



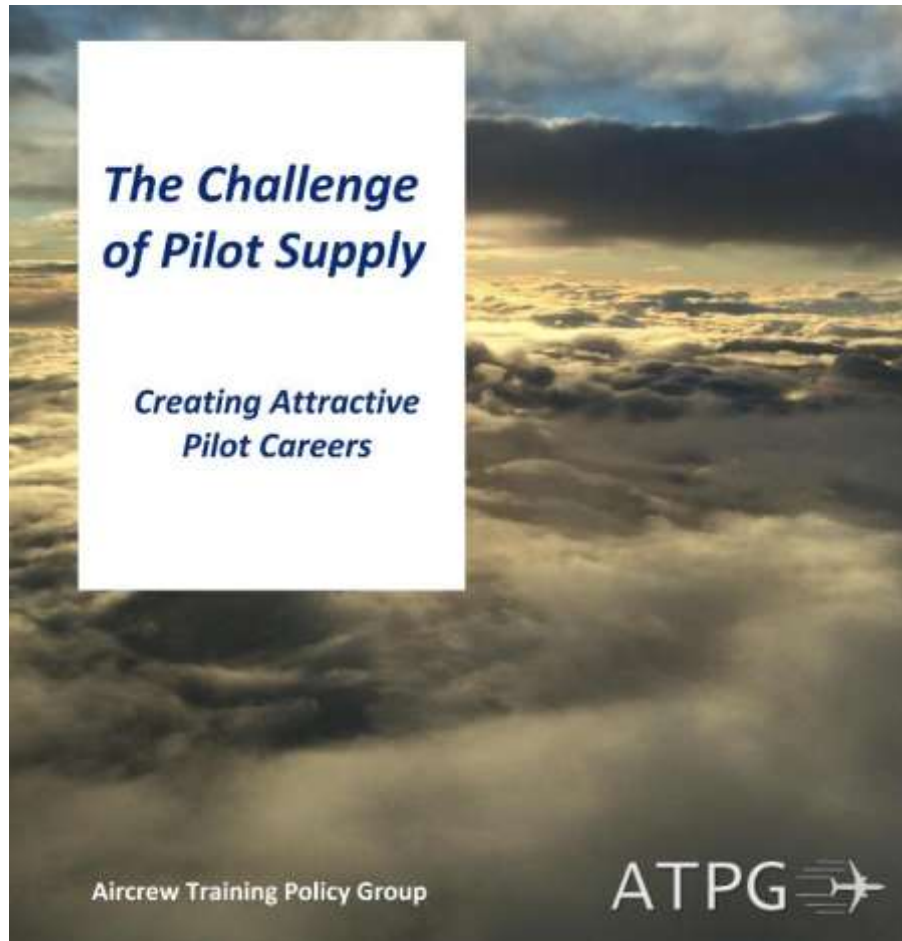
AIRLINE PILOT CLUB
EXCELLENCE GUARANTEED

For the Many, Not the Few

Making the world's most exciting career available to everyone



ATPG



ATPG 2018

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5.2	Three basic principles are proposed:	
	1. Ensuring that the most able people are attracted to and enter the industry through education during school years, by removing diversity restrictions, the introduction of minimum assessment levels and greater access to loans, scholarships and government supported schemes	
	2. Making sure we have the right processes and systems to progress students from Ab Initio training into commercial airlines.	
	3. Making sure we have attractive, varied and flexible careers for pilots to aspire to and to continue to develop within once qualified.	

2021 Update

Structural issues remain in the airline pilot supply chain:

1. Variable quality and low diversity of student pilot entering the industry

2. Variable quality of training provided by the training system

3. A Way Forward



Variable Quality and Low Diversity of Student

- Funding of pilot training remains the single biggest barrier to entry
- Bank of Mom & Pop continues to fund 90% of new-entry students
- Operators unlikely return to widespread fully funded cadetships
- Some Governments make a small contribution
- Result? We get student pilots who can pay for their own training
- We ignore thousands who have the attributes to be competent airline pilots
- Funding barrier feeds directly into the low diversity of student pilot entering the industry



Variable Quality and Low Diversity of Student

- Diversity is not only about increasing the number of female pilots in the industry
- Low diversity issues include low geographic diversity, social and economical background diversity and cultural diversity
- But biggest stain on our industry performance with diversity is that 6% of pilots are female
- Why?
- Root Cause Analysis.....



Variable Quality and Low Diversity of Student

FEMALE PARTICIPATION

- Extremely difficult to solve this root cause - very long-term strategy required
- How can we mitigate this issue, create a durable funding system and make this career available to a global and diverse population?
- Two Words:

Quality

Free



Quality Based Student Development Process

Free
Aptitude
Assessment

Free
Assessment
Report

Free
Pilot Competencies
e Learning

Free access to
Quality Assured
ATOs

Free access to
Quality Based
Funding System



Free Aptitude Assessment

- Designed by the same psychologists who produce globally deployed pilot suite assessments.
- Complete it at home, in own time and at own pace.
- No parental or peer pressure
- Student will know if being an airline pilot is realistic.
- Provides a moment of self awareness
 - I can be a pilot!
 - I know my strengths and weaknesses!
 - I know how to improve!
- Airline standard e learning builds on the assessment report to provide best preparation for airline career.
- First step towards accessing unsecured funding



Free e Learning

1.0 Course Objectives

The objectives of the course are to:

- Provide awareness of strengths and weaknesses in aspirant or student pilots through completion of an airline pilot career Indicative Assessment.
- Provide an introduction and insight into commercial aviation.
- Familiarize candidates with airline structure, culture, diversity, and the functions within an airline.
- Build on the Indicative Assessment Report to provide a pathway to attaining pilot core competencies.
- Develop critical thinking skills and resilience.
- Develop a habit of being a lifelong learner, with a mindset to always strive for improvement.



Free e Learning

2.0 Syllabus

This syllabus assumes that the student has completed APC/AON Pilot Career Indicative Assessment

2.1 Total

This syllabus assumes that the student has completed a Pilot Career Indicative Assessment

Syllabus details and associate Learning Objectives

Airline Structure, Operation & Diversity

Pathway to Pilot Competencies

Human Factors in Aviation

Crew Resource Management

Threat & Error Management

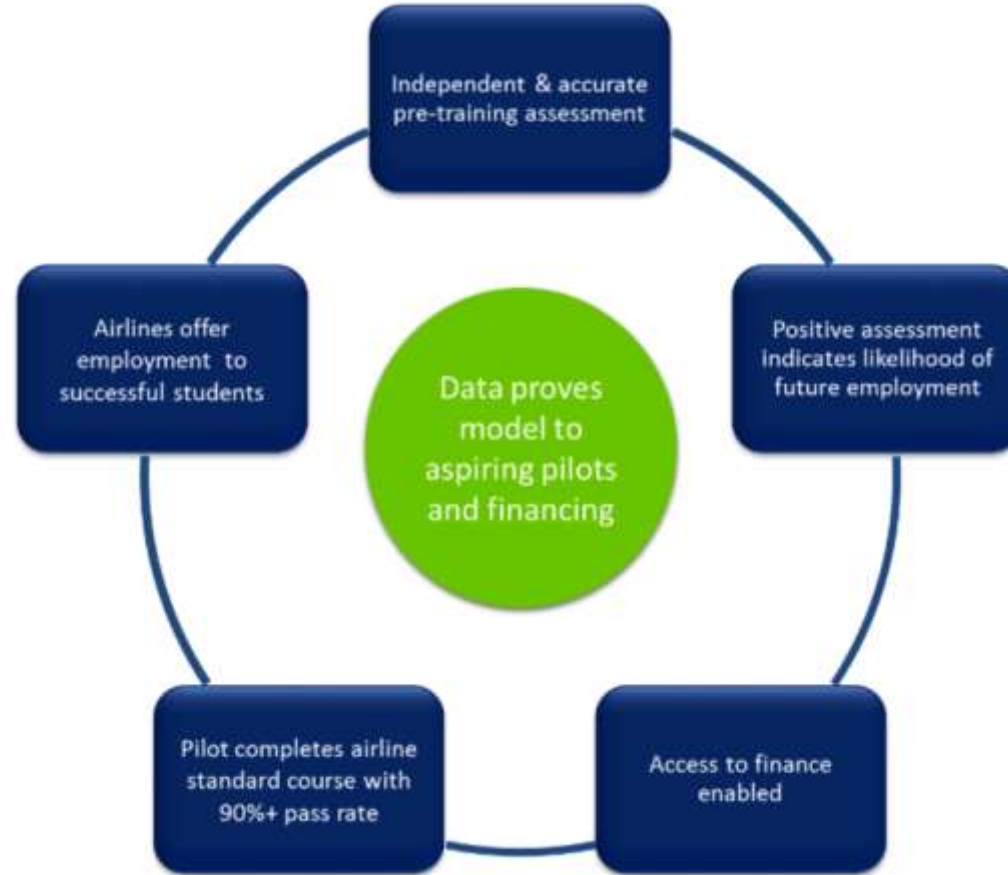


ATO Quality Assurance Process

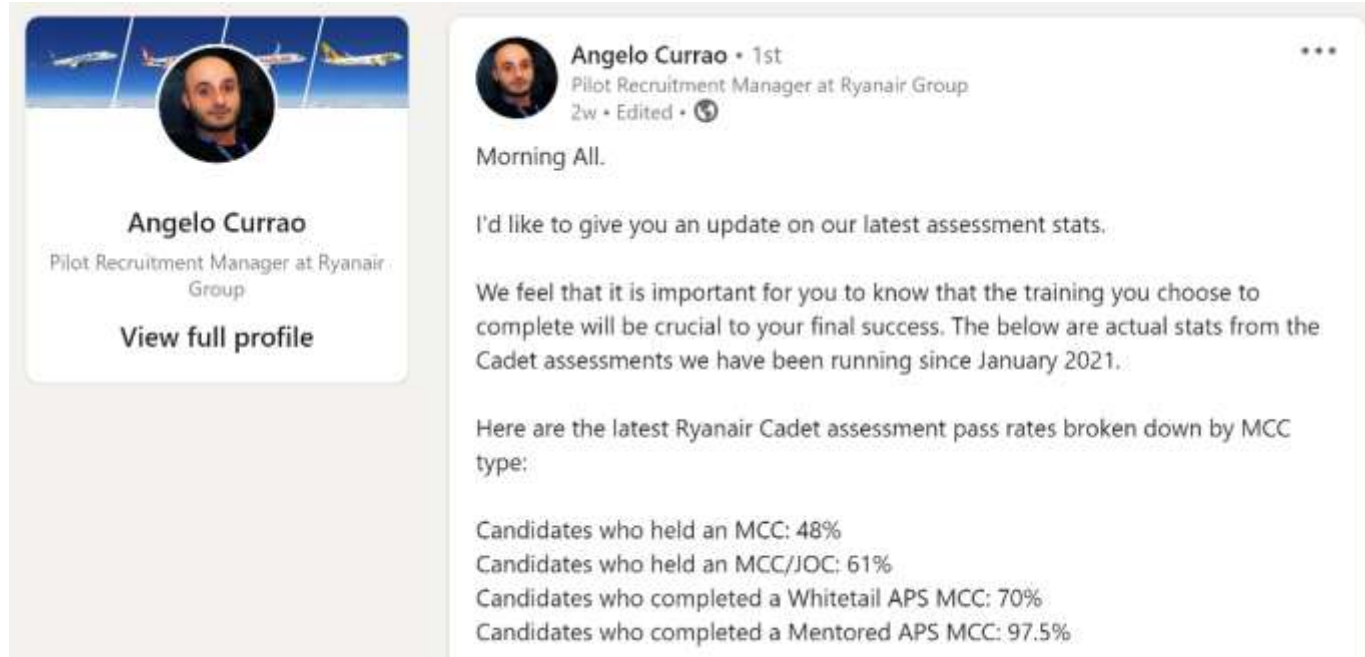
- Review Process – Standardized QA checklist conducted by experienced SMEs
- Collegiate approach to the review – done in partnership with the ATO Post Holders and management
- Deep desktop review of manuals, documents
 - Safety Management System
 - Compliance Monitoring System
 - Syllabi and Courseware
 - Instructor Training and Standardisation
 - Online meetings, discussions and clarifications
- Practical observation of classroom, FSTD and aircraft training.
- Comprehensive Report provided to ATO, with clear action items to improve.
- Clear value added to ATO's training quality and business performance.



ATPG Quality Based Funding System 2018



Variable Quality of Training



The image shows a LinkedIn post from Angelo Currao, Pilot Recruitment Manager at Ryanair Group. The post is titled "Morning All." and contains the following text:

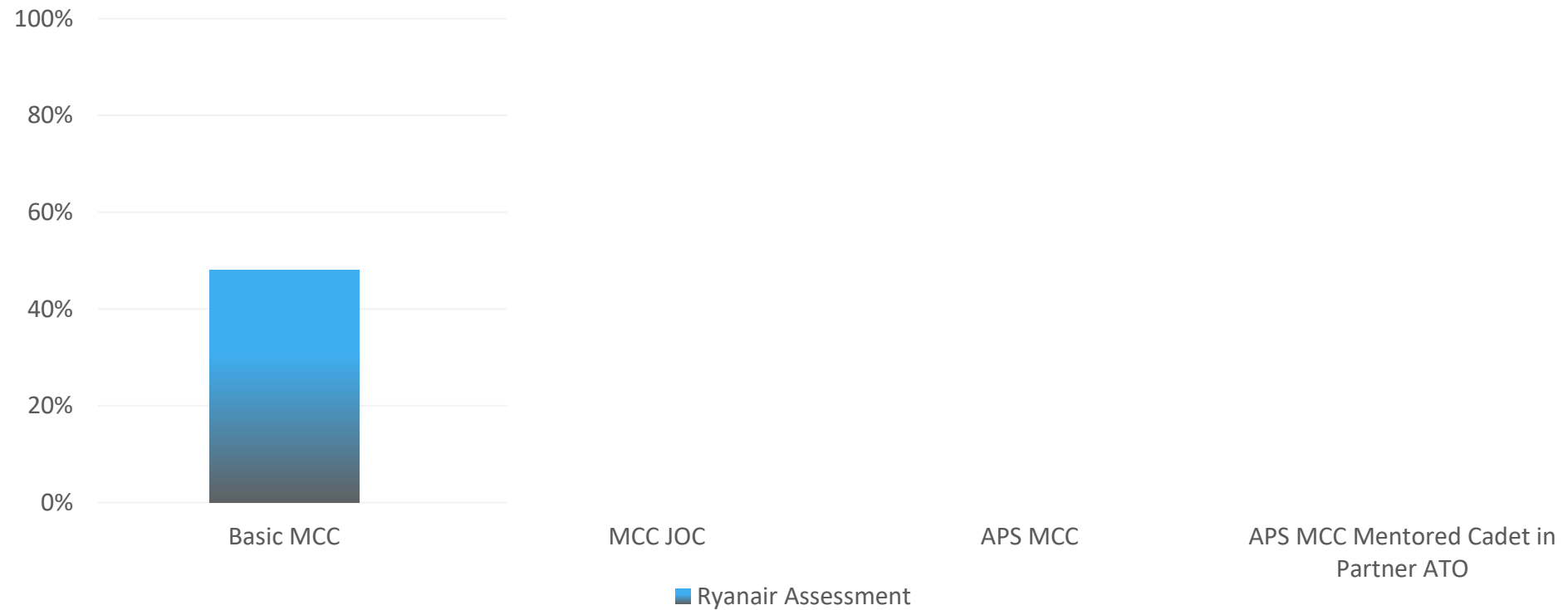
I'd like to give you an update on our latest assessment stats.

We feel that it is important for you to know that the training you choose to complete will be crucial to your final success. The below are actual stats from the Cadet assessments we have been running since January 2021.

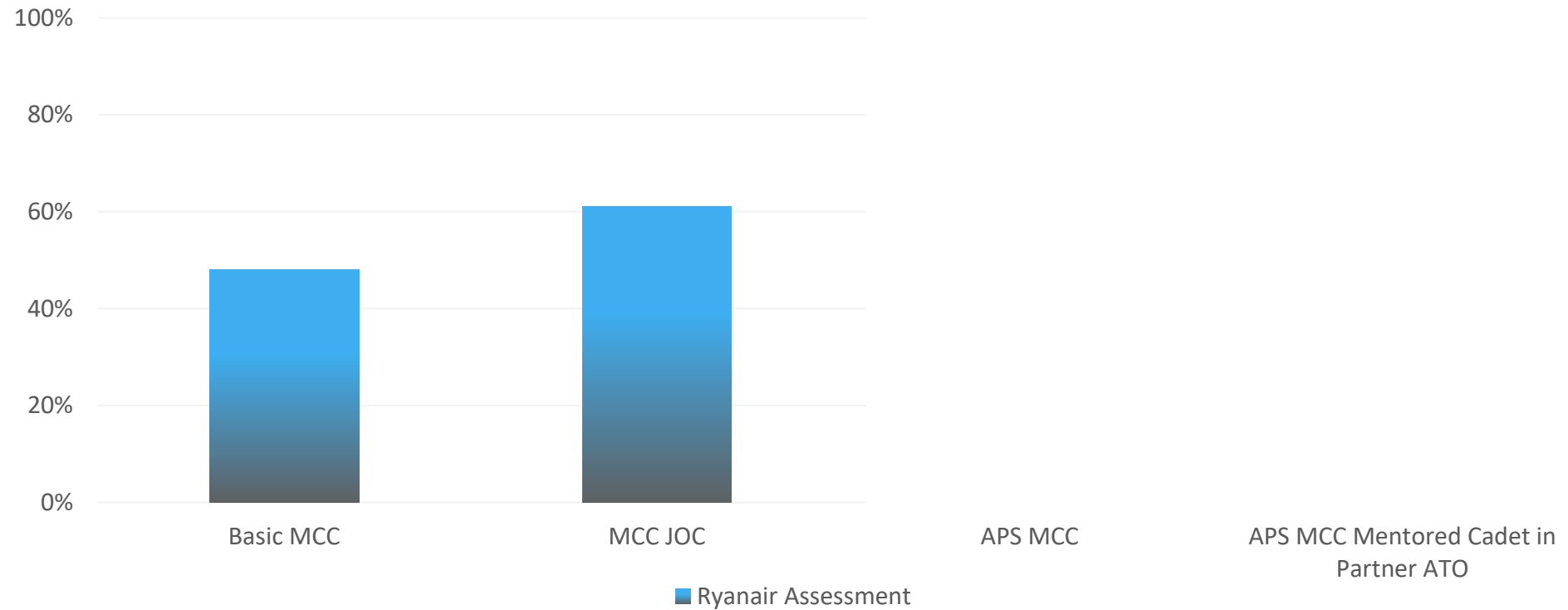
Here are the latest Ryanair Cadet assessment pass rates broken down by MCC type:

- Candidates who held an MCC: 48%
- Candidates who held an MCC/JOC: 61%
- Candidates who completed a Whitetail APS MCC: 70%
- Candidates who completed a Mentored APS MCC: 97.5%

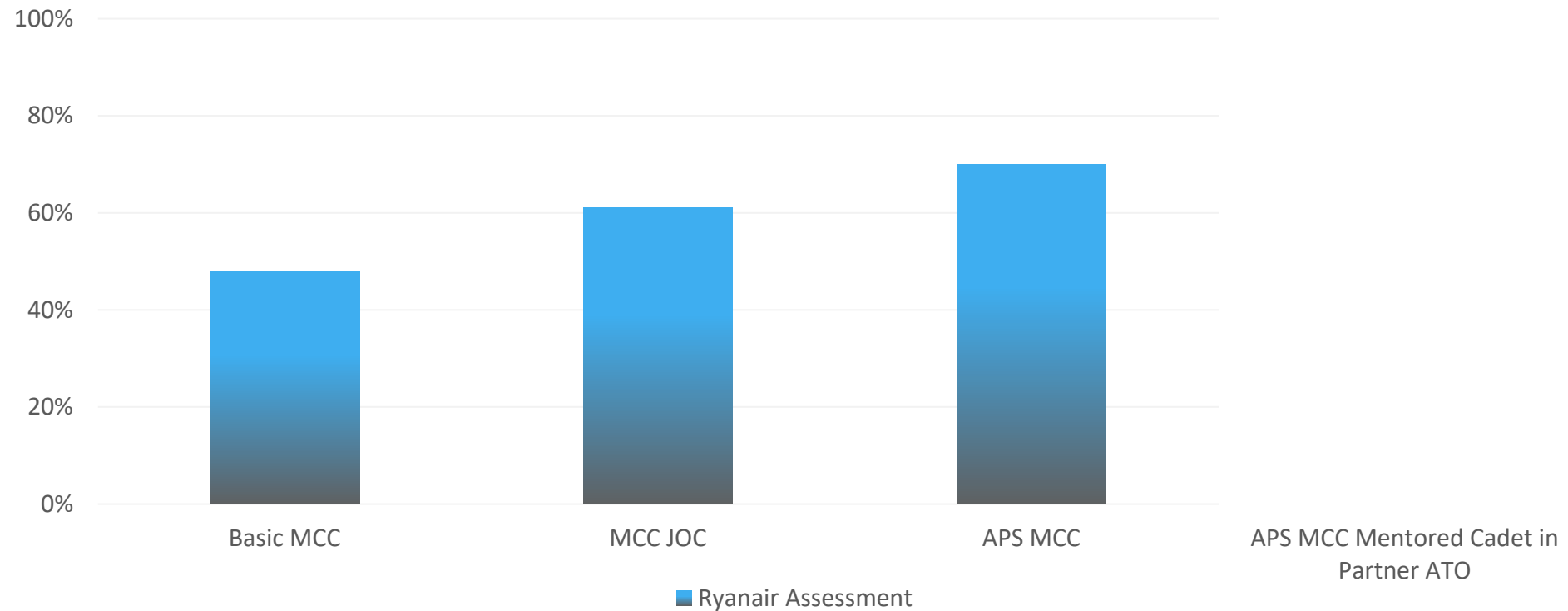
Quality Assurance Produces Results



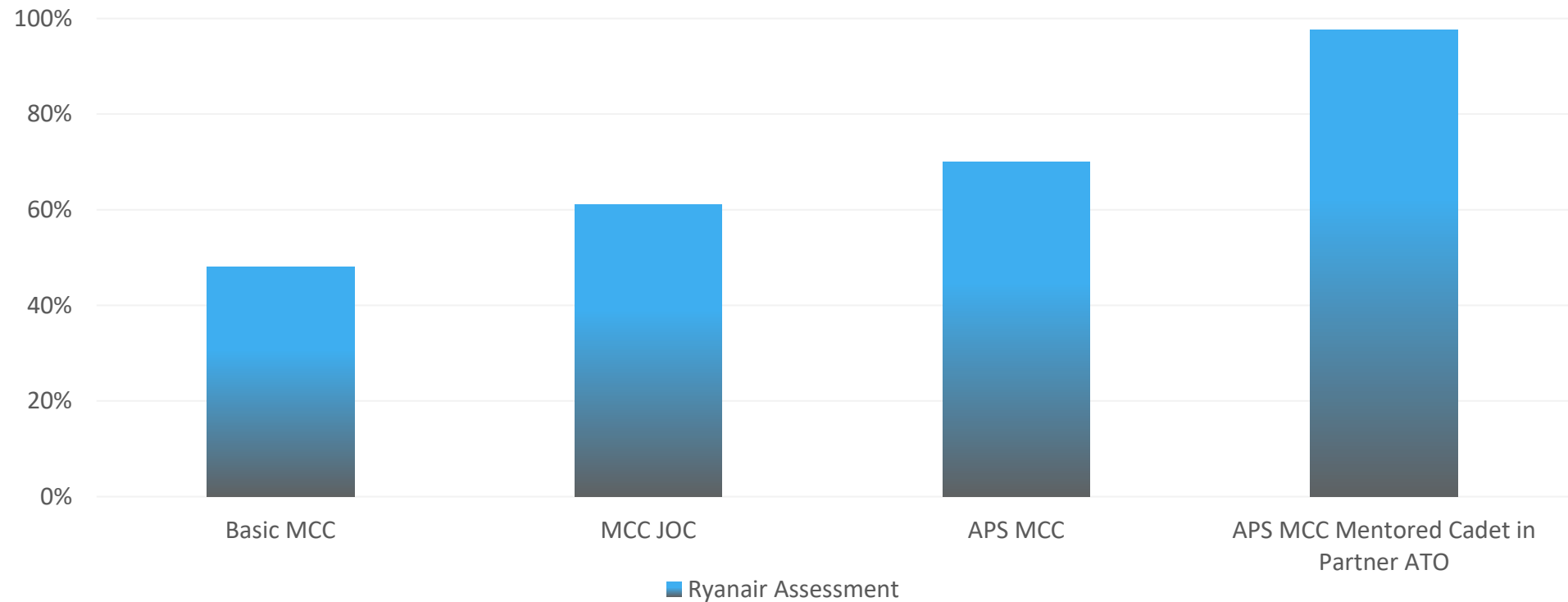
Quality Assurance Produces Results



Quality Assurance Produces Results



Quality Assurance Produces Results



Summary

Quality Wins

Quality + Free = Freedom





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Thank You

