



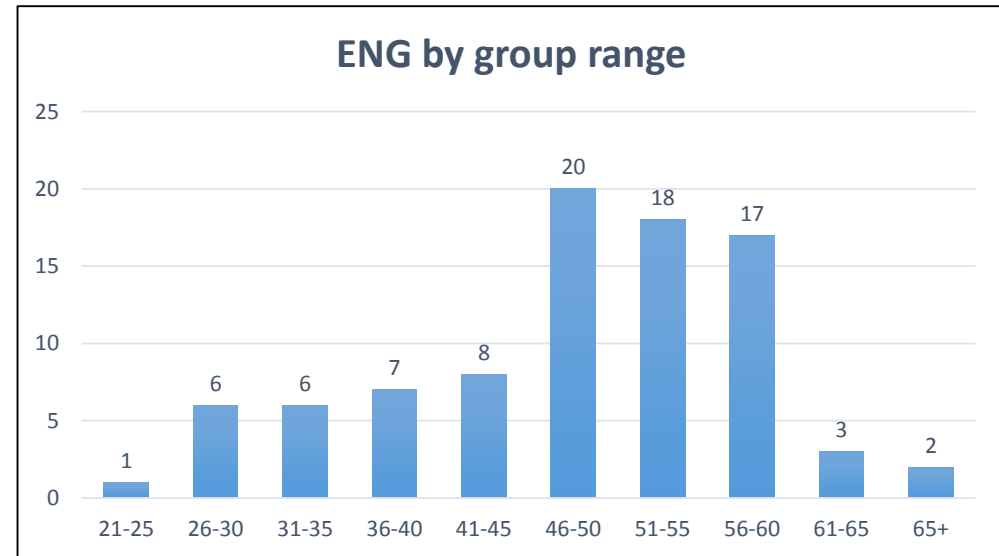
Modern Apprenticeships

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Shortage

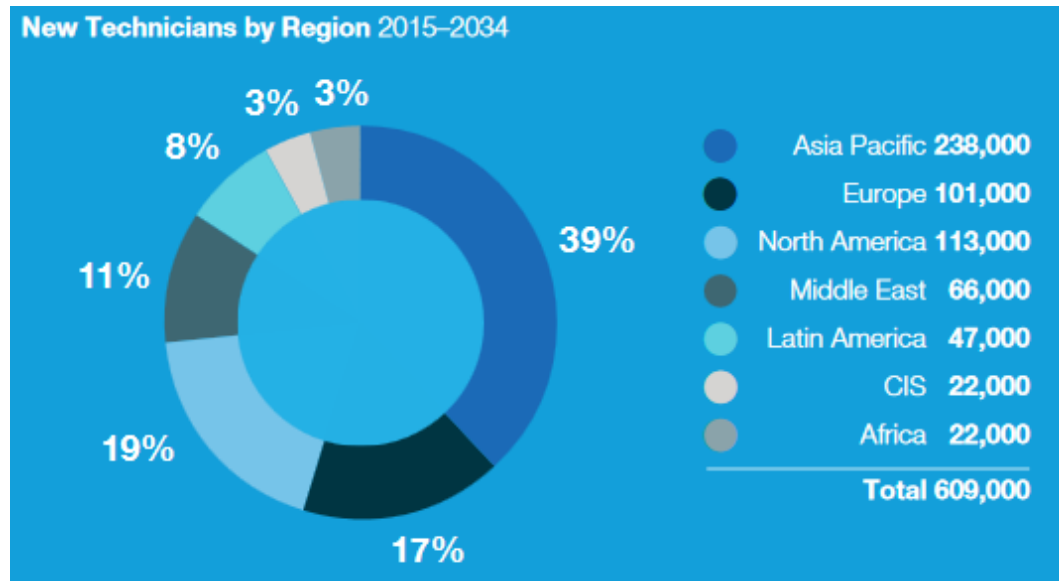
- Loganair struggle to recruit quality AML holders
- 77% of Loganair engineers are over the age of 40
- Our youngest engineer is 25 years old



Not just a local issue

- IATA report of 2009 forecasting high future demand
- Boeing report of 2015 forecasting high future demand
- Recent results from a study by the University of NSW predicting global workforce shortage within 10 years

Maintenance Demand	2018	2026
Total mechanics needed for additional aircraft	247,100	420,000
Total mechanics including fluctuation and retirement	405,500	739,000



Current M.A.

M.A. structure (Scotland);

- HNC Aeronautical Engineering
- PEO 2
- SVQ 3

Solution

- A recognition and understanding of the difference between aviation manufacturing and maintenance.
- Credit level the EASA Part 66 Modules.
- Establish an AML Modern Apprenticeship scheme as a partnership between industry, education and government.

Proposed Timetable

- Oct 2016 – Establish a working group to progress the AML M.A. scheme to delivery
- Nov 16 – Feb 17 - **Credit level the EASA Part 66 modules**
Confirm apprenticeship scheme and delivery method/partner
Secure appropriate funding from government and confirm financial commitment from industry
Publicise and launch scheme
- March '17 - Brief industry/education/government on and gain acceptance of the scheme
- April/May '17 - Recruit first intake
- Aug/Sept '17 - First intake commences at college

Revised M.A.

- Part 66 Modules
 - SVQ
 - PEO 2

- Revised timetable?

Future projects

- Airworthiness M.A. - Create an M.A. for Airworthiness to provide a further route for young people into aviation and a formal training for the Part M job roles.
- Foundation Apprenticeships - Work with education to integrate this new qualification with industry providing a “visible path” from secondary education into an aviation career.