



# SAFE Mentoring Survey Results

Presented at SAFE Annual Meeting

July 29, 2010

AirVenture, Oshkosh, WI

In cooperation with Hampton University



## Comments from the Survey:

*"The trouble with aviation is you don't know what you don't know so how can you ask the question?"*

*As I have moved up in my aviation career, .... I wonder how did I ever survive not knowing this information that had always been out there but wasn't necessarily written in books or taught at an earlier part of my career?"*

*"The main thing I was (and still am) looking for is an instructor who I could talk to about the tough questions about students and training. .... I need the kind of stuff that you can't read in a book...which could (only?) be provided through interacting with other CFIs who have similar goals."*

## Why Have a Mentoring Program



- Comment: *"Great philosophy - improving safety through improved education of flight instructors"*
- SAFE founders believe an important mission and benefit of SAFE is to provide a mentoring program to its members (not just CFI's)
- The survey was developed to learn the desires and needs of aviation educators regarding a mentoring program
- Next step is use the results to design the program

## Who Participated in the Survey

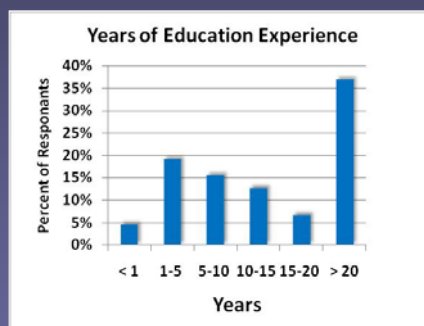
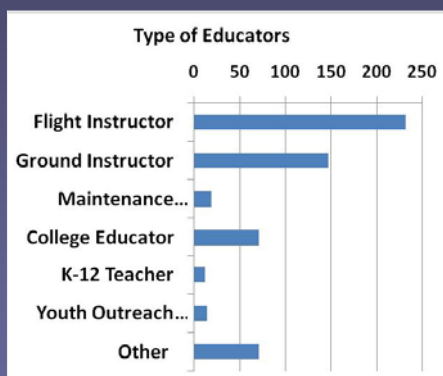


- Kicked off at Sun-n-Fun as a paper survey
- Emails requesting educators take the on-line survey sent to
  - SAFE members
  - Cessna Pilot Centers
  - University Aviation Association university members
  - National Coalition for Aviation Education
  - Various Associations of Flight Instructors
  - Others

## Who Responded

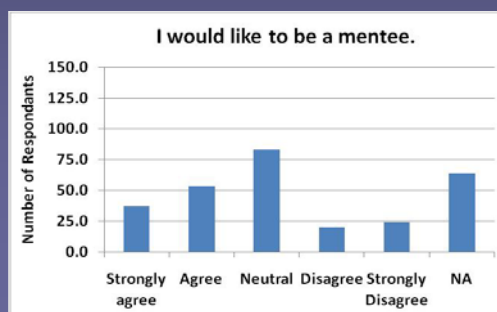


- 281 Responded by June 21, 2010



Examples of 'Other' includes: healthcare, military, safety, CAP, Boy Scout, and professional trainer

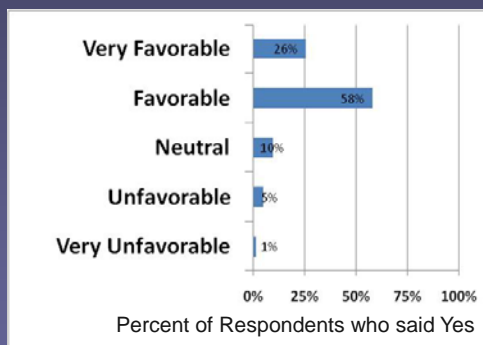
- Many more interested in being mentors than being mentees
- Interaction between the answers to these two questions



## Have you ever participated in a mentoring program?

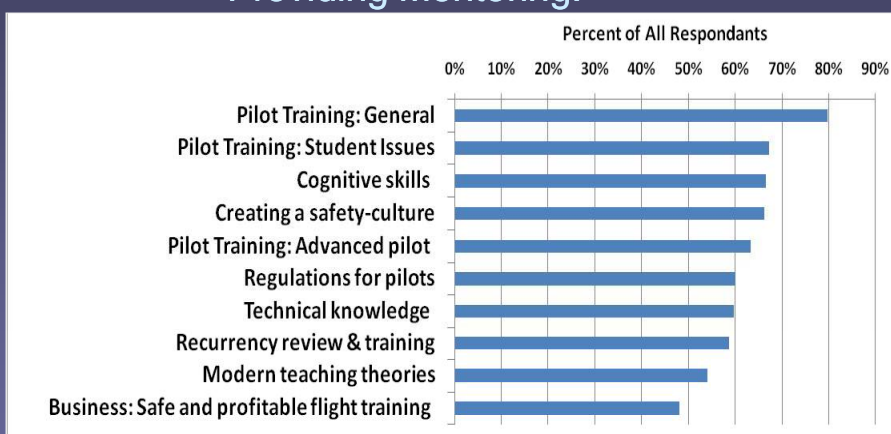


- 48% said YES. Of this group,



- Comment: *"I enjoyed a guiding hand while I was moving up to Commercial Pilot. All that was requested of me was to provide the same to someone later "down the line".*

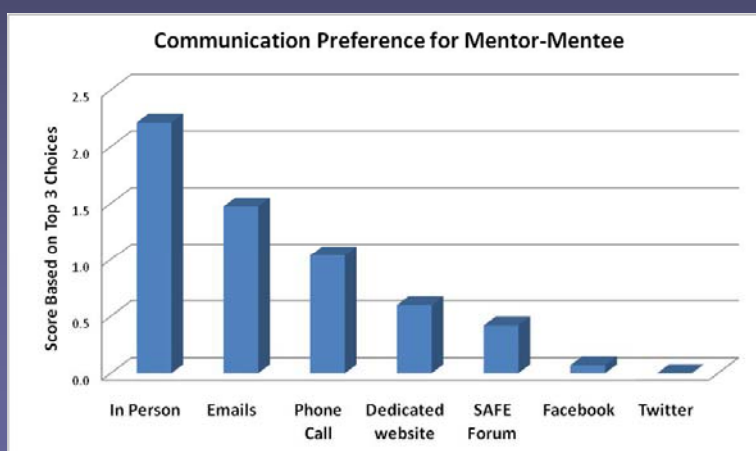
## Top Ten Areas in which Respondents would be Interested in Receiving or Providing Mentoring:



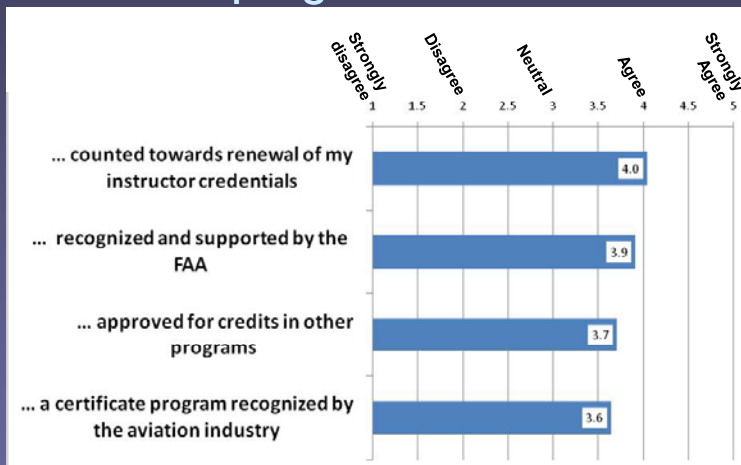
	<1 yr	1-5 yr	5-10 yr	10-15	15-20	>20
Pilot Training: General	1	1	1	1	1	1
PT: Student Issues	4	4	4	4	4	2
Cognitive skills	2	6	2	3	3	5
Creating a safety-culture	3	7	6	2	2	3
Pilot Training: Advanced pilot	5	3	3	8	6	7
Regs for pilots	7	5	9	7	7	4
Technical knowledge	6	2	7	5	8	8
Recurrency review & training	8	8	8	6		6
Modern teaching theories	9	9	5	10	5	
Business: Safe and profitable flight training			10	9	9	9
Youth Aviation outreach programs						10
Career advancement in education					10	
Career advancement as a pilot		10				
Business: Operating an aviation business	10					

## Communication Preference

- The same results for all levels of experience

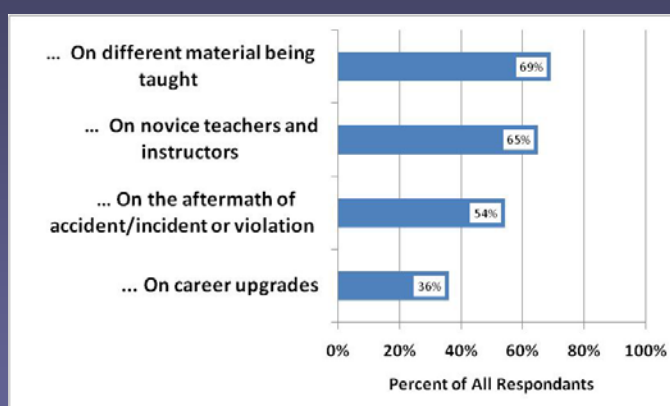


## I would be more likely to participate the program was ...



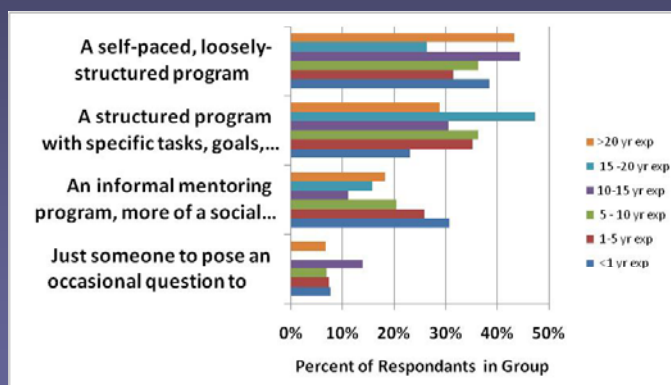
- Trend is the same across experience levels
- Consistent with answers to question about recognition

## A Mentoring Program Should be Focused ...

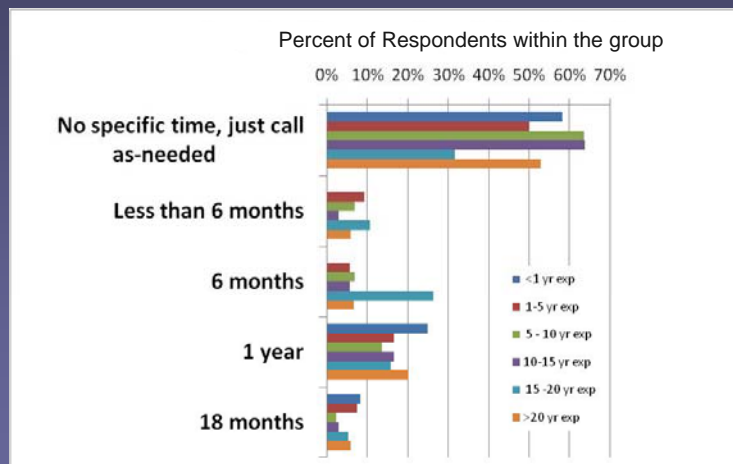


- The 1-10 years experience group was flip-flopped on which was #1 and #2 (2% difference)

## Which would be preferred?



## How long should a mentoring relationship last?



## Some Comments Regarding Characteristics of a Mentoring Program



- *"A mentoring program is only as good as the people involved, their motivations and the relationships they develop. Any program needs to focus on finding ways to give the participants enough social opportunities to meet and find each other so that the right matches can happen. Then the program needs to provide whatever support the individuals need."*
- *"I believe a mentor program needs to be flexible."*
- *"the mentoring relationship is an informal one in which both parties feel comfortable discussing a myriad of issues."*

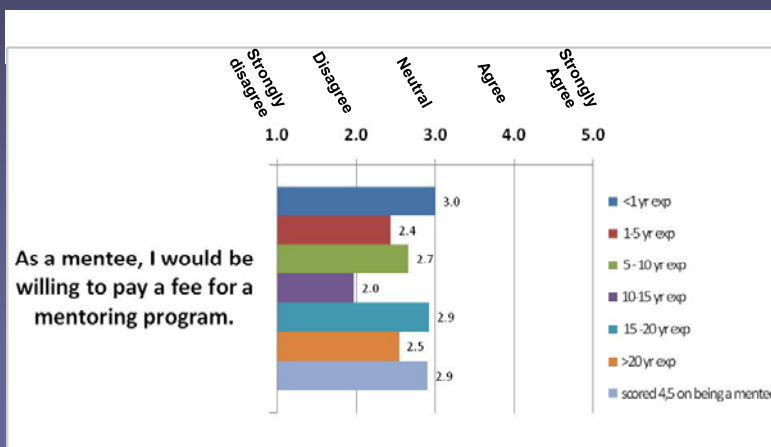
## More Comments Regarding Characteristics



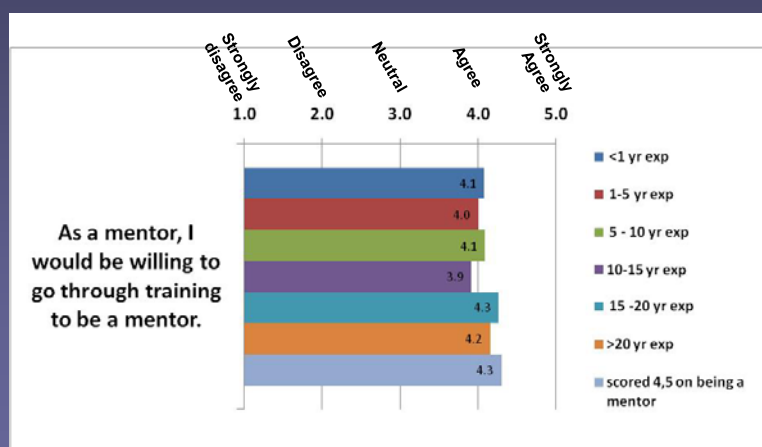
- *"There has to be a mutual respect and dependence on each other."*
- *"I hope it will not be burdensome to either the mentor or the mentee. The program needs to be practical and easy to access."*
- *"It seems a ... more personalized program of continuing education- something like guided recurrent training"*
- *"I would like to see specific goals the option/availability to personalize for the person and/or situation (aka elective credits are required but come from a laundry list of options)"*



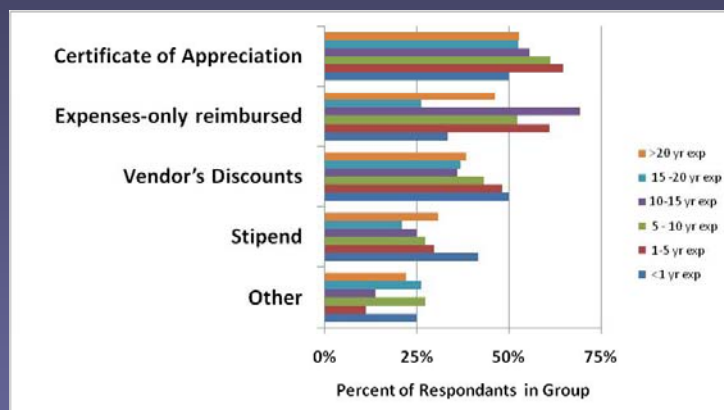
## Fees to Participate



## Training for Mentors



## How should mentors be compensated?



- Results can add to more than 100% because multiple answers were allowed

## "Other" ways to compensate mentors include:



- Continuing Ed credits,
- bonus or tips/gift from mentee,
- none needed
- license renewal credit,
- FAA bonuses,
- AAAE Accreditation
- Vendor support beyond just discounts
- Commission from mentee's sales
- I would do it for the joy of passing on experience
- Success of the "mentee"
- designation "Approved SAFE Mentor",
- Wings credit,
- MCFI credit
- ataboy and by whom?
- It depends on the services and structure of program
- FAA should pay for experienced mentors

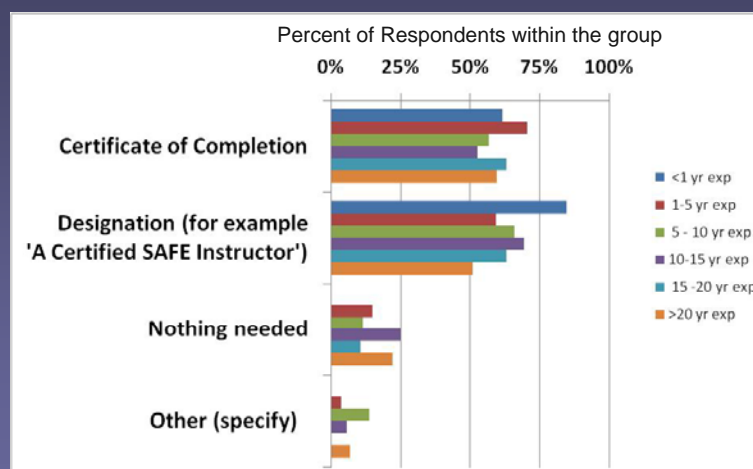
## How should mentors be compensated? Comments



- *"Volunteer, which means "quid pro quo" or professional courtesy"*
- *"Cash, cold hard cash, I need to eat you know and this is a job. Shouldn't I be paid well to help train my competition?"*
- *"anything to get participation, but not enough to make them do it as source of income"*
- *"If general aviation is going to grow/stay alive, pilots and the aviation industry will have to give their time and resources for free."*

## How Should Mentees be Recognized?

Comment: *"Definitely needed so schools put value on them."*



- Results can add to more than 100% because multiple answers were allowed

## “Other” ways to Recognize Mentees include:



- Wings-type credits, Certificate renewal
- Press release and marketing materials
- SAFE/FAA Program Training Completion Certificate
- Equipment (e.g. GPS or Satellite WX units)
- Letter of Confidence to their Insurance Carrier
- Insurance discount
- Levels of Certified SAFE Instructor
- log book entry
- Need to provide something that demonstrates commitment and qualifications toward becoming a mentor

## Some General Comments



- *“I'd be happy to help develop a mentoring program.”*
- *“Happy to serve as a mentor, but also interested in being a mentee.”*
- *“I believe a mentoring program is absolutely essential for new instructors, especially independent or sole FBO instructors.”*
- *“This would also be an excellent idea for instructors who have been away from aviation for a while and want to get back into teaching.”*

## More General Comments



- *"Offer students a sound reason for accessing a mentor."*
- *"FAA 'buy-in' will be a major factor in inducing mentees and other than the most committed mentors to join the program."*
- *"There are already enough programs."*
- *"Great first start! As an industry we should be proactive in advancing our profession and not be content with FAA minimum standards."*
- *"Good idea."*

## More Comments



- *"Ideally, we could get components of the program included as part of FIRCS or as a replacement for the current FAA CFI Modules."*
- *"I think the mentoring program is an excellent idea."*
- *"I have mentored frequently for a long time, with excellent results!"*
- *"I'm a helicopter CFI. Need for mentoring is acute in this area"*
- *"Thank You!"*



## CONCLUSIONS:



## Structure

- Program needs to be structured, yet flexible
  - Flexible in time
  - Flexible in topics
    - Select from a shopping list of modules
      - Let the focus meet mentees needs
    - Map modules into FIRC requirements
  - Needs to be structured with online, email and in person so its “easy to access”



- Only with structure will we be able to measure success and say instructors have 'completed the program'
- The structured portion should last around a year, but needs to include an open-ended call-as-needed component
- Needs to be structured so the program can be rolled-out in stages
- Needs to be structured to dove tail with other existing programs
  - WINGS, FAASTeams, MCFI, FIRC

## Matching Mentors and Mentees



- Develop applications for mentor and mentee that capture the important information

Match on:

- Interest/knowledge areas,
- Geography when able
  - 'In person' was #1 preferred method of comm
  - Possibly by FSDO regions within US
- Personality, teaching/learning style
- eHarmony.com for aviation instructors
- Need to be a person or group that oversees the matching

## Incentives, Compensation



- Little interest in paying for mentoring (such as web sites that charge a fee.)
- Administrators need to be volunteers
- Mentors need to be volunteers
- Compensation/Recognition/Incentives need to have value but be of no cost to SAFE
  - Free mentoring material, Discounts, credits, free training, free stuff, certification

## Mentors



- Majority said they would be willing to go through training to be a mentor
  - Need to develop a training syllabus and training material
  - Needs to be flexible, on-line training
- Programs needs to “not be a burden”
  - A few hours a month seems reasonable



## Closing



- Grant from Wolf Aviation Fund through Hampton University to help with design of the program
- Learn from and build on other mentoring efforts
- Look for a roll out in late Fall