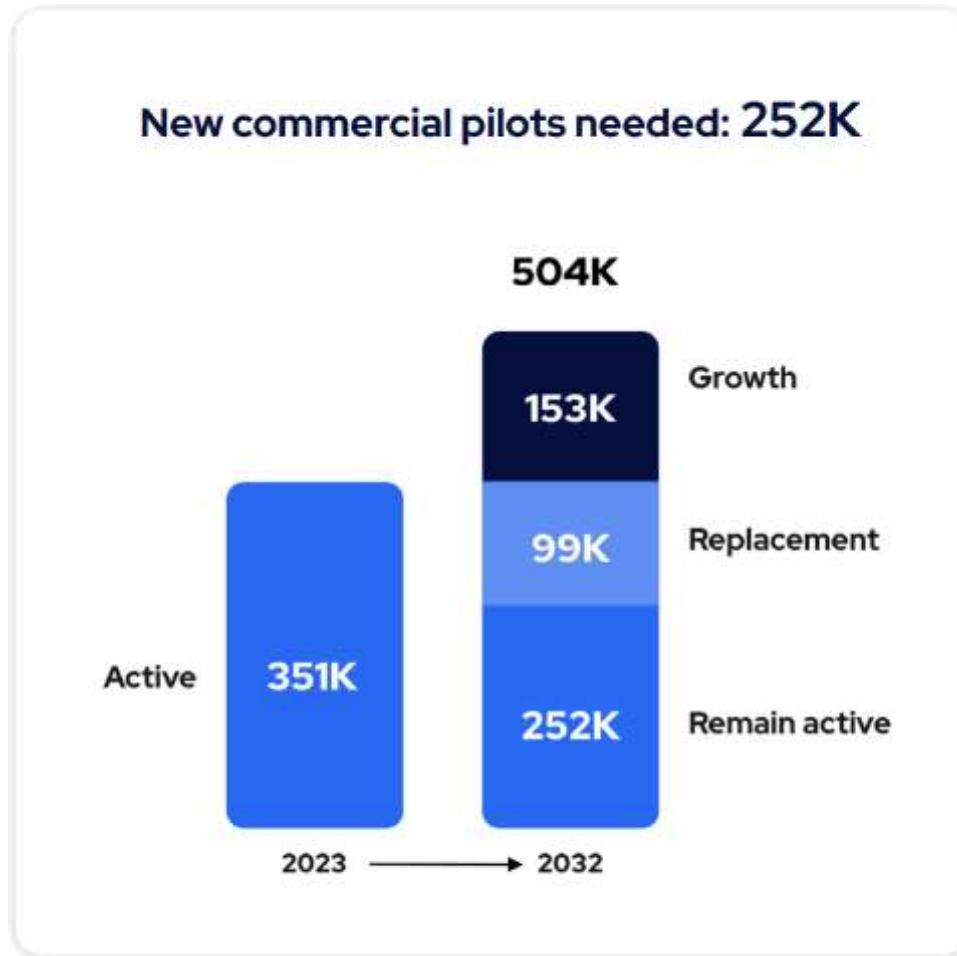




TACKLING THE INSTRUCTOR SHORTAGE


BARTOLINI AIR

The paradox



Source: CAE

Where are the instructors?

- ✈ Aggressive recruitment by commercial and business operators leaves the available talent pool depleted.
- ✈ Pilots who might have been instructors join airlines directly
- ✈ Active instructors decide now is a good time to move on and apply to an airline



New flight instructor profiles

- ✦ Recent trainees
 - ✦ Direct to instructor
 - ✦ Rejected by airlines
- ✦ Retired commercial pilots
- ✦ Active commercial pilots

Retired commercial pilots

- + Potential large availability
- + Wealth of experience
- Less willing to work
- Old procedures
- Medical limitations
- Not long term
- Piston Ratings?



Active commercial pilots or Licence holders with other jobs



- + Experienced
- + “real world” knowledge
- Partially available
- Standardization
- Lack of time to improve
- Not primary job

Recent trainees

- + Highly motivated
- + Fresh from training
- + Long term possible

- Inexperienced
- FOMO on a Jet career



Recent trainees who were rejected by airlines



- + Very available
- + Fresh from training
- Inexperienced
- Want a Jet job
- Bitter about the rejection
- Not working in dream job
- Questionable motivation
- Potentially a bad seed

The approach

A large commercial airplane is flying over a city at sunset. The sun is low on the horizon, creating a bright orange and yellow glow. The airplane is seen from a low angle, with its wings and engines clearly visible. In the foreground, the runway lights are illuminated, leading towards the plane. The city lights are visible in the background, creating a dark silhouette against the bright sky.

- Step 0: See what tools are available
 - Check what regulations exist, and what we need
- Step 1: Define a strategy
 - Analyse one's own situation and decide what approach to take
- Step 2: Attract the talent
 - Work out a plan to attract the needed talent
- Step 3: Keep the talent
 - Implement measures to ensure talent retention

Step 0: The tools



- FI(R)
- FI
- FI(ME)
- FI(IR)
- FI(CPL)

- IRI
- CRI(SE)
- CRI(ME)

- ...

Worth mentioning



**Federal Aviation
Administration**

Step 1: Defining a strategy

- Who is available?
- In what numbers?
- How can they be retained?
- How to fit to the training programmes?
- How to create synergy between the groups?

Step 2: Attract talent

- Retired & active pilots

- Clear and quick path to acquire/renew ratings
- Promote a sense of accomplishment by training next gen
- Ensure effective use of their time
- Involvement in creating materials/procedures
- Competitive remuneration
- Promote roster friendly planning (Active pilots only)

Step 2: Attract talent - Airline involvement



The Ryanair mentored programme gateway 3 is a great example of Airline involvement in creating new instructors

Step 2: Attract talent

- Recent trainees

- Monitor students for skilled pilots with a passion for aviation
- Offer a fair deal
 - Hours only
 - Base pay + hours
 - Base pay only
- Dispel myths about instructing:

Flying Instructors & Examiners A place for instructors to communicate with one another because some of them get a bit tired of the attitude that instructing is the lowest form of aviation, as seems to prevail on some of the other forums!

Source: PPrune

Step 3: Keeping talent - Retired/Current pilots

- ✦ Easier than other instructors
- ✦ Conditions are mostly the same as to attract them

Step 3: Keeping talent

- Recent trainees

- ✦ Give these instructors a clear and well-defined career path:
 - ✦ Promote advancement to higher instruction
 - ✦ Sponsor/Bond necessary hours for ME flying and later IR flying, same for UPRT and others
 - ✦ Make full use of FCL.905.FI FI (h) (3) and (4)
 - ✦ Scale pay with ratings and experience

Last notes

- Find local solutions
- Try to recruit instructors from private jet operators
- Have your own jet operation



Thank you!
Questions?