

# PANEL 2: GATEWAY/PATHWAY PROGRAMS FOR FLIGHT

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Reporters:

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# I/E FORUM – SUMMER MEETING - PANELS

- Pilot Supply Forecast – Dr. Elizabeth Bjerke
- Global MPL Update – Mr. Gary Morrison
- Gateway Select – Captain Jonathan Wakeman

# PILOT SUPPLY FORECAST

- The number of new pilots entering the workforce in the future can be predicted based upon trends and other variables – UND's forecast model currently predicts future pilots at around a 78% accuracy
- The number of CFIs is a good variable to predict supply
- Cost of flight training & hiring at major airlines are good predictors for supply
- Overall Industry weighted staffing ratio at the major airlines is 14.89 (pilots/aircraft)

# GATEWAY SELECT

- 3.5 year training program with our business partner CAE
  - Core Academics – 1 month at JBU
  - Core (VFR, Solo, Night) & Basic (XC, IFR, CRM, TEM) – 8 months at CAE
  - Intermediate (Jet Transition) & Advanced (Type Rating Course) – 3 months at JBU
  - Bridge (Licensing) – 3 months at CAE
  - Flight Instructor – 23 months at CAE
- Combined syllabus with complete JetBlue oversight
- Adding to the current pipelines and creating our own training program
- Cadet-funded - \$125K

# GLOBAL MPL UPDATE

- Multi Crew Pilot License (MPL) training review (competency-based training)
- Lufthansa Training Management in February 2016 case (Positive Aspects in spite Lufthansa discontinuance of MPL training)
- Other countries:
  - Additional countries and air carriers/training providers conducting MPL is still increasing.
  - ICAO/IATA/IFALPA is continuing its revision work to PANS Training continually improving MPL through lessons learned and developing regulations.
  - The ranks of MPL graduates upgrading to the Captain position is now beginning to grow at a rapid rate

# The good, the bad, and the ugly

Current incentive models used at universities today are “pipeline” or “gateway” programs.





# THE GOOD

- Regional Airlines are proactive and become more involved with students at universities
- More options for students to chose from
- Create a clear pathway to get become a First Officer for a regional airlines and then to continue to major airlines
- Helps students to obtain their ATP (or R-ATP) and type ratings
- Offer some financial aid
- Can provide parents some assurance that their child will be able to get a job after investing in an education and the necessary flight training
- Can be a marketing tool for an university
- Mentorships
- Signing bonuses

# THE BAD

- There are no opportunities for students pursuing management and airmen other than flight crewmembers' careers
- Airmen and flight crewmembers are considering other opportunities out of the airline business
- Some students are waiting for the next "best offer" (keep their options open)
- Perceived risk if a regional airline goes out of business, merges with another carrier, or loses their affiliation with a major airline
- Repayment of benefits if the student leaves the program early



# THE UGLY

- Agreements are difficult for universities to approve
- Corporate legal language vs. public university constraints
- Desire of the airline to get use of the employee quickly vs. need of flight school to meet student demand

## INDEMNIFICATION CLAUSES

- ~~(n) “XXXXXX Indemnified Party” means each of XXXXXX and its respective affiliates (including, without limitation, XXXXXXXXXXXX), and their respective directors, managers, officers, employees, shareholders, owners, successors, assigns and agents.~~
- ~~(o) “XXXXXX Losses” means, with respect to an XXXXXX Indemnified Party, any and all claims, actions, liabilities, damages, losses, demands, penalties, judgments, costs and expenses of any kind or nature whatsoever (including, without limitation, reasonable attorneys’ fees and related costs), whether asserted by Flight School, a third party or governmental entity.~~
- State universities, governed by the state’s constitutions, are generally prohibited from signing indemnification clauses.

## HIRING CLAUSES FOR CFI'S

- ***Recruitment, Screening and Admissions. Flight School agrees to interview for any open CFI position each Student: (a) identified by XXXXX as eligible for selection as a Cadet Instructor pursuant to this Section 3; and (b) who otherwise satisfies Flight School's minimum requirements to be a CFI. It is at Flight School's sole and absolute discretion whether CFI positions are available at Flight School. Prior to a CFI being placed at Flight School, Flight school shall have the opportunity to interview CFI and it is at the Flight School's sole and absolute discretion whether a CFI will be placed at Flight School.***
- Background checks and drug screening clauses can also become difficult.

## MINIMUM MONTHLY FLIGHT TIME REQUIREMENTS

- *Flight School shall use commercially reasonable efforts to maintain staffing at a level that will permit each Cadet Instructor to accrue an average of at least XXXX (XX) hours of flight time per month.*
- We certainly need them to fly as often as possible, but guarantees can be difficult to meet depending upon weather, maintenance, student load, etc.

## EXCLUSIVITY CLAUSES

- *Exclusivity. Both Parties acknowledge that this Agreement and the nature of the Pilot Cadet Program are proprietary to XXXXX and are essential to XXXXX maintaining the ability to hire the most qualified First Officers. Therefore, Flight School hereby agrees that during the Term, it will not enter into an agreement with any third party, including, but not limited to, any other airline, flight school, or aviation-related organization, other than XXXXXXXXX, to implement a pilot recruitment or hiring program that is the same or substantially similar to the Pilot Cadet Program*
- This verbiage would prevent the university and other students from being able to enter into agreements with other airlines.

## 12 MONTH CFI CLAUSES

- Agreements that allow the airline to remove a CFI from the flight school mid-semester creates a hardship.
- The flight school must replace the CFI, and the student must adapt to another instructor part way through a flight course.





