



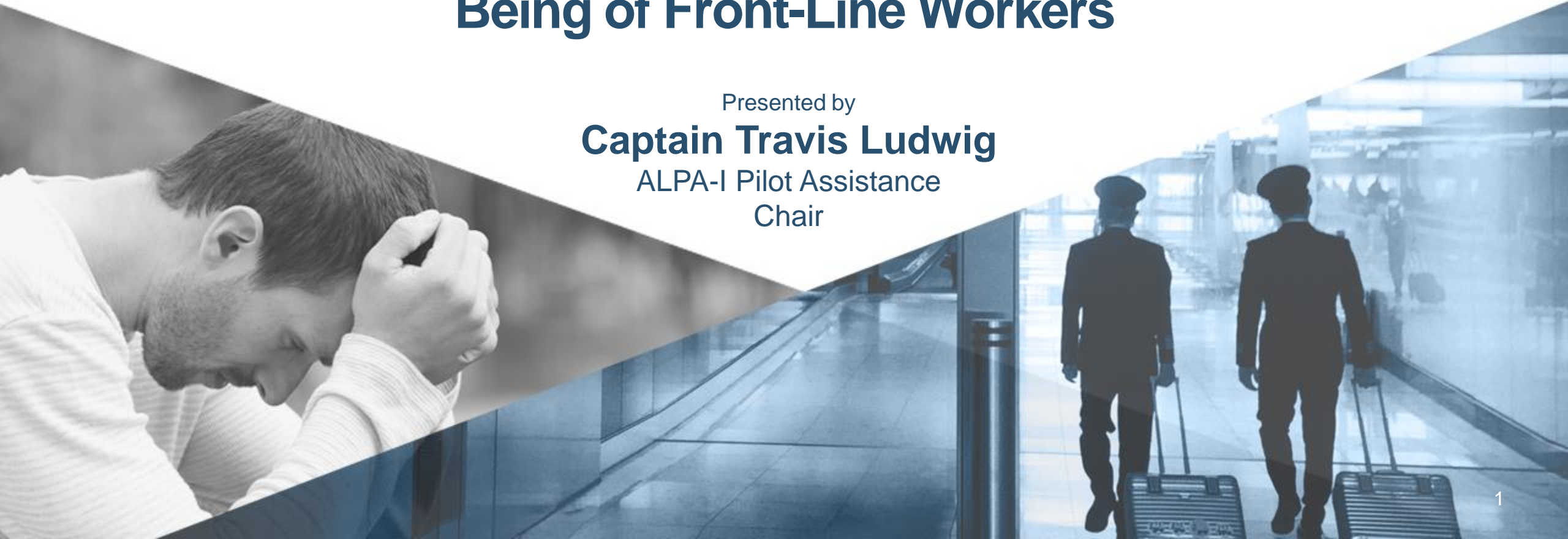
AIR LINE PILOTS ASSOCIATION, INT'L

A Functional Model for Physical & Emotional Well Being of Front-Line Workers

Presented by

Captain Travis Ludwig

ALPA-I Pilot Assistance
Chair



Introduction



■ Travis Ludwig

– United Airlines Boeing 737 Captain



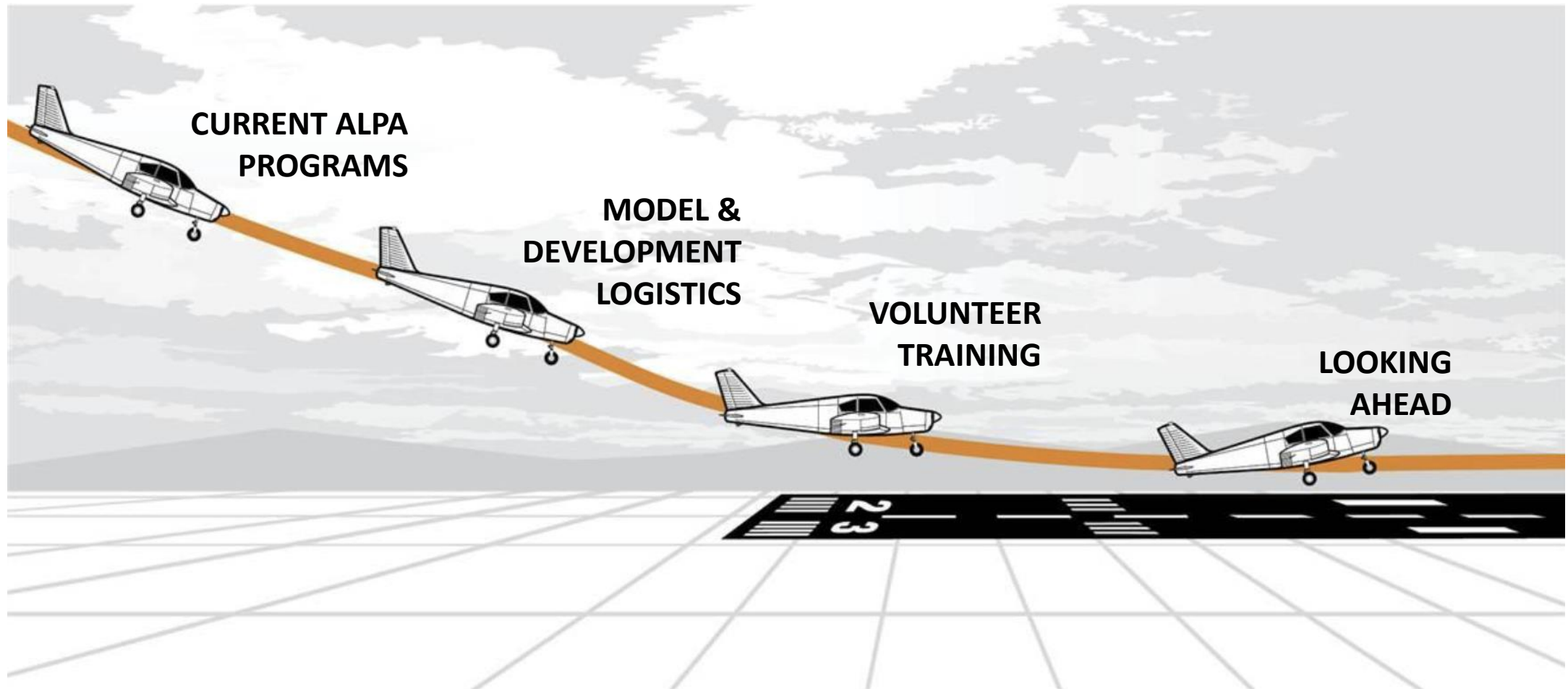
NOTE:

I am just a pilot

NOT a mental
health
professional



Briefing the Approach



BREAKING NEWS

**PILOTS
ARE HUMAN**

Current ALPA Programs



We serve **79,000+ Members** at **42 airlines** across the United States & Canada

The Pilot Assistance group provides **Peers** for **confidential/non-reportable** guidance and help to pilots having difficulty in any aspect of their professional or personal life that may affect job performance or professionalism.





Key Components



Five key elements to establishing a physical and mental well-being program

- **Confidentiality**
- Listening skills
- Knowledge of resources available
- Ability to recognize stress or other MH issues
- Buy in is imperative

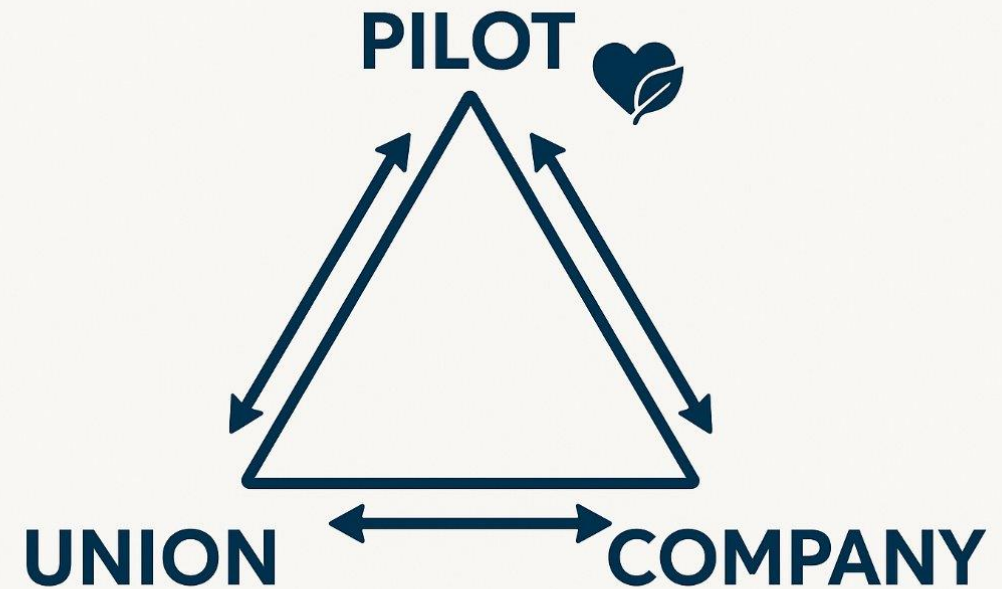
**TRUST IS
HARD TO EARN,
EASY TO LOSE**



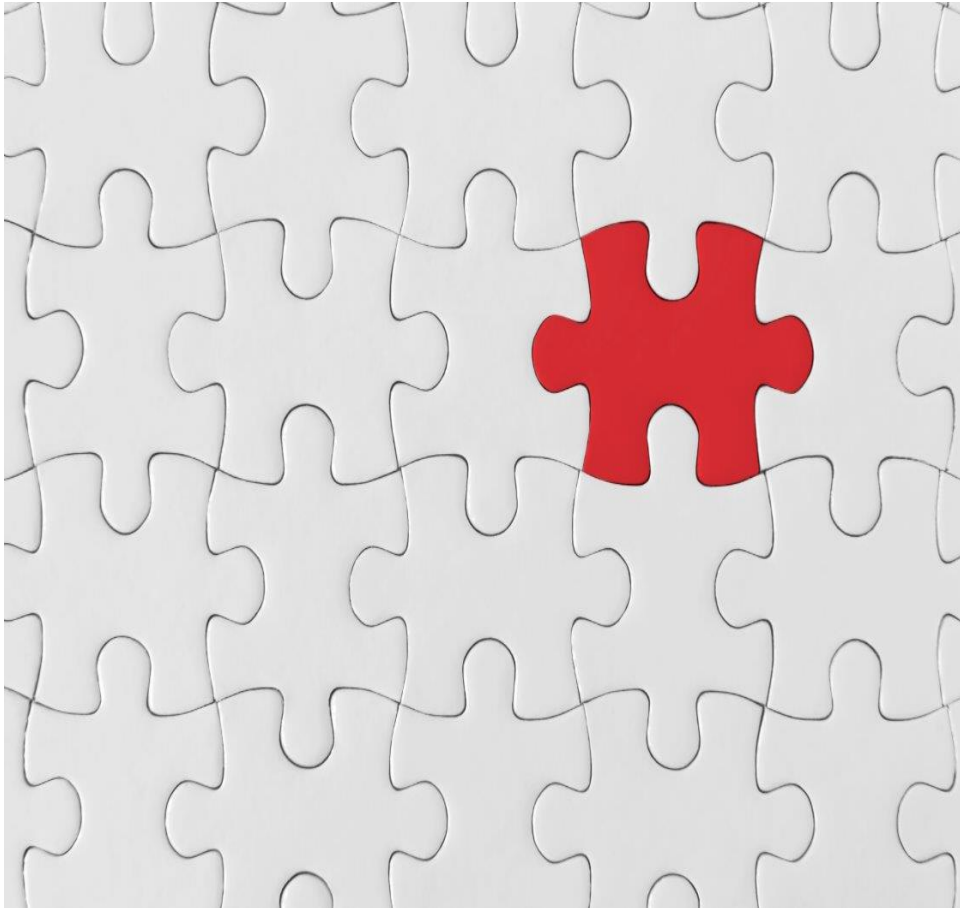
Model Development: Building Blocks



- Develop the program
- Buy-in; management
- Buy-in; workers/pilots
- Training program
- Oversight and management



Model Development: Program Logistics

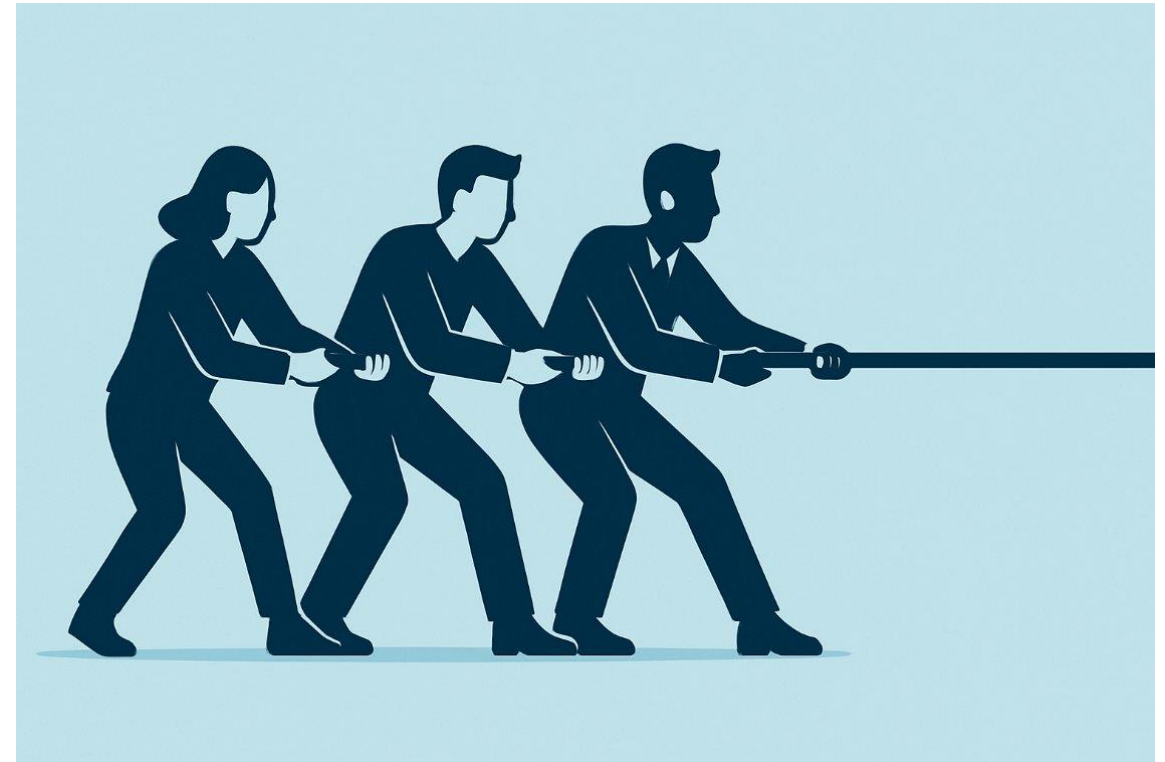


- Understanding Your Audience
 - Macro and micro cultural differences
- Oversight (union, company, or joint)
- Funding
- Regulatory compliance – if required
- Create a contact mechanism
- Worker utilization

Program Development and Collaboration



- Aviation subject matter experts
 - Union
 - Company
 - Regulatory bodies
- Psychological and medical experts
- Communication experts
- Educational development experts
- Training footprint(s)





SCHEDULE

unit 1

Building Core Competencies for Peer Support
The ALPA PPS Structure
Listening Skills

unit 2

Building Background Knowledge
Grief
Stress
ALPA Plan
Mental Health
Pilot Certification

unit 3

Support and Planning
ALPA Air Safety Organization

unit 4

Ethical Practices
Self Care and Protection for the Peer Volunteer
Exam



Model Development: Oversight Needs



- Curriculum review, revisions & updates
 - Initial
 - Recurrent
 - Living document
- Education and promotion
- Policy manual
- Legal and regulatory changes



Volunteer Recruitment



- Same or similar field of expertise
- Interest in helping others
 - Personality traits such as empathetic, authentic, good listeners
- Knowledge about program protocols and procedures
- Utilized peer assistance in the past (not mandatory)
- Compliant with policies, standards, regulations, if applicable



Looking Ahead: Reframing the Conversation

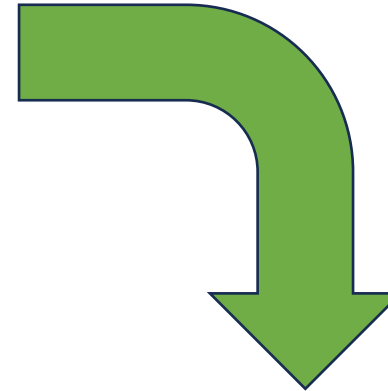


“Mental health, an equally crucial aspect of overall well-being and operational safety, has often been relegated to the background, enveloped in stigma and misunderstanding.”

-Path to Wellness, Flight Safety Foundation



The Mental Health Continuum



We can slide back and forth on this continuum.

HEALTHY	REACTING	INJURED	ILL
I've got this.	Something isn't right.	I can't keep this up.	I can't survive this.





ARE

YOU

IN

THE

GREEN?



AIR LINE PILOTS ASSOCIATION, INTERNATIONAL



Conclusion



Peer support models are effective at supporting physical and mental wellbeing

- Confidentiality
 - Credibility
- Shared mental model
 - Better sense of community to enhance engagement
- Listening skills
 - Non-judgmental & strength-based
- Knowledge of resources available
- Improved quality of life



References



- Air Line Pilot's Association, International. (n.d.). *ALPA pilot peer support (PPS) operations manual*. <https://www.alpa.org/resources/pilot-peer-support/member-programs>
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- Flight Safety Foundation (Nov 2024) *Path to Wellness: Charting a New Course for Mental Health in Aviation*. FSF https://flightsafety.org/wp-content/uploads/2024/10/FSF_MentalHealthWhitePaper_V5.pdf

