Success Stories: Business Aviation Internships

Tuesday, November 1, 2:30-3:30 PM

PRESENTED BY:
Kent Lovelace, University of North Dakota
Dan Williams, Walmart Aviation
Ryan Anderson, Basin Electric Power Cooperative
Dan Avers, SC Aviation, Inc.
Annual Private Certificates Issued

Sources: FAA U.S. Civil Airmen Statistics
Annual Commercial Certificates Issued

Sources: FAA U.S. Civil Airmen Statistics
## Aging Pilot Population

<table>
<thead>
<tr>
<th>Calendar Year</th>
<th>Type of Pilot Certificates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total 1/</td>
</tr>
<tr>
<td>2015</td>
<td>44.8</td>
</tr>
<tr>
<td>2014</td>
<td>44.8</td>
</tr>
<tr>
<td>2013</td>
<td>44.8</td>
</tr>
<tr>
<td>2012</td>
<td>44.7</td>
</tr>
<tr>
<td>2011</td>
<td>44.4</td>
</tr>
<tr>
<td>2010</td>
<td>44.2</td>
</tr>
<tr>
<td>2009</td>
<td>45.3</td>
</tr>
<tr>
<td>2008</td>
<td>45.1</td>
</tr>
<tr>
<td>2007</td>
<td>45.7</td>
</tr>
<tr>
<td>2006</td>
<td>45.6</td>
</tr>
<tr>
<td>2005</td>
<td>45.5</td>
</tr>
<tr>
<td>2004</td>
<td>45.1</td>
</tr>
<tr>
<td>2003</td>
<td>44.7</td>
</tr>
<tr>
<td>2002</td>
<td>44.4</td>
</tr>
</tbody>
</table>

Sources: FAA U.S. Civil Airmen Statistics
Long Term career Goal

**2013 (n=1419)**
- Airline Pilot: 54%
- Aerial...: 2%
- Air Taxi: 5%
- Corporate: 19%
- Military: 5%
- CFI: 2%
- Other: 13%

**2015 (n=797)**
- Airline Pilot: 60%
- Aerial Application: 1%
- Air Taxi: 3%
- Corporate: 17%
- Military: 5%
- CFI: 2%
- Other: 12%

Sources: 2015 Pilot Supply Career Aspirations Study
What can be done to increase interest in business aviation careers?

Internships is one answer
• Walmart
• Basin Electric Cooperative
• SC Aviation
NBAA Internship Initiatives

INTERNSHIPS

Start a Business Aviation Internship Program Today

Business aviation has always been driven by those with the spirit of innovation and a passion for aviation. The future success of our industry depends on the ability of companies to engage those most driven and most passionate as part of a larger ongoing succession plan. The NBAA Internship and Career Guide is a tool that can help lead the way for those future aviation professionals.

Developed by the NBAA Business Aviation Management Committee, this guide provides instruction on how companies, collegiate aviation degree programs, regional business aviation associations and government entities can work together to build a business aviation career program to support the next generation of industry leaders.

Using this guide, companies and universities can collaborate to provide mentoring, resources, and hands-on learning opportunities for aviation students. Such programs can include internships, mentorships, apprenticeships, guest speaking opportunities, general outreach and more.

Successful career programs can provide a foundation to create a clear pathway for students to transition into real-life opportunities, safeguarding our industry’s future. These relationships can lead to well-paying, skilled jobs for students and graduates, as well as economic development for a city, state or region.

The future success of the business aviation industry relies on the ability to engage individuals—especially college students—who are driven to succeed and passionate about the industry. To start setting up an internship and career program, review the NBAA Internship and Career Guide today.

Direct questions about starting an internship program to the NBAA Business Aviation Management Committee at internships@nbaa.org.

Download the NBAA Internships and Career Guide (PDF)

• NBAA Internship Survey

• NBAA Survey: Mentoring & Internships Survey
Success Stories: Business Aviation Pilot Internships

Tuesday, November 1, 2016 | 2:30 p.m.– 3:30 p.m.

PRESENTED BY:

Dan Williams, Wal-Mart Stores, Inc.
Walmart Corporate Aviation Experience

A week in the life of business aviation professionals

• **Our goal:** To develop relationships with collegiate aviators while exposing them to business aviation so they can make an informed career decision…

• **Two models:** Past vs Present

• **Stakeholder perspectives:** the Company, the Flight Department, the Student

• The “Experience”

• **Results?**
Feedback from participants......

• “To say that this was an invaluable experience would be a massive understatement. I now have firsthand experience what life as a corporate pilot can be like, and this has given me greater understanding of the goal I have been working toward for years.” – Tyler

• “I found my week in Arkansas to be valuable and eye-opening in terms of expanding my knowledge of corporate aviation...” – Hannah

• “Being able to shadow the pilots and observe the day-to-day operations of a corporate aviation department was beneficial and strengthened my desire to fly for a corporation someday...” – Shelby
Success Stories: Business Aviation Pilot Internships

Tuesday, November 1, 2016 | 2:30 p.m.– 3:30 p.m.

PRESENTED BY:

Ryan Anderson, Basin Electric Power Cooperative
Success Stories…

Basin Electric Power Cooperative Pilot Internship

- In the beginning…Need for a full time pilot
- Fred Adams partners with the University of North Dakota in 1992
- Cessna Citation second in command internship
- Currently at intern #24
Basin Electric Power Cooperative

Pilot Internship Opportunities

- 13 month paid internship
- 2-4 pilot recurrent courses at Flight Safety International
- Citation Encore SIC type rating
- 400+ flight hours turbo jet experience
- 4 seasons of real world, real weather experience
Basin Electric Power Cooperative

Flight Department Incentives

- A majority of small flight departments recently stated STAFFING is the biggest challenge in day-to-day operations¹.
  - Future pool of pilot applicants
  - Currently 6 of the 9 pilots at BEPC were former interns
- Reduced salary and benefits
- Helps reduce complacency through training and instruction
- Pay It Forward

Basin Electric Power Cooperative

Recommendations for success

- Plan out your training program
  - Send out materials for study
  - Review of SOPs and normal procedures
  - Observation flights
  - In house initial training on aircraft systems
  - FSI online courses
  - 2-3 training flights
  - Pilot recurrent simulator training
  - IOE with senior/check captains
Basin Electric Power Cooperative

Recommendations for success

• Partner with an AABI school
  – Prior glass cockpit training
  – AVIT 428 Transport Category Aircraft Systems² (CRJ course)

• Start out small
  – Cessna Caravan transition prior to Citation

Success Stories: Business Aviation Internships

Tuesday, November 1, 2:30-3:30 PM

PRESENTED BY:

Daniel Avers, SC Aviation, Inc.
Success Stories…

SC Aviation Inc. Background

- Based in Janesville, WI – Recently completed new 30,000 Sq Ft hangar MRO facility
- Currently employs over 50 pilots and 12 mechanics
- FAR 135 Operator – maintained a corporate flight department since 1947
- 15 Aircraft – 10 Hawkers, 3 Falcons, 2 Learjets
- Developed a connection with UND through a former SC Aviation pilot in 2015
- Committed to hiring 2 interns per year for the foreseeable future – one after winter graduation, one after spring graduation every year
- Hired Maggie McIntyre with 650 hours in March 2016, Steven Howard with 1000 hours in July 2016
SC Aviation Inc.

Pilot Internship Opportunities

• 12 Month Paid Internship as a Hawker SIC with the possibility of full time employment upon completion
• Partnered with CAE to provide PIC Type Rating in a Hawker
• Complete FAR 135 training
  – Additional enrichment training – CRM, CPR / AED, Safety / SMS, International
• Provided learning opportunities with hands-on projects in multiple departments within SC Aviation – Operations, Sales, Scheduling, Maintenance.
• 500-600 hours of real world on-demand charter to destinations in the US, Mexico, Canada, Caribbean, and South America
SC Aviation Inc.

Internship Program Requirements

- UND Graduate
- Multi-Commercial with Instrument Rating
- 500 Hours Minimum with CRJ Sim Course, or 1000 hours without CRJ Course
- Letters of Recommendation from one professor, and one flight instructor
- Demonstrated involvement in quality extra curricular activities
SC Aviation Inc.

Value Provided by Interns

- Found the interns to be very skilled, professional, and MOTIVATED to do anything you ask of them
- Continuing flow of industry professionals into the organization
- Reduced cost on salary, benefits, and training
- CAE – Providing the type ratings for our program to be involved and exposed to the UND internship
- Interns are balance out by our experienced Captains to provide a safe and effective flight crew.
- Interns bring a new perspective and positive outlook to the organization
SC Aviation Inc.

Recommendations for success

• Take your time in the interview process and find the right fit for your organization
• Focus on personality, aptitude, and attitude over experience
• Conduct a scenario-based simulator evaluation to gauge candidate’s basic attitude instrument skills, professionalism, and decision-making
• Be prepared to provide extra training time if needed – and be sure to SUPPORT it wholeheartedly
• Be careful of what flights you assign new interns and what pilots you assign them to fly with for the first 90 days on the line. (This is easier in a larger organization)
Questions?

Dan Williams  dan.williams@wal-mart.com
Ryan Anderson  randerson@bepc.com
Dan Avers  avers@scaviation.net