

Operational Impact from the Global Pilot Shortage

Lacey Pittman, Managing Director SOC

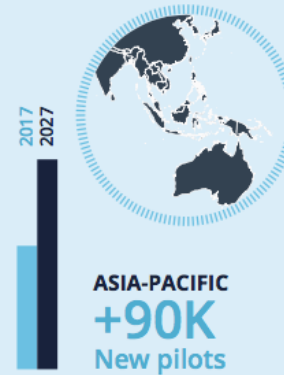
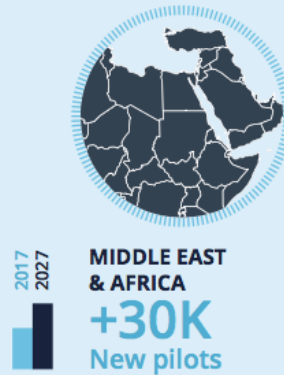
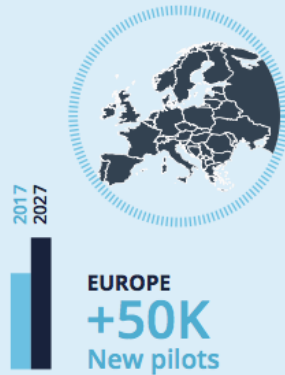
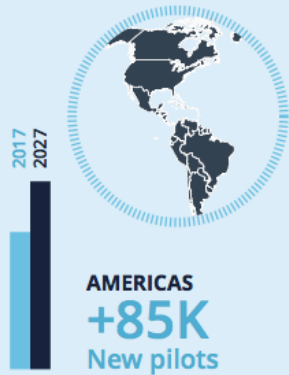
GHAC October 12, 2017

Agenda

- Pilot Supply Trends
- Operational Impact
- Humanitarian Impact
- Humanitarian Experience Requirements
- Recommendations
- Safety Impact



Pilot Demand



255k

New pilots required
for growth
and replacement

50%

Of pilots flying by 2027 have
not started to train yet

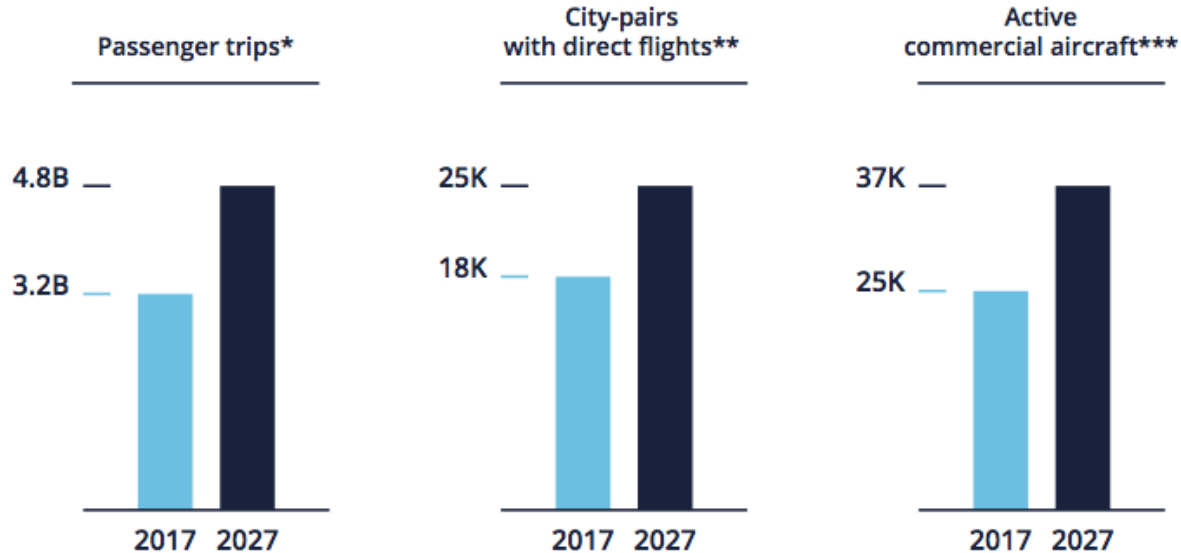
70

New pilots/day

180k

New captains

Fleet Growth



* Based on IATA Air Passenger Forecasts, October 2016

** Based on IATA city-pairs data, 2016

*** Based on a combination of aircraft manufacturer and industry forecasts

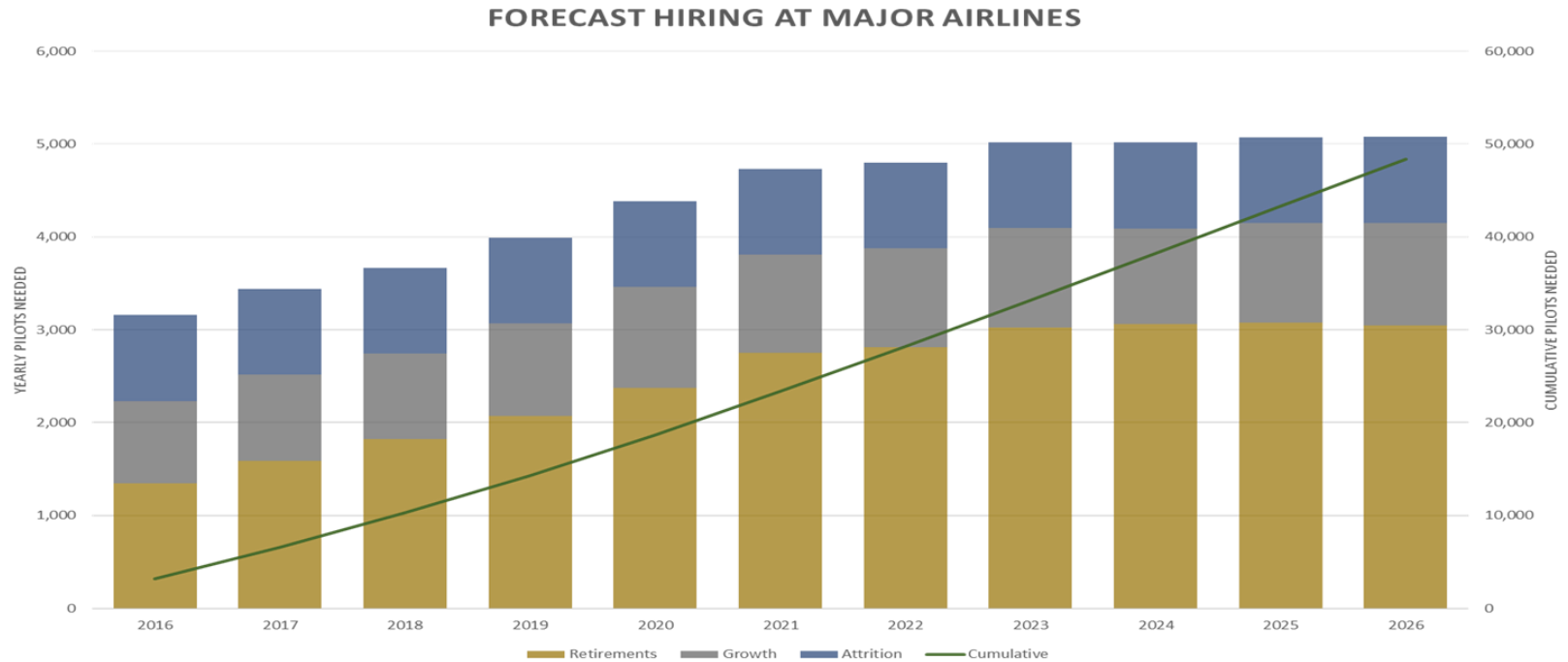
Pilot Supply Trends

Historical Major Hiring

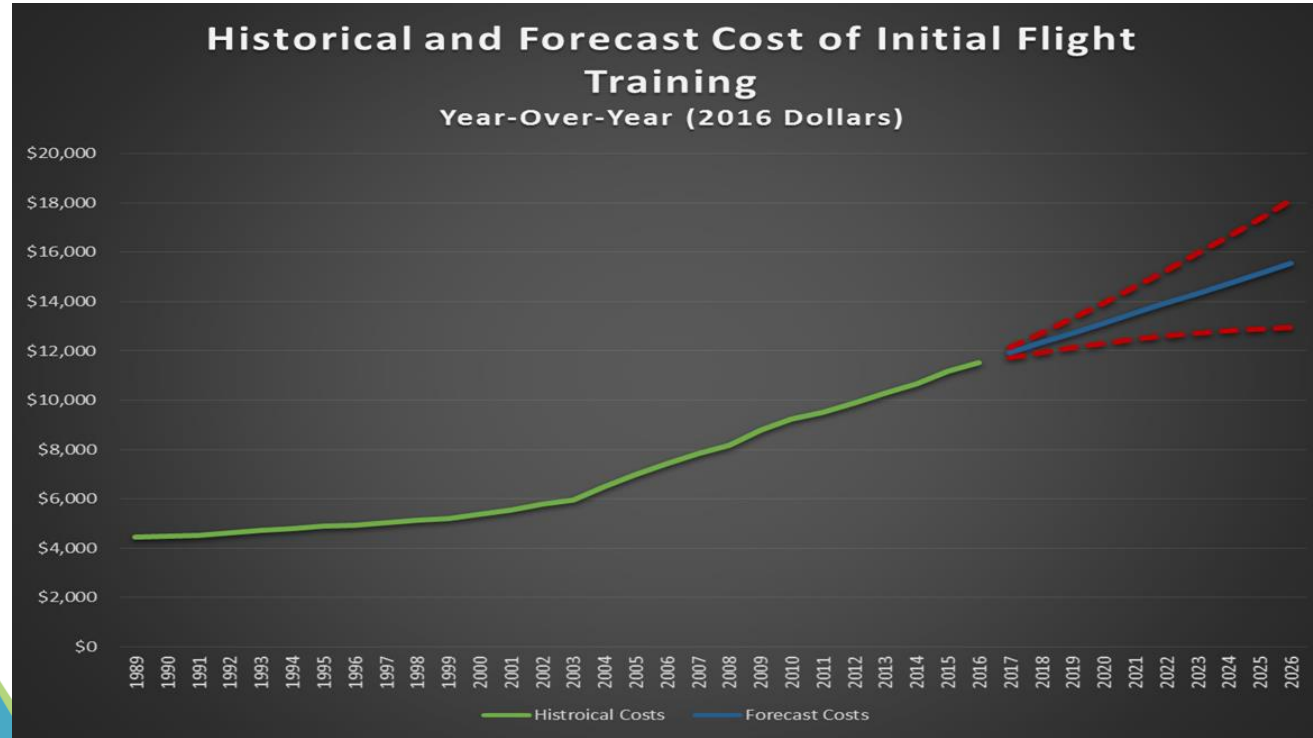
(Source: FAPA)



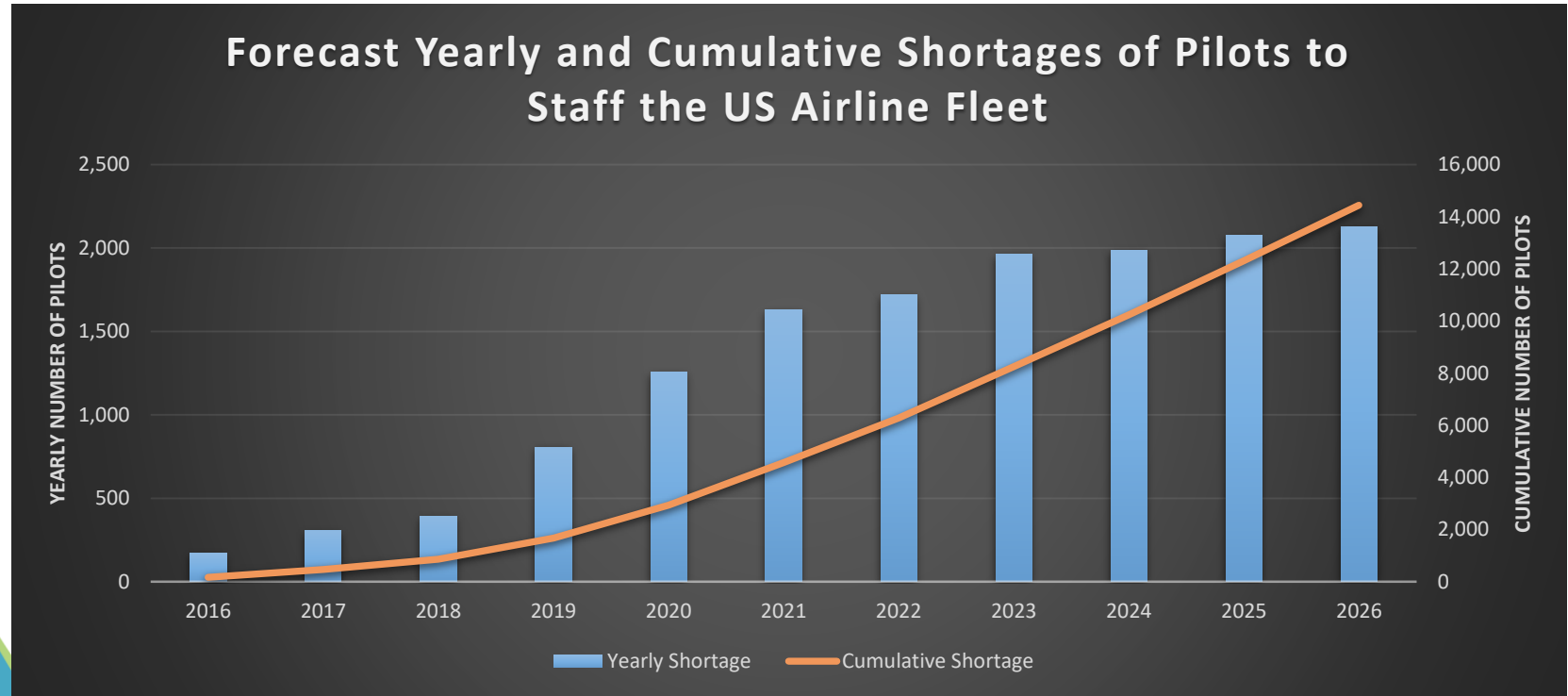
Pilot Supply Trends



Pilot Supply Trends



Operational Impact



Humanitarian Impact

- Part 135 and regionals are impacted
- Struggling to attract pilots
- Fewer applications
- Lower quality
- Mid career departures
- Lack of experience
- Desire to fly larger aircraft, depleting humanitarian fleet



Humanitarian Experience Requirements

- War
- Coup
- Rebel Group
- Terror Cell
- Political Unrest
- Instability
- Disease
- Global Pandemic
- Riot
- Help
- Rescue
- Relief
- Response
- Support
- Security
- Life



Humanitarian Experience Requirements

- Personal security



Humanitarian Experience Requirements

- Personal security
- Inaccurate weather reports, field condition reports





Humanitarian Experience Requirements

- Personal security
- Inaccurate weather reports, field condition reports
- Political unrest and military coups



West Africa

Humanitarian Experience Requirements

- Personal security
- Inaccurate weather reports, field condition reports
- Political unrest and military coups
- Evacuation Plans



Humanitarian Experience Requirements

- Personal security
- Inaccurate weather reports, field condition reports
- Political unrest and military coups
- Evacuation Plans
- Fuel availability and quality: fuel replaced with water









Recommendations

- Increase the number of pilots
 - Cost issues
 - CFI shortages
- Increase the number of pilots to aspire to a professional flying career
- 2010 study 29% of student pilots were aspiring to fly professionally
- Realize the challenge of obtaining pilot staffing is going to continue and possibly worsen
- Financial support of training/education debt
- Loan repayments & scholarships
- Provide ATP CTP

Recommendations

- Realize quality of life is a priority
- Schedules that minimize time away
- Defined Career Paths
- Mentoring important
- Recruitment visits
- Well prepared representatives



Thank you.

Alaska
AIRLINES

