



Airlines for America®
We Connect the World

Forecasts and Training Solutions

WATS 2018

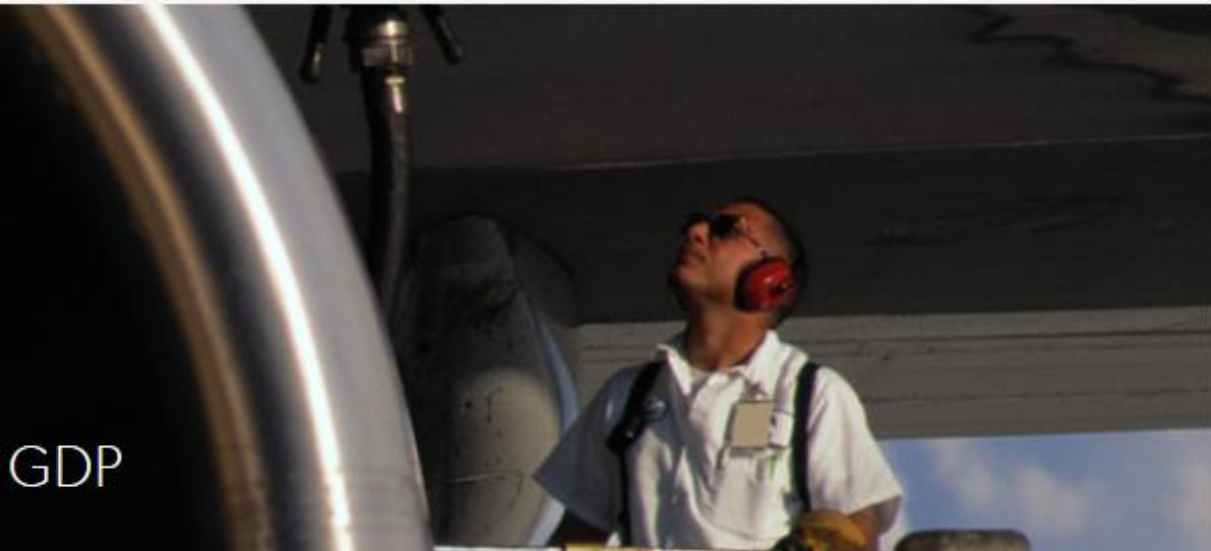
Mark Lopez, Director of Technical Operations, Airlines for America
Rhonda Cooper, Chairperson, A4A Maintenance Training Network

April 18, 2018

COMMERCIAL AVIATION DRIVES MORE THAN

10 MILLION

U.S. JOBS AND 5 CENTS OF EVERY DOLLAR OF GDP



Today's Agenda





"We can talk about making a difference or we can make a difference."

Unknown

What is the current situation?

What if things don't change?



precision simulation
factor method estimate
process form
Forecast model
data future serie
result pattern period
accuracy history
prediction judgement
time variable event

What is our current situation?

Currently,

- Retirements starting to outpace graduation
- Schools at ½ enrollment capacity
- 40% of grads NOT taking FAA AMT certification tests
- 20% of candidates pursue non-aviation careers

The supply of commercial aviation mechanics will dip in less than 10 years...¹



What is the current situation?

Challenges

- Unavailable or inaccessible government funding
- Limited access to training equipment
- Burdensome FAA regulatory requirements
- Public perception
- Loss of graduates to non-aviation employment

Opportunities

- Increase % of graduates testing for certification
- Decrease loss of graduates to outside (aviation) employment
- Increase diversity, including women (currently 2.3% of workforce)

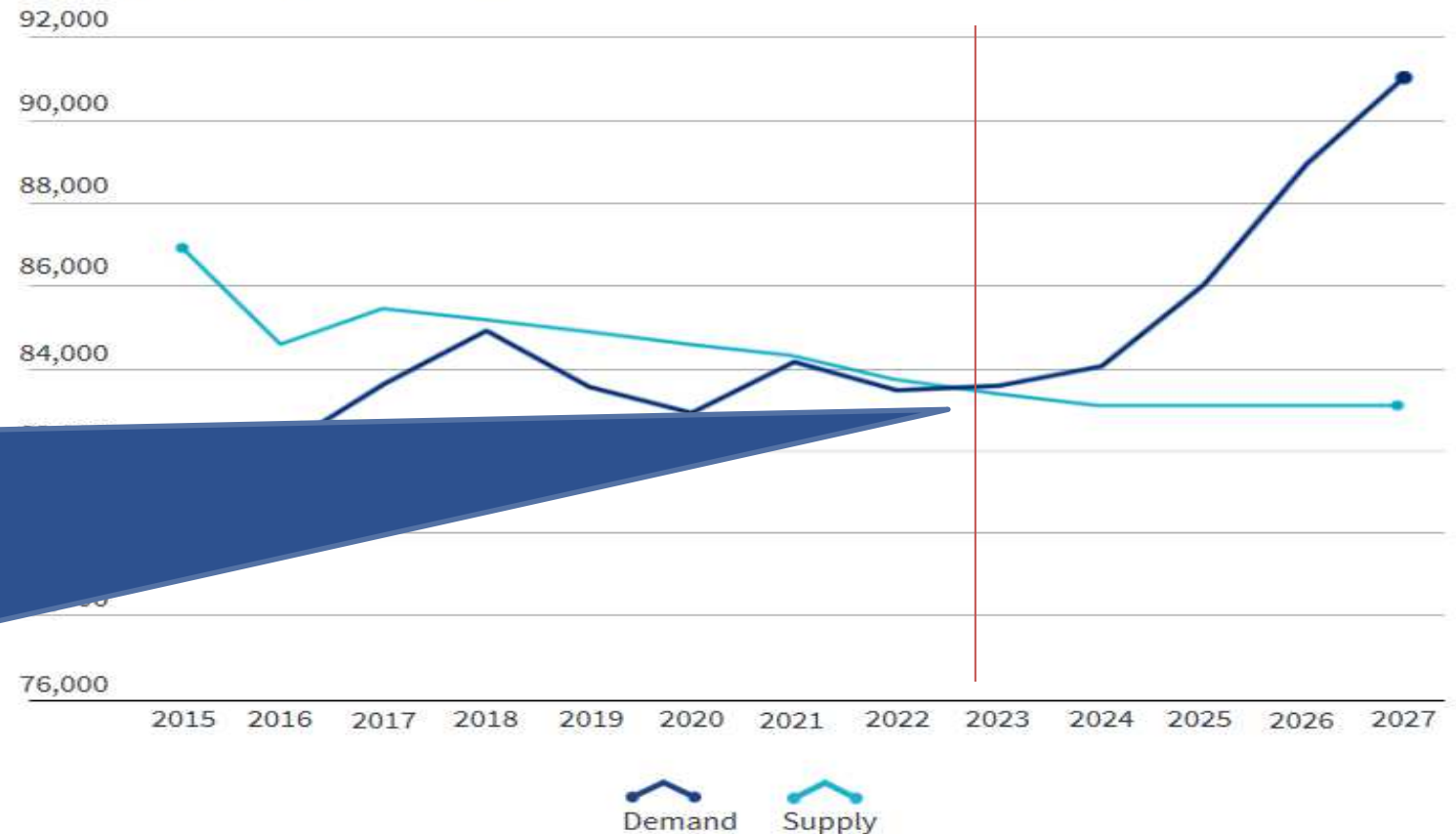


Forecast: What if things don't change?

Projected,

- Increase in demand for AMTs in 5 years
- Decrease or no growth in supply

The supply of commercial aviation mechanics will dip in less than 10 years...¹



Forecast: What if things don't change?

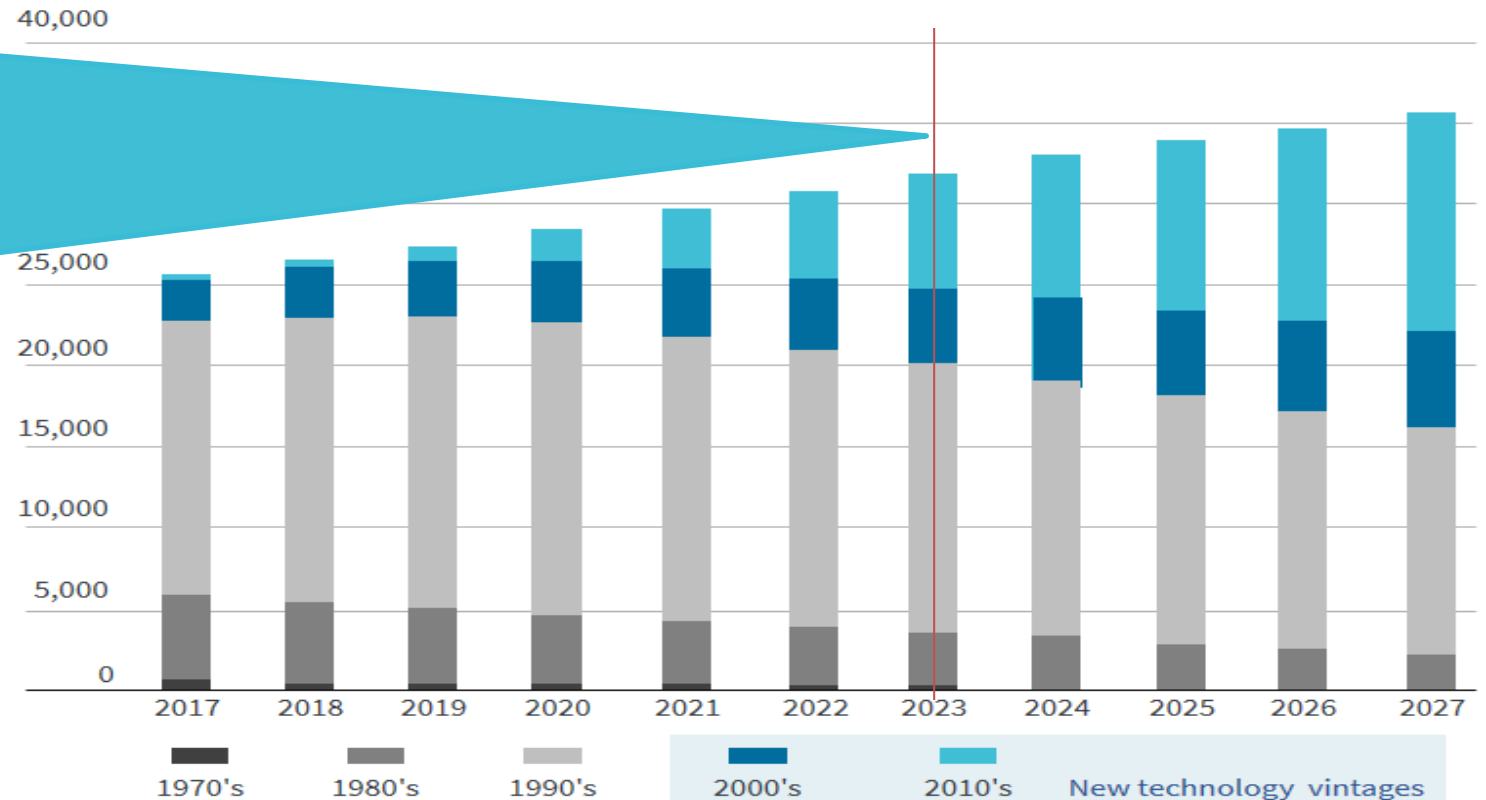
As supply tightens...

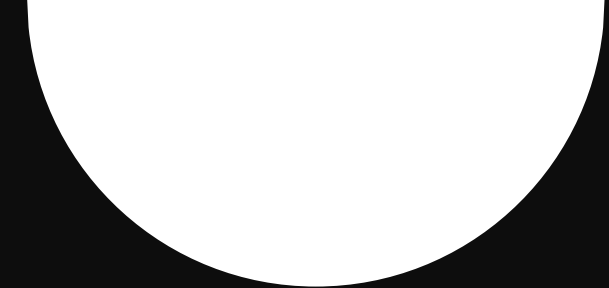
- AMT skill sets need to meet new *and* older technologies

Emerging technologies vital for next generation AMTs...

- Composite repair
- Newest avionics and electrical systems

...Just about the time when the global fleet will be 10,000 planes bigger and roughly half comprised of technologically advanced aircraft produced since 2000.²





“What you do makes a difference, and you have to decide what kind of difference you want to make.”

Jane Goodall

What is happening?

What do I want to happen?

Ideas to get us where we want to be.



What is happening?

Initiatives

- Inspiring the Future MRO Workforce Program
 - Aviation Week Network
- Aviation Maintenance Workforce Development Pilot Program
 - Aeronautical Repair Station Association (ARSA)



Innovative Partnerships

Aviation Week Network - Inspiring the Future MRO Workforce Program

Objective:

- Team with A4A and ATEC to increase young people to choose careers in aviation MRO.

Strategy:

- Inspire young people to choose careers in aviation MRO
- Harness the power of aviation organizations
- Reward and publicize initiatives and achievements that meet objectives

Program Components:

- Research
- Videos, posters, infographics
- Contest(s)
- AW website special topic page

Innovative Partnerships

Aeronautical Repair Station Association – Aviation Maintenance Workforce Development Pilot Program

Background:

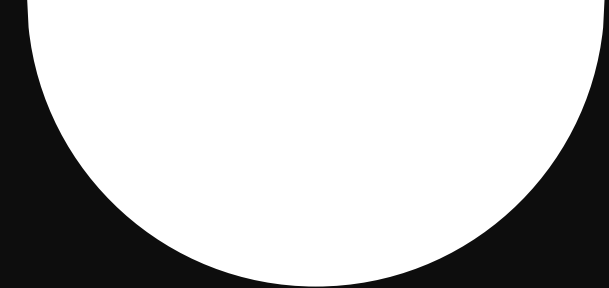
- Legislative bill (S. 2506), endorsed by 17 leading aviation organization and National League of Cities

Objective:

- Provide monetary support (grants) to find solutions to the aviation maintenance workforce skills gap

Program Components:

- Create a grant pilot program – administered by FAA (9 member committee)
 - \$5 million each year (2019-2023) / Up to \$500,000 one-time grants
- Eligible Projects: New educational programs or opportunities, scholarships, outreach, career transitions



“A dream becomes a goal when action is taken toward
its achievement”

Bo Bennett

What am I willing to do?

How will I know when it happens?

Where and how can I get/give support?

A man in a dark suit is standing in front of a whiteboard, writing the words "Action Plan" in large, bold, red cursive letters. He is holding a black marker in his right hand. The whiteboard is covered with various business-related terms written in white cursive. The terms are scattered around the central text, including "procedure", "operation", "implement", "solution", "evaluate", "objective", "result", "development", "success", "business", "strategy", "teamwork", "process", "analysis", "experiment", and "schedule".

procedure operation
implement
solution evaluate objective
result
Action Plan
development success
business strategy
teamwork process
analysis
experiment schedule

Start Within, Start SMART

Introspection

- What do I want to have happen?
- What is the current situation?
- What am I willing to do?
- How will I know when it happens?
- Where and how will I get support?

Action Plan

- Start with a goal
 - Specific
 - Measurable
 - Attainable
 - Relevant
 - Timely
- Use Action Plan



WATS 2018 ACTION PLAN

“What do I want to have happen?”

As a woman in aviation maintenance, I want to encourage and share my experiences with other young women who might be thinking about this career or who are just getting started.

“What is the current situation?”

I learned that still only 2% of AMTs are women. I have enjoyed my career and it has provided me a good life, it might do the same for others.

“What am I willing to do?” Action Step Descriptions	“How will I know when it happens?” Desired Outcome	Date to Begin	Date Due	“Where and how will I get support?” Resources Required (staff, tech, etc.)	Notes
1. Rejoin AWAM	Receive membership number		4/10	N/A	
2. Get Contact for local chapter – send email to national	Receive contact information for local chapter	4/10		N/A	
3. Make plans to attend chapter meetings	---	?	?	N/A	
4. Investigate what chapter needs from members	Chapter president / national	?	?	National membership	
5. Determine what I can do to assist local chapter/national organization	Active member of local chapter / volunteer for national chapter	?	?		

Some Practical and Actionable Ideas

For Yourself: Learn, Do

For Others: Share, Influence, Teach

- **Young Students (K-12)**

- Talk to the kids in your life
- Present at Career Days
- Participate in local aviation activities and events, i.e. Alaska's Aviation Day (May 5, 2018)
- Volunteer for Job Fairs / Trade Shows through your employer
- Volunteer for Kid Venture (Oshkosh)
- Volunteer at your local aviation museums

- **Current AMT Students**

- Tours of your facility / allow for job shadowing
- Mentor a student
- Work with your employer to provide scholarships / internships / apprenticeships (i.e. Pratt & Whitney, SWA, PAMA, AWAM)
- Speak at your local school's PAMA / AWAM chapter
 - Don't have one - START one!

Some Practical and Actionable Ideas

For Yourself: Learn, Do

For Others: Share, Influence, Teach

- **New Hires**

- Learn about new training technology / methodology
- Join Association for Training Development (ATD)
- Join A4A's Maintenance Training Network!
- APPLY what you learn
- SHARE what you learn – speak at WATS

- **Mid-Career AMTs**

- Support aviation maintenance career paths – management, training, quality
- Take/offer classes in Teaching, Instructional Design, Management



Airlines for America®

We Connect the World

Maintenance Training Network Meeting

WATS 2018

April 18, 2018

4:00 PM

Immediately follows presentation in the same location





Airlines for America[®]

We Connect the World

Questions/Comments ?

Mark Lopez
mlopez@airlines.org
202-626-4213 (o)
678-699-4993 (m)

Rhonda Cooper
rhonda.d.cooper@boeing.com
425-234-9499 (o)