



eats2022

B E R L I N



8-9 November 2022 • Estrel Hotel, Berlin, Germany

Airlines Involvement in Ab-Initio Training: A Recipe for Success





Back to 2019



Recruitment
headache returns



EATS 2019



Cpt Andy O'Shea

over 50 % rejection on low experience commercial pilots

APS MCC

A clever band-aid on a problem which shouldn't exist?

Shouldn't EASA's learning objectives/standards be enough?

And not having to rely on adding better material at the end.

EASA Evaluation Report July 2019
“Evaluation of the applicant rules
for the initial and recurrent pilot
training, testing and checking”

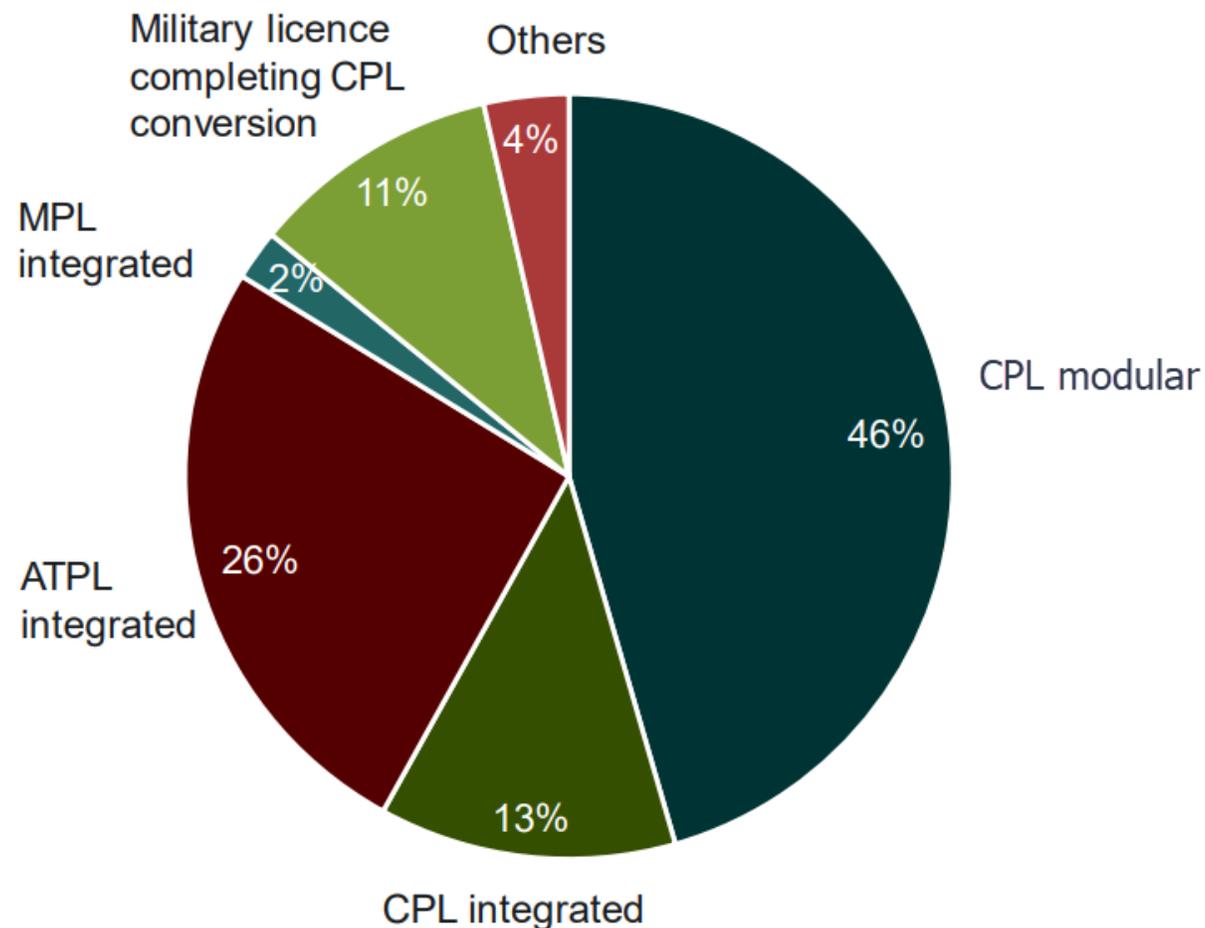


Figure 48: Distribution of pilot career paths

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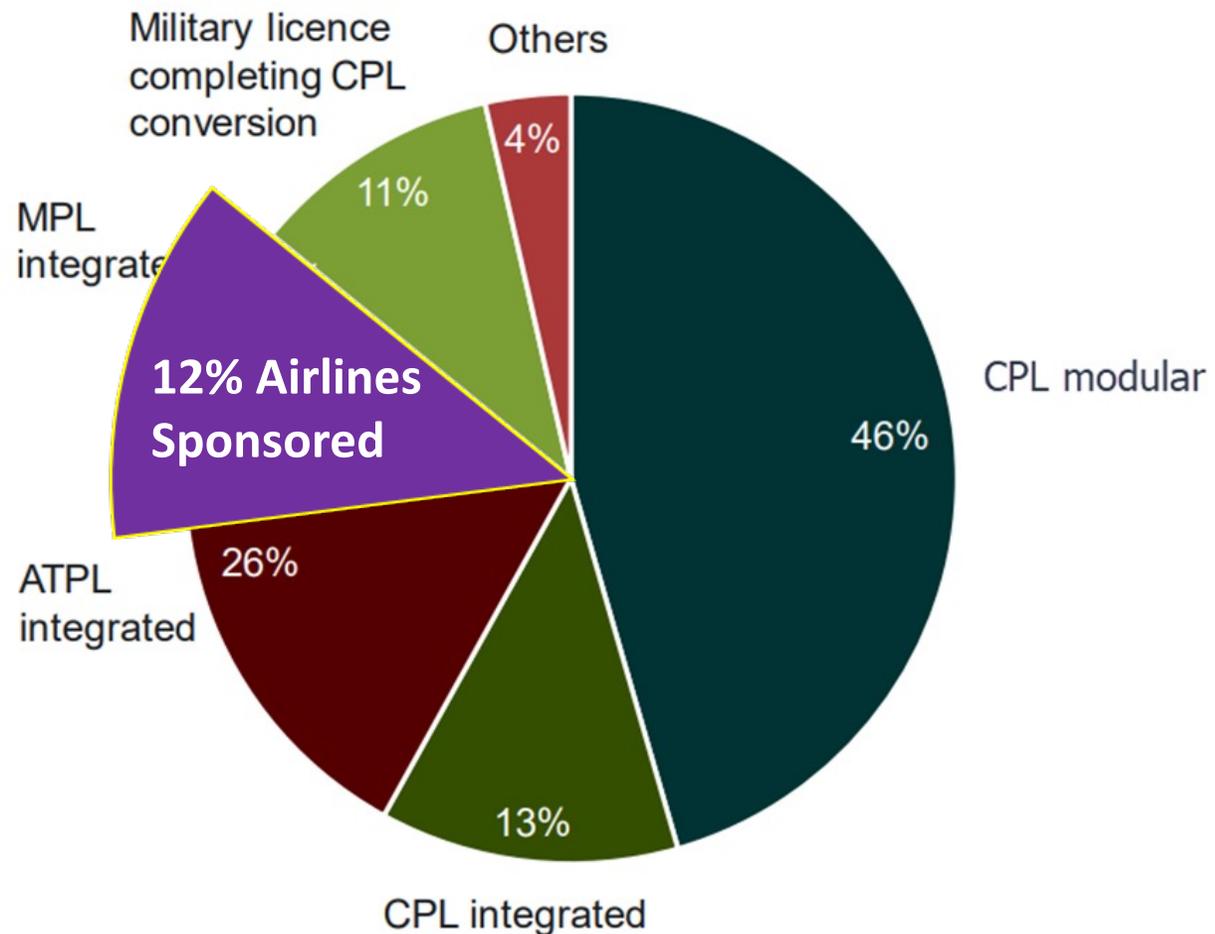


Figure 48: Distribution of pilot career paths

Airline's involvement in Cadet selection & basic training

Benefits for Airlines:

Benefits:

Finding the best candidates within the
general population

Benefits:

Sharing the workload of selection
with ATOs

Benefits:

Plan & manage
the timed delivery of workforce,
in line with needs

Benefits:

Oversight of training progress

Benefits:

Adapt training & syllabus to Airline needs

Benefits:

Loyalty via bond/contract

Benefits:

Getting to know your employee

Obstacles

Dedicating Man/hours in
Selection process &
Program supervision

Obstacles

Financial Investment

Airline's involvement in Cadet selection & basic training

Benefits for ATOs:

Benefits:

Steady income by contract

Benefits:

Feedback & guidance from Airline

Benefits:

Corporate Image & Brand Recognition

Obstacles

Dedicating Man/hours in
Selection process &
Progress reporting

Obstacles

Relying on a large corporate customer

Airlines/ATOs survey comments

Difference in objectives between ATOs (EASA learning objectives) and the airline industry needs

Airlines/ATO's survey comments

Lack of follow up by ATO's when the audit requirements are announced

Airlines/ATOs survey comments

7000 un-employable pilots in Europe

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Thank you Happy Landings



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AVIATION