Selection, Screening and Finance - finding the right stuff

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### Finding the right stuff

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Finding the right stuff:
Licensed individual or job and career fit?

- Most of the world’s airlines are seeking to fill vacancies in their cockpits
- Wide range of demand: some airlines look for short term replacements in specific functions, while others offer career-long ab – initio perspectives
- Applicants generally look for mid to long term perspectives
- With demand exceeding offer, the job market is in a significant swing

- Looking for licensed individuals is the easiest and fastest way of recruitment
- Short – term cost efficiency might turn out costly, inefficient and dangerous
Demography vs demand

New Pilot Demand 2018-2037

- Commercial: 635,000
- Business: 96,000
- Helicopter: 59,000

NORTH AMERICA: 206,000
EUROPE: 146,000
RUSSIA & C. ASIA: 27,000
MIDDLE EAST: 64,000
AFRICA: 29,000
LATIN AMERICA: 57,000
ASIA - PACIFIC: 261,000

World Demand: 790,000

Source: Boeing
Europe is facing a conflictive, continued decrease in numbers in the ab-initio-relevant age group in the next 20 years.

With baby-boomers reaching retirement age within the next decade, the demand in other top ten job families is also increasing.

As a result, the job market will become more competitive, putting a focus on attractiveness.
Considering average figures in aptitude testing, Europe alone will need more than 1 Mio applicants.
The **declining number** of pilots coming from RE / MIL backgrounds or smaller clubs and schools has to be compensated for: more applicants need initial training.

The increasing role of **Airline – focused flight training** and ab – initio training puts a focus on the **job**, not only on the training facility.

The overall **attractiveness** of a career as a Pilot has **decreased** – the ranking is still top ten.

Applicants tend to zoom in on aspects like **flexibility in work schedule**, **family-friendly environments**, **valid career perspectives** and **job enrichment options**.

Only a third of our applicants have a burning desire to become a Pilot. **60 – 70%** have other options and need to be **persuaded**, e.g. with a good **product** (quality and financing) and/or career **perspective**.
The role of financing

- Looking at the current situation, **getting more people attracted** to aviation is confirmed as key.

- A proper **financing concept**, e.g. full loan, own contribution as loan, partial sponsorship or full sponsorship – has always been **acknowledged** to ensure a maximum response of eligible candidates, especially in ab-initio training.

- **Financing** should become an integral part of any Pilot’s career – along with a concrete **career perspective** and **coverage** in case of failure or loss of medical.

- Along with financing - and in order to provide potential **applicants** with sufficient **self protection** and assuring that no **company** is investing in the wrong people, **proper selection** is vital.
Proper Selection

Custom fit to ensure Job fit

- Job requirement analysis considering
  - General pilot job requirements
  - Airline specific culture and operational particularities
- Proper selection system consisting of
  - Thorough aptitude and knowledge testing
  - Behavioral-oriented personality assessment
  - Work sample testing
  - Team ability
- Ongoing feedback system
Proper Selection

Lufthansa - DLR Ab Initio selection system

**Basic**
cognitive, sensory, perceptual, physical

**Operational**
psychomotor, multitasking

**Airliner**
personality, social interaction

### Computer Based Testing
- English
- Maths
- Mental calculation
- Logical reasoning,
- Technical understanding
- Visual + acoustic memory
- Attention + perception
- Concentration
- Spatial orientation
- Spatial visualisation
- Psychomotor ability
- Multitasking

### Simulator
- Dyadic cooperation test
- Combined:
  - Multitasking
  - Psychomotor
  - Stress coping
  - Decision making
  - Flexibility
  - Perserverance
  - Communication

### Assessment Center
- Cooperation
- Leadership
- Communication
- Stress coping
- Attentiveness
- Rule compliance
- Social capability
- Action competence
- Work orientation
- Interactive skills
- Authenticity

Recommendation for LH Group School
Proof of concept

Airline industry wide meta-analysis

without fundamental psychological selection (such as DLR)

- Normal progress of training: 40%
- Additional training: 30%
- Termination of training: 30%

With fundamental psychological selection (Lufthansa-DLR)

- Normal progress of training: 96%
- Additional training: 1%
- Termination of training: 3%
In a more and more demanding airline pilot market it becomes a real challenge not only to have a sufficient number of applicants, but to have a well designed selection which is able to identify to the utmost extend all suitable candidates who have the potential to

- complete successfully the training and
- meet the requirements for a lifetime airline career
Proof of Ab Initio concept

The power of proper selection

Neglected selection tasks can’t be compensated in training and operation adequately.

LHG gained compelling evidence in research

Safety standard being a combined result of all:

Selection, training and operation

“but it all starts with selection”
Conclusion

- Very **high demand** for Pilots in the next 20 years
- Targeted market is very **competitive**
- Flight training **products** and career **perspectives** should be in focus
- **Financing concepts** play an important role
- Proper and effective **aptitude testing** generally leads to higher efficiency and satisfaction
Thank you very much for making Pilots a Top Ten Hit on the job market!