



# Workforce Needs

Building Partnerships Between ATEC and Airlines

# SkyWest Inc.

- ExpressJet Airlines, Inc. is an American airline based in Atlanta Georgia. It is a wholly owned subsidiary of SkyWest, Inc., parent company of the air carriers SkyWest Airlines and ExpressJet Airlines.

# ExpressJet Is:

ExpressJet is a leading regional airline with 8,500 aviation professionals, an average of 1,500 daily flights and an all-jet fleet of over 300 aircraft. ExpressJet operates as American Eagle, Delta Connection and United Express to serve more than 190 airports in the U.S., Bahamas, Canada, Cayman Islands, Jamaica, Mexico and Turks and Caicos Islands

# Maintenance Locations

- Atlanta (ATL)
- Chicago (ORD)
- Cleveland (CLE)
- Dallas (DFW)
- Detroit (DTW)
- Houston (IAH)
- Knoxville, Tenn. (TYS)
- Newark, N.J. (EWR)
- Richmond, Va. (RIC)
- Shreveport, La. (SHV)
- Baton Rouge, La. (BTR)



# ExpressJet Airlines Benefits

## Pay:

- ◆ A&P Starting pay: \$16 per hour (\$38,000yr with OT)
- ◆ A&P Pay after 7 years \$27 per hour (\$60,000yr with OT)
- ◆ Performance Bonuses
- ◆ Paid holidays, Accrued Sick Time, Vacation Time

## Other Benefits:

- ◆ Employee Stock Purchase Plan
- ◆ 401(k) Plan (company matching)
- ◆ Medical, dental and vision coverage
- ◆ Life and Personal Accident insurance
- ◆ Long Term Disability
- ◆ Travel privileges (at completion of 30 days service)

# ExpressJet Recruiting

- Career Fairs
- Open Houses
- Recruit To Hire Events
- High School Open Houses
- Employment Postings

# Recruiting

- Mentor Program
- Advancement Opportunities
- All Jet Fleet
- Commitment to Safe Working Environment

# What We Look For

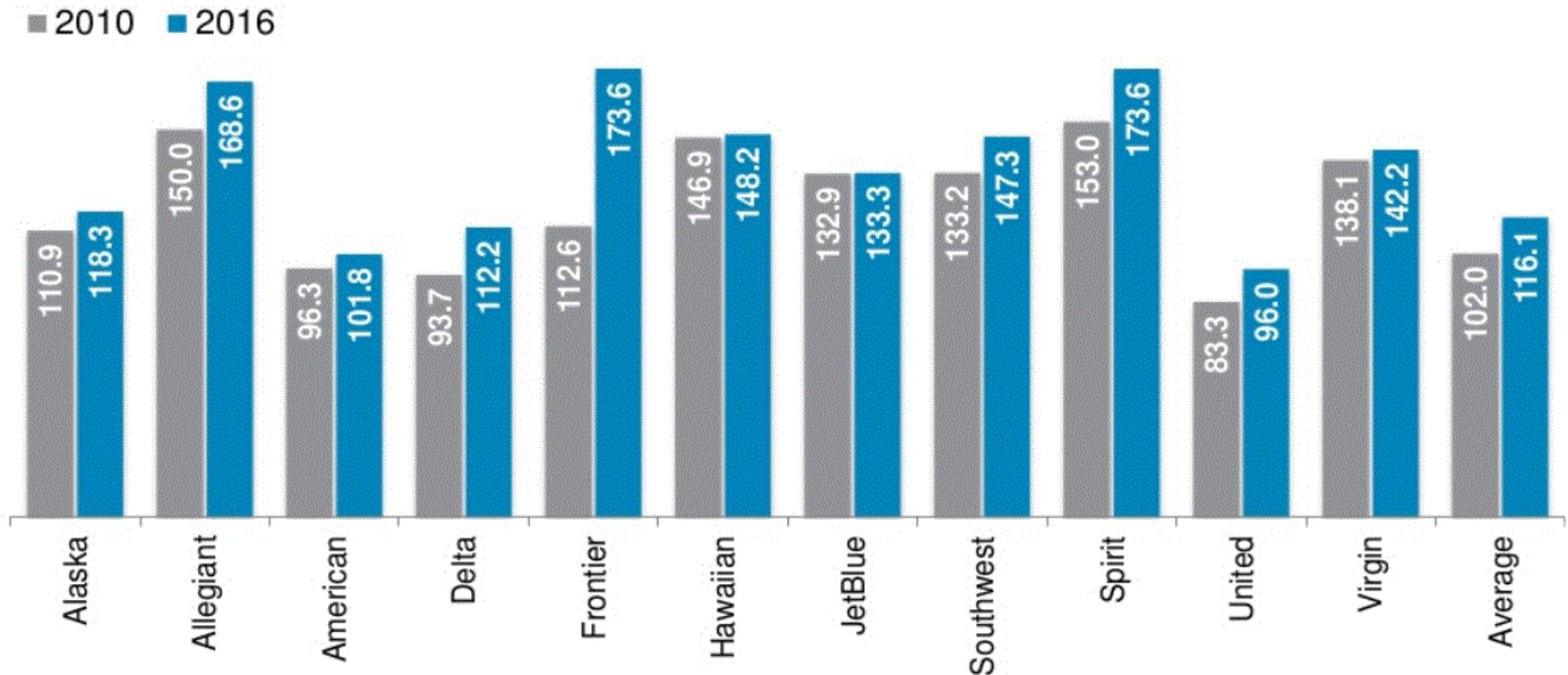
- A&P Mechanic
- Must complete a successful interview
  - Demonstrate knowledge and skills by answering questions, completing written test, and demonstrate skills using hand tools.
  - Complete background checks, drug testing, be able to obtain SIDA badge.
- Must work in a fast paced airline atmosphere (24/7/365)
- Detail oriented, process driven, focused, team player, good communicator.
- Take pride, demand excellence, accept responsibility and growth opportunities.

# Industry Trends

**In Addition to Expanding Schedules, Airlines Are Deploying Larger Aircraft**

Replacement of 50-Seaters With Larger Regional Jets Is Biggest Driver of 14% Jump

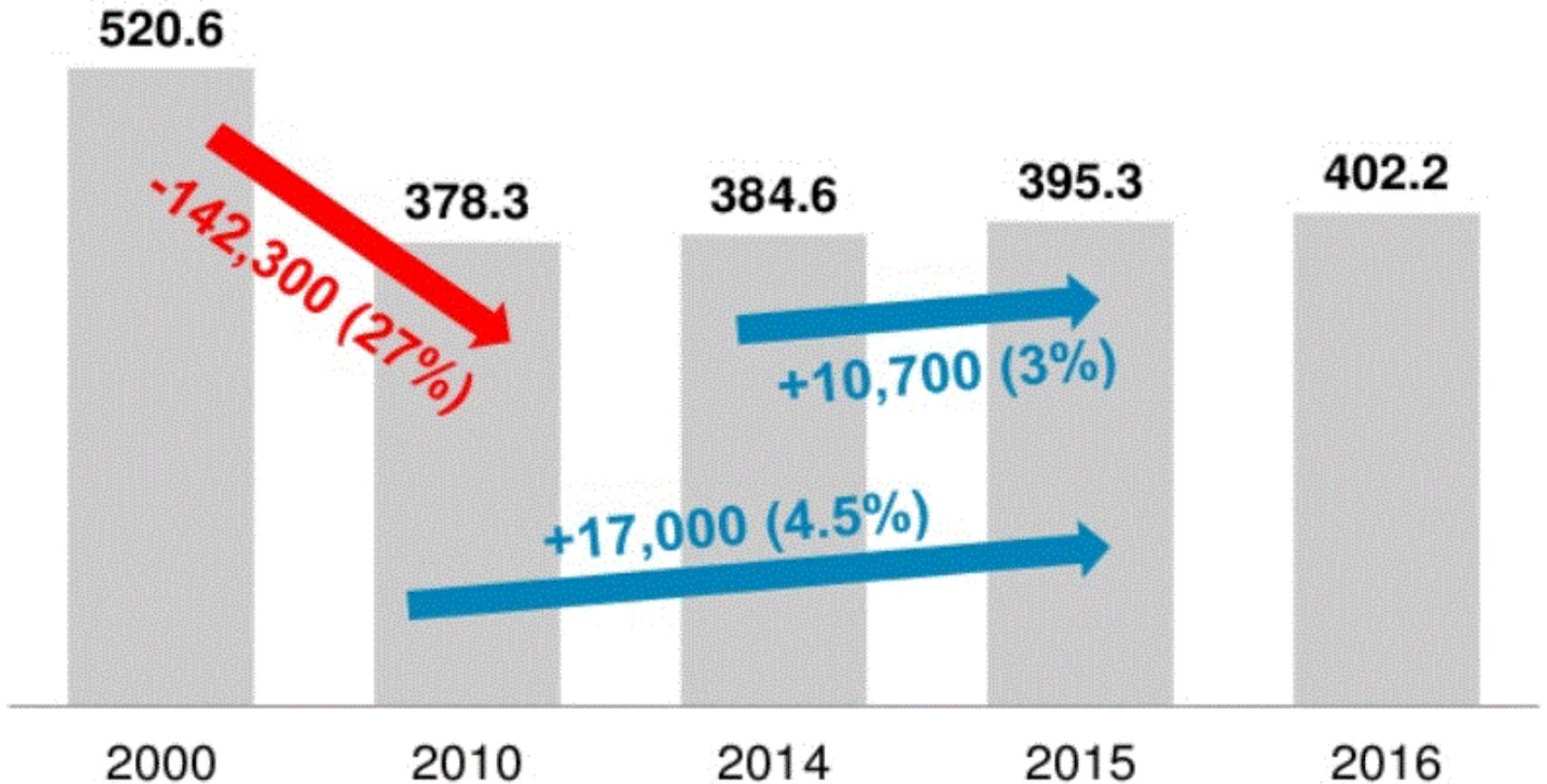
**Average Domestic Aircraft Size** (Seats per Scheduled Departure)



Source: Innovata (via Diio Mi) as of Mar. 4, 2016

## Employment at U.S. Passenger Airlines

Thousand Full-Time Equivalents



Source: Bureau of Transportation Statistics for scheduled U.S. passenger airlines

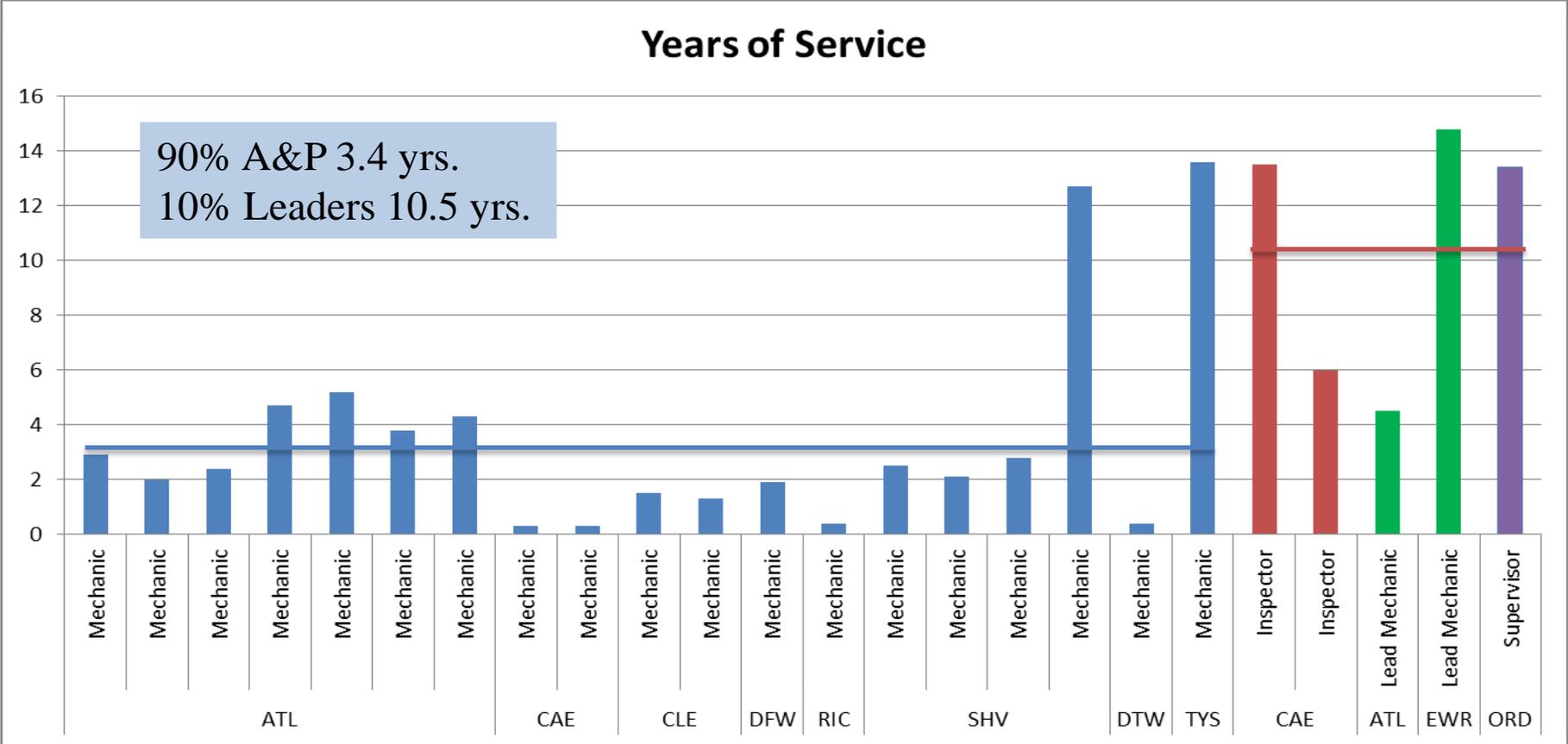
# ExpressJet Workforce

- Manpower requirements peg the ratio of aircraft to Maintenance Department employee at around 5.6 aircraft to 1 employee
- Drivers for headcount adjustments are fleet size and attrition
- Attrition rates exceed planning for fleet adjustments for a net year end deficit of employees to aircraft

# Employment Figures

- Last year ExpressJet hired 106 Licensed A&P Mechanics
- Majority as replacements
- Most A&P's leave 1-3yrs. to accept Mechanic positions at Delta, United, American, Spirit, JetBlue.

# Talent Drain



# A&P Schools Partnership

To accelerate the success of A&P mechanics entering the workforce Regional Airlines (ExpressJet) should partner with schools to develop a program to give students skills and knowledge about the airline industry, the aircraft we maintain, the job of an aircraft mechanic.

# New Learning Opportunities

- **Aircraft Systems Courses**
  - Regional Aircraft Familiarization.
- **Regulatory Compliance**
  - Part 121 Operations
- **Personal Development**
  - Leadership

# Alumni Recruiting

- Connect with Alumni to promote job placement opportunities
- Allow Alumni to attend Airline skills courses
- Online learning through LMS system

# Industry Assistance

- Materials and Expertise Assistance
- Signing Bonus, Scholarships
- Job Placement Preference
- Educational Grants

# Closing

- For mainline and regional carriers (FAR121 operations) the regulatory requirements, training and knowledge requirements, becoming standardized.
- With manufactures blurring the line between what a regional jet and mainline jet is, the skill set of a regional mechanic will more easily translate to major airlines
- Create path for mechanics to transition from Regional Airline to Major Airline
- Vital for both airlines and A&P schools that we develop partnerships to build better mechanics