

# ALPA's Pilot Peer Support (PPS) Training: Improvements Through Lessons Learned

First Officer Sonny Ruff, PPS Group Vice-Chair & PPS Instructor  
November 2023 – IPPAC



AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# Sonny Ruff

- PPS Vice Chair Air Line Pilots Association International
- PPS instructor since 2019
- Help maintain initial course and develop recurrent
- First Officer on 757/767 for United Airlines



# ALPA's Pilot Peer Support Program (PPS)

- ALPA-I serves 43 US and Canadian airlines and over 75,000 pilots
- August 2018 – the first training
- 22 trainings conducted
- 16 sections of instruction
- Trained 215 volunteers in Pilot Peer Support



# Course Development

- Educator
- Pilots
- MHPs
- Doctors
- Lawyers
- Approximately 2 years to develop the program
- Peer reviewed and vetted by industry stakeholders



# Course Adaptation

- Breakout exercises
  - Length
  - Monitoring
- Rubric versus checklist
  - Tools for assessing understanding of the peer skill set
- Hooks
  - Breaks
  - Time constraints
- Always an ongoing process



# Course Review

- Slides
- Instructor notes
- Lesson plans
- Instructor manual
- Reference materials
- Secondary peer review



# Recurrent Development and Review


- Review
- Student needs
- Hot topics
- Practical application for students
  - Instructor led demo
  - Breakouts
- Development and research
- Recurrent review by MHPs and industry stakeholders



# Continuing Volunteer Engagement

- PPS Symposium
  - Goals
  - Presenters
- PPS resource web page for volunteers
- Advertising
- Communication
  - Chairs
  - Peer volunteers





# Maintaining a Living Program: Lessons Learned

- Course development
- Course adaptation
- Course review
- Recurrent development and review
- Continuing volunteer engagement
- Practical application
- Understanding peer volunteers
- Flexibility
- Adaptability





**Sonny Ruff**  
**Air Line Pilots Association, International**  
**Pilot Peer Support**  
**[Sonny.Ruff@alpa.org](mailto:Sonny.Ruff@alpa.org)**

QUESTIONS?

