

The Crisis Upon Us — A Depletion of America's Aviation Talent Pool

Interview with Ron Jordan, General Manager, Reliance Aerotech Services Inc.

Q: When did you first notice there was an impending shortage of aircraft mechanics?

A: We started sounding the alarm bells several years ago when we went from customer acquisition pacing our growth to the recruitment of personnel determining our growth. This signaled to us that the industry had transitioned from an abundance of talent to a significant talent deficit and we began working with our customers to help them manage this change.

Q: What do MRO facilities need to change to get the people they need?

A: First, MROs need to look at 'competing elements.' These could be features related to compensation levels, geographic location or the culture of a facility. Companies that are able to gain an understanding of the things that attract talent away from their facility can adjust to become more competitive, thereby attracting the best talent.

Secondly, MROs need to undergo a thorough analysis to understand the relationship between increased labor costs and decreased workers. Many MROs blindly resist becoming more competitive because of the added cost without really understanding how much it truly costs to ignore the problem and not implement effective solutions. This is a supply and demand relationship like any other — as



supply reduces demand climbs. There's always a cost increase of some sort when demand climbs. Firms who resist this reality will not survive.

Finally, companies need to get creative and stop attacking their recruiting challenges passively. At Reliance, we have the capability to output hundreds of phone calls to qualified talent each day on behalf of our customers. This talent pool comes from decades of leading successful aviation staffing and recruiting campaigns. Making calls is only one example activity within a multifaceted recruiting methodology. We would never be successful if we simply advertised our client jobs and waited for the resumes to come. Nor would we be successful if making phone calls was the only activity we utilized. The secret to success is to bring several different active and passive recruiting activities to bear on each job opening. If MROs can do that either by using a firm such as ours, or by building their own high-powered, creative and active recruiting center they will succeed.

Q: Are MROs listening?

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Tanury Industries Performs 'Live' Electroplating at Booth #3891

Article Courtesy of Tanury Industries

Tanury Industries of Lincoln, Rhode Island will be exhibiting at NBAA Booth #3891 and conducting "live" electroplating demonstrations throughout the duration of the show. The airplane pin that will be electroplated will be given to the attendee as a gift for attending the demonstration.

Demonstrations will be performed throughout the day and instruction will be given to the attendee as the process is being performed. Also available upon request, is a complimentary Power Point presentation of a seminar entitled, "Exploring the Fundamentals of Decorative Finishing" that was developed by Tanury Industries specifically for NBAA participants. The presentation was written by Michael A. Akkaoui, President/CEO, and Thomas A. Tanury, Chairman of Tanury Industries, both considered to be experts



in the field of metal finishing.

If you would like a copy of this presentation, stop by our booth and drop off your business card and we will be happy to send you an electronic file copy. This year we are bringing the process to you "live." There is nothing like seeing the transformation of an item from raw material to a beautiful gold finish literally while you are standing there at the booth.

So, if you're ready to be amazed, please stop by Booth #3891 and learn all about the chemistry of electroplating.

Team Volusia Economic Development



Opportunities in the aerospace and aviation sector are abundant in Volusia County, Florida and the greater Daytona area (population 507,000). Home to Daytona Beach International Airport and five general aviation airports, Daytona Beach also is home to Embry-Riddle Aeronautical University, the world's leader in aviation and aerospace education. Located along the east coast of central Florida, Volusia County is a hub to the thriving aerospace and aviation sector of central Florida.

Daytona Beach International Airport (DAB), offers daily, non-stop flights through major carriers Delta (to Atlanta), American (to Charlotte) and Jet Blue (to New York JFK) allowing business travelers easy connections domestically and internationally. DAB is located adjacent to Embry-Riddle Aeronautical University and has approximately 300 acres of property for development with access to the airfield. On-site is the Center for Innovation and Technology and the NextGen Test Bed, focusing on the modernization of the National Airspace System.

Additionally, four general aviation airports provide a variety of opportunities for development of aviation and aerospace businesses. DeLand Municipal Airport features corporate and private hangars, an industrial park and is home to the DeLand Sport Aviation Village.

The Third Annual DeLand Sport Aviation Showcase will be November 1st through the 3rd, 2018. Ormond Beach Municipal Airport features flight aviation training facilities, an airport business park, and properties with airfield access available for aviation-related businesses. New Smyrna Beach Municipal Airport is a general aviation transport airport and has developable sites for sale or lease on the airfield and in the adjacent industrial park. Finally, Massey Ranch Airpark is a private general aviation airport with designated commercial runway taxiway access located in the coastal fly-in community of Edgewater.

Embry-Riddle Aeronautical University, located in Daytona Beach and adjacent to the Daytona Beach International Airport provides quality education and research in aviation, aerospace, engineering and related fields with over 40 degree programs available to students. The Embry-Riddle Research Park is home to the John Mica Engineering and Aerospace Innovation Complex (MicaPlex). The MicaPlex is designed for existing businesses, entrepreneurs, and startups looking to lead the next wave of industry

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Turbine Engine Solutions: Highest Quality of Customer Service

Article Courtesy of Turbine Engine Solutions

Your One-Stop PT6A Engine Overhaul Facility

Turbine Engine Solutions, Inc. is an FAA/EASA (Federal Aviation Administration/European Aviation Safety Agency)-approved repair station holding multicountry certifications for the repair and overhaul of the following engine/product lines:

- Pratt and Whitney JT8D-100 Series.
- Pratt and Whitney JT8D-200 Series.
- Pratt and Whitney Canada PT6A Series.
- CFM International CFM56 Fuel Nozzles.

Turbine Engine Solutions is conveniently located just south of the Kendall-Tamiami Executive Airport (TMB), only 20 minutes from Miami International Airport (MIA).

Our goal is to satisfy all your aircraft engine requirements, no matter how small, from a simple purchase of hardware to complete engine repair or overhaul. We offer a large line of inventory to support all your power plant requirements and take pride in provid-



ing you the best customer service and most cost-effective way to repair or overhaul your engine in the aerospace industry.

Turbine Engine Solutions offers very competitive pricing, the highest quality of customer service and fastest turnaround times in the industry. Our technicians have extensive experience along with our in-house continuous training program to ensure the upmost in quality. Turbine Engine Solutions is committed to customer satisfaction and process improvement techniques.

We look forward to earning your business one engine at a time!

For more information, visit our website at www.turbineenginesolutions.com or visit our facility at 14080 S.W. 143rd Court Miami, Florida 33186. Contact us by telephone at 305-254-0034.

STRAUBE'S AIRCRAFT SERVICES

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City, Georgia; and Philadelphia, Pennsylvania, there is always a Straube's location near you. Each of these facilities is manned by some of the best paint techs in the industry offering the complete spectrum of aircraft painting and refinishing services. Regardless of the aircraft type and size, Straube's quality workmanship can be seen on the finest corporate jets and helicopters, including spaceships which are painted by Straube's expert personnel.

The capabilities of Straube's veteran staff of more than 50 employees is so

highly regarded in the aviation industry that their Philadelphia location operates as the in-house paint contractor for Leonardo Helicopters. All four Straube's locations offer complete aircraft interior refurbishing services and interior/exterior detailing services as well as a mobile crew ready to fly to your aircraft on a 24/7/365 basis. Additional capabilities include custom graphics, layouts, window installation, sheet metal work, corrosion repair, dry stripping, metal bright work and polishing and chemical paint removal, and much more.

The newest Straube's location at Falcon Field Airport (KFFC) in Peachtree, Georgia features a three-bay open floor

hanger configuration with each bay measuring a full 98 feet by 101 feet and 8 inches, (9,958 square feet) with a door height of a full 30 feet. An additional 26,500 square feet of space is reserved for interior, maintenance, repair and avionics capabilities by local service providers.

The company attributes their remarkable growth to their ability to deliver quality customer service on each and every job. With a company motto that reads, "Our guarantee is your satisfaction and we take pride in the fact that the job is not finished until the customer is satisfied," you can be assured that Straube's backs up their work with uncompromis-

ing customer care and satisfaction guaranteed.

This year the company is offering everyone that comes to their booth at NBAA 2018 a chance to register to win an exciting "Helo Tour of The Grand Canyon." Simply visit our Booth #1065 and drop off a business card to register to win the Helo Tour.

Straube's Aircraft Services — We Paint The Skies!

For more information contact Jeremiah Straube, Business Development, Sales and Marketing Director/ Straube's Aircraft Services at 808-228-7841 or sallessas@airstraube.com or visit www.airstraube.com.

FLIGHT DATA SYSTEMS

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ments of ED-112A while minimizing size, weight and power, yet offering increased memory capacity.

"FDS has over 25 years of experience in the flight data recorder industry providing ground support equipment and MRO services for the world's recorder manufacturers," said Darren Privitera, Managing Director and Founder of Flight Data Systems. "We

took the best features of the industry's recorders and added innovative approaches to data acquisition and memory protection making Sentry a leading solution for commercial and military aircraft," added Privitera.

In addition to the required ARINC-717 interface used on standard CVFDRs, Sentry offers additional interfaces creating a flexible architecture that supports forward-fit and retrofit aircraft programs. These interfaces include ARINC-429, Ethernet, RS-422, and MIL-STD-1553B,

as well as analog and discrete sensor inputs, including synchros and LVDTs.

Sentry can also be converted into a combined Flight Data Acquisition Unit (FDAU) and CVFDR by adding the expanded data acquisition modules from the Modular Acquisition Unit (MAU), a miniature data acquisition system designed and manufactured by FDS and in use on commercial and military aircraft worldwide. In addition, other MAU modules, including a Quick Access Recorder, Pitot-Static Input, GPS Splitter

and Receiver Unit, and Wireless Data Transfer can be added to Sentry, combining multiple LRUs into one system.

"Sentry is a very unique system in that it is not just a CVFDR but rather a crash survivable data acquisition platform that can host a wide range of capabilities into one single LRU," declared Privitera.

To see the Sentry Cockpit Voice & Flight Data Recorder and learn about their other products, visit Flight Data Systems at Booth #2290.

RELIANCE AEROTECH SERVICES

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A: In the current environment, some MROs are listening and others are not. The talent will go to those that do, and

furloughs will go out to the few remaining employees of those that do not as they finally close their doors. Eventually this will perhaps lead to a consolidation across the industry and the situation may correct itself. But that may take another

decade.

With nearly one-third of the current aviation workforce at or nearing retirement age, and with few entrants preparing to backfill the jobs they leave behind, time

is of the essence and MROs need to decide how they're going to enhance their recruitment outcomes now.

For more information on Reliance Aerotech Services, be sure to stop by Booth #544.

MORGAN/HARBOUR

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our MHC aviation team. Our main office

is located at 7510 S. Madison Street in Willowbrook, Illinois with regional offices in Chicago and Kenosha, Wisconsin. Give Warren Seil, President/Partner

a call at 630-734-8800 to discuss your next project or visit www.morganharbour.com to learn about our design build and construction management capabilities.

ties. At Morgan/Harbour, it's more than brick and steel, more than business and bottom lines; it's about people, service and complete satisfaction.

GAL AEROSPACE

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components assembly.

Aerospace Staffing Services: Temporary and permanent aerospace staffing including, technical services (interiors teams, field support, operational startup)

and on-site installation support.

Leaders in interior manufacturing, GAL is pioneering the way to excellence through providing advanced design and manufacturing capabilities and specific cabin interior components for both business and commercial aircraft.

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Companies is a North American-based "super sub-tier" supplier to the aerospace interiors market. Providing design and manufacture of aircraft cabinetry, interior monuments, advanced composite components, light metallic aerostructures and aerospace specific staffing services. Certifications

include AS9100 and CGP with additional qualifications as an FAA Repair Station, and Transport Canada Approved Maintenance Operation with EASA 145 approval.

Contact us at sales@galaerospace.com and visit www.galaerospace.com.

AIRCRAFT OWNERS & PILOTS

ASSOCIATION (continued from page 75)

CPA through the process based on the applicable state laws that may apply.

#2. Aircraft Accidents or Incidents

This category includes everything from a runway incursion, off airport landing, the

FBO towing your airplane into a light pole, to ground loops and hard landings. These also tend to be the most challenging cases because the pilot may be coping with a traumatic experience while simultaneously facing an NTSB investigation, possible FAA action or other serious legal issues arising from injuries or damage to property.

#1. Pilot Deviations

The most common type of call has to do with some sort of pilot deviation. These are the type of matters that typically begin with air traffic control asking a pilot to call a telephone number after landing and could be the result of a pilot not complying with ATC instructions, inadvertently flying into controlled air-

space, penetrating a TFR or not flying the published departure procedure.

Pilot Protection Services is an AOPA members-only benefit, and one that we're proud to provide to thousands of professional pilots like you.

Learn more at www.aopa.org/pps or visit us in Booth #2835.

AIRCRAFT BELTS, INC.

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4) FAA certified Part 145 Repair Station YB1R632K is approved for the re-webbing repair of any ABI belt.

5) Airbag Systems thru the Aviation Oc-

cupant Safety (AOS) Joint Venture for forward facing 3-pt airbag harnesses and side-facing divans to meet the new regulations.

Call 919-956-4395, email info@airbelts.com or visit www.aircraftbelts.com for a quote or to place an order. ABI is located in Booth #619 at NBAA-BACE.

About Aircraft Belts, Inc.

Since 1981, ABI has been a leader in developing and manufacturing aircraft safety restraints. As part of the H-D Advanced Manufacturing portfolio of companies, ABI is an OEM restraint provider to many aircraft manufacturers including Textron Aviation, Bell-Boeing, Leonardo Helicopters, Piaggio, Twin Commander,

Sikorsky and several military programs and customers. The company provides restraints (re-web and new) to Gulfstream, Bombardier, Dassault, Embraer, Beechcraft and many other interior completion centers in the aftermarket through their repair station. ABI operates from a 70,000-square-foot facility located in the Raleigh/Durham area of North Carolina.