



The National Organisation in New Zealand of:
Aviation Education and Research Organisations
Aircraft Repair and Maintenance Organisations
Unmanned Aerials Systems Organisations
Air Rescue/Air Ambulance Organisations
Aviation Fuel and Oil Suppliers
Flight Training Organisations
Aviation Service Providers
Air Charter Operators
Helicopter Operators
Aircraft Constructors
Aviation Suppliers
Airport Operators
Airline Operators
Aviation Insurers

6 March 2013

Dean Minchington
Chief Executive Officer
L14 Plimmer Towers
PO Box 25522
Wellington 6146

Dear Dean

Strategic Skills Advisory Group-Aviation

Further to our conversation of 21 February our sector has been giving considerable thought to the new structure of Service IQ particularly in terms of communicating our key strategic issues to the new Board.

First, might I say that our sector was particularly surprised that the "Transitional" board had made a decision to appoint itself as the permanent Board for a period of three years. We were under the very clear impression that the new Board would be appointed in June 2013. As advised we see risks for our sector however I accept your point that it is best to work constructively to address those perceived risk and ensure they do not become "actual risks".

To that end we were very taken with your proposal to create an aviation advisory group to the Board. Initially we had been told that such an advisory group would exist but essentially this would be the old ATTTO Board. Aviation had strong and direct linkages to the ATTTO Board as aviation is a critical component of the tourism and travel supply chain but we did not have any substantial overlap with the skills issues of travel, tourism and museums.

The strategic supply chain issues for our industry were somewhat different due to lengthy skill development periods, high cost of training, global demand/supply issues; technology change and government policy setting which lacked alignment between regulatory and educational settings.



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To that end we would like to accept your offer of a strategic advisory group specifically for aviation. We would seek this to be established as a sub committee of the Board but appreciate that is a matter for your Board to determine.

We also appreciate that the ITO's role in strategic skill leadership is in a bit of a melting pot but we would like to see a continued commitment from Service IQ to work with us addressing strategic HR issues. These are listed briefly as :

- A critical shortage of pilots and inability to meet forward demand
- Insufficient flight instructors with the necessary level of experience to meet forward demand
- Government policy setting in aviation which has destroyed flight training productivity
- A need to align regulatory settings with global best practice
- Inadequate attention to the aging of the workforce and no technology solutions to reduce manpower requirements – aviation engineering may be a slight exception to this although arguably avionics is getting more not less complicated
- The lack of a coherent plan to build and grow our workforce. CAA does bits. Industry does bits and ATTTO provides bits.

I have alerted a number of our industry sector leaders that we will be writing to you seeking some immediate action either by way of confirmation that there will be such a group formed under the auspices of Skills IQ or that your preference is not to have such a group.

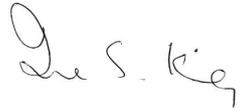
We would appreciate advice from you urgently as there is a critical shortage of pilots and flight instructors with the necessary experience in this country.

The proposed group would also be beneficial in providing advice into the recently established Industry Training Implementation Advisory Group. I have attached for your information our most recent presentation to the TEC/MOE on supply and demand for pilots.

We look forward to hearing from you urgently.



Yours sincerely

A handwritten signature in black ink that reads "Irene S. King". The signature is fluid and cursive, with the first name "Irene" and last name "King" clearly legible.

Irene King
Chief Executive



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