

The Future of Airline Pilot Hiring and Training

Presented to: ALPA – Evolution of Safety
Through Pilot Training

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Federal Aviation
Administration



Challenge: Combining Pressures Threaten to Squeeze the Pilot Supply

- Age 60 deferred pilots now retiring
- Military no longer provides a reliable pipeline



Challenge: Combining Pressures Threaten to Squeeze the Pilot Supply

- Aviation has increasing difficulty attracting new entrants:
 - Cost of education and training is painfully high in an industry that offers low pay at entry levels
 - A college degree at a typical aviation university costs \$100k, with an additional \$60k for foundational certificates and ratings



Challenge: Combining Pressures Threaten to Squeeze the Pilot Supply

- Training will only become still more expensive:
 - On 1 Aug 2013, a self-enacting law requires Part 121 FOs to have an ATP with 1500 hours.
 - Changes coming to certification requirements for ATP and Part 121 SIC, to include enhanced knowledge/flight proficiency and multi-engine, multi-pilot, turbine experience
 - SPAW ARC – stall/upset recognition & recovery
 - Simulator requirements
 - Part 121 SNPRM – real-world scenarios
 - Mentoring



Answering the Challenge: U.S. Aviation Academy Program Vision

- Select deserving students into a rigorous four-year aviation-oriented scholastic and certification program that will produce pilots with:



- A bachelor's degree
- A commercial pilot certificate with multi-engine & instrument ratings

Answering the Challenge: U.S. Aviation Academy Program Vision

- Existing aviation-oriented universities and Part 141 training facilities will develop, conduct, and oversee the USAAP's innovative education & certification programs



Curriculum would incorporate SMS and lessons learned from AQP, LOFT, and data from voluntary reporting programs.

Answering the Challenge: U.S. Aviation Academy Program Vision

- An independent board comprised of representatives from government, industry, labor, private donors, and academia will establish program standards and manage funding



How Can ALPA Help?

- Support a GAO study to determine the likelihood, the scope, and the potential impact of a pilot/AMT shortage on the U.S. economy and all sectors of the U.S. air carrier industry
- Talk to your representatives on these concerns
- Engage them politically so they can enable us to lead some actions



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