Griffith Aviation

Attracting Selecting and Educating the Next Generation of Aviation Professionals

An Antipodean Experience

Patrick Murray
Prior to the GFC

- Aviation Industry indicating dire pilot (and other staff) shortages.
- Shortage was known about at least 5 years prior and Industry was regularly warned.
- Many displayed poor forward staff planning.
- Result was rush to fill “right seats”.
- Anecdotal evidence showing instances of poor quality training and staff being employed.
- In some instances safety standards already questionable.
• Industry must be pro-active about forward planning and recruitment.

• Aircraft are ordered years ahead – why not staff?

• Planning staff know how many aircraft and therefore should know how many pilots & other personnel required into the future
A Queensland Solution

- Motivate students at High School years 11 and 12 (some from as young as year 8)
- Pathway to University - guaranteed entrance
- Pathway to employment - “guaranteed” employment
Aerospace Gateway Schools

- 2006 Trial - 9 Schools
- 2007 Establishment of “Aviation High”
- 2008 Trial extended to 17 Schools
- 2009 Extended Trial includes 25 Schools
• **Aerospace Studies at high school**

• **Study Areas:**
  – Aeronautics and Astronautics
  – Safety Management Systems
  – The Business of Aviation and Aerospace
  – Aviation Operations.
2009 Figures

- 600 Students studying “Aerospace”
- 360 of these at Aviation High
- Expect Aviation High to stabilise at 500 students in 2011
• Direct entry to Griffith University for Pilots
  – High achievement in Aerospace Subject
  – Sound grades in Maths and English
  – Recommendation from Principal

• Direct entry to other institutions

Griffith Aviation
Airline Cadet Program

- 18 Months Successful progress at Griffith University
- Regular attendance at “MATES” - Professional Development Program
- Formal Application supported by Head, Griffith Aviation
- Airline selection process – partner airlines
MATES
(Mentoring in Aviation Through Academic Support)

• Co-Curricular professional development program

• Students expected to attend every Wednesday evening 1700-2100
• Flight Groups meet- cover various topics
• Public speaking (confidence building)
• Aviation industry updates
• Airline Specific updates
• Team Building activities
• Leadership development
• Industry Leaders Talks-Visits
Airline Selection

- Selection complete by end of year 2
- Students are airline cadets in their 3rd year
- End of 3rd year Multi Crew Course & type conversion
- Start of 4th year, FO position in Airline
Benefits to Airline

• 5-7 years of close scrutiny of potential staff by Airline and education partners
• Professional skills taught and practiced
• High level degree knowledge and practice specifically in Aviation
• Evidence Based Research into continuous improvement in Aviation education and training
• Highest quality flight training, supervised by airline and education partner
Australian Government “Fee Help”

• No cost (or almost no cost) to Airline
• Government Pays upfront cost for Australian citizens as no interest loan
• Student “owns” the loan so develops a sense of responsibility
Aviation Programs

- Bachelor of Aviation & Graduate Diploma (for pilots)
- Bachelor of Aviation Management (new 2010)
- Graduate Certificate in Aviation Management
- Master of Aviation Management
- PhD by research at Griffith University Aerospace Safety Centre
Griffith University Aerospace Safety Centre

- Formed in 2009
- Current research includes
  - LOSA in Regional Airlines (in conjunction with The LOSA Collaborative, Austin, Texas)
  - Decision making by pilots under stress
  - Flight – Crew incapacitation
  - Minimum standards in pilot non-technical skills
  - Safety in Emergency Medical Flight Operations (EMS)
Aviation Students (as at Feb 2010)

- 430 Undergraduates (400 pilots)
- 70 Postgraduate (aviation management & research)
- 11 PhD research students (aviation training & safety)

- Approx 50% of post grad students are international
- Partnerships / exchange programs with universities in 8 countries

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Thank You