

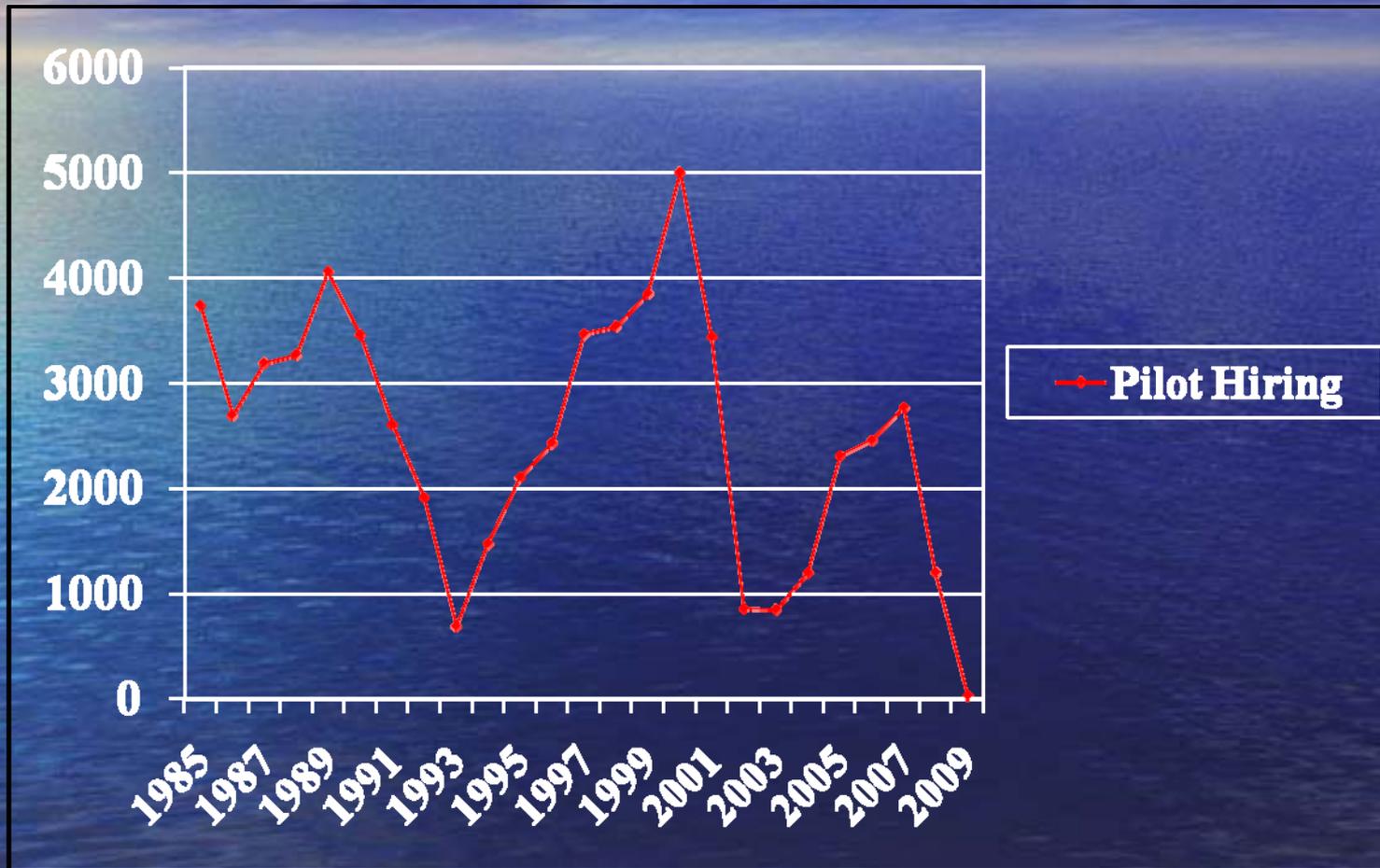


Pilot Screening and Selection Concerns as the Pilot Pool Changes

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NTSB CONFERENCE: Professionalism in Aviation

Major Airline Pilot Hiring History



Workforce Structure is Unstable

- Source of pilots has radically changed
- Stream of military pilots decreasing
 - Feeder Airlines are the new main pipeline
- Feeder Airlines not prepared for upcoming shortage
 - Current Major airline pilots – Approximately 54,000
 - Current Feeder airline pilots – Approximately 18,714
 - Demand for next 10 years (attrition plus growth) – 42,090

Workforce Structure is Unstable

- Industry and Government may need to spend money to reduce the risk of becoming a qualified pilot
 - financial backing and career progression
- New regulations will put strain on selection
 - Companies may be forced to hire higher-time, less desirable pilots
- Consider accreditation program for all initial training institutions

Workforce Structure is Unstable

- Career field not promoted effectively to youth
- Cost of training is prohibitive considering return on investment
- There is an illusion of an abundant pool

Selection Observations

- Selection tools not consistent among carriers
- Limited tools to effectively evaluate inexperienced, low-time pilots
- Companies don't use available tools because of cost
- PRIA not sufficient to uncover training issues