

OPROEP 472 - WERKENDEN EN KWALIFICERENDE TRAJECTEN

ESF

INVESTEERT IN
JOUW TOEKOMST



Europese Unie



Vlaanderen
is werk

project 9663 Heroriëntatie van piloten

Survey: Employment Pilots

Preliminary results

Dear participant,

We thank you again for filling in the survey.

At this moment we are able to share some of the results of the survey.

Although some further research is required to analyse the results and determine some underlying factors, the answers that we received on many questions were quite focused and therefore interesting.

Many answers confirmed our assumptions regarding the thresholds towards new career orientation.

Other answers were less expected.

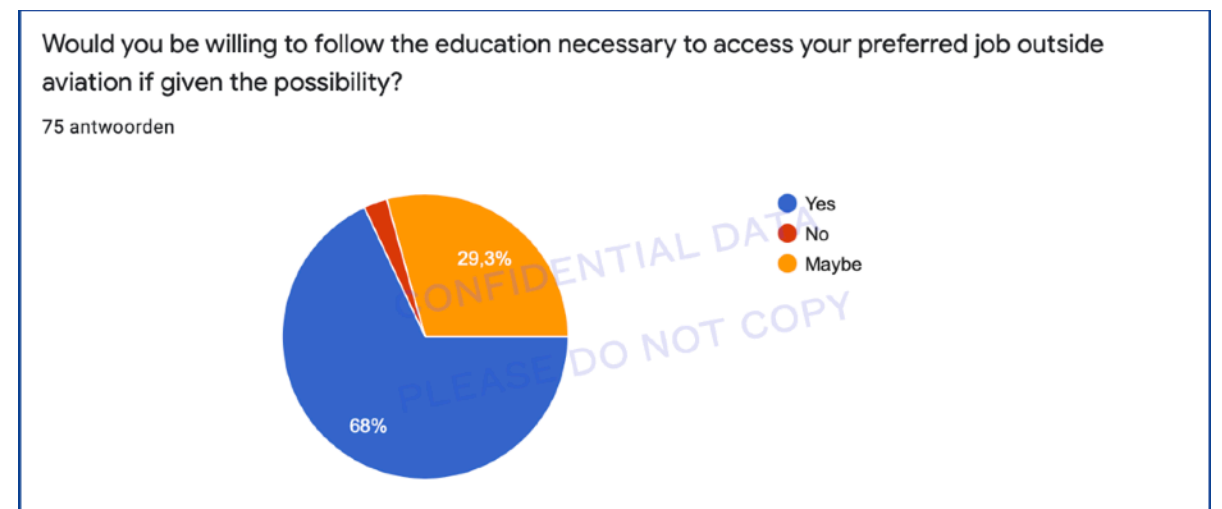
One important result is that most responders are willing to study again when given the chance.

This is a very positive sign.

It shows both the awareness of the pilot community about the seriousness of the current situation as -more importantly- the resilience of pilots to turn these problematic times towards their advantage.

During the coming year we will work on suitable educational solutions to support this.

Best regards from the ESF – project 9663 – team



The survey

The target group were pilots that hold at least an EASA commercial license and have passed the ATPL theoretical exam.

The survey was distributed via social media, employers and pilot associations.

In this way we received responses from a very heterogeneous group of professional pilots.

Amongst them are cargo-, airline- and private charter pilots.

These individuals are employed as employees or contractors.

So far, we received more than 120 answers.

While the survey will remain open throughout the project duration the answers are sufficiently coherent to share this preliminary analysis with you.

Please do not publish or share this document without our consent.

Should you wish to use the data, please make your request via e-mail to: info@airships.eu

How is the current crisis influencing employment in aviation?

The largest visible transition in employment took place in the group of pilots that were employed as employees.

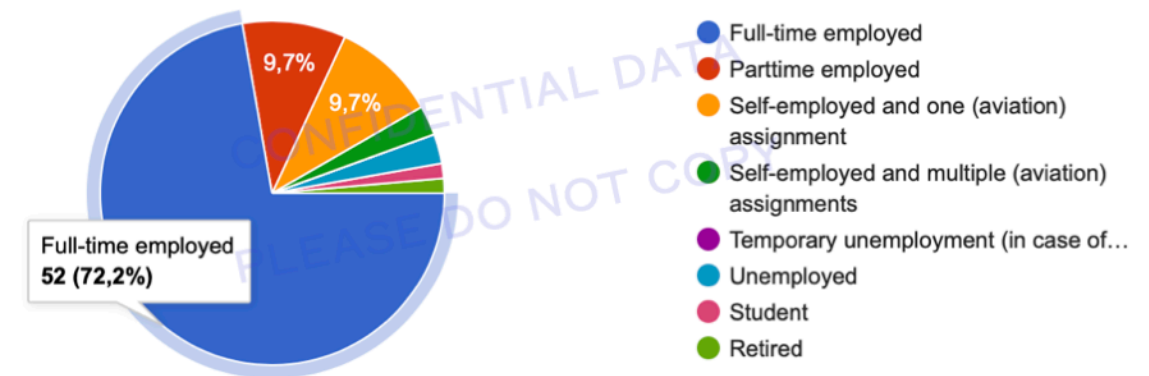
While more than 70% of the responders were employed full time before the current crisis, at present this is reduced to less than 35%.

Simultaneously, a temporary unemployment of more than 25% appeared.

The unemployment tripled from around 5% to just under 15%.

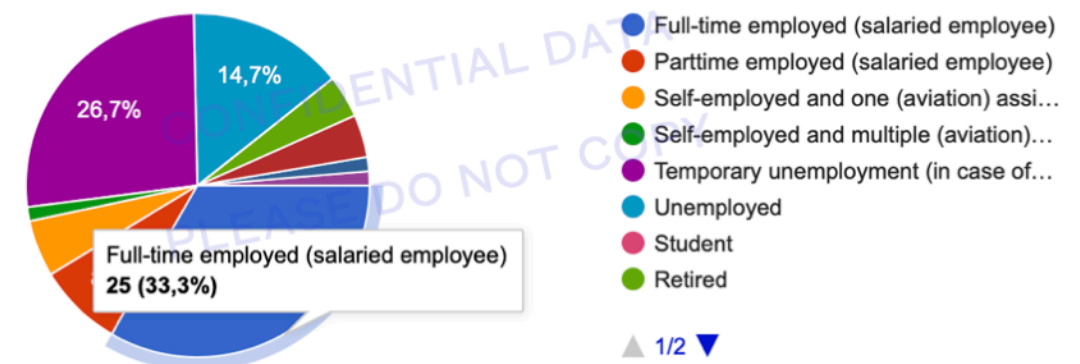
How were you employed as a pilot prior to the current crisis in aviation?

72 antwoorden



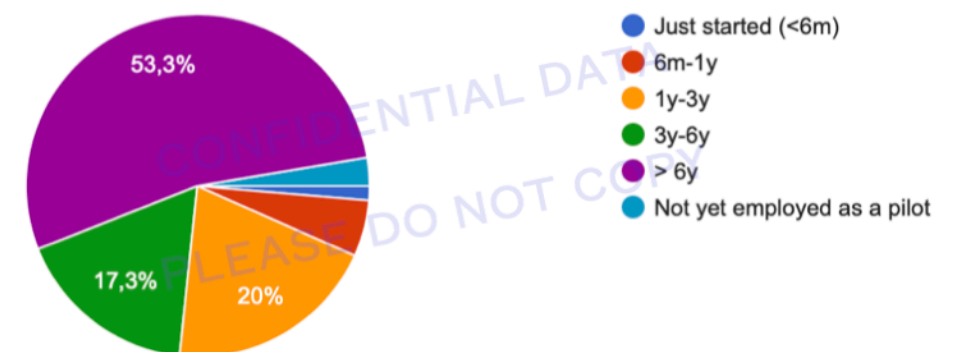
How are you currently employed as a pilot?

75 antwoorden



How long are/were you active in your current/last company?

75 antwoorden



Job stability expectation

As expected, most pilots (over 60%) perceive the instability of their job.

Together with the risk of loosing their job, pilots have a negative outlook towards a new pilot assignment within 6 months.

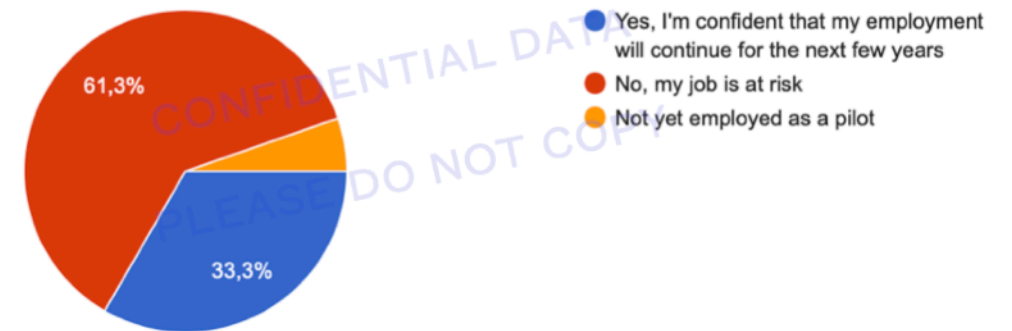
While the outlook is slightly better on a longer period, it is far from good.

Note: the results indicate the perception of the pilots and not an objective in-depth analysis of aviation employment.

Nevertheless, most pilots are familiar with the need to change job from time to time due to various reasons and it can be assumed that they have a well-informed view on the pilot-employment landscape.

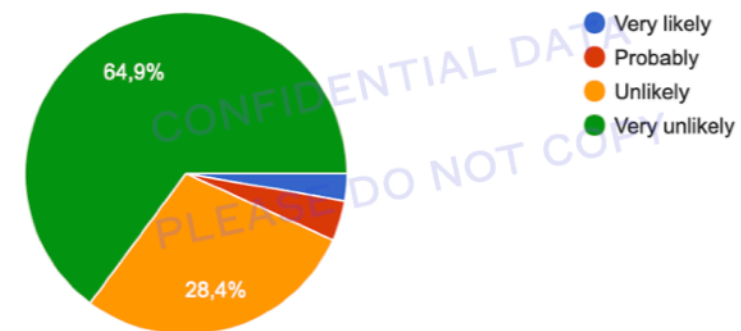
Do you consider your employment as a pilot as stable? (select the most suitable answer)

75 antwoorden



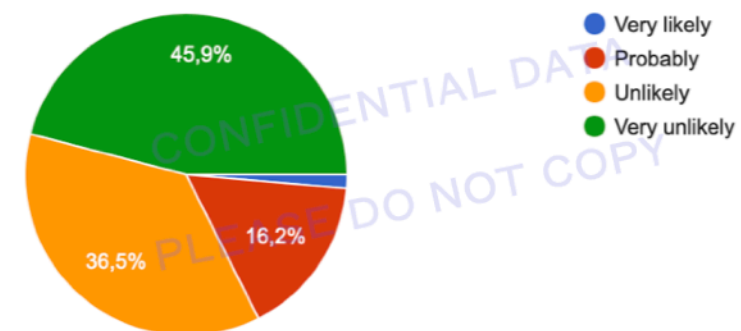
If you would lose your current employment, how likely is it to find a pilot job within 6 months?

74 antwoorden



If you would lose your current employment, how likely is it to find a pilot job within 1 year?

74 antwoorden



Dependance on salary level

The majority of the pilots cannot afford a salary reduction in order to maintain their license and related costs.

This realisation imposes an important burden on a pilot who wishes to change career direction.

Around 17% of the responders has an ongoing loan.

This means that for at least 41% of the responders the license costs are critical during and after transition to a new career.

The new position needs to produce a salary level that is high enough to maintain a current license as otherwise the previously invested effort, time and money would be lost.

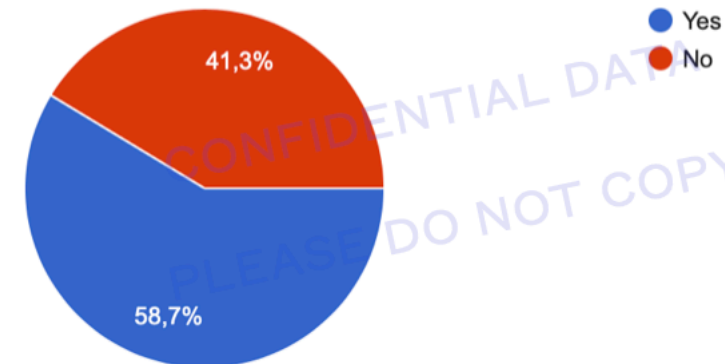
The transition to a new career direction should be bridgeable with regards of the license and loan requirements as well.

It is therefore confirmed as a clear threshold.

Measures to assist in maintaining a valid type-rating could help here.

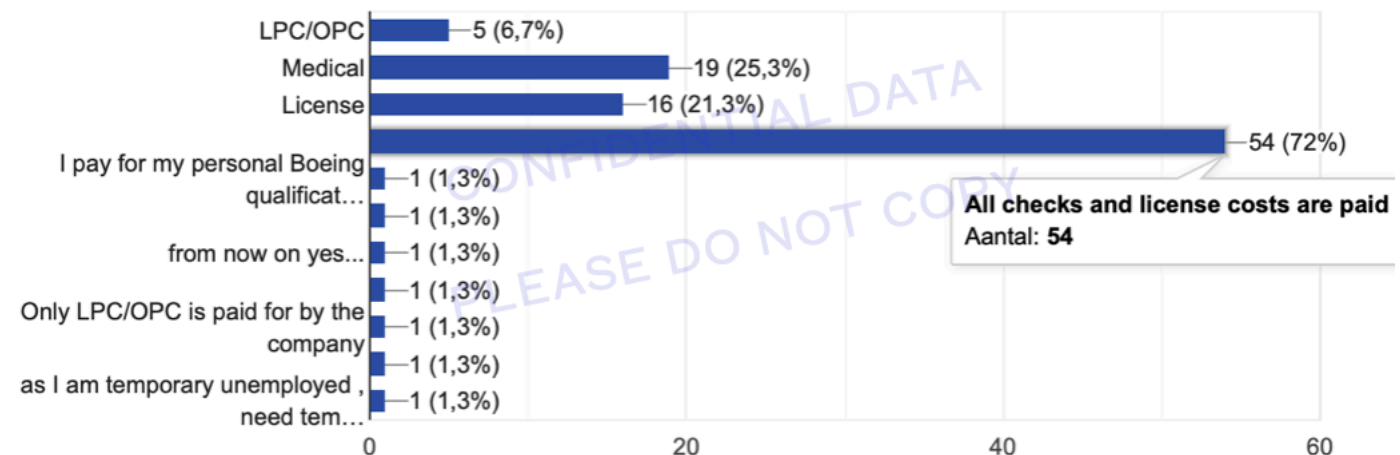
Do you feel financially compelled to keep your current salary level in order to comply with the ongoing costs of (aviation) loans and training costs?

75 antwoorden



Do you have to pay for your checks or license?

75 antwoorden



Reasons why pilots want and need to keep their licenses

A license is more than a license

- maintaining the investment of time, effort and financial resources that led to the acquisition of an airline pilot's license and experience
- to allow a later return to aviation
- as a backup for the 'new' career direction
- for use on private aircraft, not as a job, but for leisure, as a hobby
- to keep one's flying skills sharp
- because it is the only visible proof of the education that was followed as formal diploma's are not issued and when a license is expired, it 'disappears'

Other threats

Loss of license for medical reasons

A loss of license insurance is a valid way to mitigate the risk.

However, while these insurances have become a standard part of an employment package, there is an ongoing transition from employee-pilots who receive the insurance from their employer to contract pilots who don't.

Because the latter ones, the 'contract pilots', typically have less salary, many of them do not contract such an insurance to save money.

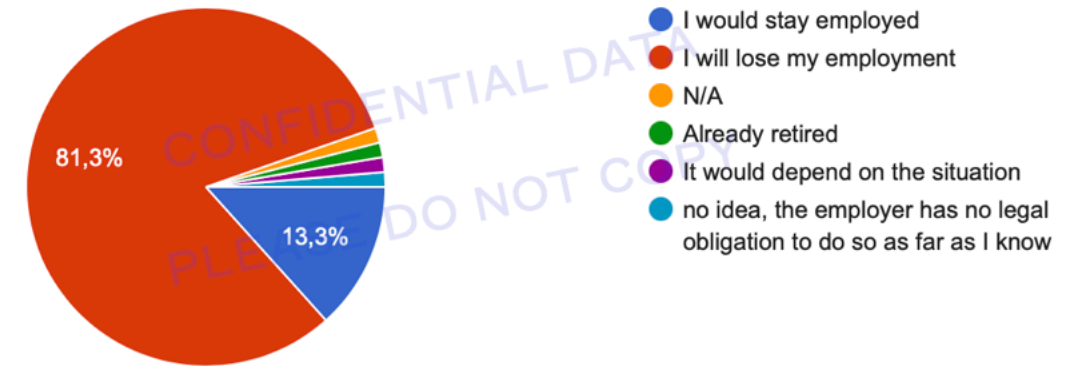
This is shown clearly in these graphs.

Unfortunately, this is the group that typically has less social protection in general.

When they lose their job for medical reasons, they may also not be eligible to receive unemployment money.

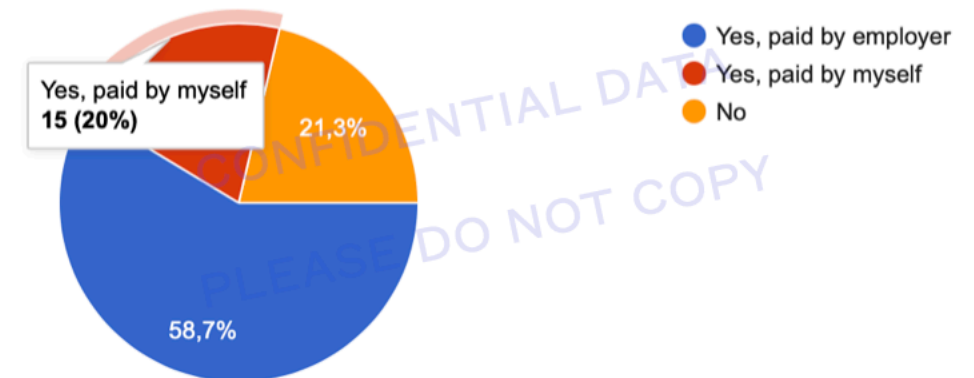
If you lose your license due to medical reasons:

75 antwoorden



Do you have a loss of license insurance?

75 antwoorden



Consideration of employment outside aviation

A paradigm shift

While as recent as 20 years ago being a pilot was a dream-job and almost no pilot would seriously consider to do something else than flying an aircraft for a living, this mentality has changed over the years.

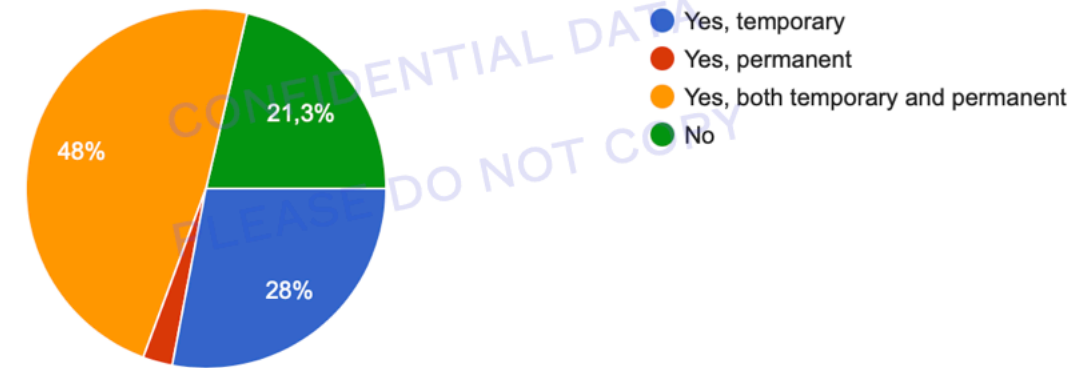
The decrease in life quality, salary, rest, training and job-stability goes together with an increase in workload for all pilots.

Nevertheless, over the years, especially contract-work has made pilots vulnerable for all market variations.

Pilots today clearly consider other jobs as a real alternative.

Do you consider an employment outside aviation?

75 antwoorden



Non-flying jobs that pilots find interesting

Identification of the alternate career

While most pilots may prefer to either continue to fly or return to flying when the conditions allow, today's situation requires alternative jobs to ensure financial survival.

When asked about the non-flying jobs that pilots would like to do, 3 main interests emerged:

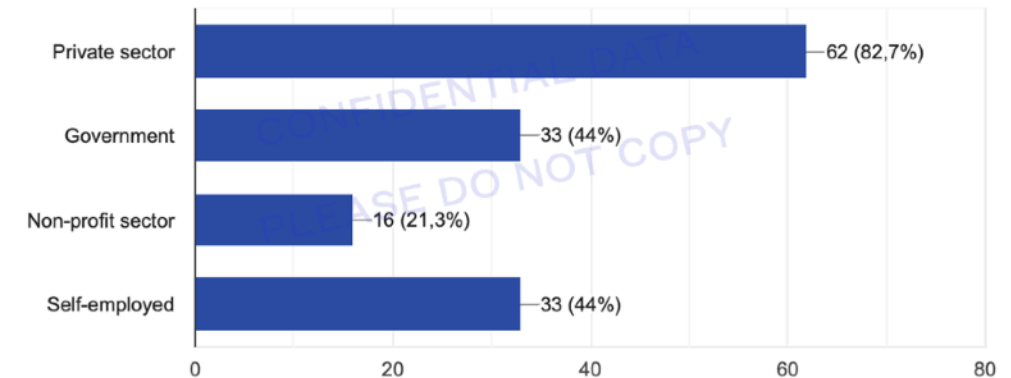
- management
- education
- transportation (not named on the middle graph)

We will develop a compass to provide pilots with roadmaps to different jobs.

We will also develop at least one suitable conversion training for one of the shortlisted directions.

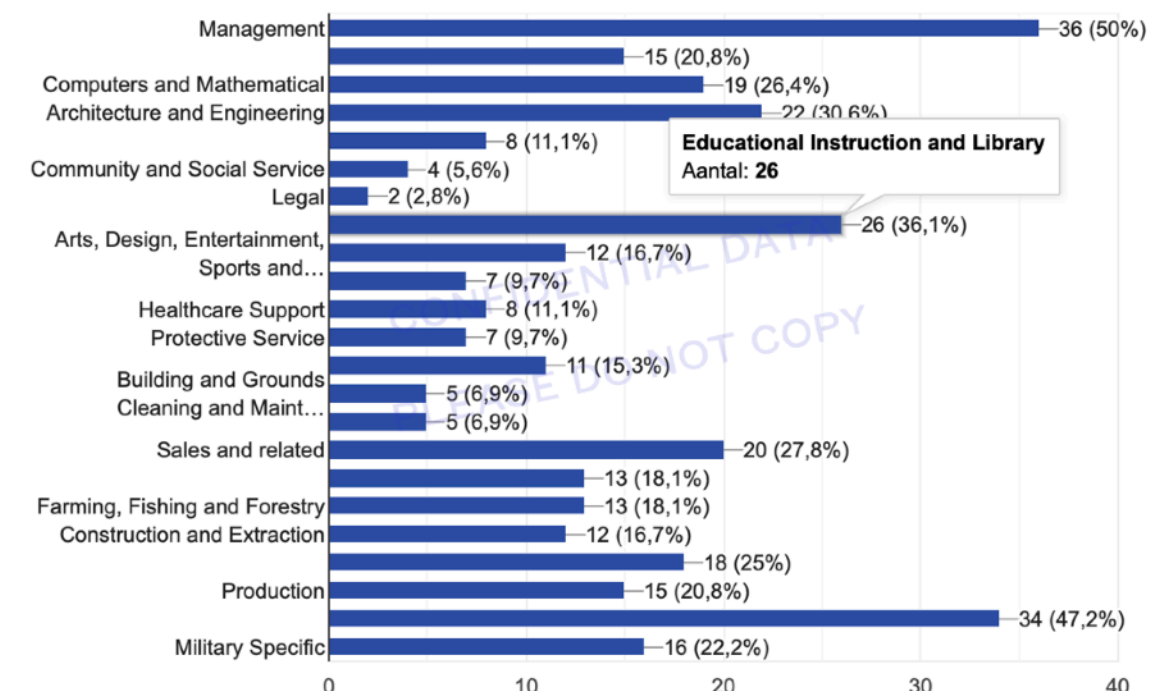
In which sector(s) would you like to work?

75 antwoorden



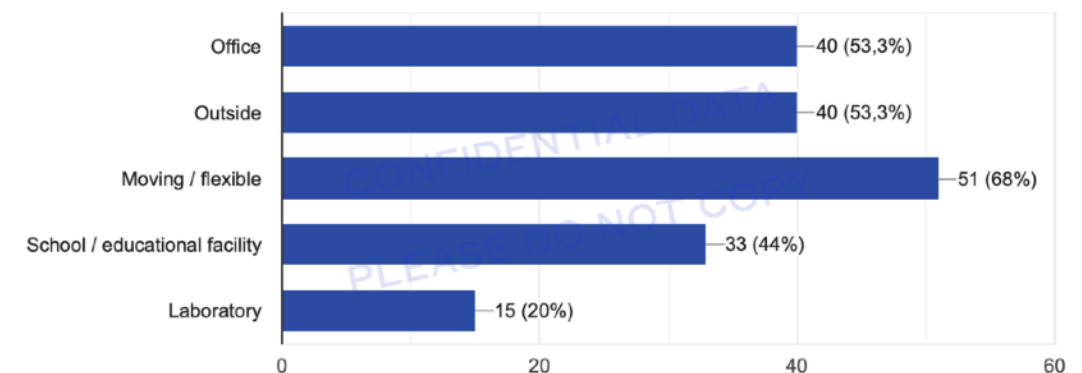
In which job category would you like to work? (other than working as a pilot) (you can select multiple categories)

72 antwoorden



In which environment would you like to work? (Please select all appropriate answers)

75 antwoorden



Thresholds towards re-orientation

Maintenance of license and qualifications

Acquiring a license was a long, difficult and expensive process.

It was also a passionate choice for most pilots.

It's also the proof of study results in absence of a real diploma.

Therefore the maintenance of the license and useful qualifications is a necessity for most pilots.

Education level

Most countries consider an airline pilot's license equivalent to a Bachelor level (Flanders) or higher (most European countries).

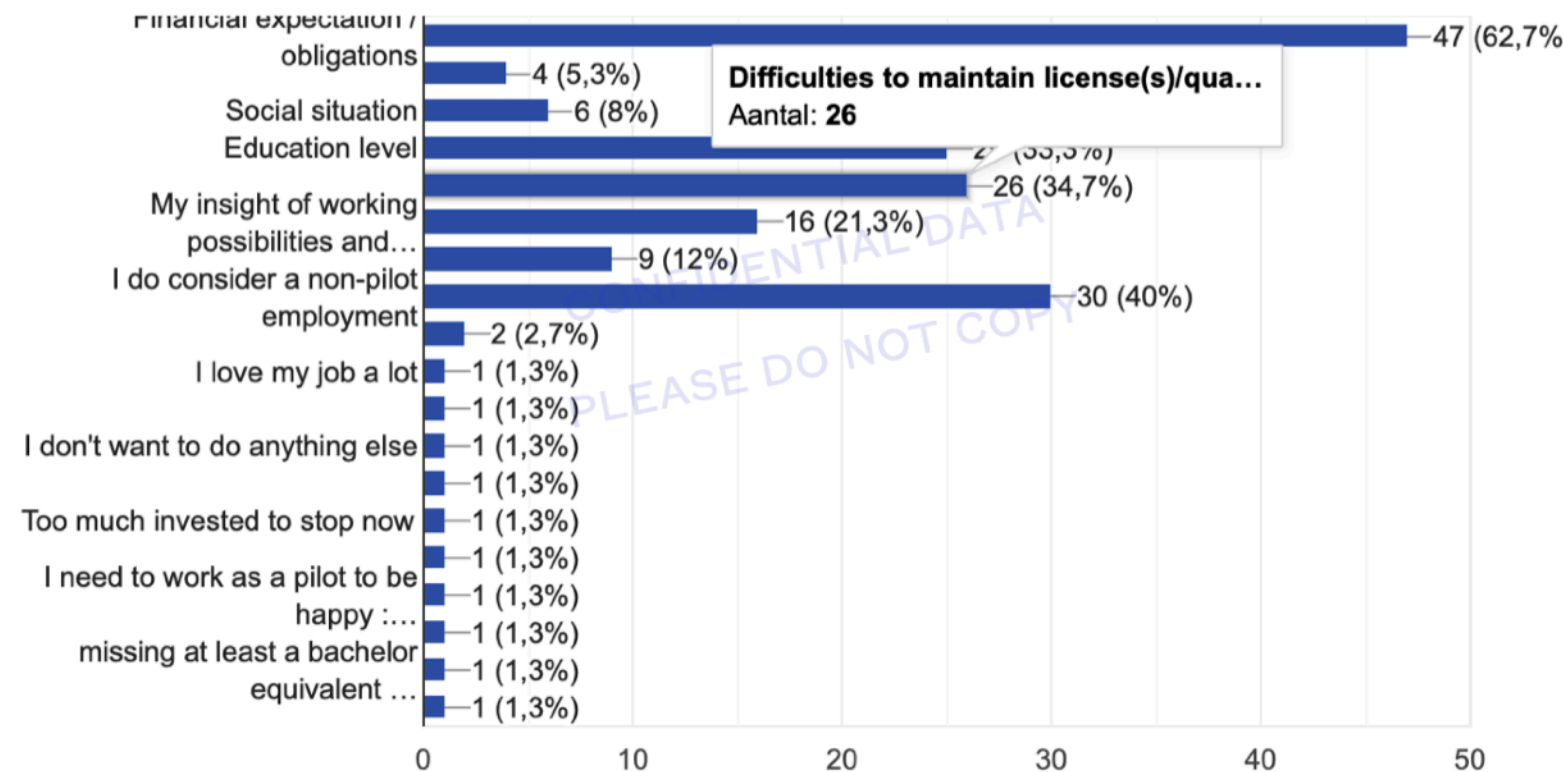
Nevertheless, uniformity and the lack of an official diploma makes recognition by the industry and even educational facilities difficult.

There is a definite need for standardization and clarification of the education level of pilots.

Pilots know this and indicate this as a serious threshold.

What prevents you from considering a non-pilot employment? We would like to identify all barriers towards new career possibilities. (Please select all applicable answers and/or complete the list)

75 antwoorden



Financial expectations and obligations

As mentioned earlier, the transition training / education for a new career, the maintenance of the license and relevant qualifications and remaining loans are serious thresholds that need to be addressed when setting up any transition training.

Pilots' willingness to study

The challenge

Almost 70% of the responders indicated willingness to study again in order to achieve their preferred job outside aviation if given the possibility. info@airships.eu

Professional pilots have in fact never stopped studying and training. It's part of their ongoing job requirements.

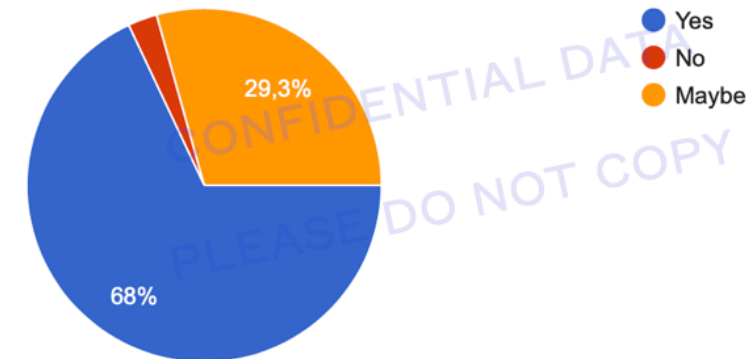
This fact could explain their attitude towards studying and taking on new challenges in general.

Other than being part of the solution to achieve the necessary qualifications, this resilience is something that sets them apart from many other employees.

It is therefore noted as a major attitude asset that we will communicate in our report for employers

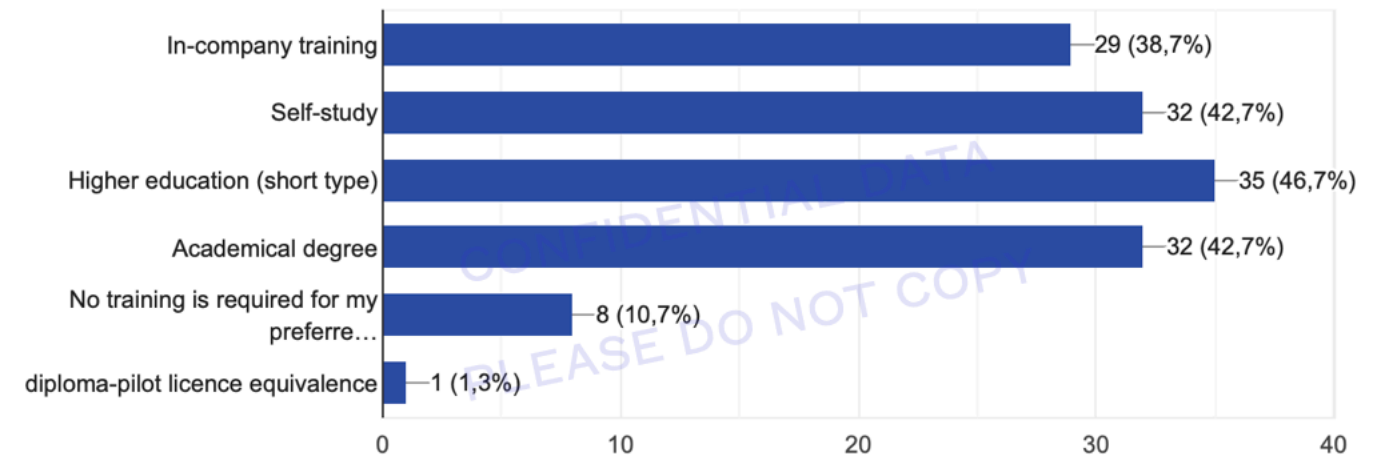
Would you be willing to follow the education necessary to access your preferred job outside aviation if given the possibility?

75 antwoorden



What extra education would help you to access your preferred job outside of aviation?

75 antwoorden



Following steps

This survey is part of a project that will address the various aspects of temporary or permanently changing career.

Read more about it on:

- https://www.linkedin.com/company/esf-project-re-orientation-pilots?trk=public_post_share-update_actor-text
- airships.eu

These results will be shared step by step via social media but you receive this summary already to thank you for your help.

We will communicate about our further actions in this project via social media and via our webpage.

Unless you indicated that you don't want to receive further mails from us, we'll keep you informed via email as well.

We will identify the most interesting study direction for pilots. Therefore a very short follow-up survey is included in this mail.

At any moment you can of course let us know your mailing preference.

Should you have further questions, please e-mail us at: info@airships.eu

We wish you good luck in your career wherever it takes you!

info@airships.eu