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Multi- Crew Pilot License (MPL)
Base and line training experience in Ethiopian airlines

International MPL conference Dec 10-12, 2013

Montreal, Canada

Tillahun Deribe

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V2025 –Fast, profitable and sustainable growth Of Ethiopian Airlines

Aviation Group with 7 SBUs

Revenue of $9.5 billion with **Cost leadership**

114 aircrafts

STAR ALLIANCE

Star Alliance Member

92 destinations

13 million passengers

19k employees

710K tonnes of cargo

ET Aviation Academy Response to V2025

Pilot need in Ethiopian airlines

- Vision 2025 has created a huge pilot training need
- One of the major strategic initiatives identified in the strategic plan:
  - Implementation of Multi Crew Plot license (MPL) training.
  - To train an average of 100 pilots every year.

Why MPL in ET?

- Increased Demand for Pilots
- Air traffic congestion at Addis Ababa airport
- Safety and quality
- Goal-oriented training based on our need
- Poor availability of Avgas & Increase in the price of fuel
- Training time & effort
- Regulations are in place by the ICAO

Status

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- Partnership with flight path international for the development and implementation of MPL.
- The first group of 26 cadets graduated in may 2013
- Currently flying as first officers In the airline

Base training

- MPL cadets do the combined zero flight time and reduced base training.
- The ZFT had more than ten circuits of touch and go.
- Five touch and go with one full stop of actual airplane base training.

Continued……

- Results
  - The pilots had much more less difficulty qualifying the base training.
    - The check airmen reported that the MPL pilots had no aircraft handling issues in the majority of the students.
  - Very few of them had challenges
    - Needed to adjust to the environmental factors

Line Training Experience

- The airline is very happy about the MPL product and believes that it even promises a better product in the future.
- Revealed a more challenging environment to the students which is not necessarily unique to the MPL program.
  - Communication
  - Cultural and behavioral.

Challenges

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- Communication.
  - ATC communication in the real world is not standardized.
  - in the simulator, students were taught to a common set of phraseologies which were not replicated in the real world(it has in some ways reduced the expectations)

Continued

Cultural/ behavioral

- The MPL excels in the concept of the multi crew operation. Right from the inception the MPL is designed to suite the multi crew concept (MCC).
  - during the training with only two cadets in the flight deck
    - the sense of a captain in the flight deck is dedicated to the PF who is a first officer in real life. This required an effort from the MPL student to recognize a change in the decision making process in the actual flight. ***The captain is the final authority.***
  - both the MPL program and the airline accepting the pilots need to consider to a degree a mitigation process
    - in the cultural and/or behavioral sense, harmonize the training environment with that of the real world

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