

Pilot Pathways in Alberta

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Agenda

- The problem
- The plan
- The conversation



**Our Industry is
about to Implode...**
**What will you do
about it?**



The Idea

Securing trained pilots is an ongoing concern for aviation companies of all sizes in Alberta.

Our project will create a pipeline of career-ready pilots to meet hiring needs of partners at a variety of skill levels.

A “step-by step” approach through desired career paths will increase hiring success for companies requiring less flight hours and provide skilled pilots to airlines as their experience builds.

Working with flight schools, local companies, business aviation, and airlines, this project will lay the foundation for this important initiative in our province.

The project will take place over 18 months and consist of four activities: Needs Identification, Collaboration and Planning, Development of Action Plan, and Program Launch.



Step 1 - Research & Data

The need for pilots is critical and initial findings from Elevate Aviation's COVID-19 Recovery Project, in which EFC is a partner, indicates a strong desire within the Alberta aviation sector for a pipeline of talent. In this activity we will dig deeper into exactly what small companies need, along with what skills, experience, and knowledge pilots need before going to the airlines.

This pre-planning is a crucial first step in creating a successful and sustainable industry-led plan. Meetings with project partners and distribution of surveys to aviation companies in Alberta will be tools used to gather the information we need.

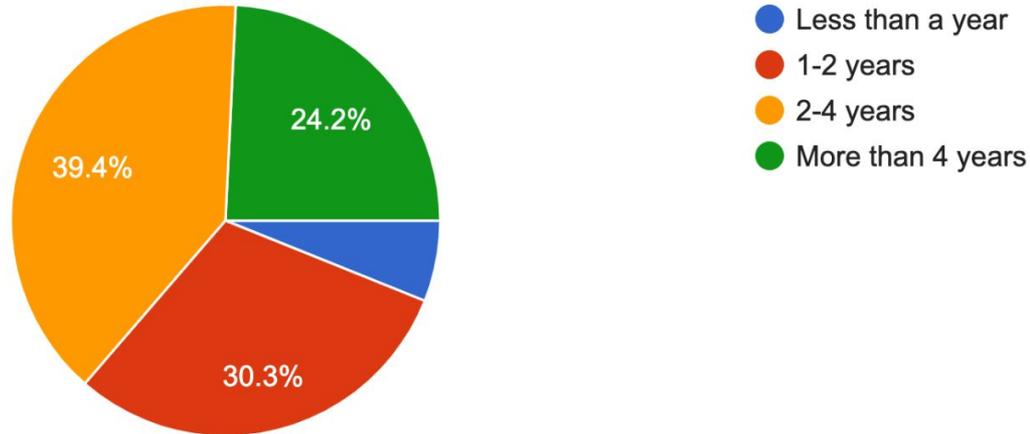
Separate meetings will be held with each of the four stakeholder groups: flight schools, small aviation companies, commercial airlines, and Transport Canada to determine their individual labour market needs and their suggestions for potential solutions.



Research & Data - What we are finding

How long did it take you to complete your training from 0 flight hours to being able to work as a commercial pilot?

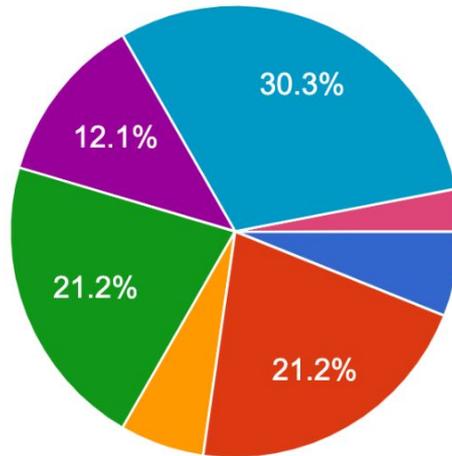
33 responses



Research & Data - What we are finding

What led you to choose the flight school / college you went to?

33 responses

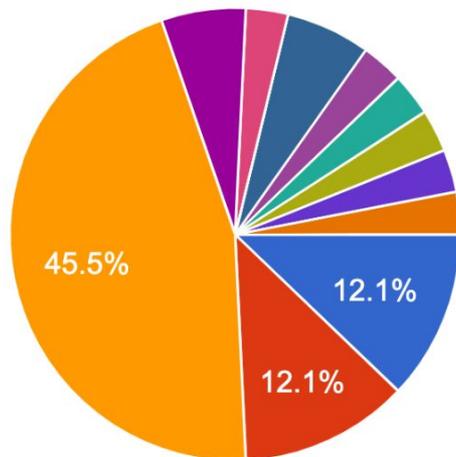


- Only one I knew of
- Recommended by family/ friends
- Lowest price
- Best quality of instruction
- Nicest fleet
- Closest to my house
- They had a partnership program with an aviation company (airline/ charter etc)

Research & Data - What we are finding

What was your first aviation job after completing your commercial license?

33 responses



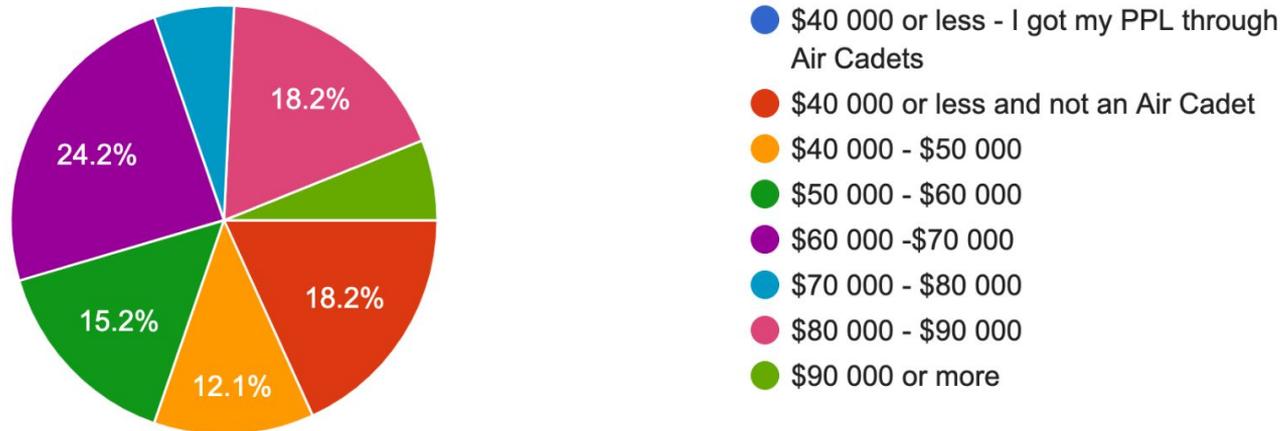
- Ramp / Ground crew / Dispatch
- Pipeline/ Survey pilot
- Flight Instructor
- Flight Attendant
- Cargo (single engine / single pilot)
- Air Ambulance
- Small Charter (two crew / first officer)
- Airline (first officer)

▲ 1/2 ▼

Research & Data - What we are finding

How much did you spend on flight training to be able to work as a pilot? (Commercial + MIFR potentially instructor)

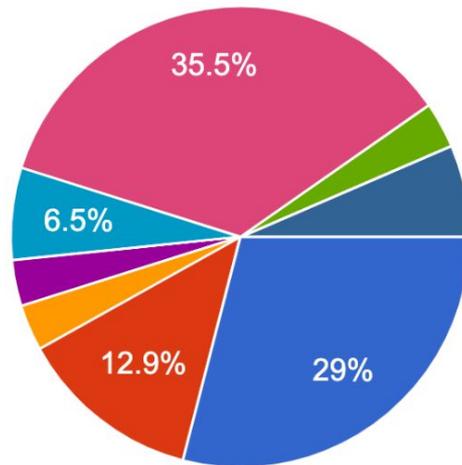
33 responses



Research & Data - What we are finding

What was the hardest part of your first flying job?

31 responses

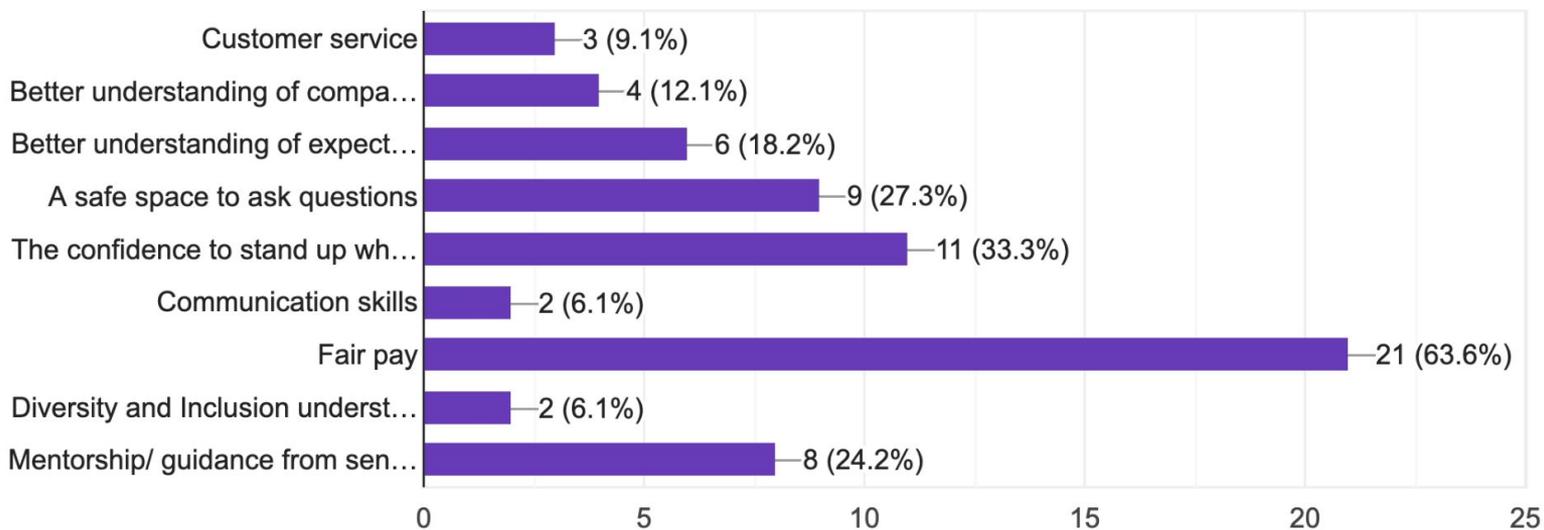


- The low pay combined with paying off...
- The overwhelming amount of new info...
- Working alone
- Working as part of a team / crew
- Having to move to a small town in the...
- The lack of direction from supervisors...
- Long hours and low pay
- Dealing with not so nice captains

Research & Data - What we are finding

Which qualities / skills do you wish you would have had for your first job working in aviation?

33 responses



Step 2 - Collaboration and Planning

In this phase we will solidify our partnerships with industry partners, collaborate with flight schools across Alberta, seek consultation from Elevate Aviation on industry's diversity challenges, and obtain support from Alberta Aviation Council and Alberta Aviation Museum on outreach initiatives.

This wide range of collaboration is imperative for the industry to prepare for future skills requirements, prevent the skilled pilot shortage, and develop an effective plan that addresses the industry's unique needs. The output from Activity 2 is the creation of a collaborative community with key players from partnering organizations and the establishment of the communication pipeline between stakeholders. Working together is crucial to the success of the project and for long-term sustainability.

EFC will lead and coordinate these discussions, as well as develop a formal committee whose purpose will be to implement, facilitate, and monitor the action plan long-term. The committee will be an outside, impartial body to provide oversight of the program.



Collaboration and Planning - What we are working on

Ground Training

- Resume and Interview Prep
- CRM Training
- SMS Training
- Understanding Differences in 604/702/705 etc
- Career Path options
- Customer service
- Diversity Training
- Use of Foreflight & glass cockpits
- And more!



Collaboration and Planning - What we are working on

Simulator Training

- Flight Director work
- Two Crew Experience
- SOP's in operation
- CRM Training
- SMS Training
- More real life emergencies with operating pilots



Collaboration and Planning - What we are working on

- Who gets these courses?
- Where will they be available?
- Will this be enough or just the beginnings?
- How do companies get involved?
- What can the government do?
- How can student aid be better distributed?
- How do we stop “Stealing” or “Poaching” from one another but still survive?
- How do we open up the conversation within the industry?
- How can we set the example for the rest of Canada?

Step 3 - Development of Action Plan

Working together and led by EFC, a comprehensive action plan will be developed based on discoveries and findings from Activities 1 and 2. The plan will detail various pathways for pilots and include binding partnership agreements between flight schools and industry companies.

These agreements will ensure commitment to the program and long-term success and sustainability. The action plan will be drafted, presented to all parties involved, and adjusted as needed prior to implementation.

The output from Activity 3 is a comprehensive, detailed, and sustainable action plan with commitment from partnering organizations..



Step 4 - Monitor and Recommend

Upon completion of the action plan, the program will launch. Over a period of six months the program will be closely monitored. While the later stages of pilots moving through the pipeline cannot be assessed during this timeframe, initial hiring, recruitment, and retention will be reviewed, monitored, and measured for success.

Partners will be asked to track data and EFC, working closely with the newly established oversight committee, will gather and compile the information provided. Partners will reconvene prior to the wrap-up of the 18-month project to provide their feedback. Communication between stakeholder groups and the oversight committee will be clear, open, and Effective. Upon completion of the project, EFC will provide Alberta Labour and Immigration with a final report detailing the needs that were identified, the partnerships created, the action plan, and successes / areas of improvement of the launch phase.



How can you get involved?

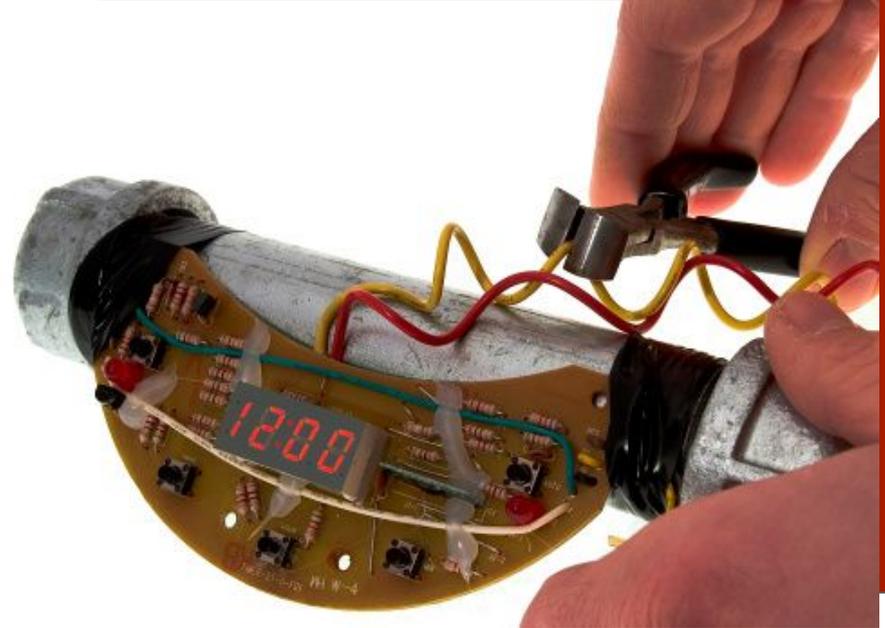
- Are you an aviation company **struggling with hiring pilots?**
Or constantly losing them to the next company?
We want to hear from you!

- Are you working with an aviation company and willing to come to the table and **discuss the imploding issue?**
Share what your company needs and is willing to work with others on?

Collaboration and Planning - What we are working on

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**Together we
can diffuse the
situation and
build a stronger
industry!**



Thanks!

Contact Information

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