



EASA

European Aviation Safety Agency

EASA Annual Safety Conference
Day 1, 14/10/2015

Panel 1

Pilot training vs Industry Growth: Are there enough competent pilots?

Your safety is our mission.

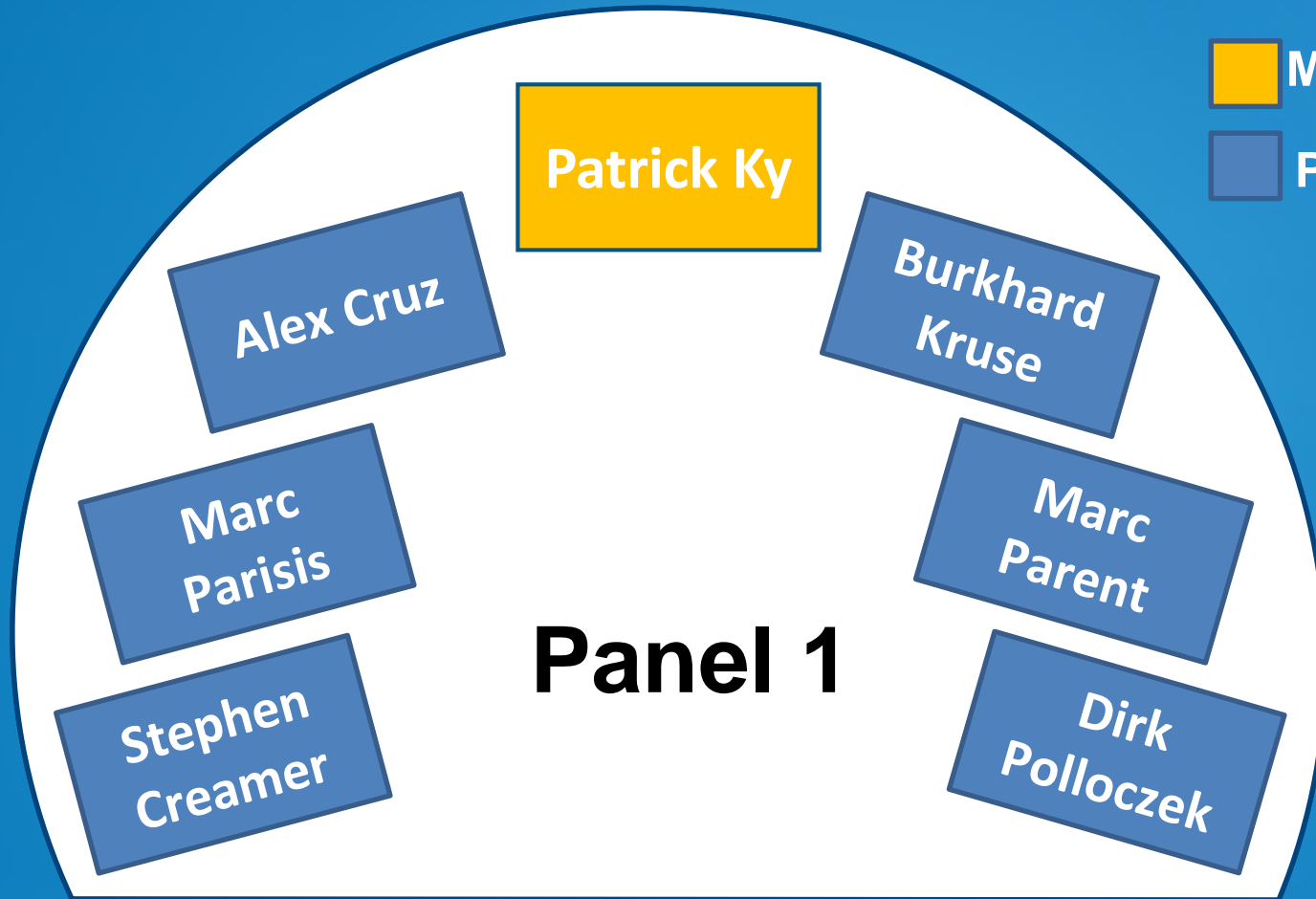
An agency of the European Union





EASA
European Aviation Safety Agency

**Pilot training vs Industry Growth:
Are there enough competent pilots?**



 **Moderator**
 **Panellist**

Your safety is our mission.

EASA Annual Safety Conference

Capt. Marc PARISIS

Airbus - VP Training and Flight Ops

Pilot training vs Industry growth Are there enough competent pilots?

Pilot training vs Industry growth – Are there enough competent pilots?

- Taking care of Cadet / ab-initio training and flying colleges capacity

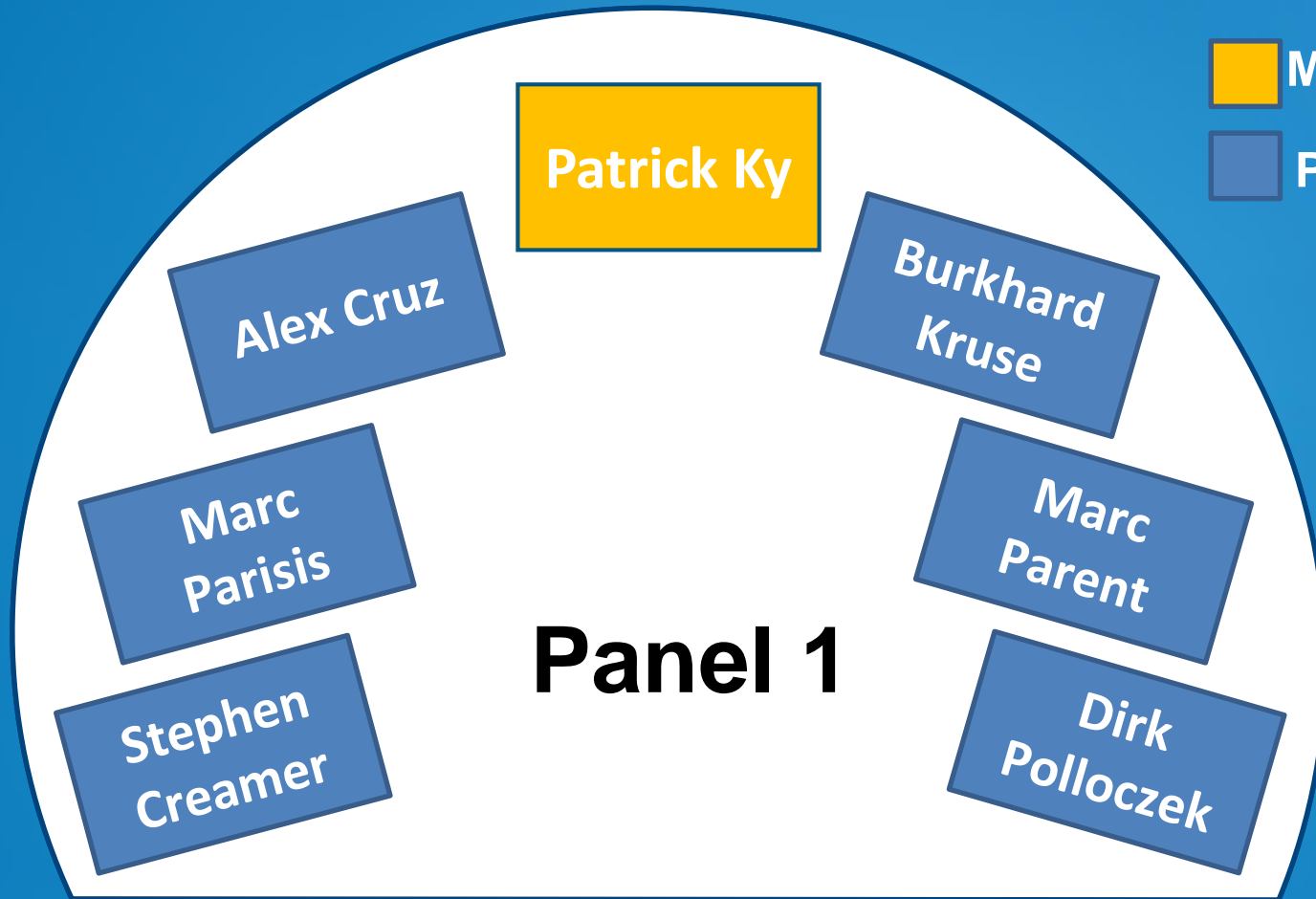
But also

- Upgrading to captain
 - Commander course
 - Mentoring
- *“Better pilot competency”*
 - Manual flying skills - Basic instrument flying skills
 - New recurrent training scheme to be developed



EASA
European Aviation Safety Agency

**Pilot training vs Industry Growth:
Are there enough competent pilots?**



 **Moderator**
 **Panellist**

Your safety is our mission.



EASA ANNUAL SAFETY CONFERENCE

LUXEMBOURG, OCTOBER 14TH, 2015

Marc Parent
President and CEO



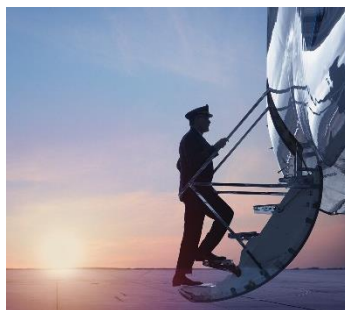
CAE: GLOBAL TRAINING PARTNER FOR ALL SEGMENTS OF AVIATION



Cadet
Training



Commercial
Aviation Training



Business
Aviation Training



Training
Equipment



Crew Resourcing
Services

1,000+

Ab-initio graduates / year

120,000+

Pilots trained / year

1,000+

Pilots on assignment



CAE'S CIVIL AVIATION TRAINING RESOURCES



A third of our worldwide training resources are in Europe

EXAMPLES OF PARTNERSHIPS ADAPTED TO AIRLINES' SPECIFIC NEEDS

1 Training Equipment and Operations



2 Cadet to Captain Training



3 Crew Resourcing Services



▶ Training Joint Ventures



THE EVOLUTION OF PILOT TRAINING...



... AND THE WAY FORWARD

- ▶ Robust pilot screening & selection
- ▶ Fast-track first officers to captains
 - Enhance adoption of competency-based training
- ▶ Address individual pilot needs
 - Adaptive training enabled by big data & closed loop training

Regulators & Industry to establish a vision, roadmap and guidelines



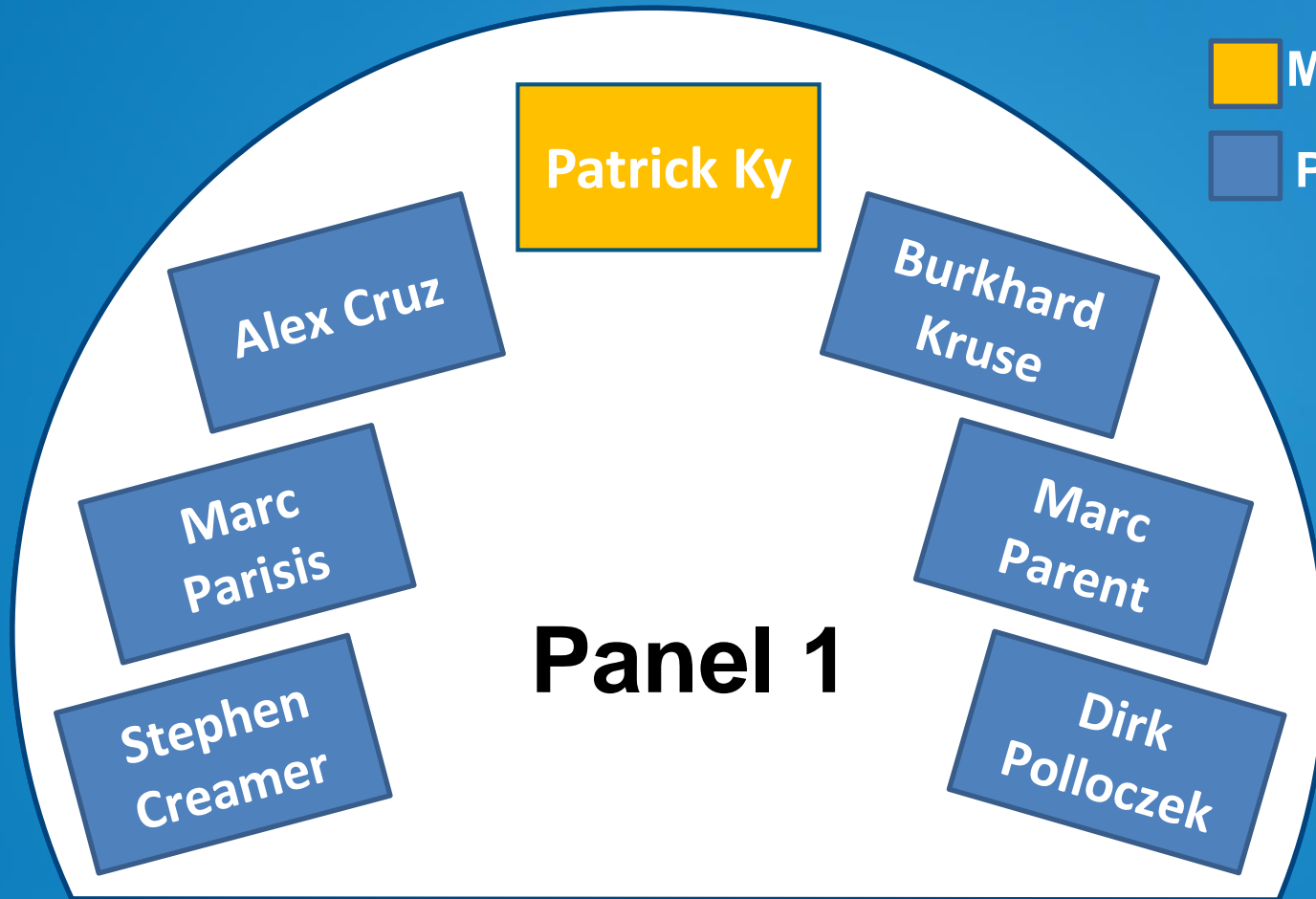
THANK YOU





EASA
European Aviation Safety Agency

**Pilot training vs Industry Growth:
Are there enough competent pilots?**



 **Moderator**
 **Panellist**

Your safety is our mission.



EASA Annual Safety Conference 2015

Training in Aviation: Staying Fit for Safety

October 14th 2015, Luxembourg



Pilot training vs Industry Growth: Are there enough competent pilots?

Secure adequate safety level during growth periods by implementation of Evidence Based Training (EBT)

**Framing
conditions to
secure high
safety level**

- Periods of growth are characterized by high crew training volumes , e.g.
 - New entry pilots and flight attendants
 - Change of operator, change of aircraft type, upgrading to commander, etc.
- Risk mitigation through competency assessment will be a key element
- EASA Rule making Task on Evidence Based Training welcomed
- Implementation of EBT has to be encouraged by regulatory credits

Pilot training vs Industry Growth: Are there enough competent pilots?

How can we provide enough competent pilots to enable growth ?

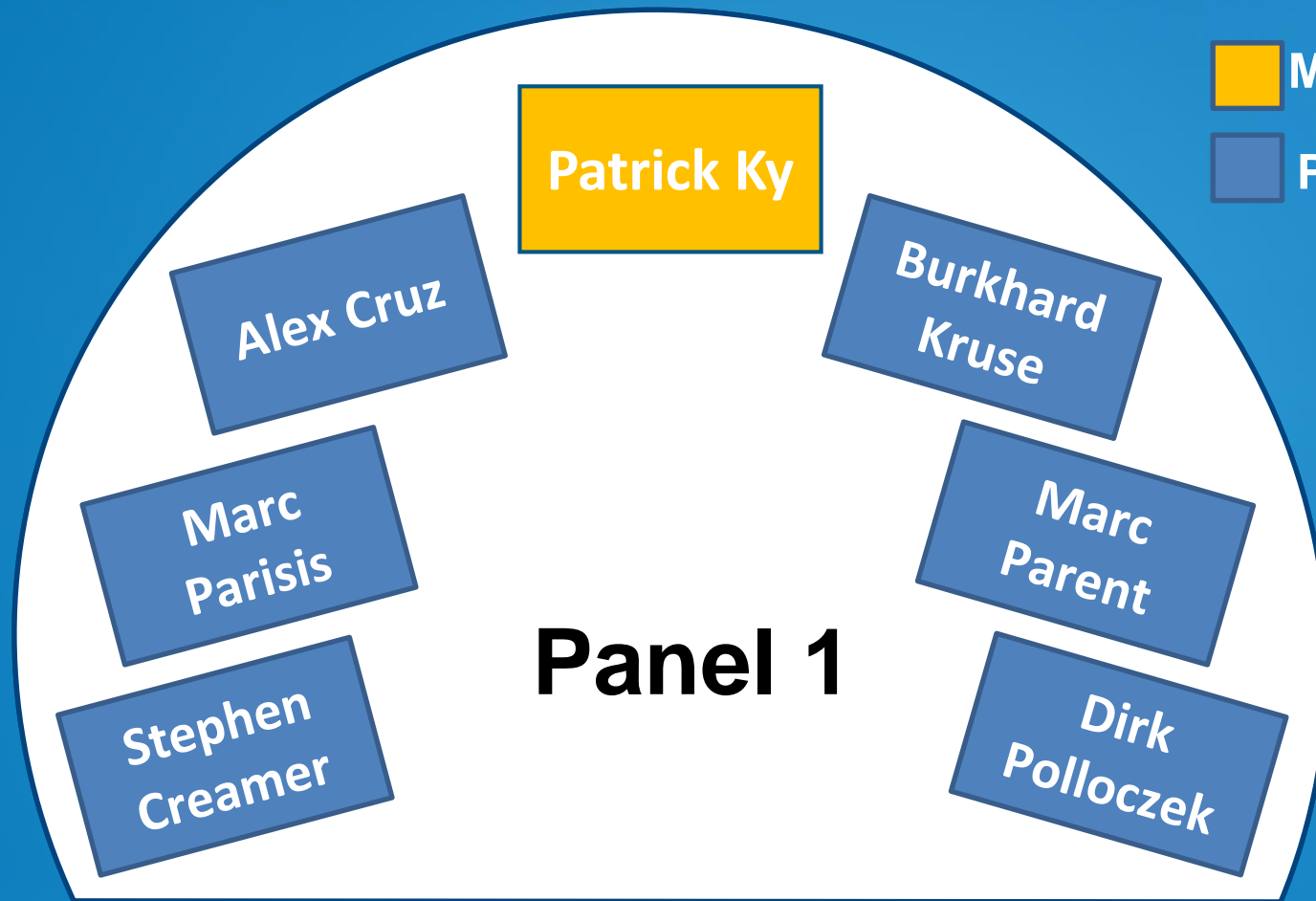
Framing conditions to facilitate growth

- Deliver ab-initio training in a well structured and efficient syllabus
- Assure high competencies to secure present safety level
- The Multi-Crew Pilot License has become best industry practice
- EASA's operator restriction on MPL Licence holders has proven to be a major obstacle for placement of well qualified pilots
- Adjustment of EASA MPL Regulations to ICAO Standard are urgent



EASA
European Aviation Safety Agency

**Pilot training vs Industry Growth:
Are there enough competent pilots?**



 **Moderator**
 **Panellist**

Your safety is our mission.

An agency of the European Union 



ECA

European Cockpit Association

Pilot Training

under Pressure

Capt. Dirk Polloczek
ECA President

'Piloting Safety'

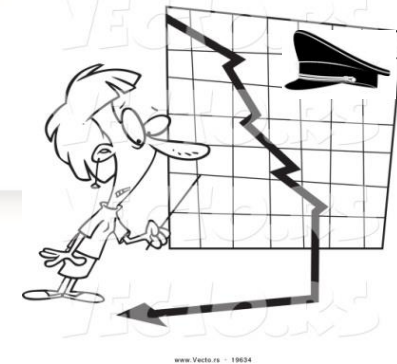
Pilots – a Safety Asset



- The challenge:
Keep pilots proficient in **basic** flying skills and in managing **complex** systems & situations
- Current training portfolios adapted to that?
- Not more training, but better training
- Are we attracting the right candidates?
(self employment / Pay-to-Fly...)



Really not enough?



- Manufacturers' bold (global) estimates
- Myth of pilot shortage in Europe – Reality is:
 - 3%-28% of pilots without a job (CH / ESP)
 - 16.5% average
 - 20-22% in large markets (e.g. NL & DE)
- Training schools: churn out pilots without a future ... as few airlines hire pilots
- Those who do - want them cheap (MPL, CRCP, P2F)
- Young pilots fly for whatever it takes...



Lessons from the past

- Taking shortcuts to fill the front seat?
- Hermes A321 at Lyon (29/03/2013)
 - “the **choice** of flight crew recruitment profiles by the operator, motivated by **economic** considerations, and **inadequate** airline conversion, led to operating aeroplanes with crews that were relatively **inexperienced** on type and in their roles as captain or co-pilot”
- Air France A332 over Atlantic (01/06/2009)
 - “current **training practices** do not fill the gap left by the non-existence of manual flying at high altitude, or the **lack of experience on conventional aeroplanes**.
 - ... they limit the pilots’ abilities to acquire or maintain **basic airmanship skills**”



Thank you !

Pilots =
a Safety Asset

Airmanship &
Complex Systems

Cost Pressures =
Shortcuts

"Back to
the future"

Better & Adapted
Training

Myth of Pilot
Shortage in Europe



You can upload a copy of Pilot Training Compass at www.eurocockpit.be

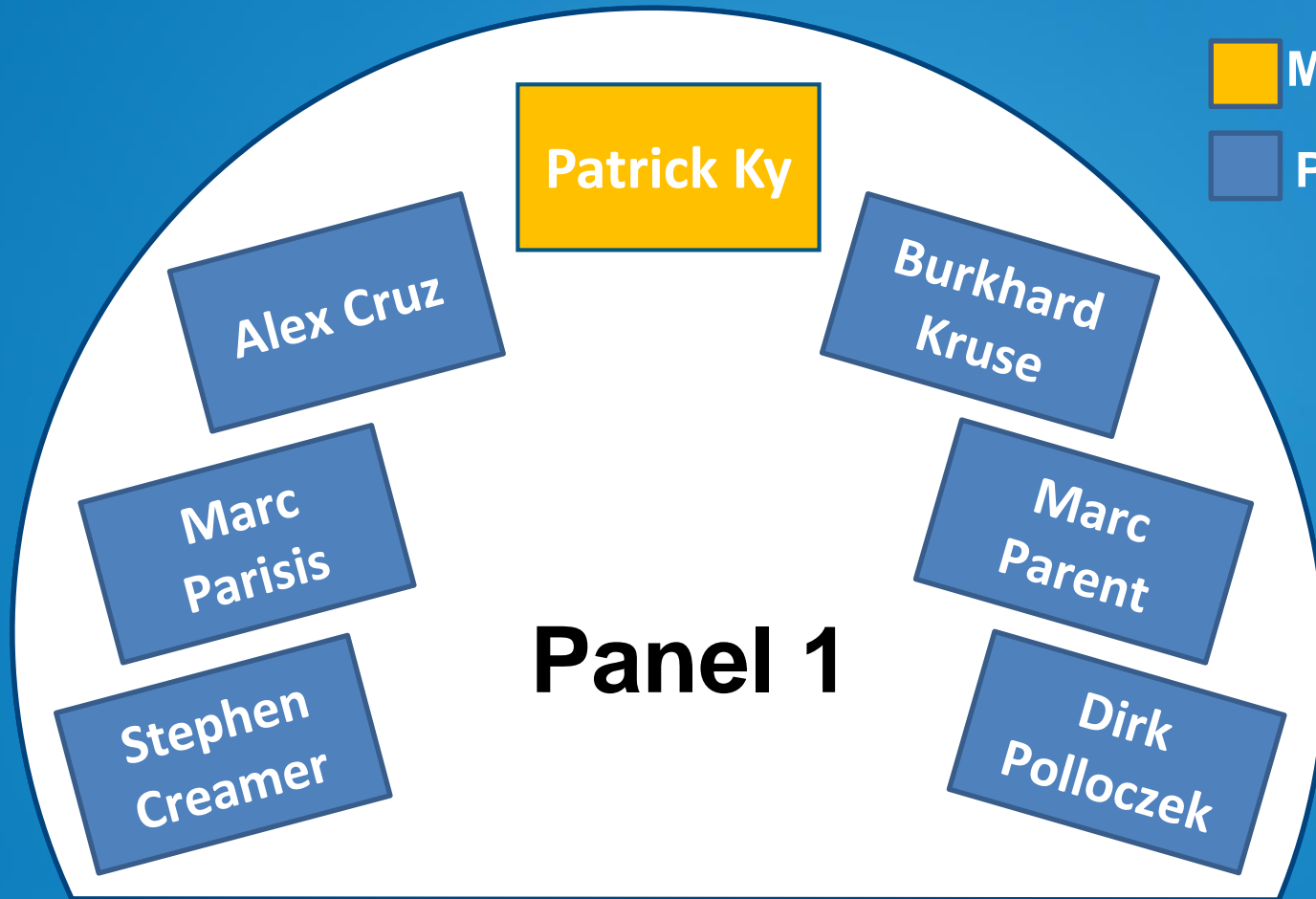
ECA

European Cockpit Association



EASA
European Aviation Safety Agency

**Pilot training vs Industry Growth:
Are there enough competent pilots?**



 **Moderator**
 **Panellist**

Your safety is our mission.