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This**[**article**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001-n-C57YE3seDuXBIHPha-_rut6-YnJIV4d9BZwt2hI8bkoWtkyQ1cEiPVLxIi5afkKpIvgaA0VygsN3Ap1G9gPXOJpV9kAZjaQekMQmABsI67zq6nbGMlG2PUqsHyucgqMtDx9zcluaF-Kglsmga9orPwVV-QR_dv3fqJV4TniThW4wswXUZrkNvzZgFnC7W63RzHgu3Chs2eGVzuMwpkToymZLu37WX%26c%3D%26ch%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661137960752%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=bcnRF939mqFfyudxh%2Bcha1s38yYBaa8TOj6%2FftxeI4M%3D&reserved=0)**may help or this on**[**Outlook**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001-n-C57YE3seDuXBIHPha-_rut6-YnJIV4d9BZwt2hI8bkoWtkyQ1cEiPVLxIi5afX1xMDZjbvXRcXWLVMdpwMuQyV2RPkv4HMSMRGWp0fhx69jSGhJbex8lTTe9RlXCH9W3UtYJujy0w2-y-LYQULXWBFmgA0CgQ5aQFsRhf7HOYWNsVwRy93QQCzEMurqs5elAxfd4NVAD2z-un0YjVVM47XUkMAHDzodPqtCMZDox6M3TW2g-t7SN_5NjWe08ZS8YmBNSCbv0%3D%26c%3D%26ch%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661137960752%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=JUCMLyfOVzpceCLmSZuGxaOb82p9QBvoL%2BURpsW%2BzEo%3D&reserved=0)  **The November RACCA Newsletter is brought to you by**  [**Sabrewing**](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001XiJiSpwp2GYeSkXUXiJQ-iqF7S32rFiBYZrRExmPX-5zR567vI9yJY5_C8L_kA25_lTaaQ8K002T1NeS99UtJPCW2UPjLAOmg7STb0WbFaXlHVzq87wN_bJercUjfjk-RmrWs32SfXunqz_FhiJ4QF-drGeF7T1a%26c%3DF_jh-_FbMflwggfGAzdm9Z_gDHcNmqFy09_EI5fA2GMJR0qTz0q-7Q%3D%3D%26ch%3DPeunKklw6GYyHnS7xjKXmevKQ2XnHPKpjNkUCgRvDgVr-HKtNXwvJw%3D%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661137960752%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=iBF8YIfDRTty6ovNYAEAopOtRpk4syLtW3vW1u8Wgxk%3D&reserved=0) | |  |  |  | | --- | --- | | |  | | --- | | [https://files.constantcontact.com/922ee69e401/a777c223-418e-485d-b26c-98653bd6f86d.png?rdr=true](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001XiJiSpwp2GYeSkXUXiJQ-iqF7S32rFiBYZrRExmPX-5zR567vI9yJY5_C8L_kA25_lTaaQ8K002T1NeS99UtJPCW2UPjLAOmg7STb0WbFaXlHVzq87wN_bJercUjfjk-RmrWs32SfXunqz_FhiJ4QF-drGeF7T1a%26c%3DF_jh-_FbMflwggfGAzdm9Z_gDHcNmqFy09_EI5fA2GMJR0qTz0q-7Q%3D%3D%26ch%3DPeunKklw6GYyHnS7xjKXmevKQ2XnHPKpjNkUCgRvDgVr-HKtNXwvJw%3D%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661138117045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=nmSBoUcVOfjlusdxJEeXegJDKsfapWMJBn5cqS7mkAA%3D&reserved=0) | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/ca831f52-a1c9-453a-8a46-f721fce3097e.jpg?rdr=true |  |  | | --- | | **Caption:** Stan receives accolades on a job well done as founding president of the Regional Air Cargo Carriers Association along with a model of the Twin Otter he saved from crashing on a dark and stormy night years ago. | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | |  | | --- | | https://files.constantcontact.com/922ee69e401/79812ba1-aef5-420e-9012-60f96a7bdada.png?rdr=true |  |  | | --- | | ﻿RACCA Wings  Recognizing 20 years of service as founding President of RACCA  Stan Bernstein | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | https://files.constantcontact.com/922ee69e401/2249a2df-5d5b-44e1-bc35-eae9034bc35a.jpg?rdr=true | https://imgssl.constantcontact.com/letters/images/sys/S.gif |   **RACCA Conference Attracts 400**    With 400 attendees during RACCA’s 2023 conference, the organization can boast a successful event which marked a transition for both RACCA and the industry.  After 21 years at the helm, President Stan Bernstein passed the leadership baton to incoming (as of January 1) President Jim Goddard as covered in the November 2023 newsletter sent out last week.    Bernstein reported RACCA has four new air carriers this year alone and dozens of new associate members meaning the organization is headed in the right direction. He also said the Golf Tournament had 82 golfers and the non-golfers tour to the Frank Lloyd Wright Museum had 30 participants.    The change comes at a time of transition for the regional cargo industry which was exemplified as the conference program which leaned heavily on next generation aircraft, making its way into the field such as Ameriflight’s intent to acquire the Sabrewing Rhaegel and the Natilus Kona.    The agenda also included practicalities including the best way to adopt Safety Management Systems delivered by Dr. Ben Goodheart who provided both a keynote as well as a breakout session on the subject. In addition, Dr. Kent Lovelace provided his annual update to how pilots at the University of North Dakota are thinking about their careers while United Captain Monica Frain briefed attendees on the United Aviate program dispelling several myths about airlines diversifying their workforce.    Meanwhile, out at the Static Display two new aircraft were introduced to RACCA attendees who toured Ampaire’s Hybrid Electric EEL Aircraft and the Tecnam P2012 Traveller already in operation with Cape Air. Also on display was Alpine Air’s venerable Beech 1900D cargoliner.    All these stories are covered in detail below. | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | https://imgssl.constantcontact.com/letters/images/sys/S.gif | https://files.constantcontact.com/922ee69e401/c54d0cce-6983-4161-8812-b59644344d60.jpg?rdr=true |   **Scholarship Rakes in Record Donations**  RACCA members outdid themselves with donations during the Silent Auction raising a record-breaking $37,500 including a donation a $20,000 gift certificate donated by Pratt & Whitney Canadawhich auctioned for $17,000.  ﻿Special thanks also went to Bankair’s Jeanne Clark who donates a collection of jewelry annually, a popular part of the auction. Also, special recognition for World Class Aviation Mark Jones for pledging $5,000 for the scholarship and Training Boom’s Kent Thompson who also donated $5,000 again this year. Apologies go to Thompson for leaving Training Boom off the sponsorship list on the conference program.    Cooke announced RACCA’s Scholarship Number One honors long-time member and RACCA newsletter editor Richard Mills. Scholarship Number Two now honors Flight Safety’s Terry Hibler who oversaw the associate member group for years. The Associate Member Council is now tasked with developing the criteria for this scholarship focusing on what associate members need in their workforce. | |  |  |  | | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/9bcfc07d-0095-434c-8962-e8ddfe944ca7.jpg?rdr=true | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  | | --- | --- | | |  | | --- | | **RACCA Conference Brought to You by Our Wonderful Sponsors** | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/2b8a44e0-2313-4844-9c48-ec78d0fad91e.jpg?rdr=true | | |  | | --- | | https://files.constantcontact.com/922ee69e401/da667410-088f-49c5-a3cd-1db0d907c638.jpg?rdr=true | | |  | | --- | | https://files.constantcontact.com/922ee69e401/1ca6cec4-dfab-4326-9640-748b191dd1b0.jpg?rdr=true | |  |  |  | | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/719124b4-19a0-4e27-9c03-4bab5444b539.jpg?rdr=true | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | https://files.constantcontact.com/922ee69e401/9a0ced4a-8ff2-4d7a-b3bb-f88f8f751390.jpg?rdr=true | https://imgssl.constantcontact.com/letters/images/sys/S.gif |   **Xwing’s Lawrence: Cargo Takes Lead in New Tech**    With drones already deployed at FedEx, UPS, Amazon and DHL, the next generation aircraft technology is already here. This technology will transform cargo’s role in introducing new technology rather than relying only on hand-me-down equipment, according to Xwing Chief Compliance and Quality Officer Earl Lawrence, who explained certification hurdles are not as overwhelming as originally thought.    “The cargo industry now has a new role in aviation,” he said. “That’s not something the industry is used to, but it will be leading the adoption of this new technology. It will prove the technology which will help people get comfortable with it. The last mile is already being done with drones and people are getting used to that.”    **It’s Still Pilot in Command, Not Pilot in Computer.**    “We must keep humans involved to supervise and monitor operations,” he said, adding the Xwing is certified for zero [onboard] crew. “We are not eliminating pilots we are moving the location of the pilot which means major changes to the career. Pilots are always home while aircraft can be anywhere with a reasonable connection. Automation enables pilots to be disconnected from aircraft, so we won’t have to deal with rest time, travel, or hotels. When you talk to remote pilots the biggest challenge is staying awake so it is not a high workload so it could mean different rules. To keep the pilot’s mind going they’ll be like air traffic controllers dealing with more than one aircraft. All you need is a secure location from which to work. Think in terms of what we have now in ATC centers. All you need is a keyboard, mouse, headset, back up pilots and hard lines to ATC not public internet. Regulations already cover this.”    He also thinks autonomous cargo flights will attract pilots because they are no longer out on the road. “Those who like to have a desk in the sky will probably not want to do,” he said. However, operators presenting during the recent AOPA High School Symposium indicated they are getting a pilots who have lost their medical or who were forced to retire at 65.    Lawrence indicated FAA will require either a Part 135 or 121 certificate for operators, certificated personnel, a safety management program and certificated aircraft just as with traditional operators. Aircraft certification will be paced by certificating the automation of existing crewed aircraft to a remotely piloted aircraft.    **Industry Sensitive to Making Introduction Easy on the System**    The industry is trying to avoid retraining for controllers since the flight planning to make flights predictable will continue. It is also trying to avoid changes to the NAS and Lawrence indicated operations over the last three years have not been a problem in either respect.    “Where we are now, we have more questions than answers,” the former FAA Executive Director Aircraft Certification and Director of the agency’s UAS Integration Office, told the RACCA audience. “The environment is constantly changing as is technology. But you must remember iPads and hand-held GPSs were once banned on the flight deck and are now part of our normal operations. ADSB, weather in the cockpit, and other technologies have completely changed how we fly and the way we do business so now we are at that crossroads again and we are facing the same challenges with new technology that is coming along.”    **Operators Must Prepare**    Lawrence indicated traditional operators must begin to think differently about how their operations can increase revenues using drones and offered questions needing to be asked now.    “We must question how we’ll pay for all this technology and safety regulation and the way to do that is to increase aircraft utilization as well as reducing maintenance and down time,” he said. “How are we going to change to operate in this new environment? What is your Plan B for meeting that transition? What do you need to do is identify routes you don’t now serve for higher aircraft utilization. Can you use the aircraft during the day? Do you have the people to handle higher utilization. How can you use the aircraft when not hauling cargo such as aerial surveys. You should start talking to the FSDO on how to update manuals for this additional capability. We must think about safety enhancing components and the integration of an automated flight deck and how we will manage the data that will be coming in on each flight. That will mean hiring data analysts.”    **New Competition**    Lawrence noted the industry is now facing competition from the last-mile cargo drones operated on 135 certificates. “They may only be moving a couple pounds or a couple of miles, but do you think it’s going to stay that way,” he asked. “They will grow and compete with conventional cargo operations. The new UAS office drew the line at 1300 pounds. Currently cargo drones in Part 135 operations are about 750 pounds. What does that mean to your business? If you don’t know the answer it’s something you must think about.”    He also pointed out that eVTOL’s greatest challenge today is infrastructure which means these aircraft will be operating from airports and begs the question of why vertical flight is needed if the infrastructure is going to be current airports.    Lawrence indicated electric powerplants are leading the way because there is not enough SAF and aviation fuel. “They are also more reliable, better than a turbine at high temperatures and less expensive to produce and operation,” he said. “Questions we face now include what maintenance will look like and how we’ll support all the electronics on board. Cargo is a low-margin business whose job it is to connect communities and how we reduce costs providing those connections. The signs are out there that cargo must change as communities ban aircraft and the use of fossil fuels.”    **Meeting Regulatory Requirements**    “I’m not getting into a debate,” he said. “I’m saying, I’m in full compliance with the regulations now and if I can prove I’m compliant, you can’t tell me no.”    Lawrence seemed to say those who see regulatory barriers because this is entirely new technology are missing the point. “There are only about 15 specific aircraft that can’t meet compliance with current regs,” he explained. “But every single one of them has already been granted waivers to one company or another several times so it’s achievable now.”    Lawrence predicted autonomous introduction will come by retrofitting current aircraft rather than entirely new aircraft. “We must be ready for this so you must think how to fund retrofits,” he said. “We expect Xwing, Reliable Robotics and Merlin Labs to be selling the STCs within three to five years.”    For instance, he said there is no regulation requiring a pilot which makes you stop and think about the regulatory environment.    “But the regulations say see and avoid which indicates a human,” he said. “But, what about sense and avoid and today FAA issues exemptions for see and avoid regularly as long as it can detect and avoid. It must be a combination of procedures, people and flight planning that demonstrates an acceptable level of safety. It cannot be just a box. There already approved standards today.    “I don’t see FAA ever certifying just a box so there must be a human being involved in operational control and that won't change,” he continued. “What about icing? The system must be able to operate all systems in flight, detect icing and turn it on which addresses the requirements of the regulation. The biggest challenge is not the aircraft, it is the radars and maintenance.”    He also explained the ease of complying with regulations. “It is amazing how easy it is, and few understand that,” he added. “How do I identify an airport? There are certificated approaches possible now because of the highly capable aircraft all managed by an on-board system. You may worry about loss of signal, but when that happens the aircraft is capable of continuing its flight plan with all the normal and emergency procedures. It’s programmed not to do malicious things. So, the real issue for OEMs is how they can demonstrate an acceptable level of safety.”    The Xwing Cessna Caravan already completed 525 autolandings, 500 flight hours over 50,000 miles flown and 250 autonomous flights since 2021.    “This system follows the checklist and never misses an item and it lets the pilot know when it’s done,” he said. “We plan to supplement the vision-based technology so it can see a deer on the runway or a kid on a bike by using AI to write algorithms using machine learning to go through millions of scenarios and develop a formula for each runway and airport. We have studied accidents and are ensuring technology addresses each scenario. This is undergoing certification now.” | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | https://imgssl.constantcontact.com/letters/images/sys/S.gif | https://files.constantcontact.com/922ee69e401/5ac6351b-02e1-4026-b380-16a7596e2217.jpg?rdr=true |   **Frain Busts Myths About Diversity Hiring**  With its Aviate program as well as its Calibrate program for maintenance technicians and Navigate for flight dispatchers, United is focusing on not only increasing its workforce, but diversifying the aviation population and Captain Monica Frain, senior manager-Aviate sourcing and engagement, wanted to make one thing perfectly clear.    “United’s efforts to increase diversity is not about lowering standards,” said Frain, attacking many on social media who think just that. “Pilots don’t know whether you are a diversity hire or you really deserve to be on the flight deck, but our people have earned their way because this is not about changing or lowering standards. This is about opening doors for people who never thought they would do this. It is incredibly difficult to get into the United program. We have 30,000 applicants and we wash out 50% with the very first assessment.”    Frain explained the expected growth at United. “With fleet expansions, United is set to hire more than 10,000 pilots by the end of the decade,” she told RACCA members. “We will almost double our fleet. We have 16,000 pilots now and we want to be at 28,000 by the end of the decade. In 2019 we hired 900 pilots and set the record for the industry in 2021 when we hired 2,341. We add 65 pilots every single week.”    Frain, who called the many pathways to United through Aviate a “golden ticket to their career," said pathways include its wholly owned Aviate flight school, experienced first officer hiring, the United Military Pilot Program and its 30 Aviate pilot pathway partners which include Ameriflight, Wiggins Airlines and JSX. Its military program begins working with separating personnel two years before separation with an interview and a conditional job offer, eliminating the post-service career uncertainty.  Aviate programs offer one-to-one coaching and personalized attention from experienced United pilots. Candidates can also use travel privileges and have access to exclusive United experience events. United also developed a Virtual Co-Pilot app for Aviate participants that guides their career path and is personally tailored to them. United can then see who is eligible for transition. It also provides student housing.  With 350 students enrolled today, she said, 46% are women and 80% of CFIs are women or people of color. Students have flown more than 90,000 hours and more than 890 certificates have been completed.    She reported the industry has a surplus of first officers but, as has been reported before, it has a captain shortage which United it working to uncork the bottleneck. Frain noted the trends are in the right direction with more than 9,000 new CFI certifications this year in addition to rising ATP certifications. | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | https://files.constantcontact.com/922ee69e401/3e5ef07e-690b-4df1-a675-595a1899adfa.jpg?rdr=true | https://imgssl.constantcontact.com/letters/images/sys/S.gif |   **Safety Management Systems Can’t Survive Bad Design**    As safety management systems (SMSs) are increasingly required in aviation operations, Dr. Ben Goodheart, founder & principal consultant at Magpie Human Systems, cited company culture as one of the most important issues facing the adoption of SMS because it informs how we think, feel and work.    However, he indicated culture takes second place to leadership since culture starts at the top and affects the outcomes the company is trying to achieve. But it isn't leaderhsip alone but leadership is the place to start. It is like the recycle symbol a virtuous cycle that works in all directions as employees and leadership work together for the right outcomes.    “We must redevelop the organizational design to improve culture,” he told RACCA attendees. “We need to hire for the right things and that includes effort and competence. Our organizations are now designed for vertical hierarchical control, but we tell prospective employees we want innovation and creativity. Then when they come on board, the second they try to innovate, we tell them to shut up. That sets the culture and is saps motivation.”    **Trust Not Accountability**    Goodheart noted we talk a lot about accountability but that sounds a lot like blame which means companies must turn that on its head. Think performance instead.    “Trust is greater than control because it enables employees to be creative,” he continued. “We are a highly regulated industry but there are times when there is latitude. It will also impact recruiting and retention. If you don’t trust people, they can’t adapt, and you become a brittle organization. When I release control and get rid of hierarchy, we become unified by our purpose, not by the chain of command. The most dangerous words in the English language are: ‘this is the way we’ve always done things.’”    Goodheart noted culture is a complex system that cannot be fixed from the top down, alone. “Instead, we need to think in terms of roles. Roles are not static because everyone has more than one role. If they are trusted to get the job done the result is different ways to make things work. They are trusted with a purpose. This won’t work for everything we do because some things must be hierarchical but it can be plugged into both culture and SMS systems to achieve the goal.”    **No Silo Zone**    He also criticized siloed organizations saying collaboration leads to a greater understanding of how everything works and leads to improvements. “We will never stop having silos until we stop building them but if we’ve hired for competence and have trust in them, we can overcome siloed thinking,” he said. “You’ll soon find the people who under-perform and they will be voted off the ladder because you can’t hide when you are part of a collaboration. People need the freedom to innovate. It is giving fully formed adults the trust they can handle autonomy. That gives us the culture for success. If we want to be successful with SMS, we must get serious about how we design our company. We must get rid of rigid practices that haven’t worked for 100 years. It is about empowering employees and getting out of the way so they can make the company better.”    **But What About the Regulators?**    The big question is how to deal with the giant wall of regulators overseeing the business. “We must meet our regulatory burdens,” he said. “In SMS there is an entire section on safety assurance and how to improve performance. Not compliance but performance. If you show them how it is done, they might change the way they think about it. I’ve never heard a regulator respond they want you to develop an awful program. You deal with regulators by showing them how vertical hierarchies don’t work. By doing that, we learn so much about how work gets done.”    **Redefining Safety**    “Safety is not about people not getting hurt and people going home at the end of the day,” he said. “That’s a pretty low bar. It is about investing in the human system that gives them what the need to make decisions. Safety is the ability to absorb variations in performance. It doesn’t go without failure but today we focus on all the things that go wrong. Blame fixes nothing, it just makes people better at hiding this stuff and gets in the way of learning. Learning is crucial but not always easy.”  [The Evolution of Aviation Safety Management](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001XiJiSpwp2GYeSkXUXiJQ-iqF7S32rFiBYZrRExmPX-5zR567vI9yJeYTG6VQyRXofeV73Dibxmjk5KD-IVltSWBateAlsUt0QwPqhtkD88lhJ8ZuXU0BSOE4oVwcaJcVYYWETBIjxDVvsvedeAxCag0fJvGqU9Q3UgmFALVLLzXQzs588Q9I9hUk9a52D7EHY9PwzinENxipYUTOj3iOg1fJMyVn-ptczChvZeFuKcc1R_pRSRXtLrTuZ5bPHzPe1Lj3Y31Tk-SalWnzd4kXxlg-xVFPxvgBoKxghHzuvUHCWWzKnUOPKzW27cUOCbG-uQ9KqvZbGmTfr8owV6244JK9K6tF_0WUAcZA9SAACt0RsAwR-ZzlKK_CyrSqDaLL1Lng2mBZkjIdXB5SLCI9YKDP_5ADOleAmEWDPS8ANskGwKrhZPCR9pu7tWWYY67ex5Om-zmbGgaK8IukE8x_i_40uvNYLVlaU0UtgQ26YxSFylnLIqYnPnxeP7Lpb-tZ%26c%3DF_jh-_FbMflwggfGAzdm9Z_gDHcNmqFy09_EI5fA2GMJR0qTz0q-7Q%3D%3D%26ch%3DPeunKklw6GYyHnS7xjKXmevKQ2XnHPKpjNkUCgRvDgVr-HKtNXwvJw%3D%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661138117045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=NbVNtGP7r4Lo9aqXVBCEkzVetXtXnHLOfzWJbV0UW8A%3D&reserved=0) | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | https://imgssl.constantcontact.com/letters/images/sys/S.gif | https://files.constantcontact.com/922ee69e401/b46bfa19-5c44-4e12-b51d-6df167bd86ee.jpg?rdr=true |   **Airlines Face More Competition for Pilots, AMTs**    Pilot production is rising but airlines are facing more competition for workers as business aviation and charter airlines see campuses as fertile recruiting grounds, University of North Dakota Professor and Director of Industry Relations Kent Lovelace told RACCA attendees in his annual industry briefing. In addition, both low cost and ultra-low-cost carriers have established pathway programs and, as a result, more students are applying with them since they hire at restricted-ATP minimums.    “In addition, Part 91 and large Part 135 corporate companies are establishing a presence at colleges and are aggressively hiring at ATP minimums,” he said. “So, a young person, today, does not have to go to a regional to get to large aircraft because there are plenty of opportunities with LCCs and ULCCs like Southwest and Sun Country.”  Caption: Lovelace pictured at a previous RACCA Conference | |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/0c83e546-386c-42d0-81da-3a6322ff3b2e.png?rdr=true |  |  | | --- | | **ATP Certifications on the rise** | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | |  | | --- | | https://files.constantcontact.com/922ee69e401/54126b26-db37-4d46-a05f-4cca40e46beb.png?rdr=true |  |  | | --- | | **CFI Population Healthy** | | |  |  |  | | --- | --- | | |  | | --- | | In fact, he said there is now a lot of movement away from regionals although many are staying with the regional career path because of the defined pathway to the majors. In addition, the problem goes deeper.    “We lost six faculty in the last six month to NetJets and local air ambulance services because of the pay levels we can’t compete with,” he said. “The pilot shortage is leaching out across multiple segments of the aviation industry. Increasing pilot certification is great, but it is insufficient to meet the need. According to Oliver Wyman’s 2022 study, we will be short 17,386 pilots by 2032 in North America alone. It further revised that to 13,305 reflecting rising wages and faster career progression and falling block hours at regional. If regional aircraft increased to per-pandemic levels, they would need 6,000 pilots.    “Certifications are up across the board,” he continued. “Student pilot certification is way up and certification for private pilots has reached almost 2,000 students, an 8.2% growth. Commercial certifications are also up while ATPs have gone through the roof with an additional 4,500 issued. Restricted ATPs are about half that total. Flight instructors are up 7.7% with more than 600 certifications while total active CFIs continues to rise.” | |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/ed7e1d78-5a91-4587-93ff-fd53122329a9.png?rdr=true |  |  | | --- | | **The Pilot Shortage will not ease for many years.** | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | |  | | --- | | https://files.constantcontact.com/922ee69e401/e54583a8-5214-4241-b0fd-e509e5ef9b8a.png?rdr=true |  |  | | --- | | **Regional cargo carriers face stiffer competition for pilots from LCCs, ULCCS, corporate aviation.** | | |  |  |  | | --- | --- | | |  | | --- | | Lovelace reported increasing diversity among students with 18% female fliers and more students of color that were not there 20 years ago. UND and other universities now have active chapters of the Organization of Black Aerospace Professionals, Professional Asian Pilot Association, National Gay Pilots Association and the Latino Pilots Association.    RACCA airline members expressed concerns about FOs not wanting to upgrade as well as pilots breaking their training contracts, but Lovelace could offer few solutions. He noted regionals that required a captain upgrade faced significant push back and resulted in You Tube videos advising others not to sign such contracts.    “I think most want to upgrade as fast as possible,” he said. “But others want to maintain schedules for a quality of life.”    Editor’s Note: Work rules are a matter for industry and unions to address. The balance between quality of life and airline schedules has always been a contentious issue especially for pilots with family obligations. The industry has yet to address this in a meaningful way, but new mainline contracts speak of an undefined improvement in quality of life. It will be interesting to see how that manifests as such provisions filter out to the public.    As for breaking pilot contracts, one regional said they’d prefer that pilots not come to them if they intend to break the contract. Lovelace warned most students and faculty won’t sign restrictive training contracts and those that do use the excuse they are breaking their contract in the name of safety. Mainlines and regionals are telling students they must wait to get to the major because pilot pathways between the two segments is metered.    “It could be as little as three months but three months today is a lifetime,” he said. “They want to be able to freely move on. What Sun Country is seeing is pilots getting their 737 type rating and moving to Delta.    “Legacy passenger carriers continue to hire about 2,500 pilots annually,” he continued. “Regionals have significant shortages with SkyWest, still the top choice for graduating pilots. It is in need to 1200 pilots to bring it back to pre-pandemic levels,” he reported. “So, regional cargo carriers must continue to actively recruit and explain to the pilot population the benefits of flying for a regional cargo carrier. Kudos to a great [Ameriflight You Tube](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001XiJiSpwp2GYeSkXUXiJQ-iqF7S32rFiBYZrRExmPX-5zR567vI9yJeYTG6VQyRXocyDZVsZ-X8gwy-zBnIN0ZFDelMBoxWCAtTKzFe7GtsxIbiS-QnaVOzQZd4gJyTo9A8vNmayP08-hPX98cjs8qHG0qV3cg8bTrzdhIZvwBDdWTS_HlcU4dA%3D%3D%26c%3DF_jh-_FbMflwggfGAzdm9Z_gDHcNmqFy09_EI5fA2GMJR0qTz0q-7Q%3D%3D%26ch%3DPeunKklw6GYyHnS7xjKXmevKQ2XnHPKpjNkUCgRvDgVr-HKtNXwvJw%3D%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661138117045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Mk5RlLh%2BYwjGeVOUWLn7NS4S9oZA8ZoZxYq%2BRgozL24%3D&reserved=0) video on a day in the life of regional cargo pilot. Regional cargo carries must be competitive and they can offset passenger regional pay by offering quality of life that doesn’t exist on the passenger side. They can also offer a defined career path, the most effective of which is a path to a major airline.” | |  |  |  | | --- | --- | | |  | | --- | | **RACCA's Exhibit Area was sold out as usual.** | |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/2249a2df-5d5b-44e1-bc35-eae9034bc35a.jpg?rdr=true |  |  | | --- | |  | | |  | | --- | | https://files.constantcontact.com/922ee69e401/14a750ea-7c4d-4fa9-a5bf-b688ad643958.png?rdr=true | | |  | | --- | | https://files.constantcontact.com/922ee69e401/234a3ab3-ad80-44c1-ac0f-15b1a420457c.jpg?rdr=true | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/4b3ff39b-8fda-41f3-96ec-e697c1c314b2.jpg?rdr=true |  |  | | --- | | Non golfers spent the day at the Frank Lloyd Wright Musuem, capped off by an outstanding lunch at Cooper Hawk. | | |  | | --- | | https://files.constantcontact.com/922ee69e401/93516b25-0f7b-4f43-b837-95e150b60c4d.jpg?rdr=true |  |  | | --- | | Jewelry donated by Scholarship Chair Jeanne Cooke is always good for raising scholaship money. | | |  | | --- | | https://files.constantcontact.com/922ee69e401/f4ee9150-3864-432b-b0a5-77775f7bed8d.jpg?rdr=true |  |  | | --- | | More Silent Auction donations resulted in a total revenue for the RACCA Scholarship Fund of $37, 500 | |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/14acb81c-be01-48ca-a8ce-d3d8242d392b.png?rdr=true |  |  | | --- | | Alpine Air brought its venerable Beech 1900D cargoliner to this year's static display | | |  | | --- | | https://files.constantcontact.com/922ee69e401/d70a83e0-0920-4120-915c-1c207567d11f.jpg?rdr=true |  |  | | --- | | After a cross-country flight, Ampaire's Hybrid Electric EEL Aircraft was introduced to RACCA membership. | | |  | | --- | | https://files.constantcontact.com/922ee69e401/b407c5ed-8b0b-40fa-8051-78e13049fa2a.png?rdr=true |  |  | | --- | | The Tecnam P2012 Traveller has been in operation with Cape Air for months and has now been officially introduced to RACCA. | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | [https://files.constantcontact.com/922ee69e401/c239f5d9-2efc-4d32-9d41-40a5176aeaf9.png?rdr=true](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fr20.rs6.net%2Ftn.jsp%3Ff%3D001XiJiSpwp2GYeSkXUXiJQ-iqF7S32rFiBYZrRExmPX-5zR567vI9yJZmw2ciW2B4ZZQLy-cM2ICevR5O7f2-lGtFkL445yuAF80enb5gOJqWf7m4BA9GkVtRcy34Re5ikkZgBdIkG0RS3zkazvR7xD6Sp4MfgWrYHTtFGTda0gcl_XNru5u5mIvSvaoHCi68D%26c%3DF_jh-_FbMflwggfGAzdm9Z_gDHcNmqFy09_EI5fA2GMJR0qTz0q-7Q%3D%3D%26ch%3DPeunKklw6GYyHnS7xjKXmevKQ2XnHPKpjNkUCgRvDgVr-HKtNXwvJw%3D%3D&data=05%7C01%7C%7C83a9dd998e464514add708dbe9a39ad1%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C638360661138117045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=0MTJURMFPFtrBKYdUZXiNVVgh6O%2FaZXul7FygToXQJA%3D&reserved=0) | https://imgssl.constantcontact.com/letters/images/sys/S.gif |   **﻿Don't forget to Donate to RACCA's Scholarship Program**  **Click on the Donate Button** | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | https://imgssl.constantcontact.com/letters/images/1101116784221/S.gif | | |  |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | https://files.constantcontact.com/922ee69e401/6f8569ec-5910-408b-b37b-dace20afb36b.png?rdr=true | | |  | | --- | | **Interested in keeping up with RACCA? 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