



**SEVENAIR**

**EATS 2023**

21<sup>ST</sup> EUROPEAN AIRLINE  
TRAINING SYMPOSIUM

Bridging the Gap Between Airline  
Training and ATO Ab Initio Training

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# UNPRECEDENT GROWTH OPPORTUNITY



**SALVADOR COSTA PEREIRA**  
Chief Operating Officer & Head of Training | Sevenair Academy

# 1000% GROWTH

▼ COMMERCIAL AIRCRAFTS - GLOBAL



24.000 NEW  
AIRCRAFTS

24K

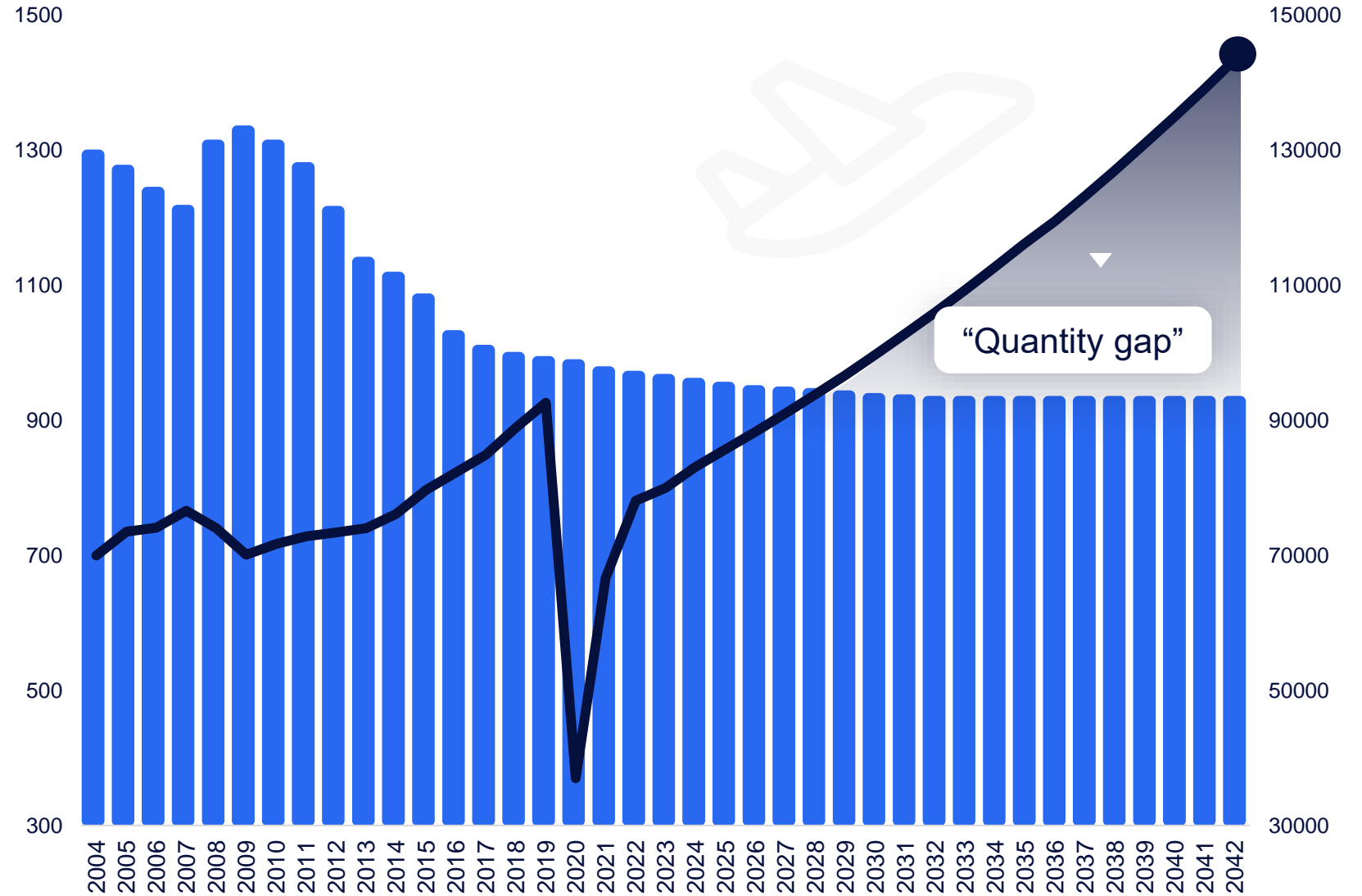
Source: Boeing, Commercial  
Market Outlook 2023 - 2042

48K

# U.S. PASSENGER MARKET GROWTH

## VS.

# ACTIVE PILOTS WITH COMMERCIAL CERTIFICATES



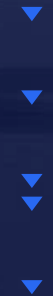
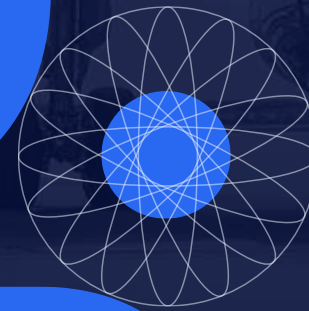
Source:  
FAA Aerospace Forecast Fiscal Years 2023–2043  
IATA Air Passenger Forecasts April 2021.  
Bureau of Transportation Statistics  
Statista Research Department

— US Passengers in Millions (Left axis)

■ US. Pilots with commercial certificate (Right axis)

# NEW PILOTS

# 649 000



next  
20 years



# PILOT OUTLOOK

Eurasia  
**143 000**

China  
**134 000**

North America  
**127 000**

Middle East  
**58 000**

Southeast Asia  
**58 000**

Latin America  
**38 000**

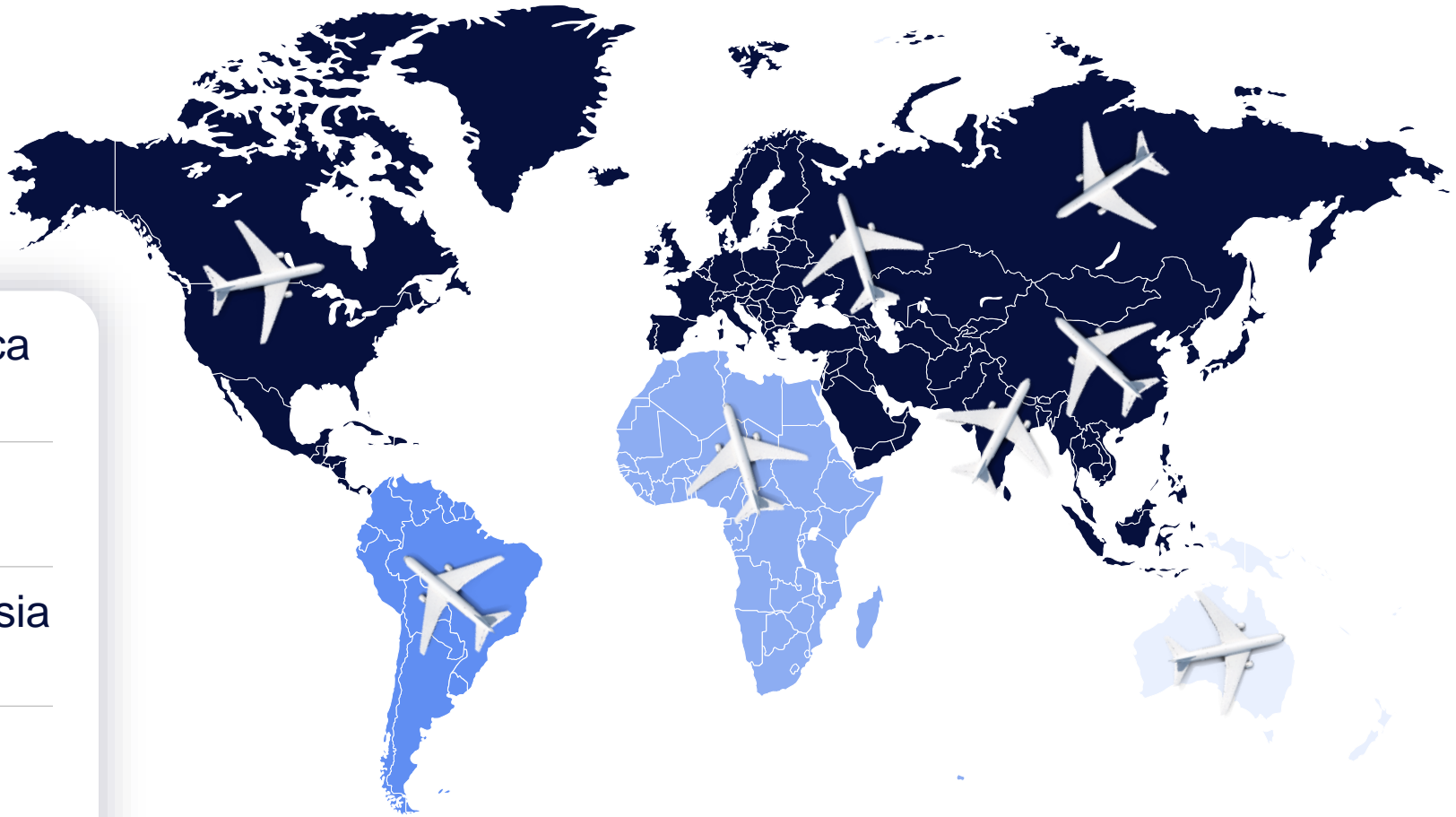
South Asia  
**37 000**

Northeast Asia  
**23 000**

Africa  
**21 000**

Oceania  
**10 000**

**+50%**



# FOR THE NEXT 20 YEARS

- **Next  
20 years**

**342,543,000**

**NEW PILOTS/YEAR**

Source: Boeing – Pilot and  
Technicians outlook 2023-2042 (2023)

# HOW TO TRAIN SO MANY PILOTS



**WHILE  
INCREASING  
QUALITY  
STANDARDS?**

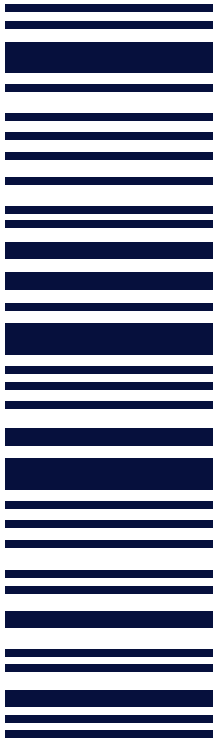




**REVOLUTIONIZE  
AB INITIO TRAINING**



# HOW TO REVOLUTIONIZE TRAINING



▼

**Pilot  
Mentorships**

**01**

A photograph showing a pilot and an instructor in a cockpit, looking at a flight instrument panel.

An aerial photograph of an airport terminal building with a large airplane parked at a gate.

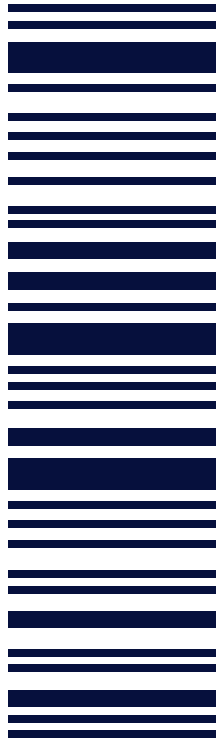
▼

**Update  
Regulation**

**03**

A close-up photograph of an aircraft's control panel, showing various switches and levers.

# HOW TO REVOLUTIONIZE TRAINING



▼

**Pilot  
Mentorships**

**01**



**02**

Airline ATOs  
Partnerships

▲

▼

Update  
Regulation

**03**





**D1**

**EXPERIENCE**

**O2**



**NON-TECHNICAL  
SKILLS**



# BRING BACK EXPERIENCE

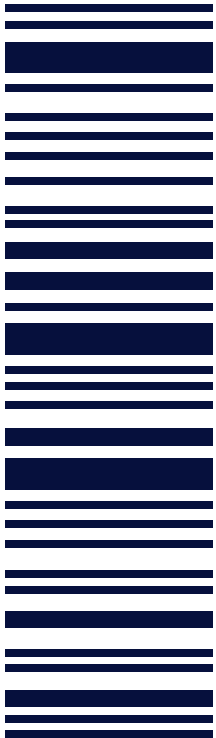
The skillset enhancement by learning from



# AN INDUSTRY SENIOR PROFESSIONAL

bridges the training gap


# HOW TO REVOLUTIONIZE TRAINING



▼

Pilot  
Mentorships

01



02

Airline ATOs  
Partnerships

▲

▼

Update  
Regulation

03



# United Airlines opens its own flight school to help attract pilots

**npr** By David Schaper  
Published March 1, 2022 at 9:59 AM EST

▶ LISTEN • 5:29

A MARTINEZ, HOST:

The airline industry is trying to navigate through some turbulence right now. Across the country, companies say they just don't have enough pilots. And some have even had to park jets and out service because of the shortage. Looking for innovative ways to recruit and retain, one major airline is set to open its own flight school. Here's NPR's David Schaper.

DAVID SCHAPER, BYLINE: To an airline, well-trained pilots are as essential as planes and fuel. But right now, pilots are in very short supply.

FAYE MALARKEY BLACK: The entire airline industry has been facing a pilot shortage for the last decade.

SCHAPER: That's Faye Malarkey Black, CEO of the Regional Airlines Association, a group representing smaller carriers, like Endeavor, Ervo, GoJet and SkyWest, which fly passengers for the major airlines branded as Delta Connection, American Eagle and United Express. Black says with the wave of baby boomers nearing retirement age, the industry was already facing a pilot shortage. And the pandemic made it much worse, as major airlines offered incentives for many veteran pilots to take early retirement, while the FAA's issuance of new pilot certificates nearly ground to a halt. So when air travel demand recovered much more quickly than anticipated, Black says the big airlines hired a lot of pilots away from their smaller regional partners.

BLACK: You know, that propensity for a major airline to hire from a regional airline has always been the case. And that is the natural career order. We don't want to stop that. But the issue we have to respect and appreciate is that that is now happening on steroids.

SCHAPER: So to recruit more pilots, the usually low-paying regional airlines are now sharply increasing pay. Starting salaries that were in the \$25,000 to \$40,000-a-year range can now top 50K or more. Once at the mainline airlines, pilots average six figures-plus. But long before being able to make that kind of money, pilots must have 1,500 hours of flight time and significant training, which can be expensive and take years.

ALLISON MCKAY: Cost is a huge factor.

SCHAPER: Allison McKay heads up Women in Aviation International. And she says pilot training could cost \$80,000 to \$100,000 or more. That's an amount that traditional student aid and loan programs don't come close to covering.

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Simple Flying

# Aer Lingus Relaunches Pilot Training Program As 90 Pilots Sought

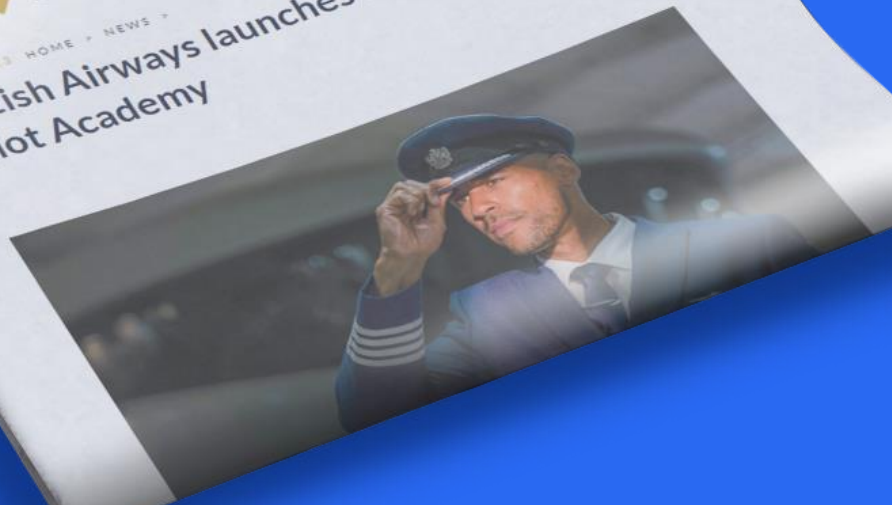
The airline needs 90 aspiring pilots to join its forces over the next five years.  
BY JOSHUA BAILEY PUBLISHED JUL 29, 2022



PILOT CAREER NEWS

20/07/2023 HOME NEWS

# British Airways launches Speedbird Pilot Academy



# AIRLINES SHOULD

play a more active role at ATO level



▶ Long-term return

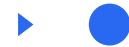


▶ Increased talent pool



▶ Customized quality standards

Airlines' growth depends on the industry capacity ▶ ▶ ▶ ▶



**TO TRAIN  
NEW PILOTS**





# PILOT TIME

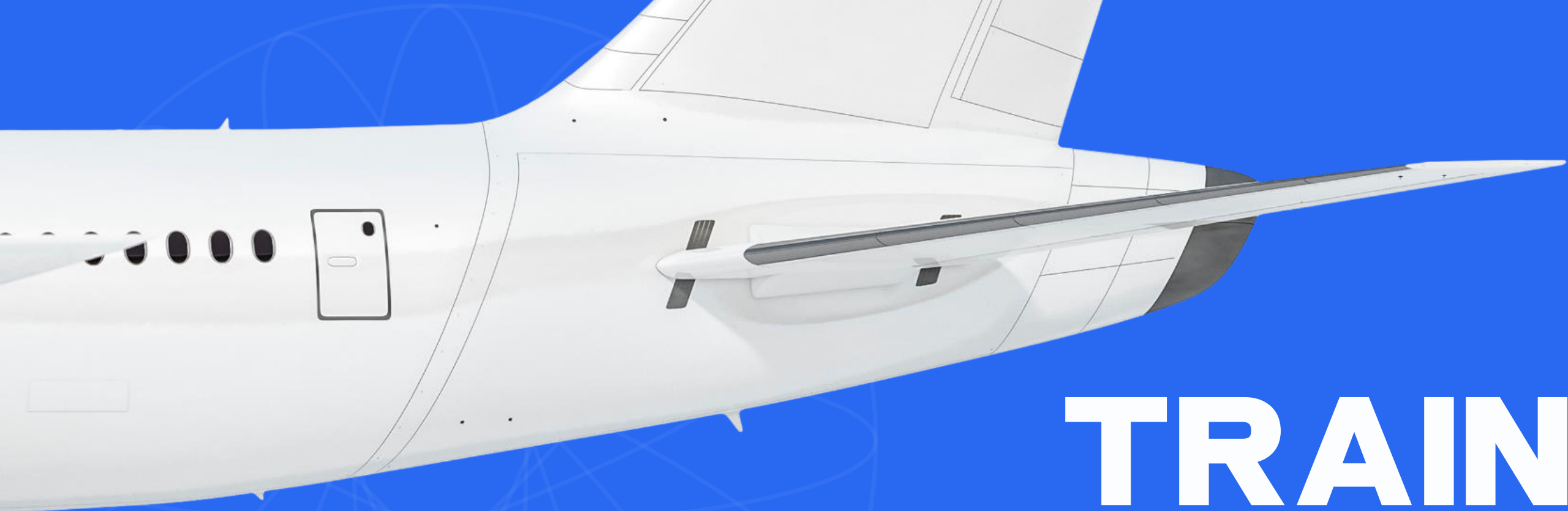
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Second Job





SPONSORING **ATC**



**TRAIN  
RECRUIT**

**RETAIN**

# HOW TO REVOLUTIONIZE TRAINING



▼

Pilot  
Mentorships

01



02

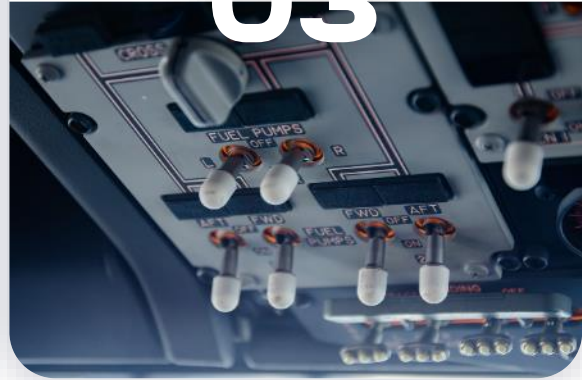
Airline ATOs  
Partnerships

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Update  
Regulation

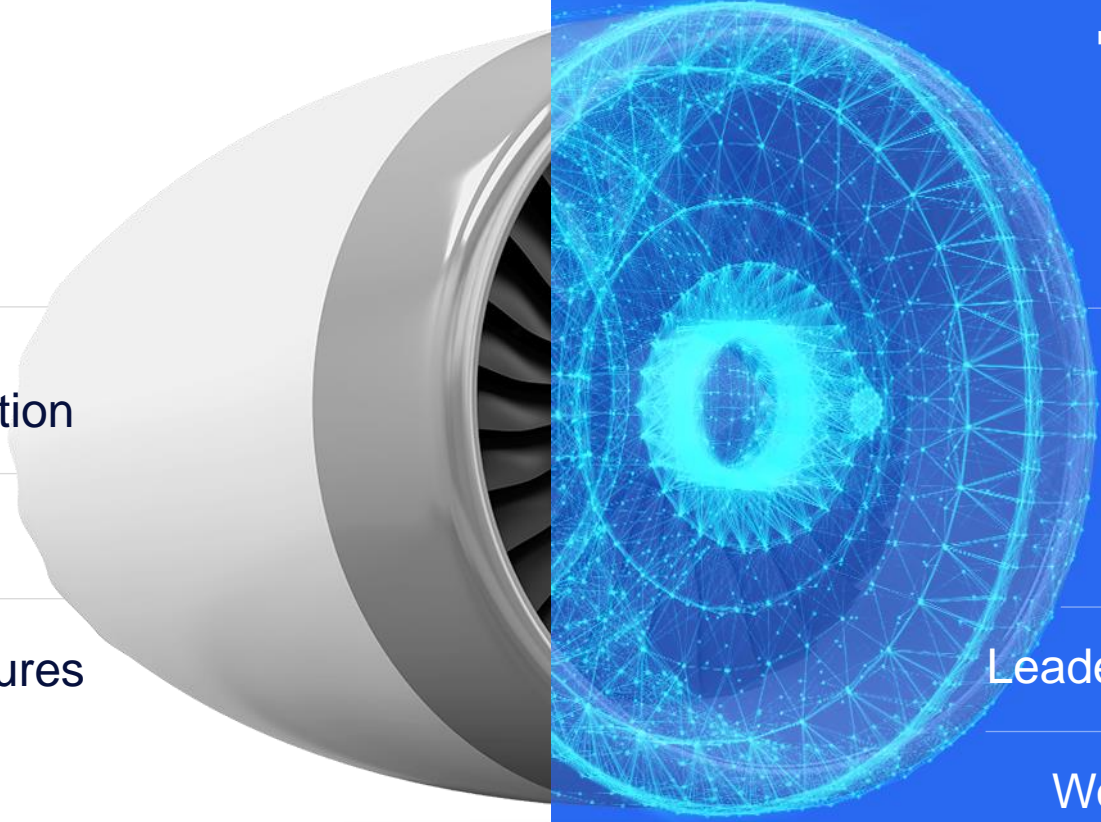
03



# — AB INITIO TRAINING —

## TODAY

-  Flight path management manual
-  Flight path management automation
-  Knowledge
-  Application of procedures



## TOMORROW

- Problem solving and Decision-making 
- Communications 
- Situational awareness 
- Leadership and Teamwork 
- Workload management 

● ▶ ▶▶ ▶ Regulation update in order to meet **real industry demands** ◀ ◀◀ ◀◀ ●

# BRIDGING THE GAP

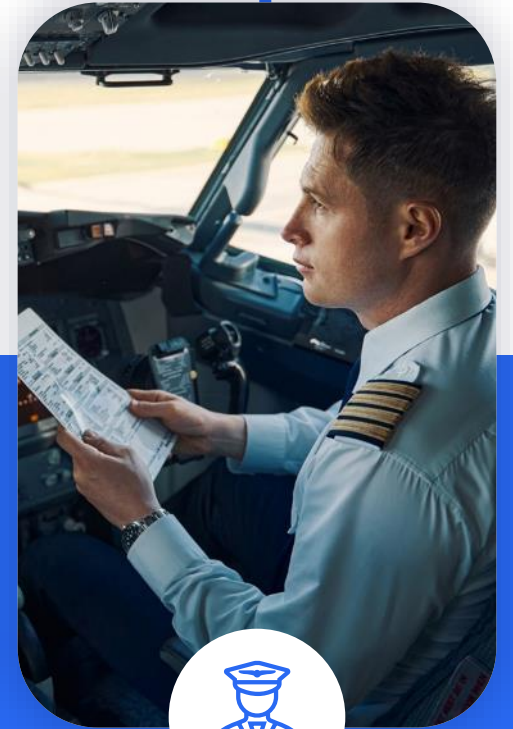
between **Airline Training**  
and **ATO Ab Initio Training**  
will allow airlines to



- 01** Increase Safety
- 02** Increase standardization
- 03** Boost Efficiency
- 04** Assure predictability
- 05** Become more competitive



# AB INITIO TRAINING STATUS



# NEEDS TO KEEP THE PACE...





The quantity situation leads to a **quality problem**

01



Aspiring pilots with “**failure rates between 50% to 90%”**”\*

02



Enormous **gap** between airline needs and new pilot skills

03

\*Source: Why do pilots fail Assessments? Frank Collins  
Director of Strategy and Corporate Services.  
LinkedIn Article. August 15th, 2019

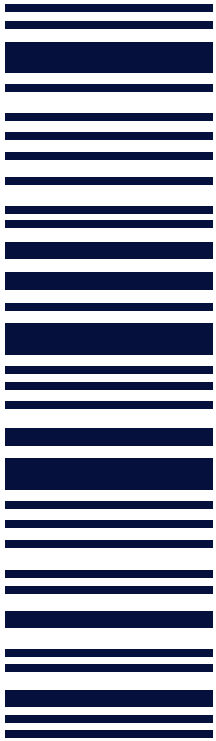
# PILOT SHORTAGE



• (R.) **EVOLVING**

20  
23

# REVOLUTIONIZE TRAINING



▼  
**Pilot  
Mentorships**

**01**

**02**

**Airline ATOs  
Partnerships**

▲

▼  
**Update  
Regulation**

**03**

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**Excellent  
pilots**

**Safety  
standards**

**Booming  
industry**

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# REVOLUTIONIZE AB INITIO TRAINING

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Chief Operating Officer  
& Head of Training  
Sevenair Academy