

**PAUWELS
FLYING**
SCHOLARSHIP



So you want to
be a pilot, huh?

Once you have tasted flight, you will forever walk the earth with your eyes turned skyward, for there you have been, and there you will always long to return

- LEONARDO DA VINCI 1452 - 1519, ARTIST AND POLYMATH.



The Dream

“I want to Fly”.

First, it is in our childhood daydreams, of fantasy and freedom, flying like a bird. Being able to leap off a roof, or, lifting from the ground with a few beats of our arms, miraculously defeating gravity and taking us away from mortal bonds that hold us so close to earth.

However, as age moves our thinking on, we know we can't fly. We accept we are destined to walk the earth instead.

But thanks to the dreams of our very first aviation dreamer, Richard Pearse, who invented and flew our first aircraft (in 1903/1904), we can fly even if it is mechanically assisted rather than organically. We are unable to adapt our bodies, but we have the capability to wrap our bodies in an aerodynamic outer covering in order to fly - the planes we have come to know and love.

For some of us, the dream to fly continues. Breaking free from the simple wishes of childhood and knowing that a career in the sky is worth more than any earthbound delight.

We see ourselves walking tall through airport terminals, wearing an easily admired uniform

and taking control of huge, precision engineered aircraft winging through the clouds to exotic locations.

Or we may be rescuing injured or stranded people, or delivering life saving medicines to remote populations, or spraying weeds, or flying Rock Stars to their next concert, or teaching new pilots, or shuttling wealthy businesspeople to their next high powered meeting, or transporting cargo, or piloting the air ambulance, or assisting scientists with aerial surveys, or..... yes, the flying possibilities are nearly limitless.

- **A qualification to fly is your ticket to an exciting and ever adventurous life.**
- **Your work stories will be epic!**
- **People will be proud to know you.**
- **Your bank balance will look healthy and the lifestyle you could lead is remarkable.**
- **And most importantly, you'll be in a position to help other people in your community – if your heart is in the right place. If this is you, then PFS is looking out for you.**

The future belongs to those who believe in the beauty of their dreams.

– ELEANOR ROOSEVELT, FORMER FIRST LADY OF USA.

“People would ask me why I didn’t give up when it got really tough trying to become an airline pilot, but I couldn’t imagine giving up.

Walking away from my dream was inconceivable.”

JOHN PAUWELS, RETIRED PILOT
AND SCHOLARSHIP BENEFACTOR



Do you have the 'Right Stuff'?

The dream is real but not everyone can reach it. Can you?

What is the 'Right Stuff' anyway?

More than anything, you need a fire in your belly. This will deliver to you a strong passion to follow your dream. It motivates you and drives you on to reach your goal.

- **At the sound of an aircraft overhead, you turn to see it.** You try to identify it and you may even get to the stage of knowing where it's come from and where it's going.
- **You find strength to overcome shyness and doubt.**
- **You believe in your ability to reach your goal,** even if others around you are not so supportive.
- **You don't sit around on your butt waiting to be spoon fed opportunities.** After all, a pilot role won't come flying to you – you will have to trudge towards your dream.
- **You start planning for your future,** working out how to succeed in reaching your dream.
- **You develop strategic and solution based thinking.** Find a problem? Solve it!
- **You reach out to the aviation community,** to join in events and get known.
- **You develop resilience to handle the inevitable setbacks,** both insignificant and life changing.
- **You realise that no person is an island** – you need to be part of your community.
- **You understand that what goes round, comes round.** Be kind and supportive to others, just as you would like others to be the same to you.
- **You take education seriously** – you aim to beat yourself with consistent personal bests every time you are tested or test yourself.
- **You have developed your moral compass – knowing right from wrong** – and do the right thing every time, even if it's hard to do.
- **You respect everyone** – regardless of their background, faith, opinions and ability to help you move through life.
- **You see failure as a stepping stone to success.**

If you take responsibility for yourself, you will develop a hunger to accomplish your dreams

– LES BROWN, MOTIVATIONAL SPEAKER.

In summary, you consistently want to do your best, you care about others around you, you strive for excellence and are highly motivated. You believe in yourself and have learnt resilience in order to protect yourself from disappointment when pursuing your goals.

After a time of reflection and self appraisal, if you can honestly tick off 12 or more of the above qualities, then you possess the right stuff to seriously consider flying as a career.

Section One sizes up your dream to fly, Section Two has tested whether you have the 'Right Stuff'. Turn to Section Three to now understand the reality of training for and entering a career as Commercial Pilot.



“There were plenty of setbacks and disappointments. I would take time out, regroup and get back into it. Each setback became a point of consolidation – reaffirming my dream, doubling down on understanding what had caused the setback, and invariably, coming back stronger each time.”

- JOHN PAUWELS, RETIRED PILOT AND SCHOLARSHIP BENEFACTOR



The Reality

- Warts and all.



- **You need to be a good all-rounder at school** with good marks in English, Maths and Physics.
- **Your school record, Facebook and other social media profiles need to be scrupulously clean,** and you cannot have a criminal record.
- **80% of New Zealand trained pilots complete their training to Commercial Pilot Licence (CPL) level between the ages of 18-24.**
- **A student loan to train as a pilot is about \$100,000 (2020).** The student will need to supplement this loan by self-funding anywhere between \$20,000 - \$50,000 depending on flying school attended.
- **90% of Flying School trainees pass the course.**
- **43% of pilots currently working for airlines found their first employment within 12 months of graduating.**
- **90% of currently employed pilots found airline work within five years of graduation.** However, in these uncertain times (post pandemic) it could be longer.
- **The five year gap (it could be more) between your first flying role and securing a role within a large airline is poorly paid with tough working conditions.** This is the time when your savings and passion will be most important.
- **Currently (2023), regional airlines require a minimum of 500 flying hours before considering an applicant,** though this can vary in times of low demand. Around 1500 hours are required to be able to join Air New Zealand's jet fleet.
- **66% of airline pilots came to the role either by working as Flight Instructors or working in General Aviation/Charter Flying.**
- **A third of graduates migrated overseas to find a flying role in an airline.** Two thirds of those who migrated returned home once a job was secured in New Zealand. Migrating, currently, appears to provide a greater chance of success in finding employment, both overseas and here. Just remember that if you leave to go overseas for a few years, you will need to pay your student loan back with interest.
- **78% of the world's pilots are aged between 25 and 54.** 74% are older than 35.
- **96% of pilots are male. All airlines are seeking to diversify to include more women.**
- **The role of airline pilot is well paid.** In the Asia Pacific arena, First Officers can expect

There are some people who live in a dream world, and there are some who face reality; and then there are those who turn one into the other.

- DOUGLAS. H. EVERETT, CHEMIST

to be paid around NZ\$125,000 whilst captains can expect around NZ\$235,000. Actual remuneration is dependent on various factors, such as experience, airline and fleet.

- **Air New Zealand is ranked 9th best airline in the world to work for - out of more than 5000.**
- **The civil aviation industry, worldwide, will require an additional 260,000 new pilots by 2030.** This is to cover retirement (38% of current pilots are aged over 50) and passenger demand coupled with fleet growth.
- **And the scary statistic...? 71% of qualified pilots do NOT find a job and leave the industry.** This is why it is critical to make sure you possess the 'Right Stuff' BEFORE you begin to invest in the dream.

So now you have the figures and facts about your dream job, do you still want to make a run for the goal of sitting in the Flight Deck being paid to do what you love?

If you still feel that fire in your belly, check out what to do next. Have a Plan!



“Knowledge is power.”

**SIR FRANCIS BACON,
ENGLISH PHILOSOPHER AND STATESMAN**



Have a Plan.

There are very few teenagers who have a spare \$250,000 lying around ready to spend on pilot training, living expenses and propping up a poorly paid job whilst you accrue the hours needed to be employed by an airline. Remember – it can take up to five years to secure your first airline role.

So, what do you need to do to make sure you have enough resources to get you to your goal?

Join an Aviation Organisation.

Become an active and regular member of organisations such as an aviation club, Young Eagles or Air Cadets. By doing this, you are mingling with those already in the industry and have a passion just like yours. All those old dudes that are around have stories and connections that are worth gold to you. The aviation industry in New Zealand is small and it seems all aviators know all the others somehow. These people who give up their time to be with you at organised events are there to help you achieve your goal. Speak to them and hear their story. **Get Known!**

Get a Job.

If you are 13 or older and still at school, get a part time job – now! Front facing roles in customer service organisations (like retail or fast foods, for example) are excellent as you learn how to communicate with strangers and deal with unexpected requests or situations.

Get an Aviation Medical

Yup, there is no point paying to train to be a pilot when your health history will preclude you from flying. Ideally, it is best to get a Class 1 Certificate, which is commercial level, but a Class 2 is a good start whilst you are saving all your earned cash.

Save, Save, Save!

Don't spend a single unnecessary dollar. Every gift of cash from family, money earned through working or pocket money or even selling unwanted stuff – put it all in a bank account you can't easily access. Forget buying a car, get an e-bike, e-scooter or a moped to get around instead.

Take Your Schooling Seriously.

You need the best grades you can possibly achieve. You don't need to be super smart, but you do need good grades and positive comments from your teachers. This is your first goal to achieve to be able to be accepted into a flying school.

So many of our dreams at first seem impossible, then they seem improbable, and then, when we summon the will, they soon become inevitable.

– CHRISTOPHER REEVE, SUPERMAN ACTOR, TETRAPLEGIC LOBBYIST AND ENVIRONMENTAL AND HUMAN RIGHTS ACTIVIST.

Be Aware of Aviation Scholarships and Student Loans

There are a few out there, including the prestigious Pauwels Flying Scholarship which awards \$10,000 flying hours! Most award around \$3000. Do you meet their criteria?

Be a Part of Your Community – this could be your ‘X’ factor when it comes to selection.

Participate in helping others or contributing to your community. Maybe it's teaching sailing or running kid's clubs. Maybe you visit the elderly in rest homes. These roles are seen as critical to developing your social responsibility and moral compass.

Consider your next steps after training is completed.

Simply, you will not get an airline job moments after qualifying as a pilot – even if you have your

ATPL. It is critical to gain flight hours and general aviation experience. Here is a selection of popular routes pilots have taken on their way to achieving their first airline role.

FLIGHT INSTRUCTING

Completing a C-category instructors rating will enable you to teach others to fly. You must have a minimum of 200 hours flight time, of which 150 must be as pilot in command - PIC (solo). Initially, you may be unpaid for this work but think of it as an apprenticeship. Eventually (especially if you gain B-category certification) you will be paid.

PARACHUTE DROPPING

Whilst this may sound a rather novel way to gain hours, it is quite popular, especially in tourist towns dotted around the country. You need a minimum of 150 hours PIC. This is a regulatory requirement so no wiggle room for negotiating a role if you have less hours. Drop flying is precision flying with the responsibility of skydivers on board. Seat of the pants flying requiring total concentration, your flying skills will improve as well as gaining hours.

‘PART 135’ OPERATOR

These are companies that operate small aircraft (9 passengers maximum) for commercial purposes. Think of Wings over Whales in Kaikoura, the air ambulance and South East Air which operates flights to Stewart Island. Legislation requires a minimum of 750 hours and 40 hours on aircraft type.





The Pauwels Flying Scholarship

The Scholarship awards the recipient with \$10,000 worth of flying lessons, and in conjunction with the Air New Zealand Preferred Flight Training Organisations (IAANZ, NAC, Southern Wings & Massey University School of Aviation), an additional \$3000 of PPL flight theory lessons is contributed.

This is the most valuable of the aviation scholarships available in New Zealand.

There are two pathways to this award.

The first is through being a student at Hillmorton High School in Christchurch. This is John Pauwels alma mater. This award is granted once a year.

Candidates apply to be considered. Applicants are shortlisted to a very small number who then undergo a rigorous interview with current Air New Zealand pilots and complete assessments, both online and physical, to determine suitability to be a pilot. A final interview is conducted by IAANZ before the candidate's results are compared and a winner determined.



"This Scholarship is changing the lives of the recipients"

– ANN BROKENSHIRE, PRINCIPAL,
HILLMORTON HIGH SCHOOL



"I cannot thank you enough for this opportunity you have given me. It really has put momentum in my life to achieve something that was once a dream"

– WEN-SENG CHEN, INAUGURAL WINNER
OF THE PAUWELS FLYING SCHOLARSHIP

As soon as we left the ground, I knew I had to fly

– AMELIA EARHART, AVIATION PIONEER AND AUTHOR.

The second pathway is available nationwide to students between 15 and 20 years old, by application (application form can be downloaded from the website). Generally, the applicant will be outstanding in several areas of their life and has made a good impression on senior figures both in the aviation community and elsewhere.

This pathway to scholarship is only available to those who come from a background with proven financial, and/or other hardship, but are identified as being ideal captain material.

At John Pauwels' sole discretion, once a name has been put forward, discreet enquiries are made about the candidate's background. An interview with the parents is organised to get in-depth information about the candidate. If the candidate has a strong case, John will either fund himself, or apply to a charitable organisation to either fully or partially fund the proposed Scholarship award.

Once the funding is in place, the candidate is notified of their selection to undergo the same interview and assessment programme as the Hillmorton High School applicants.

If the programme is successfully completed, the candidate receives the Pauwels Flying Scholarship Special Award. This award is granted once or twice a year.



TE KUNENGA
KI PŪREHUROA
MASSEY
UNIVERSITY
UNIVERSITY OF NEW ZEALAND

TE KURA
RERERANGI
SCHOOL OF
AVIATION



NAC
NELSON AVIATION COLLEGE



INTERNATIONAL
AVIATION
ACADEMY
OF NEW ZEALAND



SOUTHERN WINGS

"I have no plans to be the wealthiest man in the cemetery"

– JOHN PAUWELS, RETIRED PILOT AND SCHOLARSHIP BENEFACTOR



John Pauwels

Who is he?

The first born son of Dutch immigrant parents, John was unable to speak English until he attended school at five years old. Being bullied by other school children until he could speak English was an early motivation to achieve the seemingly impossible.

John was an average student at Hillmorton High School, and he struggled to get his school qualifications. As a reward for achieving them, his mother shouted him a flight to Wellington. This was his very first flight and after an initial nonchalance as the aircraft taxied out to the runway, as the Fokker Friendship accelerated down the runway for take-off, John had an epiphany. He turned to his Mum and declared this would be his career. The fire in his belly was well and truly lit.

The news was not taken well at home. His father was by no means supportive, wanting him, instead, to be an electrician. The idea of being an international pilot was just a bit too fancy for this family!

John worked in various jobs to fund his training – there were no student loans in those days. He lists carpet maker, milk boy and psychiatric nurse amongst his earning roles.



After graduating, he moved to Alexandra to become a Flight Instructor before moving to Canterbury Aero Club to instruct there.

John was accepted into Air New Zealand as a First Officer on the Fokker Friendship, the aircraft type he first tasted flight on, in 1979. He hoped to reach the heady position of Captain of the B737 before he retired. As it was, he captained not just the B737, but also the B767 and B777 before he retired from flying in 2018. His flying career had spanned nearly 50 years.



The trouble with fulfilling your ambition is you think you will be transformed into some sort of archangel and you're not. You still have to wash your socks.

– LOUIS DE BERNIERES, NOVELIST.

John sees his interest in aviation having three distinct phases. The first was the learning and working towards an airline career. The second was the actual airline career, and the third is giving back to the aviation industry that had looked after him so well.

Reflecting on his own hard journey from being raised in a financially challenged home and not having any support structure in place to help him achieve his dream, this is his motivation now. To help young people with a dream but with little in the way of resources or support to help them achieve it.

For years before retiring, John had mentored a number of young people wanting to be a pilot and

it gave him great satisfaction to see these young people become the airline pilots they wanted to be.

Now that John has retired, he finds himself in the fortunate position to be able to materially help the young people he can see himself in. Not only does he provide financial support to the successful and/or selected recipients; John also mentors them as they move their way through the trials, tribulations and thrills of achieving their aviation dream.

John is truly interested in the progress of his recipients and those that have already received their scholarships remain good friends, not only with John, but with each other.





Resources and References

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- Pauwels Flying Scholarship Charitable Trust
Melissa Heath (2018)

John Pauwels would specifically like to thank the following charities and individual for their substantial support for the Pauwels Flying Scholarship Special Award.



Flying is more than a sport and more than a job; flying is pure passion and desire, which will fill a lifetime.

– ADOLPH GATLAND, WWII FLYING ACE.



Gemma Bray - Special Award Winner 2022

“All people dream:
but not equally.
Those who dream by night
in the dusty recesses of
their minds wake in the day
to find that is was vanity;
but the dreamers of the day
are dangerous people, for
they may act their dream
with open eyes, to make it
possible.”

- T. E. LAWRENCE , BRITISH ARCHAEOLOGIST



Ben Williams - Special Award Winner 2021



“I see my career
in aviation having
three parts to it.
The first was the learning,
the second
was the doing and the
third is the best.
It is the giving back
and mentoring the next
generation of pilots.”

JOHN PAUWELS, RETIRED PILOT AND
SCHOLARSHIP BENEFACTOR



pauwels flying scholarship

www.pauwelsflyingscholarship.co.nz