

KLM Flight Academy

Presentation to the NTSB

Washington, DC May 18 2010



KLM Flight Academy

- ◆ Former State Flying School, privatized 1991
- ◆ Wholly owned by KLM
- ◆ Preferred Supplier of Ab-Initio Pilots to KLM



Ab Initio Students:

Student output 2010: 60 Students/year

Maximum output: 180 Students/year

Ad-hoc- Small amounts of students on an as-needed basis for Netherlands Military for Multi Crew Training.



AB- INITIO SELECTION

- ◆ Application/CV
- ◆ Psychological test
- ◆ Grading (6 Sessions Frasca 141)
- ◆ Board Interview
- ◆ Acceptance: +/- 10%



Sponsorship:

- ◆ While KLS is the preferred supplier to KLM, students are NOT guaranteed a job
- ◆ Training is self sponsored by student (approx USD 180K all in)
- ◆ Training is insured in case of early termination (lack of required performance, medical etc)



LICENSING

Students that have completed the course receive JAA "Frozen" ATPL with SEP rating, and MP MEP/IR and B737 Type rating (depending on completion of base training)

At this point in time, KLS does NOT provide MPL training.

However, many of the MPL objectives and standards are included in the course.



Early Termination:

- ◆ KLS is not a “pay to play” FTO
- ◆ If the required standard is not met, a limited amount of extra training may be assigned
- ◆ Students who do not show improvement will be terminated from training
- ◆ Students may transfer credits to another FTO if terminated, or may choose to execute insurance policy.
- ◆ Insurance funded partially by lenders and partially by KLS
- ◆ If policy is executed, students are contractually obligated not to continue a flying career



Benefits

- ◆ Professional Pilots Familiar with company procedures
- ◆ Pilots molded to a correct company mentality prior to joining
- ◆ ITQ and TRBC lead to significant cost savings
- ◆ Operational and Safety Culture ingrained during training, does not have to be taught from scratch



PROFESSIONALISM

- ◆ KLM employs only future Captains
- ◆ Professionalism is introduced from Day 1 at KLS
- ◆ Dedicated Non-technical training (NTT)
- ◆ Procedures aligned as much as possible between KLS and KLM
- ◆ Strict Operational Regulations with regard to safety and crew duty
- ◆ Non-punitive safety culture



FLIGHT SAFETY

- ◆ Non-Punitive Culture
- ◆ Students actively encouraged to self-disclose via ASR
- ◆ Safety concerns handled in confidence through dedicated FSO
- ◆ ASRs are used for continuing education-learn from our mistakes



CONTINUING EDUCATION

- ◆ Company Familiarization
 - ◆ Jumpseat Flights
 - ◆ Dispatch/Load Observation
- ◆ Recurrency Program (Pre KLM)
- ◆ 2B Captain (After Joining)
- ◆ Second Officer Familiarization Courses



KLS Ab-Initio Training Program

- ◆ 9 Months Theoretical Training in the Netherlands- 14 JAA ATP Exams
- ◆ 5 Months USA Single Engine Training
 - ◆ 79:00 Hours VFR PA-28 (Single Pilot)
 - ◆ 48:30 Hours IFR PA-28R (Multi Pilot)
 - ◆ 4:00 Hours VFR CPL PA-28R (Single Pilot, CPL Skill Test)
- ◆ 10 Weeks Netherlands ME/IR Training
 - ◆ 30:00 Hours BE58 FNPT II (Multi Pilot)
 - ◆ 22:00 Hours BE 58 (Multi Pilot)
- ◆ 10 Weeks Schiphol MCC/Type Rating
 - ◆ 80 Hours B737 FFS (3 Man crew)



KLS Final Training

Formerly “MCC Bridge Course” on Airbus A310

Replaced by Type Related Bridge Course B747/B737/MD-11/B777

Integrated Type Qualification/MCC Approved and Implemented just prior to economic crisis- 1 crew completed (B747)

In order to assist completed students on waiting list, all students now receive full B737 type rating inclusive of MCC (circuits optional)



End result:

When KLM is accepting pilots:

- ◆ Students who have graduated will have file checked and be called for an interview board
- ◆ While KLM maintains the right to request additional psychological or simulator screening, normal procedure is board only.
- ◆ If accepted (+/- 95%) the usual start functions are Cruise Relief Pilot (2nd Officer) on Long Haul Fleet (B747/B777/MD11/A330)
- ◆ If the needs of the company dictate, ab-intios may also be placed on F70/100 or E190 fleet
- ◆ Success rate in line training +/- 99%

