



Ladies & Gentlemen:

One of the primary objectives of the Helicopter Engineers & Pilots Association Canada (HEPAC) is to safely & professionally resolve the problem of getting low-time pilots operational. Ideally, HEPAC wants to assist commercial helicopter operators with the development of an industry-wide mentorship program which ultimately provides the cornerstone for your own safety management system.

HEPAC is engaged in preliminary discussions with Human Resources & Social Development Canada in an effort to obtain limited federal funding support in the form of salary dollars (a targeted 35K per low-time, new-hire). If successful, operators who are members of HEPAC could qualify for access to these salary dollars to help subsidize the costs of hiring and training low-time pilots.

Furthermore, HEPAC is working hard to develop a comprehensive program to address the disconnect between low-time pilots and the experience required to become operational. The pilot shortage has become critical and the difficulty in getting low-time pilots operational will only make the situation worse.

In the policing business rookies are teamed up with highly experienced officers for the bulk of their first year. HEPAC sees considerable value in utilizing such a system as part of a larger program to work within an operator's unique business condition. Our industry's future relies on our "old salts" passing along all the knowledge and experience they possibly can prior to enjoying their hard-earned retirement years.

Various ideas have been suggested on how to achieve this. From making arrangements with clients to send pilots to work as co-pilots on certain jobs, to various ground crew positions, to positioning flights to changing the flight school training syllabus and all sorts of ideas in between. HEPAC is in the process of developing a discussion paper and a game plan but we need your suggestions and ideas. We need your help to build and develop a program that perfectly fits your needs. With your help, we can build a solid, detailed action plan to help your company and our members. It is our hope that your company will join us in developing this program thus ensuring that your needs are met.

We ask that you take a few minutes to send us an email outlining what sorts of things would work for your operation. From your ideas we will work with you and build a comprehensive mentorship program.

We look forward to hearing from you soon.

"It's only the beginning but the implications are terrific."

— Gerald Sayer, first flight in the Gloster-Whittle E28 jet, 1941

Sincere regards and all the best for 2008!

Dan Mulligan
Chair, Mentorship Committee