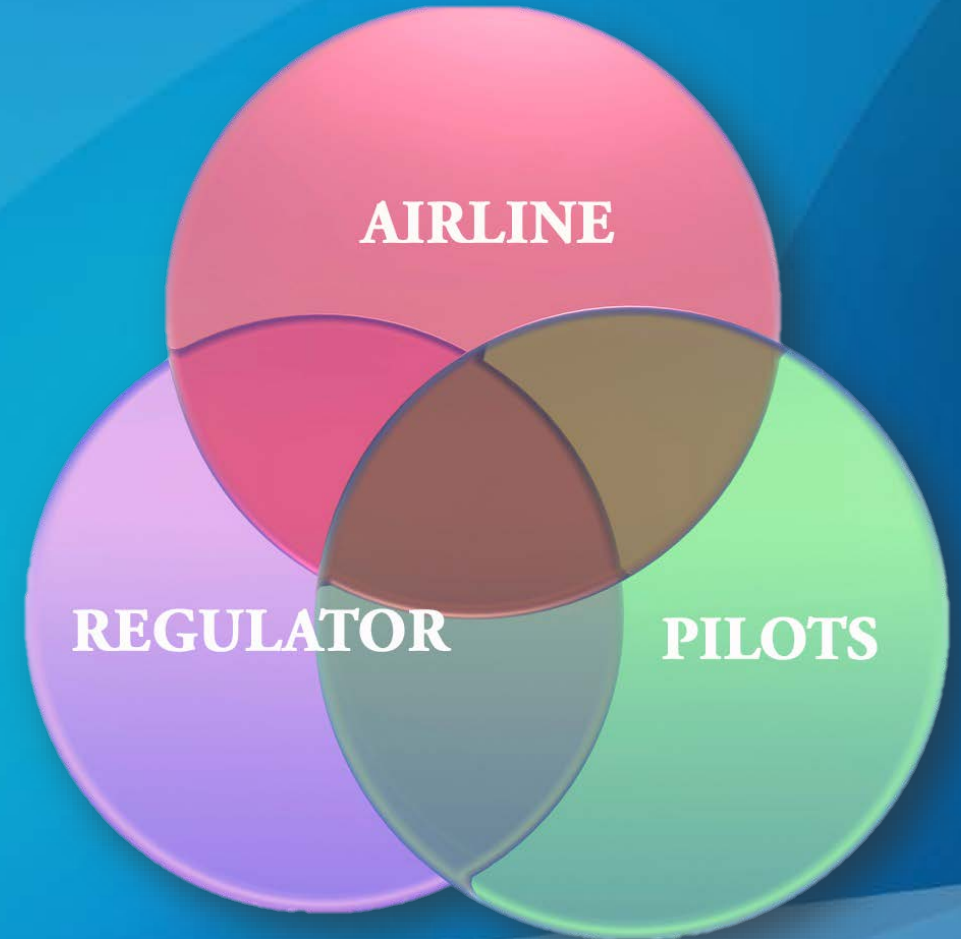
- Productive employees
- Reduce training washout
- Lower attrition

■ 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



About

Aircraft Dispatcher

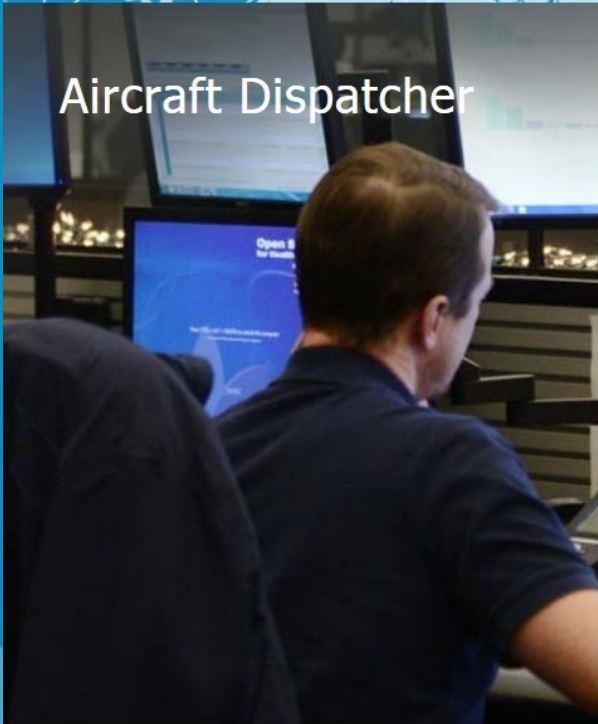
Airline Pilot

Air Traffic Controller

Aviation Maintenance Technician

Flight Attendant

Aircraft Dispatcher



Flight Attendant



Airline Pilot



Online at AviationWorks4U.org



Air Line Pilots Association, Int'l

Cleared to Dream



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[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



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

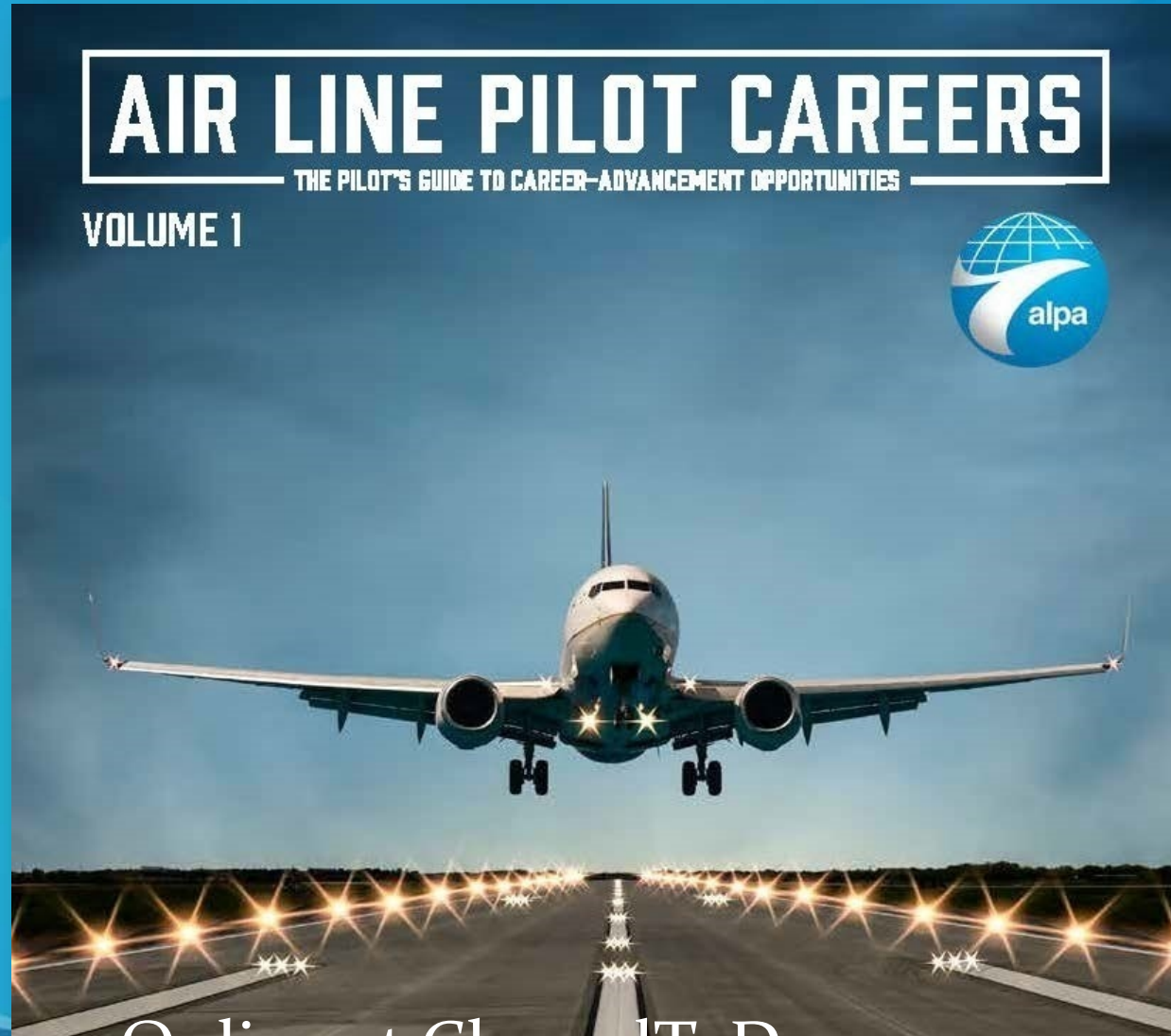
The screenshot shows the homepage of the Cleared to Dream website. At the top, there is a navigation bar with the logo and links for 'About', 'Become an Airline Pilot', 'Aspiring Aviators', 'Career Outlook', and 'Contact'. The main header features a large group photo of pilots with the text 'WHERE ARE 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' link. 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' link. The next section is 'Request a Pilot Visit Your School' with a photo of a pilot visiting a classroom and a 'REQUEST A VISIT' link. At the bottom, there is a section for 'Start an ALPA ACE Club or Mentor Program at Your School' with a 'GET STARTED' link. The footer includes 'ALPA MEMBER LOGIN', 'CONTACT US', and social media icons.

Online at ClearedToDream.org



Air Line Pilots Association, Int'l

Guiding the Next Pilot Generation



Online at ClearedToDream.org



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Guiding the Next Pilot Generation

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Or

[Click Here](#)

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

Online at ClearedToDream.org



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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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