



## **HEPAC Works with Industry to Develop Mentorship Program for Low-Time Pilots**

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One of HEPAC's primary goals is to safely & professionally resolve the problem of getting low-time pilots operational. HEPAC plans to accomplish this by working with commercial helicopter operators in developing an industry-wide mentorship program. Currently, HEPAC is in the process of developing a discussion paper and a game plan and is working with operators to get suggestions and ideas and build a foundation for a national mentorship program.

Based on initial recommendations from our members HEPAC is engaged in preliminary discussions with Human Resources & Social Development Canada in an effort to obtain limited federal funding support. If successful, operators who are members of HEPAC could qualify for access to 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.

Dan Mulligan, Chair of the Mentorship Committee noted: "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."

"We need to work together to build and develop a program that perfectly fits operator and pilot needs. With help, we can build a solid mentorship program." He further added.

For more information regarding the mentorship program please contact:

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