

The latest news from the CPPC

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College of Professional Pilots of Canada
Collège de Pilotes Professionnels du Canada

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President's Corner September 2023

Hello there fellow College Members.

The College is in the process of rising like a Phoenix, and to quote our motto, **“Together we soar”!**

We are only days away from launching our new website and working on a new membership drive to take us, all together, to new heights!

As part of our initiative we are going to be sending out newsletters such as this one to keep the Members informed of our progress, and, hopefully, engaged or at least entertained...



In this first editorial I want to speak about the changing landscape in our career and recruitment possibilities. Companies like Porter see our value and are recruiting new pilots with previously unheard-of (at least in Canada) incentives. Starting salaries for both First Officers and direct entry Captains are very respectable, and although it may be anecdotal and from people that I have spoken with, apparently it's a great place to work as well.

The combination of a good salary and a pleasant work environment is very attractive, and, going forward, all major players in the industry will have to follow Porter's example or risk not being able to attract the talent that they need to expand or even keep their operation afloat. Let's be clear here, I'm not advocating for someone to jump ship simply for a few dollars, but what I am saying is it's about time that pilots have the upper hand. For far too many years, particularly the low time pilots, have been exploited and taken advantage of. Indeed this is one of the reasons that the College was founded.

Today the industry is changing, however, we pilots have heard about the impending pilot shortage for decades and it seems to always get delayed (think 911, every recession ever and particularly the Financial Meltdown, and COVID). Are we in a different time? Yes, I think so. For decades the career of pilot has been slowly, but surely losing its shine, and that has deterred many who may have thought about a career flying aircraft to look to other careers. The new reality is that we are in demand and almost every major airline in Canada is actively hiring. This is obviously having an effect on 703 and 704 carriers, and even on some 705 carriers. It's forcing higher wages and better working conditions everywhere in the industry, and qualified pilots are being recruited with as little as 250 hours into all levels.

I hope this article has given you some food for thought. The new website will be our platform to bring more ideas to our Members and your participation is key. As a united group, under the umbrella of the College, we will have far more influence on industry stakeholders and the governing bodies. The fact is that pilots are an often forgotten or overlooked key element in our economy and we are vital to Northern and remote communities and that these facts need to be on the minds of government and the public. The College of Professional Pilots of Canada, like the College of Physicians, will have the power to shape government policy related to our profession and thus help make our careers even more attractive and stable.

If you are not already a member please go to the [website](#) and join. Once you are a member, please consider volunteering for one of our committees, as a mentor or as an ambassador.

Be part of something bigger,

Anthony Kokai-Kuun, President
College of Professional Pilots of Canada
Together we soar!

Renew Your Membership

We can't continue the work we do if your membership is not in good standing.

If you can't remember your username or password, [email us](#) and we can help.

If you have never been a member, [CLICK HERE](#) to join the CPPC.

Low time recruitment into the airlines means that the pool of pilots moving up the ranks is far less experienced than their predecessors. Although there is no replacement for experience, our goal (and we believe that it should be the goal of industry as well) is to help mitigate that risk of reduced experience by advocating for and eventually requiring intense and realistic training.

Meanwhile, as the demand for pilots increases, the flight schools have to be able to produce new quality candidates. The dilemma is, how do the flight schools pump out new pilots if there are no instructors to teach them? The instructor issue, along with attracting enough pilots into 703 and 704 operations requires careful thought and planning not only from the industry stakeholders, but also the pilots.

There are opportunities galore for new pilots, retiring pilots, and those that are looking for a different type of flying experience. In the past newly licensed Commercial pilots would have to work their way through the ranks. Starting as a Flight Instructor or on a single engine job then working their way up to a small twin in 703 operations followed by larger likely turbine powered twins in 704 and 705 operations and then into the airlines and commercial jets. The carrot of flying commercial jets is very attractive to many, however, we believe that given the opportunity some candidates would stay in 703 and 704 operations as long as the conditions were attractive. There are also some who would be very happy to work their way through the different levels of very fun and fulfilling Air Taxi and Commuter flying jobs as long as they were sure to eventually make it to the airlines.

Bringing retired pilots back to flight instruction and 703 operations would also help to bolster the ranks of experienced pilots and pass on the knowledge to new up and coming pilots.

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