

# Crew Management

# A data driven approach

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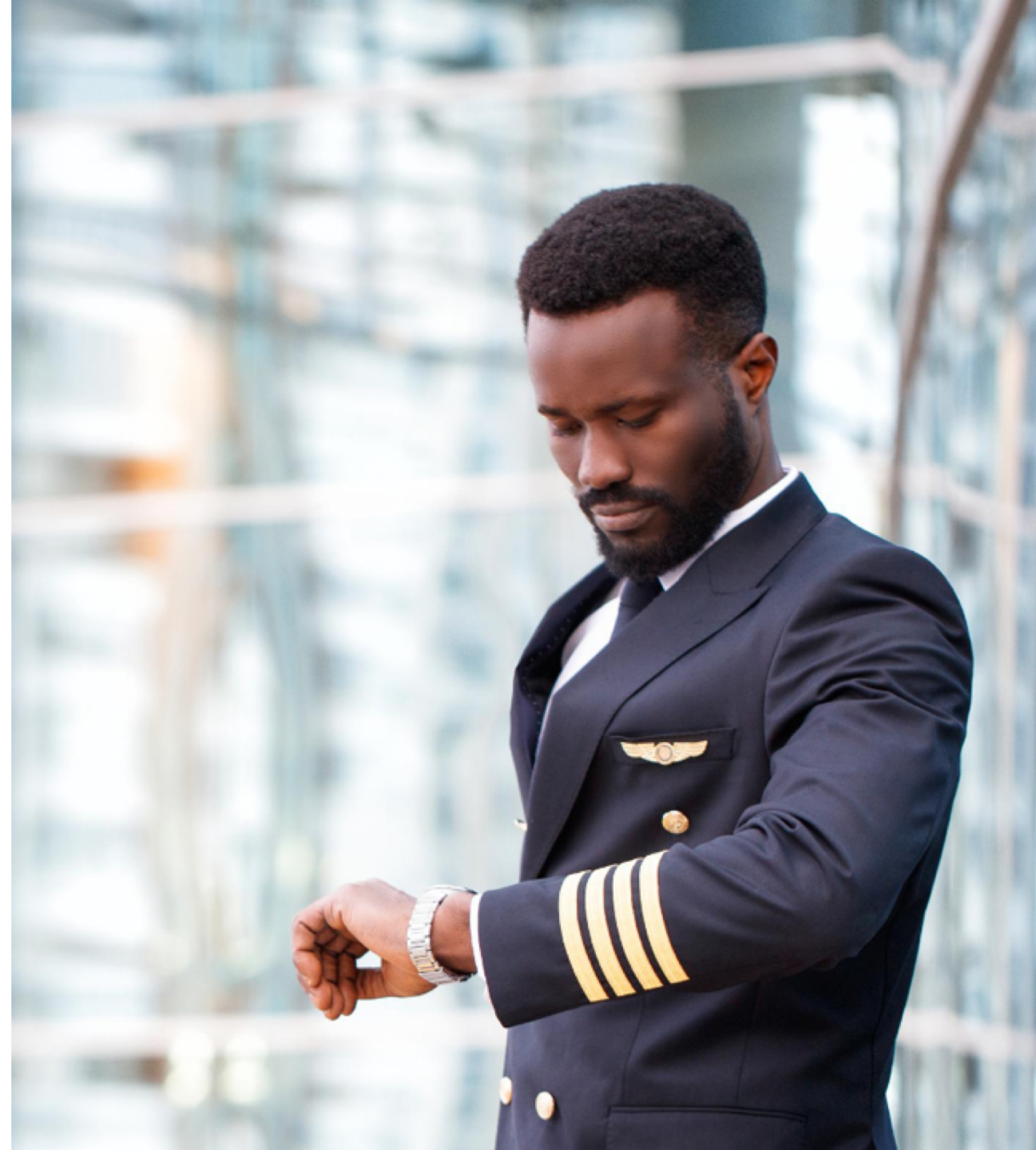
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## OUR VISION

Use analytics to enable crew and managers to live healthier, happier & more balanced lives

We know the positive impact of analytics, it creates transparency and insight, an opportunity for collaboration and automation of repetitive error-prone tasks.

Through data engineering, machine learning and visualization, we translate previously isolated data sources into actionable insights for crew managers to tangibly improve crew management.



## THE SITUATION

Crew management is a sensitive, highly complex & labor intensive process

Airlines have real incentives to manage crew processes properly, not only because of overall costs – 30.3% share according to Reuters - but also to avoid the dangers of fatigue and improve crew satisfaction.

Data can be a key asset in breaking down complexity – regulations, dependencies, rest, training, cost, and much more - but often isn't used well. Read why ↓



## THE CHALLENGE

Airlines aren't fully leveraging their data, due to these three business reasons:

### 1. FOCUSED WORKSTREAM

Crew managers troubleshoot issues all day in isolation, without necessary holistic clarity on their actions' outcomes

### 2. INACCESSIBILITY OF CRUCIAL DATA

Business users lack access to necessary data for evaluations, making data-driven decision making impossible / time consuming

### 3. CRITICAL SKILL-SET

A critical skills-set (combining crew management and analytical expertise) is a scarce resource in the industry as a whole



## THE SOLUTION

# Make your data and derived insights securely available to the team

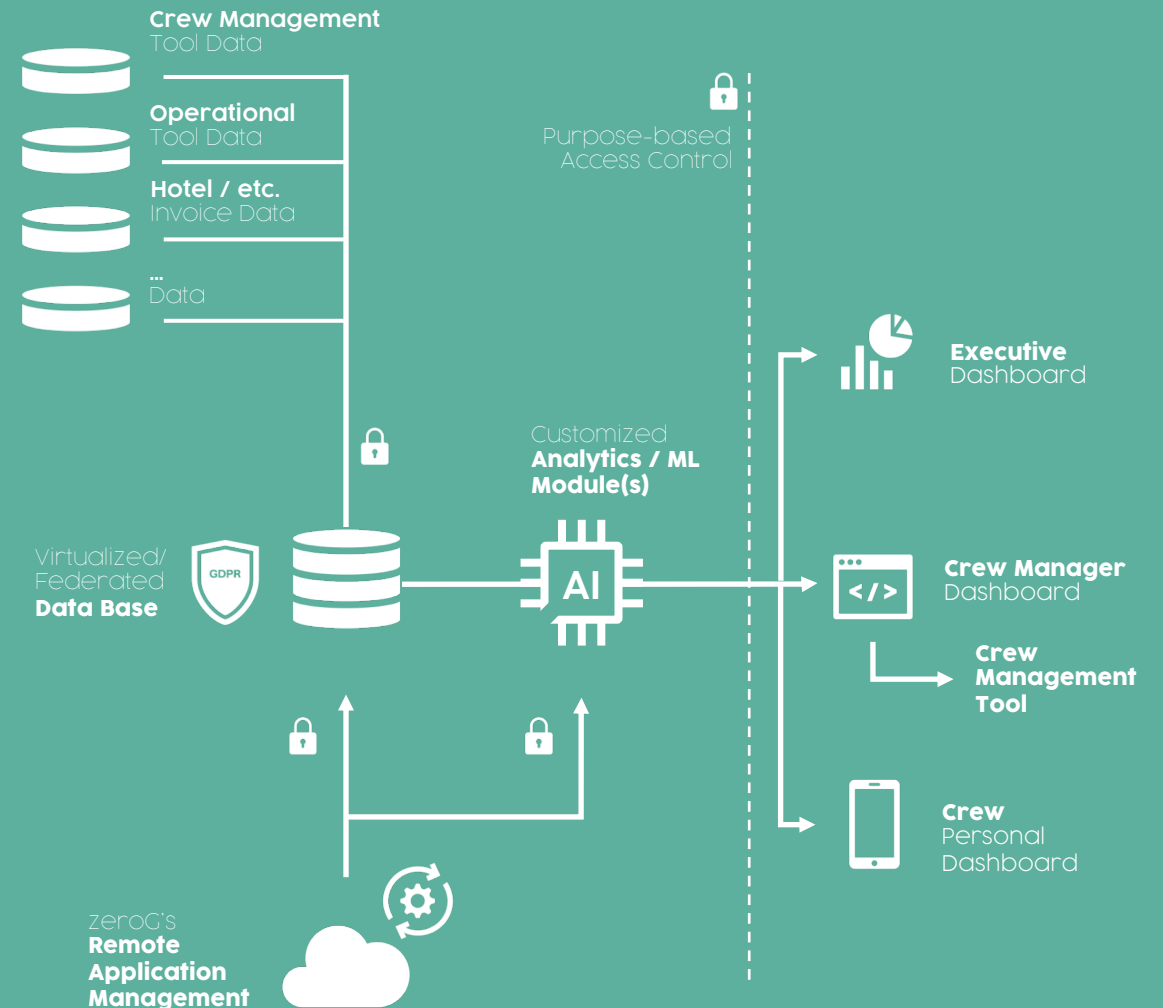
Our SaaS crew analytics application is **tool-agnostic** – it works with Jeppesen, NetLine/Crew, AIMS, and Sabre – and makes data and derived insights **securely available to end-users via web-UI and role-based access control**.

A cloud-native data processing architecture - for highest security standards, computer power and cost-effectiveness – that enables **self-service analytics and training machine learning applications on your data** and tailored to your goals.

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## SOLUTION SKETCH:



## THE OUTLOOK

Choose which features make sense when for reaching your airline's goals

### HORIZON 1 – Basic

Transparency, Insight, & Effective Collaboration

#### Data Visualization & Diagnostic Analytics

##### 1. Crew COVID19 Tracking Monitor

Enable crew managers to trace possible contacts of a positively tested crew member and adjust roster accordingly

##### 2. Unplanned Crew Absence Monitor

Use data to breakdown and know what drives unplanned crew absences, to take effective measures for (stand-by) planning

##### 3. Crew Roster Robustness Monitor

Use data to analyze how robust a crew roster was in comparison to roster changes and the day of operations

##### 4. Crew Operational & Training Cost Monitor

Use financial data (e.g. hotel invoices, taxi, etc.) and cost assumptions (e.g. delay minutes) to evaluate crew costs

##### 5. Crew Satisfaction and Fatigue Monitor

Use data to analyze and foresee what drives crew (dis)satisfaction and fatigue to ensure alert/content crew

##### 6. Personal Crew Analytics Cockpit

Use data to provide crew members transparency on their work-life balance: e.g. accepted bids vs. accepted bids of colleagues

### HORIZON 2 – Average Complexity

Foresight & Enhanced Insight

#### Predictive Analytics & Machine Learning

##### 1. Crew Absence & Stand-By Demand Prediction

Use data and derived insights to predict dynamic stand-by demand for each crew roster

##### 2. Pairing Optimization

Incorporate multiple variables and data in predicting various roster options

##### 3. Preferential Bidding Optimization

Use predictive analytics to ensure preferential bidding options, to align with crew requirements and airlines' business needs

##### 4. Training and Re-Certification Prediction

Predict and plan crew member training and recency, plus predict most convenient time slots, with cost and roster as a base

##### 5. Predict Operational Cost of Roster

Use historical data to predict the overall operational cost of your crew roster

### HORIZON 3 – Extreme Complexity

Hidden Pattern Discovery & Complex Problem Solving

#### Deep Learning & Automation

##### 1. Holistic Pairing

Create a deep learning model to discover hidden patterns in your airline's data to provide best possible pairing options

##### 2. Holistic Preferential Bidding

Create a deep learning model to discover hidden patterns in your airline's data, to provide best preferential-bidding blocks

##### 3. Operational Cost Pattern Discovery

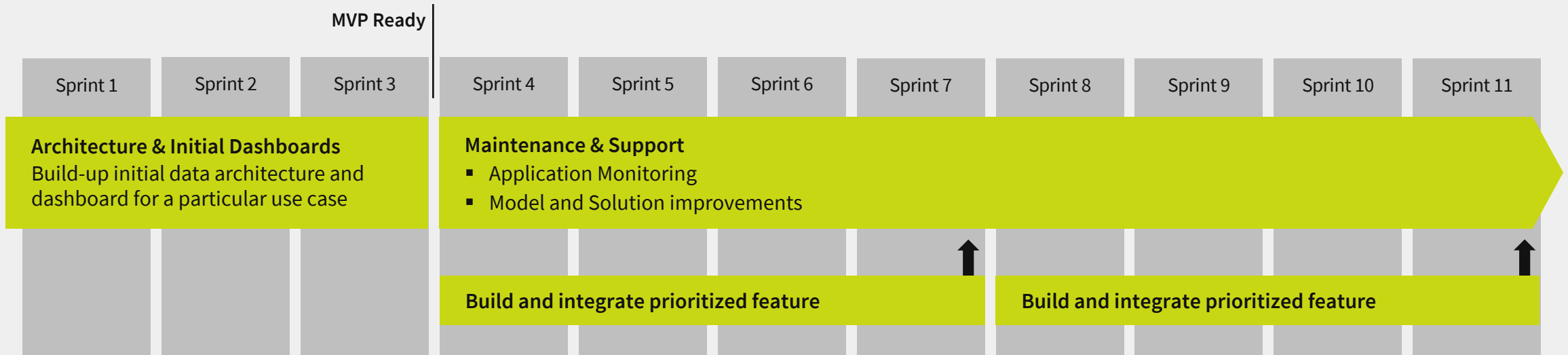
Create a deep learning model to discover hidden patterns in your airline's data on hidden cost drivers of your roster

##### 4. Instant Repairing Optimization

Rapidly respond to airline recovery by analyzing and recommending roster repairs (on demand)

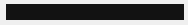
## THE DELIVERY ROADMAP

Iteratively realize your airline's Crew Analytics Tool Suite and continuously leverage insights from your data



Work Mode: Agile development in two-week sprints  
Commercial Frame: Two-week development sprint fixed rate + separate maintenance agreement

ZERO  G



Thank you!

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## APPENDIX A Crew COVID19 Tracker

**Ensure the health of your crew and passengers through tracking a crew's contacts after a positive test result**

Airlines can track contacts of positively tested crew members, enabling roster managers to exchange crew for upcoming flights quickly.

Discover our demo:

<https://crewanalytics.zerog.aero/>

### COVID-19 CONTACT TRACING

CREW ID

ABAPAO

UNIQUE CONTACTS OF ABAPAO

40

CONTACT OCCASIONS

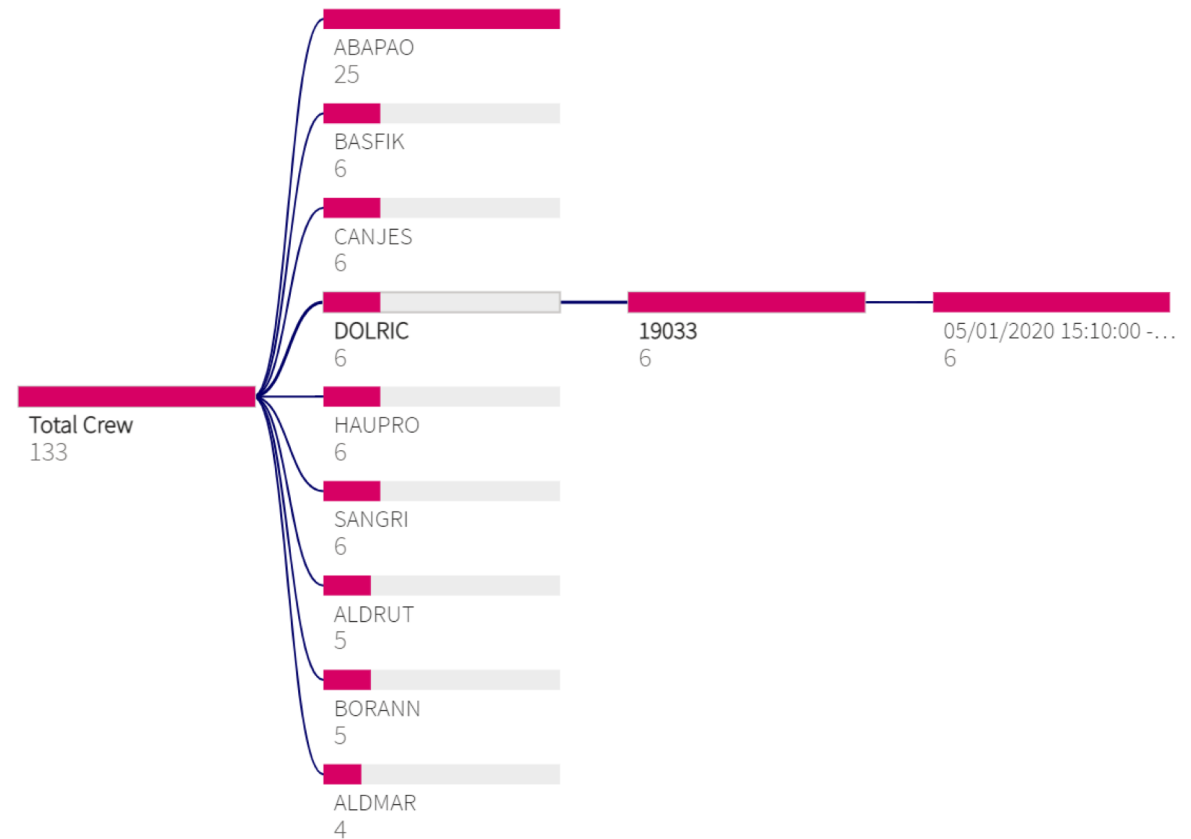
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### CREW-CONNECTIONS & CONTACT OCCASIONS OF ABAPAO

CREW ID

ROSTER ID

TIMESPAN



APPENDIX B  
**Unplanned Crew Absence Monitor**

**Enhance transparency, break-down complexity and improve crew roster by understanding drivers behind unplanned crew absence**

Crew roster managers can adapt their stand-by needs based on actual data, to lower overall operational cost of their airline and track the impact of their decisions on performance.

Discover our demo:  
<https://crewanalytics.zerog.aero/>

**UNPLANNED ABSENCE MONITORING**

**Cabin**

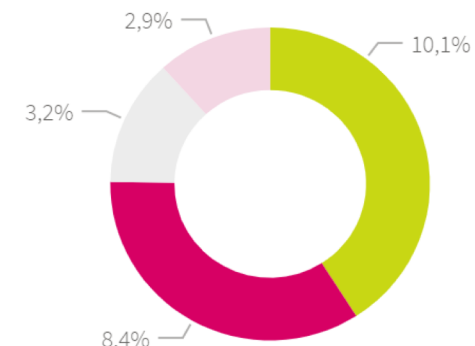
**Overall Absence Rate**

**8,3%!**

Last Year: 6,92% (+1,4%)

**By Planned Event**

● Reserve ● Fly ● NonFlyingAct ● Training



**Utilization Rate**

	2018	2019
Utilization Rate	80,2%	77,0%

**By Crew Rank**

Crew Rank	Absence Rate	PP. Difference
FA	8,5%	1,77%
FC	6,4%	0,17%
Purser I	10,4%	1,42%
Purser II	8,5%	1,56%

**Weekly Overview Cabin**

● 2018 ● 2019

