



# Evolution of the Aviation Workforce





# Building Partnerships in Aviation Maintenance Education

## MAINLINE PARTNERS

American Airlines 

 DELTA 

UNITED 



**160+**  
DESTINATIONS  
Canada, Mexico,  
Caribbean

FLEET TYPE:  
BOMBARDIER  
and  
EMBRAER  
JET AIRCRAFT

**170+**  
AIRPORTS  
SERVED



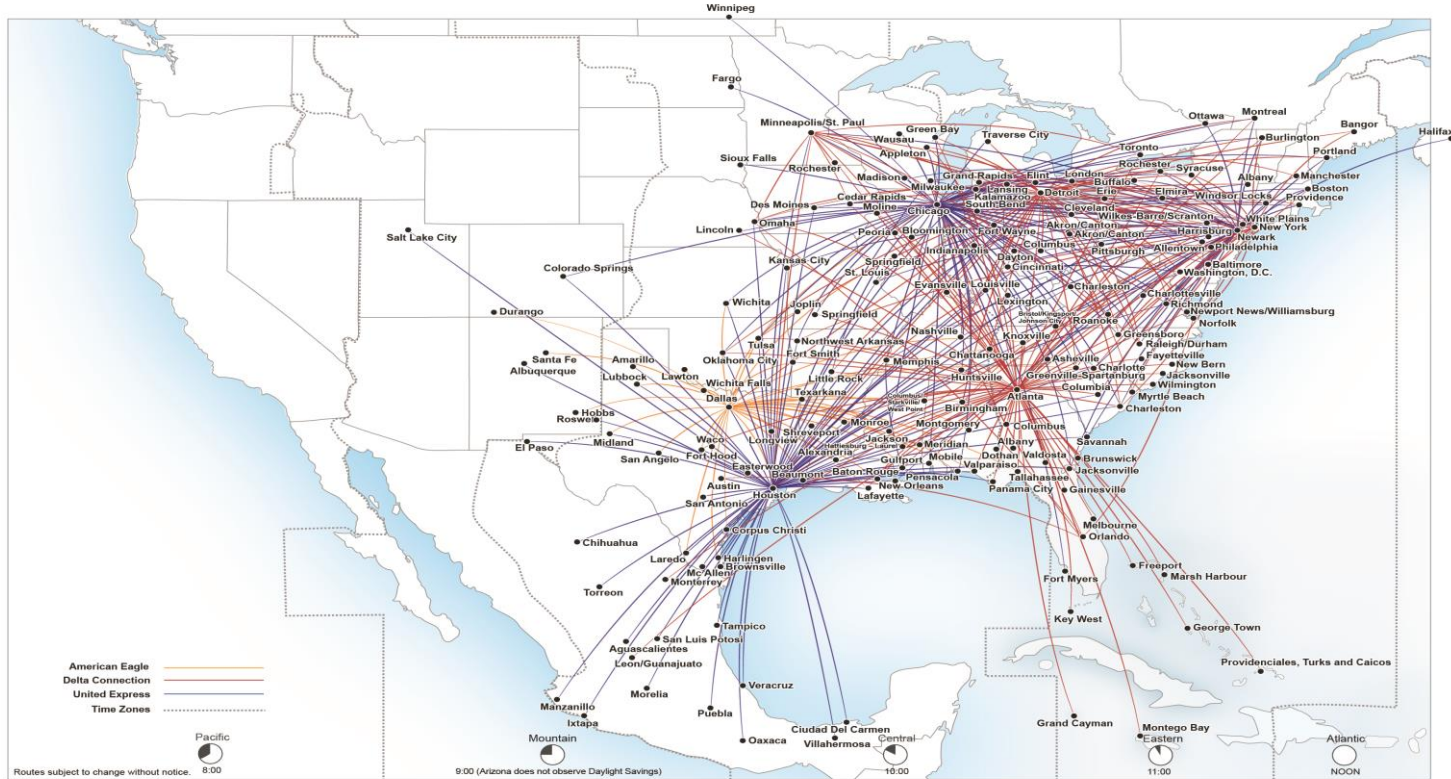
DIVERSE  
ROUTE  
STRUCTURE

CREW DOMICILES

Atlanta (ATL)    Detroit (DTW)  
Chicago (ORD)    Houston (IAH)  
Cleveland (CLE)    Newark (EWR)  
Dallas (DFW)    New York (LGA)

**1,000+**  
DAILY  
DEPARTURES



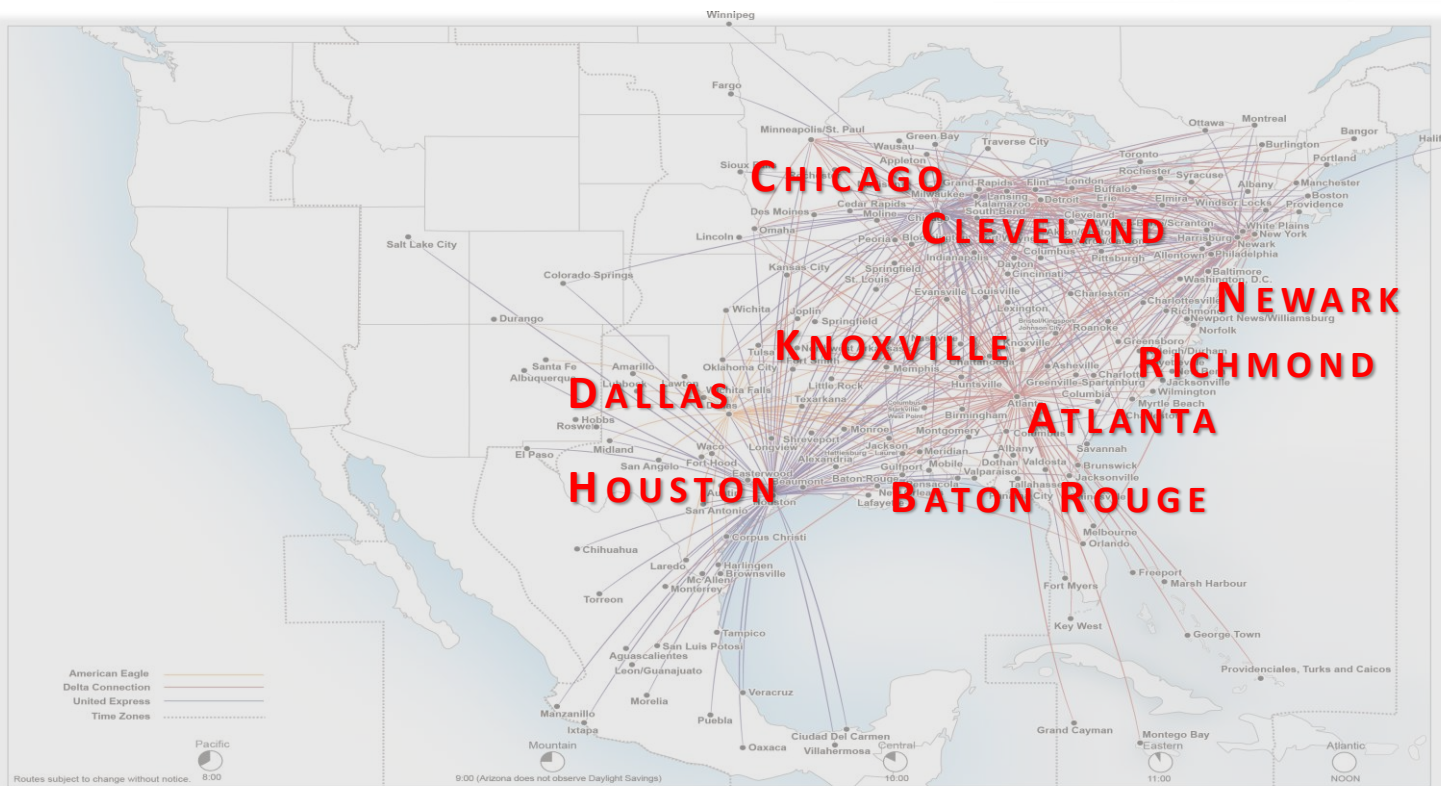


April 2016

American Airlines

DELTA

UNITED



April 2016

American Airlines

DELTA

UNITED

# Airline Industry Changes (...for the better)

- Consolidation of Airlines
- Market stabilization
- Cost stabilization
- Capital investment (new aircraft)



# Long-Term Forecast

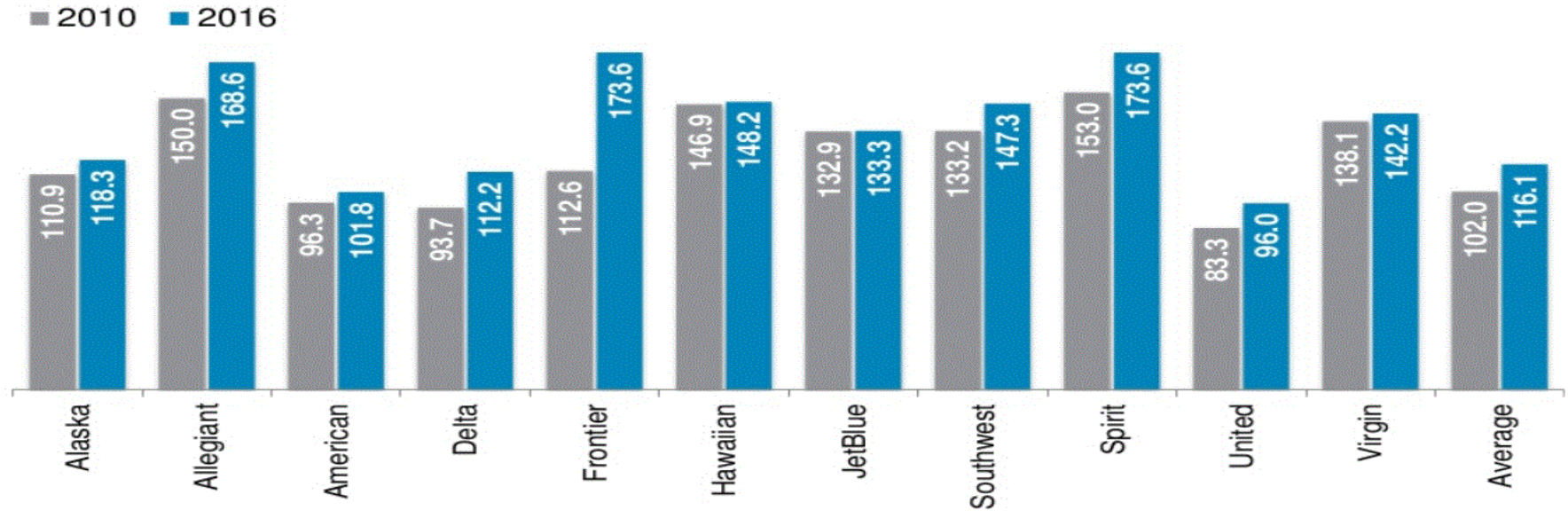
- 39,600 airplanes in the next 20 years
- 41% replacement
- 59% growth

<http://www.boeing.com/commercial/market/long-term-market/pilot-and-technician-outlook/>

# Industry Trends\*

**In Addition to Expanding Schedules, Airlines Are Deploying Larger Aircraft**  
Replacement of 50-Seaters With Larger Regional Jets Is Biggest Driver of 14% Jump

**Average Domestic Aircraft Size** (Seats per Scheduled Departure)

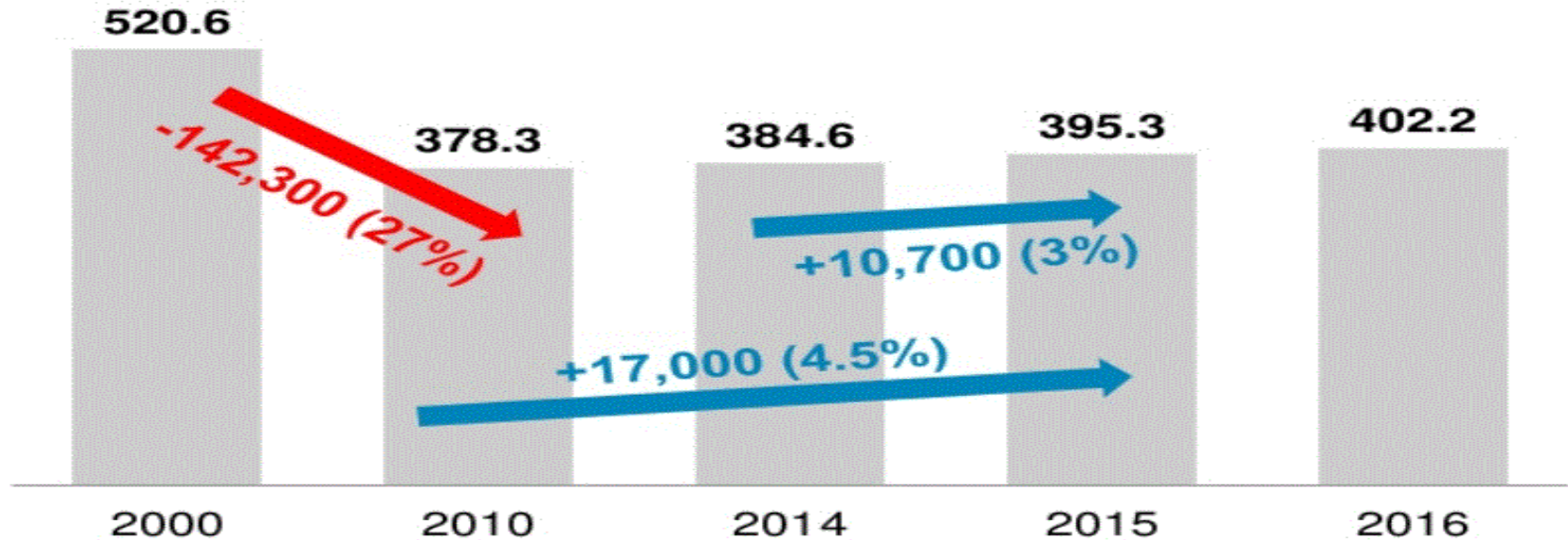


Source: Innovata (via Diio Mi) as of Mar. 4, 2016



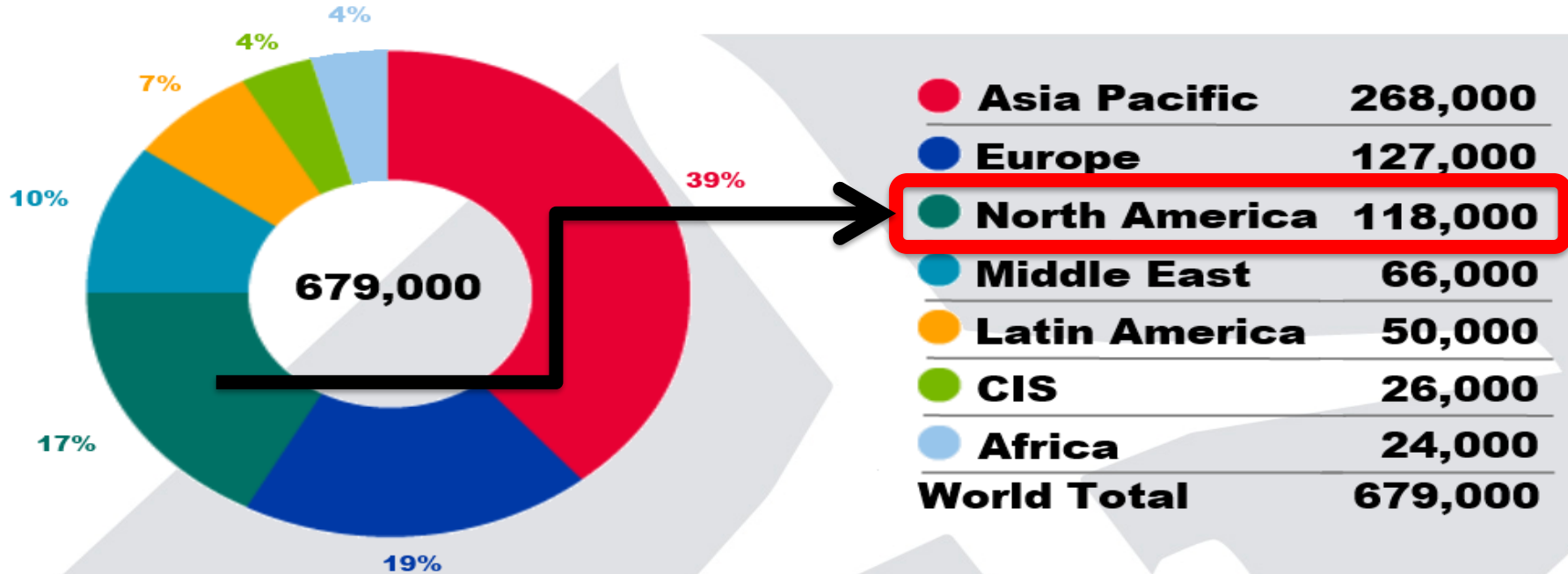
# Industry Trends\*

**Employment at U.S. Passenger Airlines**  
Thousand Full-Time Equivalents



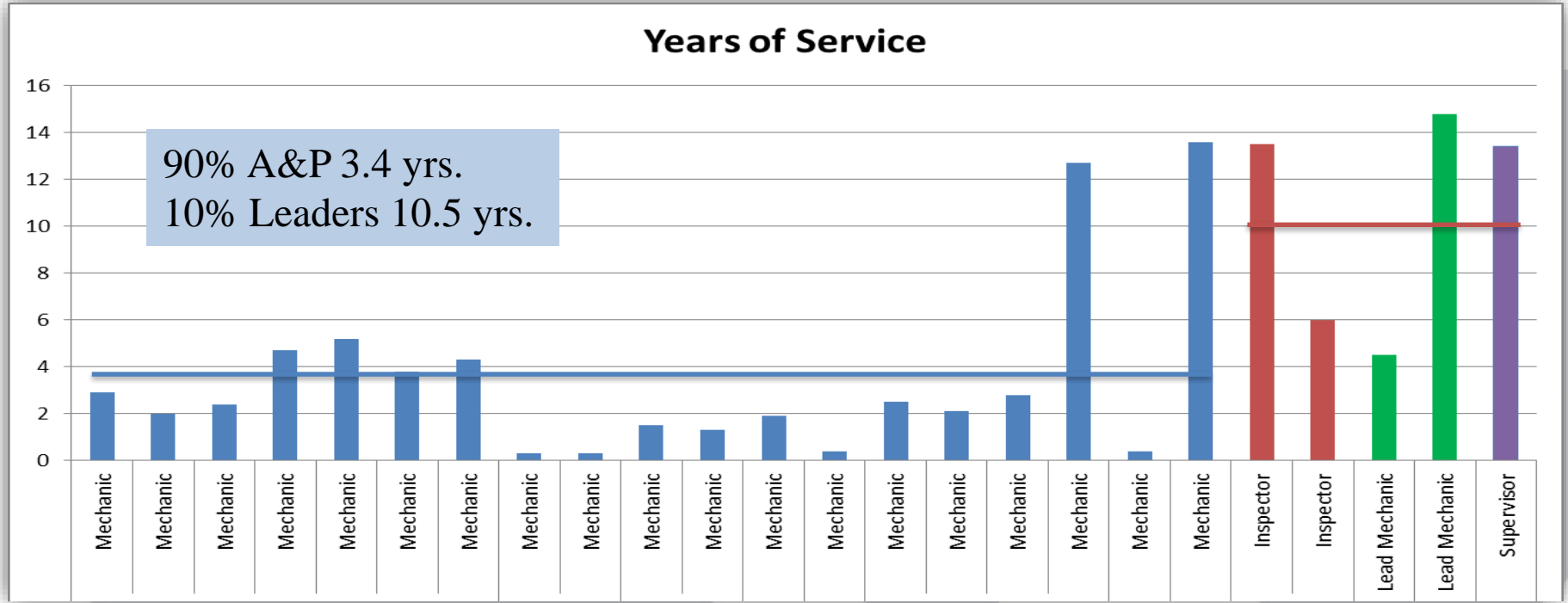
Source: Bureau of Transportation Statistics for scheduled U.S. passenger airlines

# New Technicians by Region (2016-2035)



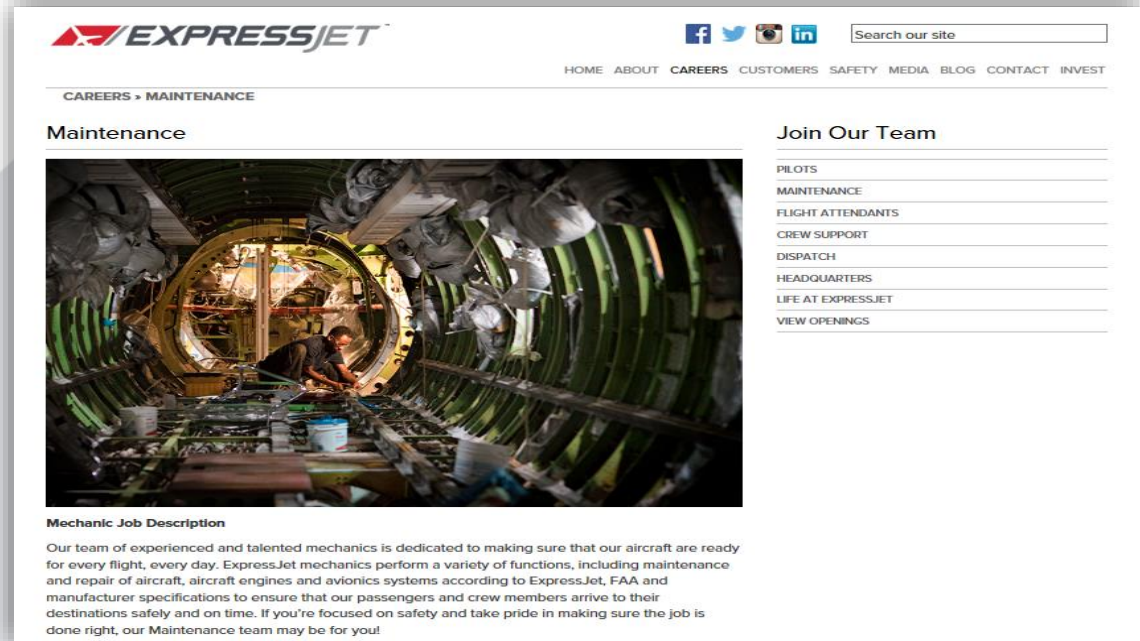
<http://www.boeing.com/commercial/market/long-term-market/pilot-and-technician-outlook/>

# Talent Drain



# Recruiting

- Web
- Social Media
- Career Fairs
- School Outreach




**EXPRESSJET**

HOME ABOUT CAREERS CUSTOMERS SAFETY MEDIA BLOG CONTACT INVEST

CAREERS > MAINTENANCE

## Maintenance



**Mechanic Job Description**

Our team of experienced and talented mechanics is dedicated to making sure that our aircraft are ready for every flight, every day. ExpressJet mechanics perform a variety of functions, including maintenance and repair of aircraft, aircraft engines and avionics systems according to ExpressJet, FAA and manufacturer specifications to ensure that our passengers and crew members arrive to their destinations safely and on time. If you're focused on safety and take pride in making sure the job is done right, our Maintenance team may be for you!

### Join Our Team

- PILOTS
- MAINTENANCE
- FLIGHT ATTENDANTS
- CREW SUPPORT
- DISPATCH
- HEADQUARTERS
- LIFE AT EXPRESSJET
- VIEW OPENINGS

# What We Look For

- FAA Certification
- **Must complete a successful interview**
- Must work willing and educated in a fast-paced airline atmosphere (24/7/365)
- Detail oriented (*technology can help with that*)
- Process driven (*but where do they learn the process...?*)
- Focused
- Team player and communicator
- Take pride, demand excellence, and accept responsibility and growth opportunities

# Interview Process

- Knowledge & Skills Assessment
  - Verbal querying
  - Written tests
  - Hand tool demonstration
- Complete background checks and drug testing, and be able to obtain SIDA (security) badge.





# Old School



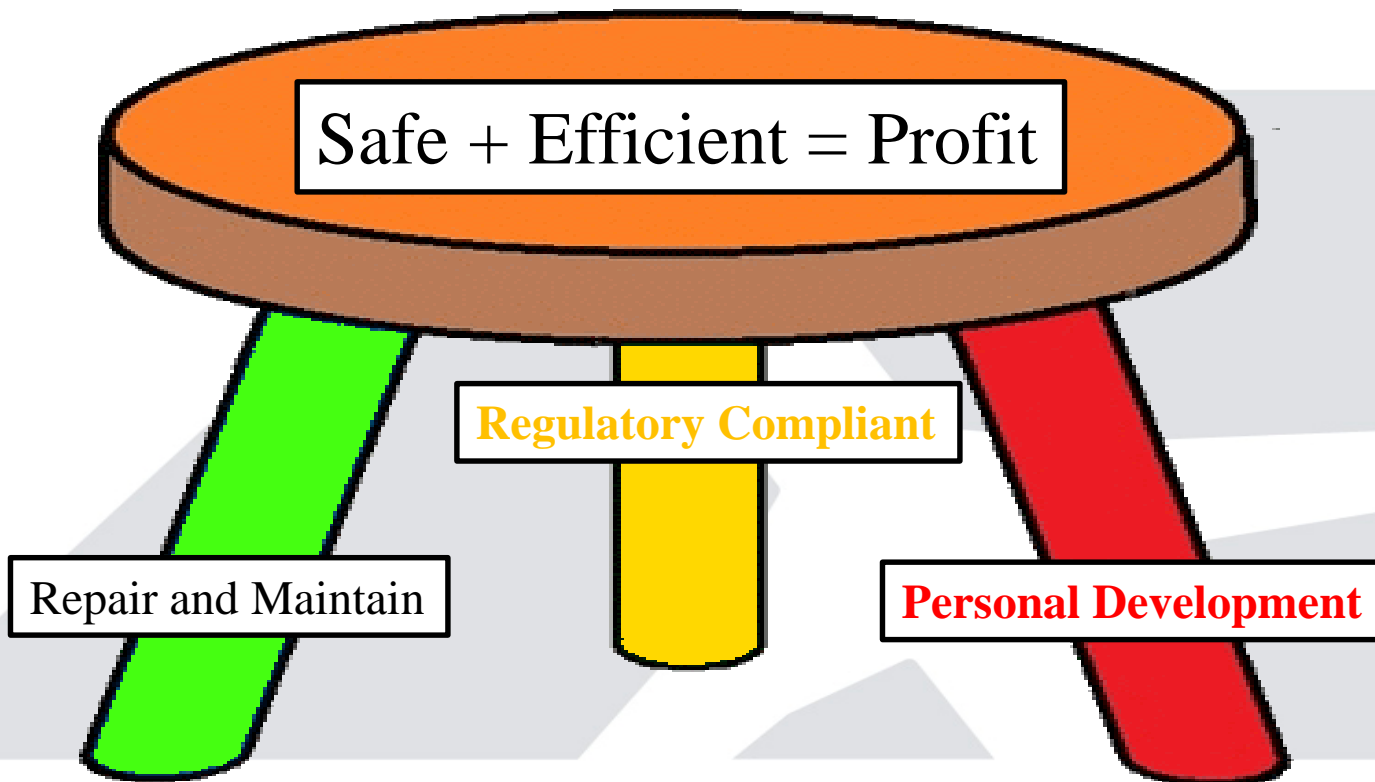
# New School



# License vs. Skill

- Part 147 schools provide training to obtain an FAA A&P license that allows them to comply with the **regulatory requirements** to maintain aircraft.
- Part 147 schools do not always provide mechanics the **knowledge and skill** set to be productive mechanics in today's **environment**.

# What is the Function of Maintenance Training?



# Partnership Purpose

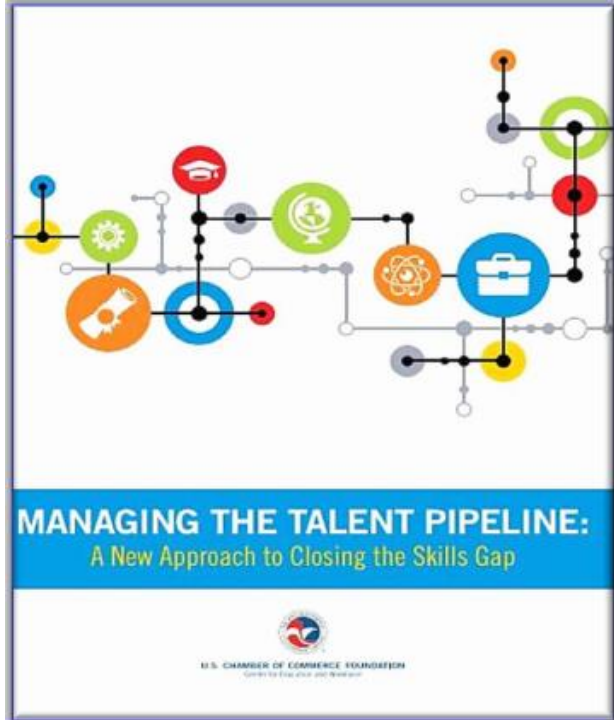
- Partnerships with institutions can allow a pathway for career planning, as well as opportunities to provide pertinent skills and knowledge about the airline industry, transport category aircraft, and the job of the modern aviation maintenance technician.
- For mechanics currently in workforce, skills training, testing, and additional certification can be achieved on the job.

# Quality Partnership Goals

- Close the skills gap
- Create a pathway to a career (not just a “job”)
- Communicate opportunity at an earlier stage (From high school – first day at A&P School)
- Aviation as a lifestyle (pride and community)



# TALENT AS AN ECONOMIC COMMODITY: GROWTH OF INDUSTRY *TALENT SUPPLY CHAINS*



- Treats employers as end-customers
- Promotes employer-driven demand planning
- Includes public/private education and workforce talent providers
- Tailors talent solutions for employers
- Shares performance data across the supply chain

# TALENT SUPPLY CHAINS ADDRESS TWO CHALLENGES



**INDUSTRY TALENT SUPPLY CHAINS CAN HELP ADDRESS TWO CHALLENGES:  
TALENT SHORTAGES AND SKILL GAPS.**

# CASE STUDY: AIRLINE AMT TALENT SUPPLY CHAIN



- **Customer: Regional Airline**

- Defines talent acquisition objectives by roles and locations
- Provides detailed talent requirements specifications
- Teams with talent suppliers to define curricula and certifications

- **Supply Chain: Educational and Certification Providers**

- Commits to customize curricula to employer's requirements
- Teams with employer define curricula and certifications
- Customizes certifications to qualify candidates for the employer

**EMPLOYER-DESIGNED CERTIFICATIONS HELP REDUCE TALENT ACQUISITION COSTS AND ENSURE THE RELIABILITY OF TALENT PROVIDED BY THE SUPPLY CHAIN**

# Closing

- For mainline and regional carriers (Part 121 operations) our profits are earned on meeting a reliable schedule. If they don't fly and don't fly on time *we won't be profitable*. Our organizations rely on a skilled, safe, and efficient workforce.
- MROs and general aviation operations business depends on a skilled, safe, and efficient workforce.
- Airframe and Component manufacturers rely on a skilled, safe, and efficient workforce.

# Closing

Air Carriers

General Aviation

Aircraft and  
Component  
Manufacturers

Workers

Safe

Skilled

Efficient

# Questions?

Let's keep the conversation going...

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