Regional Scholarships, Charities, Mentoring, & Education
REGIONAL GROUP LEADERSHIP WEBINAR III

August 26th, 2010 | 2:00-3:30PM
This image is probably one of my least favorite for a couple of reasons: 1) It looks falic, 2) If you aren’t involved with aviation you are not going to recognize what you are looking at which gets back to my first point.

I think a far better image would be the wing tip we use on the new NBAA folders. Not only is this image more visually appealing I think it also conveys some better messages. Namely, that we’re leading edge, and the use of the wing tip represents efficiency as well. I’d give it a try because I think you’re going to like it a lot better.

Todd Wormington, 3/5/2009

This should also probably include location (City, State). I would recommend as well specifying this in a way that more clearly indicates how you want the date formatted so that it is uniform. For example, Month DD, YYYY • Washington, DC will at least help (but not prevent) other variations.

The text box should probably be expanded a bit even if the city and state are not added.

Todd Wormington, 3/5/2009
Regional Scholarships, Charities, Mentoring, & Education

I. Introduction  
Burkhart

II. Developing Scholarships & Charitable Programs  
McAlindon & Vis

III. Scholarships & Mentoring  
Ison

IV. Educational Initiatives  
Black & Swartzwelder

V. Resources Available  
Ivey

VI. Q&A

VII. Wrap-Up & Survey

INTRODUCTION & WELCOME

Dan Burkhart  
NBAA Director, Regional Programs
NBAA REGIONAL WEBINARS

Fulfilling our promise from last year’s NBAA AM&C Regional Groups Networking Session for a year of regional group leadership webinars

DEC 2009:
Using the Web to Maximize Your Group’s Effectiveness

APR 2010:
The Value of Community Outreach

AUG 2010:
Regional Scholarships, Charities, Mentoring, & Education

http://www.nbaa.org/advocacy/regional/
LOOKING AHEAD

- NBAA Regional Groups Networking Session at AM&C (Oct 19th 1-3:30pm)
- NBAA Local/Regional Groups Subcommittee
- Future Webinars
- Other Resources Available

DEVELOPING SCHOLARSHIPS & CHARITABLE PROGRAMS

Deb Vis & John McAlindon
West Michigan Business Aircraft Association
POLL QUESTION

• Do any of you currently coordinate a regional business aviation scholarship program?

  • YES
  • NO

WMBAA

30-Year History

• WMBAA first formed in 1980 to help promote aviation in region

• WMBAA was once very active regional association

• Successful golf events led to scholarship program
WMBAA
Development of Scholarship Program

- Effort to promote the development and training of future aviation professionals in our area by awarding aviation scholarships to outstanding aviation students.

  Our desire is to ensure that the industry in West Michigan remains strong.

- Rely on contributions from aviation industry to continue

WMBAA
Today

- Currently, 30-35 dues-paying companies with various membership levels

- Annual golf tournament in June is only association event offered

- Successful scholarship program has been in existence for over 25 years – continues to grow…
WMBAA
Annual Golf Event

- WMBAA Golf event very popular (sells out) annually with around 152 participants
- Family feel
- Golf course partnership and cooperation
- Attended and sponsored by West Michigan Aviation Community, out of town vendors, etc.
- Nice prizes – everyone wins

WMBAA
Scholarship Program Development

- Established partnerships with 2 universities in West Michigan:
  - Western Michigan University
  - Northwestern Michigan College
- Association dues, sponsorships, & registration fees go into one “pot” to cover course fees, food, prizes, and the scholarship funds
- Golf event and Scholarship application process is managed by Steelcase Aviation
WMBAA Annual Scholarship Program Process

- Scholarship application process begins about 3 months prior to golf event
- Students are required to complete application form and submit required documents to WMBAA
- Panel of Captains review applications to select interview candidates

WMBAA Annual Scholarship Student Applicant Requirements

- Applicant must complete and submit the WMBAA Aviation Scholarship Application
- Applicant must be a U.S. citizen
- Applicant must have college sophomore, junior, or senior status by the fall of current year, and be currently enrolled in a four-year aviation flight program with plans to complete a curriculum leading to a degree and a career in aviation
- Applicant must have maintained a 3.0 minimum GPA (on a 4.0 system) at the time of application
- Finalists will be contacted by the first Friday in May, and must be available the second Friday in May for personal interviews in Grand Rapids, as well as the first Friday in June for presentation of scholarships
The completed application shall be accompanied by the following items:

- A letter of recommendation from a member of the aviation department faculty at the institution in which the applicant is currently enrolled
- A current resume
- Transcripts from current and all prior collegiate institutions
- A one- to two-page essay describing the applicant’s aviation background, current status, and future aviation goals
- Photocopies of all FAA ratings/certificates held
WMBAA
Annual Scholarship Interviews

• 1-day interview process for final 9-12 scholarship candidates at the hangar

• Pilots are recruited from other aviation departments to assist with interviews

WMBAA
Annual Scholarships – Final Results

➢ **Donald Reininger Memorial Scholarship Award**
$3,000 (minimum) cash award available. The cash will be distributed in the form of a check made out to the recipient and the recipient’s college, university or technical school.

➢ **Flight Training Award** *
One FlightSafety International Cessna Citation Co-Pilot Initial Training Course

* Applicants for the Flight Training Award must have senior status by the fall of the current year, be a current year graduate, or an alumni CFI currently employed by the college who has achieved a Commercial Pilot License with Multi-Engine Rating.
WMBAA
Awarding Process

• WMBAA sends a letter to each winner:
  o advising of the scholarship award
  o inviting him/her to the golf event

• Checks are presented at golf event dinner

WMBAA
Lessons Learned & Potential Roadblocks

• NAVIGATING COMPLEXITIES WITH EDUCATIONAL INSTITUTIONS:
  • Example: One university requested that the check be made out to their foundation instead of directly to student. There was a delay in the money actually reaching student’s hands last year because of this.

• OTHER POTENTIAL GLITCHES TO ANTICIPATE...
WMBAA
Overall Success!

• Scholarship program continues to prosper and grow

• Brings West Michigan Aviation Community together for a good cause

• Promotes development of future business aviation professionals in West Michigan region

SCHOLARSHIPS & MENTORING

Chris Ison
Georgia Business Aviation Association
Scholarships & Mentoring

- GBAA Started Annual Golf Event in 1999
- Development of Scholarship Program in 2004

**Facts & Figures**

Since 2004, the GBAA has awarded over $150,000 in scholarship money.

58 students and aviation professionals have been awarded GBAA scholarships.

- Subsequent Creation of Mentoring Program
POLL QUESTION:

WHAT IS THE ROLE OF A MENTOR?

Is it to provide:

a) Educational advice
b) Career Preparation
c) Friendship
d) A & B
e) All of the above

ANSWER...
d) A and B

a) Educational advice
b) Career Preparation

An effective mentor-mentee relationship remains professional
Effective mentors provide their mentees with:

• Reasonable expectations balanced with accountability

• Truthful answers balanced with nonjudgmental feedback

• Confidentiality

POLL QUESTION…

Does the mentor-mentee relationship benefit both parties equally?

Yes or No
ANSWER:

Yes, absolutely!
Mentoring is meant to be a PARTNERSHIP

AN EFFECTIVE MENTORING PROGRAM WILL PROVIDE BOTH PARTIES WITH:

- A lasting professional relationship
- Knowledge and skills that otherwise might be difficult to acquire alone
- Improved interpersonal, career-building and leadership skills
- Network building opportunities with experienced professionals
EXAMPLES OF WHAT A MENTORING RELATIONSHIP MIGHT ENTAIL...

- Education / career advice
- Fiscal responsibility and budgeting counseling
- Interview coaching (clothing, interpersonal skills, table etiquette)
- Perspectives on workplace dynamics (culture and policies)
- Facility / campus tours and invitations to professional events
- Networking introductions to other professionals

While the association is a facilitator for the Mentor-Mentee relationship, and can provide a basic outline of the program, it is ultimately up to the mentor and mentee to decide what works best for them, what goals they wish to set, etc.

SELECTING MENTEES

- Start small, with the current year’s scholarship recipients
- Formally invite them to participate (all may not accept the opportunity)
- Once the program is established, evaluate expansion opportunities (past year recipients, all applicants, etc.)
SELECTING MENTORS

- All employees of member companies should be eligible.
- Start with an informal selection process, based on personal recommendations and networking.
- Find mentors that are working in professions that sync with the mentees' chosen career aspirations.
- As the program grows, evaluate the need for a formalized recruitment/selection process.

TRAINING MENTORS

- Schedule an initial orientation meeting with the mentors to get input and answer questions.
- Schedule recurring meetings to brainstorm what is and isn’t working.
BUILDING THE MENTORING RELATIONSHIP

- Spend time getting to know each other (informal conversations, questionnaires)
- Meet in person as often as possible
- Interact at least once a week (phone/email)
- Make at least a 2-year commitment

BENCHMARKING

- The association should remain available to provide ad hoc support and encouragement
- Form a mentoring committee with a chairman from the association and all the mentors
- Mentors and mentees should be accountable to each other, and the association
- Mentors should share questions and concerns with each other, and the committee
- Mentors and mentees should document their successes and setbacks
**LEGAL ISSUES**

Association hold harmless agreement should be signed by both the mentor and mentee.

Mentor company forms (if any) should be signed by the mentee (e.g. confidentiality, facility access).

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**TOPIC-SPECIFIC WORKSHOPS & SEMINARS**
- Careers in business aviation
- Business lunch etiquette
- Include other groups such as high schools, Aviation Explorers, Civil Air Patrol, Local A&P and flight schools.

**PEER ASK PROGRAM**
- Association members put themselves on a phone/email list by career specialty.
- Available to association members for questions/advice.

**PEER MENTORSHIPS FOR YOUNG PROFESSIONALS EMPLOYED BY ASSOCIATION MEMBERS**
FINAL THOUGHTS...

The mentoring program is meant to be an exciting and challenging partnership

- Make it enjoyable
- Value each other
- Keep it professional

SUCCESS!

EDUCATIONAL INITIATIVES & INTERNSHIPS

Lisa Swartzwelder & Eric Black
Business Aviation Collaborative of Ohio
POLL QUESTION

• Do you or does your company or flight department currently have a relationship with any of your state’s college/university level aviation degree programs?

YES
NO
I DON’T KNOW

What if we told you…

• Industry could drive curricula for your future workforce…
• Students could help solve industry challenges as a part of their course credit…
  and…
• You could collaborate and interact with your future job candidates as a part of their education process?

...No budget, no problem!
Business Aviation Collaborative of Ohio (BACO)

Historical Overview

- As OSU Aviation Department alumni, we were invited to speak to aviation students at OSU
- Realization that no formalized stand-alone business aviation course was available in Ohio aviation programs
- Limited Brands Aviation interns had little or no knowledge of business aviation operations.
- Idea was born for what would become the Business Aviation Collaborative of Ohio.
Connecting the Dots…

- Collaboration with Business Aviation Operators at CMH Airport (Nationwide and NetJets)
- Guidance from Dr. Tara Harl from St. Cloud University
- Partnered with regional industry operators group (ORBAA), State Officials, and Educators.

Business Aviation Collaborative of Ohio

Mission Statement:

“Ohio’s Business Aviation industry and the State of Ohio will partner to align aviation education objectives with the needs of business aviation industry challenges and opportunities of tomorrow.”
Opportunities Within Our State

- Ohio has six participating colleges, including four four year programs, and two community colleges.

- Ohio is rich with aviation heritage, and includes the operations of the largest two fractional providers, as well as many Fortune 500 operators and industry supporting supply chain businesses.

Partnerships with State Government

- Took case to state level –

- State Department of Development goal alignment to attract and retain state educated talent after graduation.

- Ohio Board of Regents
  - Allocates funding to state universities
  - Interested in developing jobs that stay in OH
  - Leverage industry influences on University curricula
  - Board of Regents became an ally
Chancellor Fingerhut’s Challenges

1. Build meaningful internships and/or co-ops into every aviation learning experience

2. Revise curriculum to meet industry needs

3. Gather meaningful demand statistics from employers and align with education outputs

4. Align efforts with both schools and employers to meet equipment and technology needs

5. Schools should join and actively participate in industry associations

MEETING FORMATS

• Collaborative meetings brought the essential players to the table:
  – Educators
  – State Officials
  – Business Aviation Industry Representatives

• Facility tours/presentations on highlights and course offerings of aviation education program

• Breakout group discussions on various topics
Meeting Results

- A stand-alone Business Aviation course implemented at all five participating collegiate aviation programs
- Industry support of the curricula and classroom presentations
- Collaboration between educational institutions to leverage resources and share best practices
- New Industry exposure to resources offered at Universities
- Inspired the development of a new major in Business Aviation at one of the programs.

BACO: Guidelines for Industry

- Reach out to Ohio’s higher education aviation programs:
  Bowling Green State University, Columbus State Community College, Kent State University, The Ohio State University, Ohio University, and Sinclair Community College

- Ensure that all employees who interact with the faculty/students understand the mission and have mentoring skills.

- Partner to decide appropriate levels of participation: company culture, budget, staff resources, security.
BACO: Industry Participation

Various Levels of Participation

• Donate trade publications/periodicals
• Use influence with vendors to make further connections
• Sponsor student/faculty for industry conference
• Be a mentor – cadence of phone calls to discuss aviation hot topics

Levels of Participation

• Case study in or out of the classroom
• Presentation in the classroom / student organizations
• Hangar/office/factory tours
• Mock interviews
• Observation flight / maintenance
• Include faculty/instructors in training programs
• Day or week long shadow program
• Paid or unpaid internship-course credit?

BACO: Long term goals

• Maintain a continuously evolving curriculum covering the most current topics and issues in business aviation industry to make Ohio the destination for business aviation education
• Continue open dialogue between business aviation industry and academia, allowing industry to have input on topics taught in the business aviation course
• Attract industry talent to Ohio and retain graduates
• Strengthen Experiential Learning Programs
BACO: How do we sustain our goals?

• Increase cooperation and dialogue between industry and academia to ensure relevance and current technology exposure and knowledge

• Industry professionals’ participation in delivery of lesson plans in the classroom

• Expose Ohio aviation educators to opportunities and first-hand Business Aviation industry experience (mentorship)

POLL QUESTION

• Does your flight department currently offer an aviation internship program?

  • Yes
  • No
  • I don’t know
EXPERIENTIAL LEARNING

• Getting Industry Professionals into the classroom
• Opening up operations and hangars to Universities (sharing technology and best practices of industry)
• Provide ways to include students in industry training experiences
• Train the trainers- give industry knowledge and exposure to the classroom instructors
• NBAA Management Guide
  – “Flight Department Intern Programs”

The Future of BACO

• Where we are today
• Challenges along the way
• Looking ahead
  – Student Capital, PDP, Accreditation, etc.
AVAILABLE RESOURCES

Kristi Ivey
NBAA Northwest Regional Representative

NBAA Regional Groups Library

http://www.nbaa.org/about/contact/regional-groups/library/

- NBAA Regional Group Leader Webinars
- Career Fair Documents
- Golf Tournament Documents
- Safety Day Documents
- NBAA Other Resources
Additional Resources

A Local Business Aviation Organizations Air Mail discussion list, to facilitate communication among members of regional business aviation groups

www.nbaa.org/airmail

Q & A

NOTE: please stay online to fill out the survey at the end of the webinar
DEDICATED TO HELPING BUSINESS ACHIEVE ITS HIGHEST GOALS.