

# Instructor Pilot Supply – Is There an Elephant in the Room?



Joan Williams  
Ottawa Aviation Services  
Canada

[joanwilliams.oasis@gmail.com](mailto:joanwilliams.oasis@gmail.com)

# Imagine .....

A flight school with this beautiful facility





# Imagine ...

A flight school with state-of-the-art meeting rooms and classrooms



# Imagine ...

A flight school with

state-of-the-art

glass cockpit

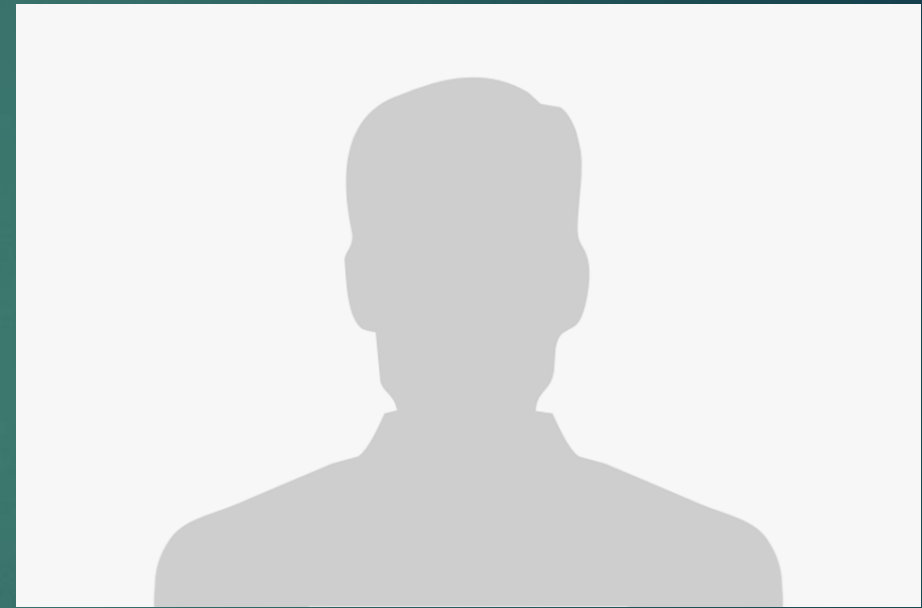
training aircraft



Imagine ...

A flight school with a classroom full  
of avid commercial pilot students

*but no flight instructors!*



# Far-fetched?

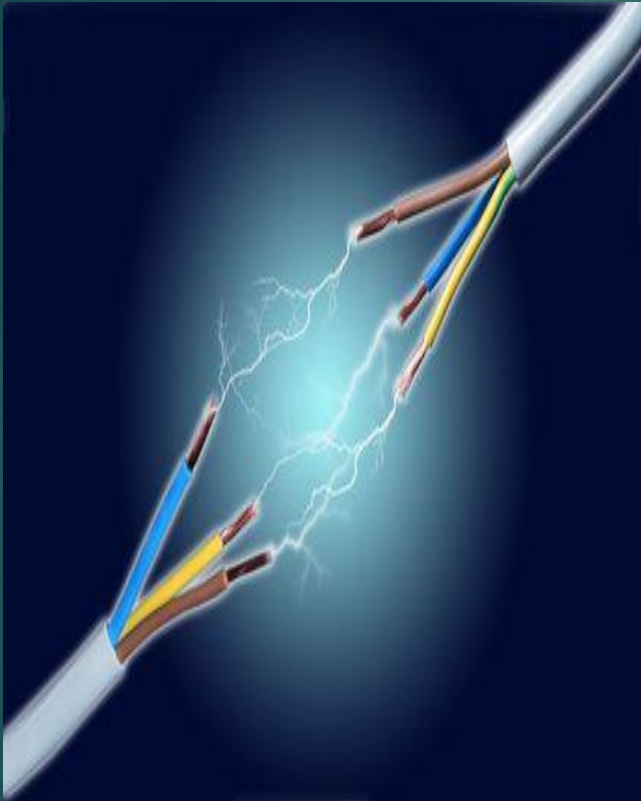
Lets go to my

“Elephant in the Room”

agenda and look at some  
facts



# Agenda



1. Background – the aviation training landscape
2. Are we short-circuiting our supply of Flight Instructors?
3. Evidence that we are
4. A creative airline/flight school partnership addresses the issue

## 1. Background – the pilot shortage

We see the constant stats and headlines on Pilot shortages

**216,000 pilots needed in  
Asia-Pacific region!**

“Shortage of pilots could  
keep jets on the ground”

“Boeing forecasts huge  
need for pilots over next  
2 decades”



But what about the supply side? Can we produce enough pilots?



- ▶ There is very little available research on global flight training capacity
- ▶ What little there is suggests that training capacity is nowhere equal to demand

# Flight training capacity globally - not equal to the task?



Example: "There are 359 aviation training facilities located throughout the Asia-Pacific region...As the worldwide shortage of aviation professionals hits ... the Asia Pacific region will require significant investment in training ..." ASIA-PACIFIC TRAINING SCHOOL REPORT 2016

Example: Canadian flight schools turning out half the required grads compared to predicted hiring for next year

We have 25% fewer flight training organizations in Canada than 15 years ago

BUT - a resilient aviation community invents creative solutions



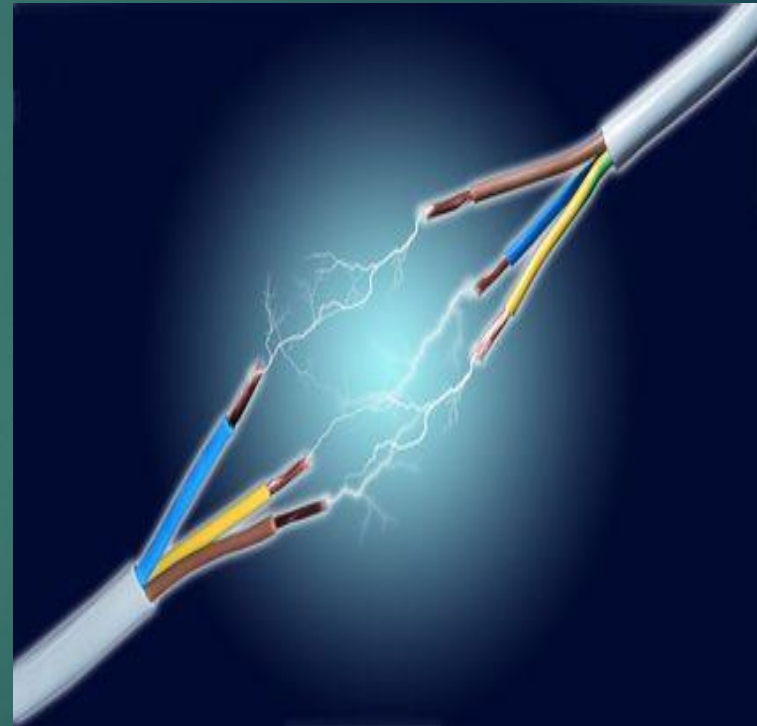
Enriched training programs that help train commercial pilots faster and better are springing up around the globe

- ▶ Direct entry
- ▶ Cadet program
- ▶ MPL programs

## 2. Short-circuiting instructor supply? Unintended consequences?

Lower airline hiring requirements reduce Flight Instructor retention times at flight schools

Direct entry programs are removing some commercial pilot graduates entirely from the potential instructor pool





# Integrated programs require additional instructor qualifications

CRM -ATP(A) - CRM Flight Deck Course 3	Lecture	4	To understand the influence of personalities and leadership on effective CRM and its contribution to decision making.
CRM -ATP(A) - First Officer Role and	Lecture	3	To discuss the role and the responsibilities of the First Officer (FO).
CRM -ATP(A) - Guest Lecturer - Crew	Lecture	3	To provide the course body with a Captain's approach to CRM during long haul operations.

More instructing hours are required to teach in advanced phases

Instructors need ability to teach more sophisticated curricula such as MCC, CRM, use of SOPs

### 3. From anecdote to evidence

Is there a shortage of Flight Instructors?

**EVIDENCE**

from outside North America

**EVIDENCE**

from Canada

**EVIDENCE**

from the USA

# Evidence of Flight Instructor shortages outside North America

**A finding from**  
**THE MULTI-CREW PILOT**  
**LICENCE (MPL)**  
**SYMPOSIUM ICAO**  
**Montréal,**  
**December 2013**

Due to a shortage of  
qualified instructors –

Line pilots were  
being taken off  
routes and put in the  
MPL classrooms

# Evidence of Flight Instructor shortages in Canada

- ▶ “Shameless Snooper Survey” of Canadian ATAC flight schools reveals ...
- ▶ 78% of respondents identify Instructor shortages as their biggest problem





# Evidence of Flight Instructor shortages in USA



Society of Aviation and Flight Educators (SAFE) board confirms that this is an issue at flight schools

# Summary of the issues

It is evident that airlines recognize and are acting creatively to deal with pilot shortages and lock in pilot supply

Direct entry programs such as Integrated and MPL programs are great news for aspiring commercial pilots

An unintended consequence has been to **erode the instructor pool** and **magnify issues** with instructor qualifications and retention

# Conclusion



Yes there is an elephant in the room

We have serious issues with instructor availability, qualifications and retention

4. How an airline/flight school partnership program addresses the unintended consequences in a creative way

## Airline Partner



## Flight School Partner





# About Air Georgian

- ▶ Air Georgian operates under the Air Canada Express banner
- ▶ Flies to 31 domestic and trans border destinations from bases in Toronto and Calgary.
- ▶ Among Air Georgian's aircraft is a fleet of 16 CRJ aircraft
- ▶ They primarily serve markets in the United States providing 6th freedom connections to Air Canada's growing international network.

# About Ottawa Aviation Services

- ▶ OAS offers flight training, maintenance and other aviation services
- ▶ OAS trains pilots in the skills and proficiency necessary to allow them to operate confidently in an airline environment such as Air Georgian .
- ▶ Flight training includes CRM, MCC, SOPs, modern jet operations, virtual type rating training, training in modern glass cockpit, multi-engine and aerobatic aircraft, simulators and airline partnerships,

## Key elements of our joint program

# MEMORANDUM OF UNDERSTANDING BETWEEN

# AIR GEORGIAN LIMITED AND OTTAWA AVIATION SERVICES

- ▶ Air Georgian interviews all OAS Flight Instructors that we recommend
- ▶ Offers successful interviewees a guaranteed FO job on the CRJ when time and experience requirements are met
- ▶ Instructor must remain at OAS until hired by the airline
- ▶ Air Georgian hires the Flight Instructors and pays them to return one day each two months to teach/mentor at OAS

# A win-win situation for airline, flight school, instructors

- ▶ Air Georgian locks in a supply of pilots
- ▶ OAS can plan when our instructors will leave
- ▶ Former OAS Flight Instructors bring their airline experience into OAS integrated program classrooms.
- ▶ OAS Flight Instructors have a clear career path to the airlines
- ▶ Former OAS Flight Instructors can continue to use their teaching skills while they work as First Officers



# Status update on agreement as of April 2017

Joint agreement signed

From Press Release April 2017

Press release issued

*"Air Georgian Limited has signed a pilot recruitment agreement with Ottawa Aviation Services ("OAS").*

First Flight Instructor interviews at Air Georgian scheduled

*The agreement will provide a gateway for pilots who work as flight instructors for OAS to be hired by Air Georgian as CRJ 100/200 First Officers..."*

More imagining

Lets close this presentation by calling up our imaginations again

# Imagine ...

When the Flight Instructor shares the happy news of being in the FO pool

The effect on the

- ▶ Partners
- ▶ Families
- ▶ Friends
- ▶ The Aviation Community as the word spreads

# Thank you - and let's continue the conversation

- ▶ Joan Williams OAS Chair of the Board
- ▶ [Joanwilliams.oasis@gmail.com](mailto:Joanwilliams.oasis@gmail.com) 1-416-570-1929
- ▶ Cedric Paillard, OAS CEO & President
- ▶ [Cedric.paillard@gmail.com](mailto:Cedric.paillard@gmail.com) 1-613-859-5771
- ▶ Scott Peters, Air Georgian Training Manager/Chief Instructor
- ▶ [speters@airgeorgian.ca](mailto:speters@airgeorgian.ca) 1-416-433-6928