

Aer Lingus MPL Future Pilot Programme

EATS 2023

Estoril

Aer Lingus 





Introduction

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LTC/LSC

CRMI/SEPI

Pilot Recruitment Team

Aer Lingus 

The Airline

Aer Lingus – Air Fleet

Founded in 1936

Semi-state National Airline of Ireland

Europe and North America





The Airline

Now part of IAG

Modern Airbus Fleet

5500 employees

34 A320

6 A321 NEO XLR*

8 A321 NEOLR

16 A330



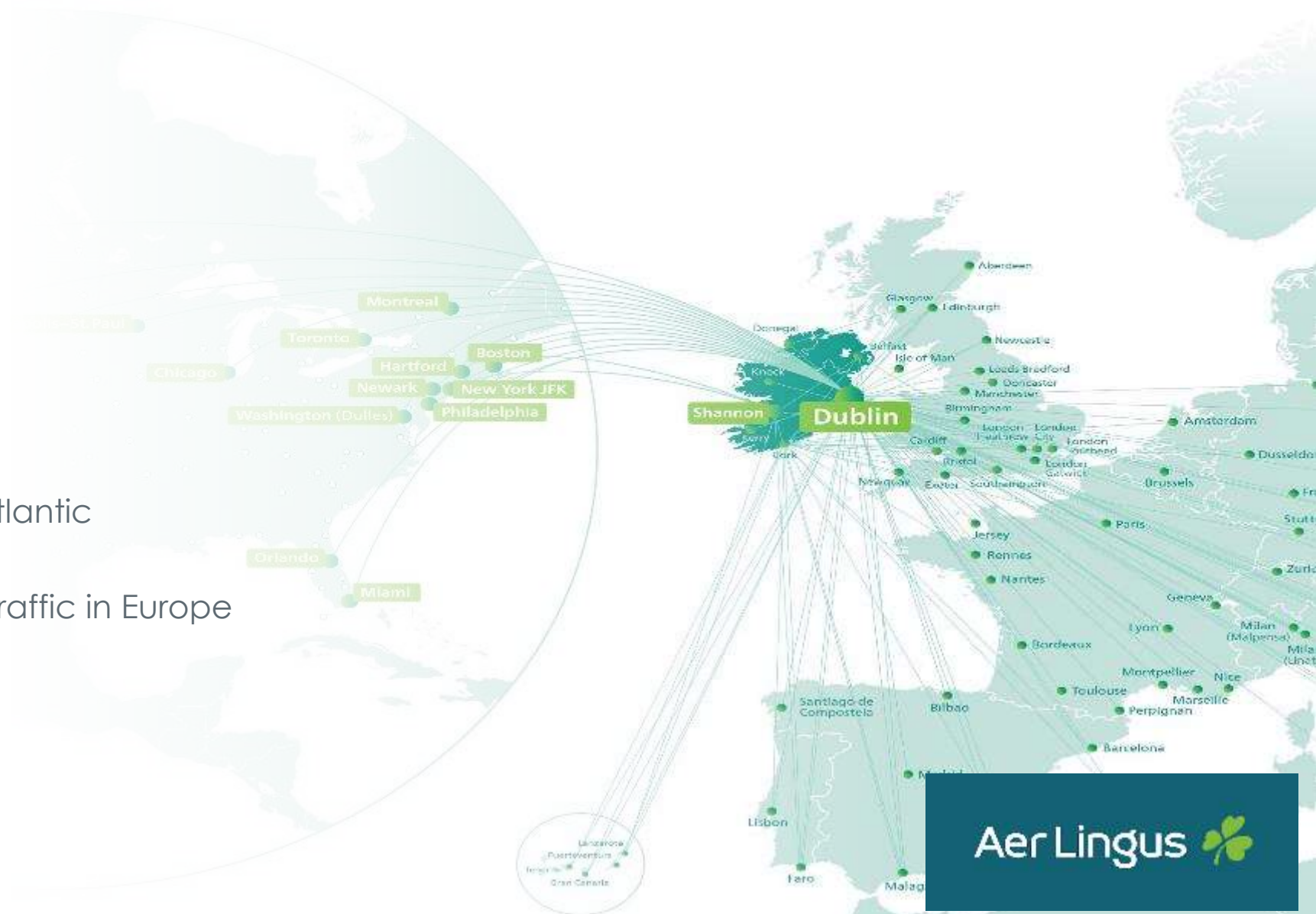
The Airline

DUB HUB Strategy

Linking North America to Europe

Leading Value Carrier across the Atlantic

Point to point Business and Leisure traffic in Europe



The Demand

Retirement “Tsunami”

Expansion especially on Long Haul fleet

Despite Minimal attrition – less than 1%



Cadetships

Proud tradition and reputation for fully funded Cadet Pilot Training.

1964

Deep rooted belief in the Programme

20% of pilot demand though FPP





The Reason

Strong demand for Pilots

Opens the possibility to everyone

“Grow your own leaders”

Brand awareness and loyalty



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RED C Poll– What we know?

- **Gender Bias** exists in **Guidance Counsellors**.
- Poor **Work-Life** Balance Perceived.
- **Role poorly defined** and misunderstood.
- Misperception of **skills/competencies** required.
- Seen as **Anti-Social**
- **Knowledge**. 80% of people do not know anything about the FPP.
- Little or no engagement in Schools or Colleges. **Seeding is critical**.
- Perception is that it costs over **€100k** to the candidate.



Gender Challenge

Proud tradition and reputation for gender diversity

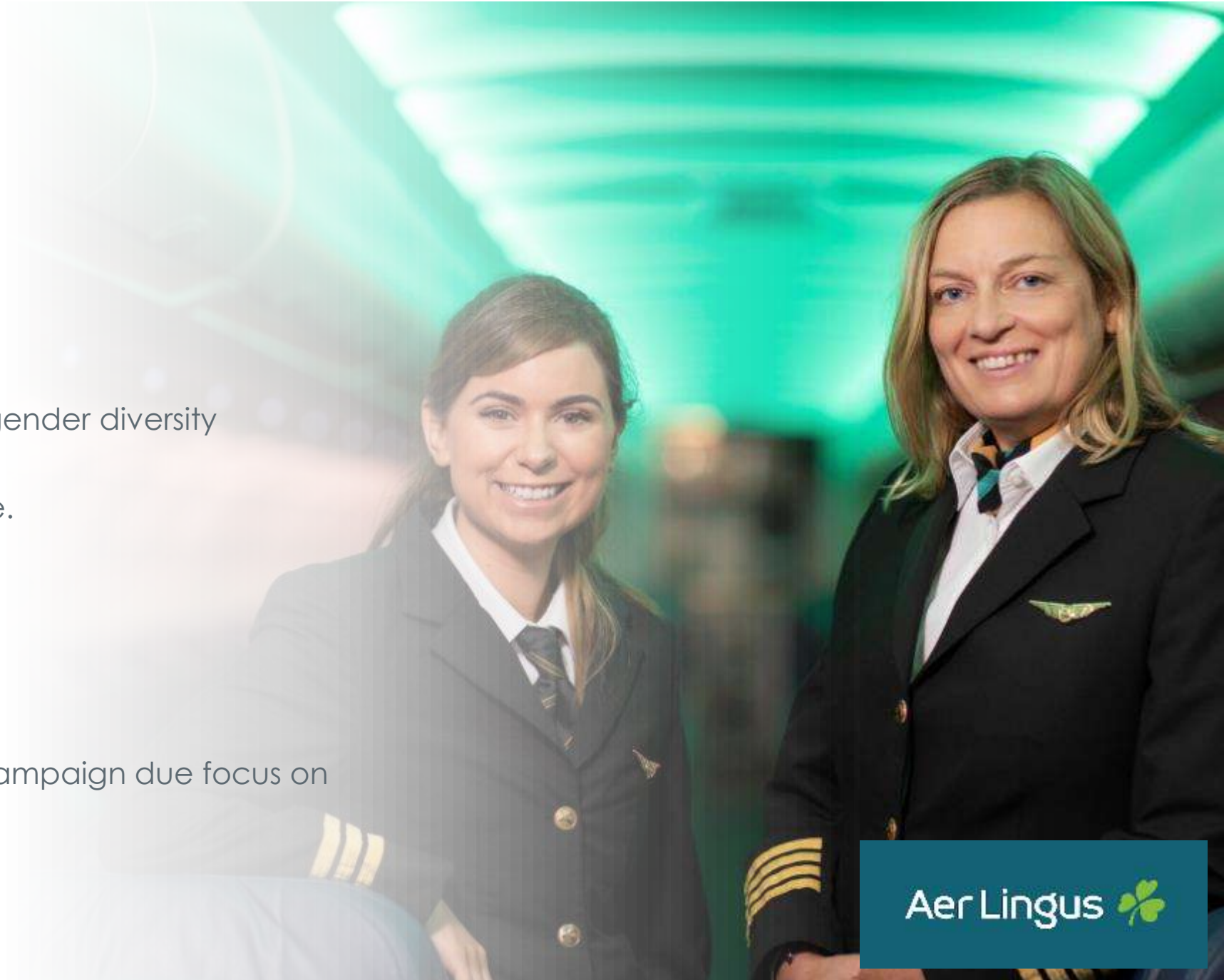
11% of the pilot work force is female.

6% of DEP applications are female.

8% of FPP applicants in 2019

Recent increase to 21% in FPP 23 Campaign due focus on Gender Diversity.

This needs to be sustained.



A photograph of two Aer Lingus pilots in a cockpit. The pilot on the left is a man with dark hair, wearing a white shirt and a green tie. The pilot on the right is a woman with blonde hair, wearing a white shirt with a green tie and a pilot's rank insignia on her sleeve. They are both smiling and looking towards the camera. The cockpit is filled with various instruments and controls, and a large window in the background shows a runway and a fence.

The Challenge

Investment is needed.

Executive advocacy and allyship are key to this.

Creation of an **Agile cross departmental team** to drive the following initiatives to increase FPP applicants and diversity.

Most work will take place over Winter Season when operational staff are available due seasonality.

A photograph of two female pilots in Aer Lingus uniforms sitting in the cockpit of an aircraft. They are both smiling and looking towards the camera. The cockpit is filled with various instruments, screens, and control panels. The background shows a view of the sky through the windshield.

The Challenge

Long term strategy (10+ years)

Medium term (<5 years)

Short term (<1 year)

Junior Schools

Senior Schools

Graduates

The **selection integrity and high standards** that are at the bedrock of the Aer Lingus operation must **remain the primary focus**.

The challenge is to significantly **increase the number of female applicants** to a percentage that facilitates diversity within these parameters.

A close-up, slightly blurred photograph of an Aer Lingus jet engine. The engine is light blue and white, with a prominent black fan hub in the center featuring the Aer Lingus shamrock logo. The blades are dark and curved. The background is a bright, overcast sky.

The Roadmap...

- Robust **communications strategy**
- **Campaign Champions**
- Communicate **Work-Life Balance** Advantages
- Clearly **define the Role, the requirements and the benefits**



The Roadmap

- School/College events at Aer Lingus



The Roadmap

- Sponsored PPL PROGRAMME (s)





The Roadmap

- 100 hours for 100 Transition Year students

The Roadmap

- Guidance Counsellor Event onboard an A330



The Roadmap

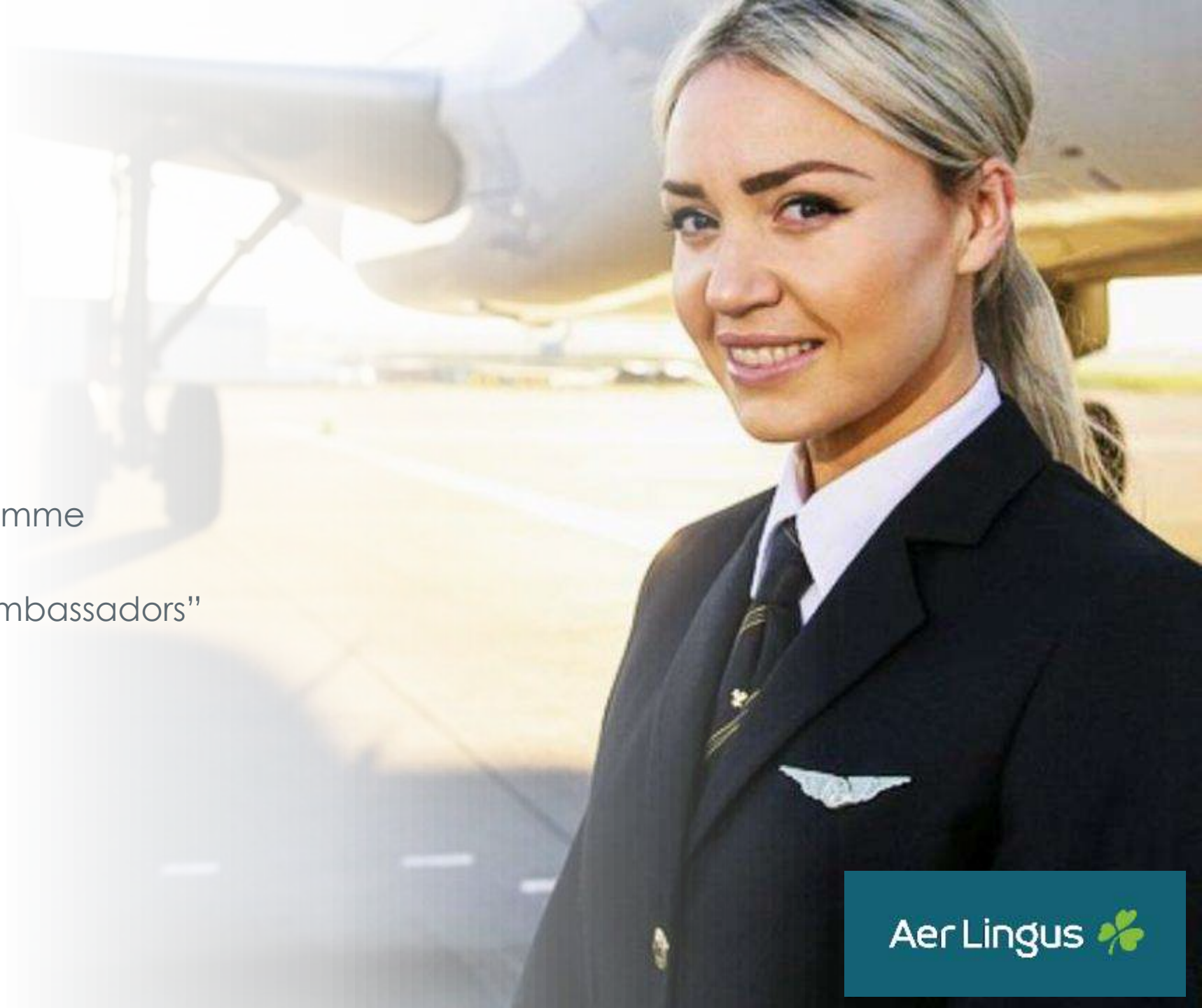
- Aer Lingus Young Flyers App/Book





The Roadmap

- Official “**Ambassador**” Programme
- Trained and remunerated “Ambassadors”
- “See it, Be it”





The Results so far.....

Total Applicants
3300 to 6100

Female Applicants
250 to 1270

8% to 21%



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The Course

Fully Funded

Fully Mentored

Multi-crew Pilot's Licence

FTE Jerez





The Course

Selection is key

6100 Applicants

600 Assessed in person

18-30 places





The Course...

- Four distinct Phases



A close-up, artistic rendering of an Aer Lingus jet engine. The engine is shown from a front-quarter perspective, highlighting the complex, multi-bladed compressor section. The blades are dark and curved, radiating from a central hub. The engine casing is a light, metallic color. The background is a soft, light blue gradient, suggesting a sky or a studio setting. The overall aesthetic is clean and modern.

The Course...

Phase 1

18 weeks full time ground school followed by the first set of EASA examinations

12 Weeks of full-time Flying

10 weeks of full time groundschool followed by the second set of EASA examinations

838 hours of Groundschool

65 hours dual instruction, 17 hours of solo flying and 17 hours of STD training



The Course...

Phase 2

61 hours instruction in an A320 FTD





The Course...

Phase 3

Phase 3 continues with Airbus A320 FTD - **60.0 hours of instruction**



The Course...

Phase 4

Aer Lingus OCC and A320 Type rating

3 weeks of GS

2 Weeks of FTD – 10 sessions – 30 hours

3 weeks of FFS – 15 sessions – 60 hours

Base Training – min 6 TO/Landings



The Course...

Line Training

70 sectors

First 20 with Safety Pilot

First 12 with ZFTT TRI

2 day Line check





The Course...

Innovative – early introduction of Aer Lingus SOPs and A320

Sustainable – MPL

Diverse – open to all applicants

The Success?

- The “Handshake” - FTE Partnership
- Over 300 hours of flight training
- Fully Funded
- Mentored by Cadet Liaison Pilot
- TRE and TRI assigned for courseware etc
- Instructor Standardisation in Aer Lingus and FTE
- Bespoke Manuals for students/instructors
- Aer Lingus SOPs/Manuals etc.
- UPRT



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Thank You!



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