

Griffith Aviation

**Attracting Selecting and Educating
the Next Generation of Aviation
Professionals**

An Antipodean Experience

Patrick Murray

- 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

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

- 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