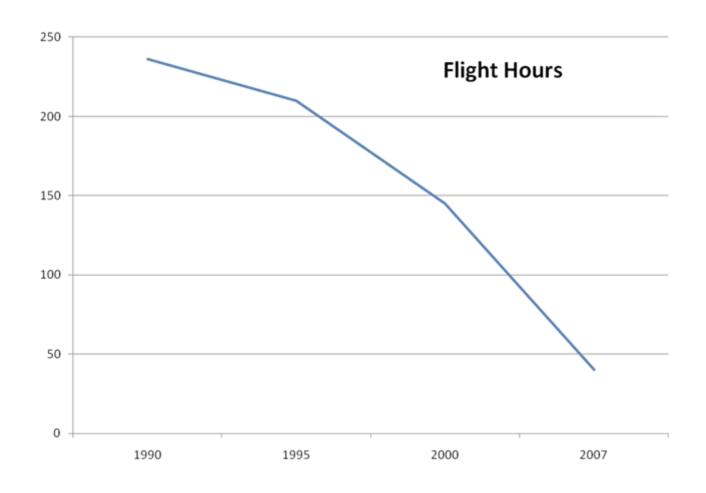


Francisco Hoyas
Executive Board Director.
Professional Affairs
European Cockpit Association





Actual Flight Training Requirements





One-size fits all concept?

















Changing to competency

► Competency Based Training (CBT) concept already applied in other industries

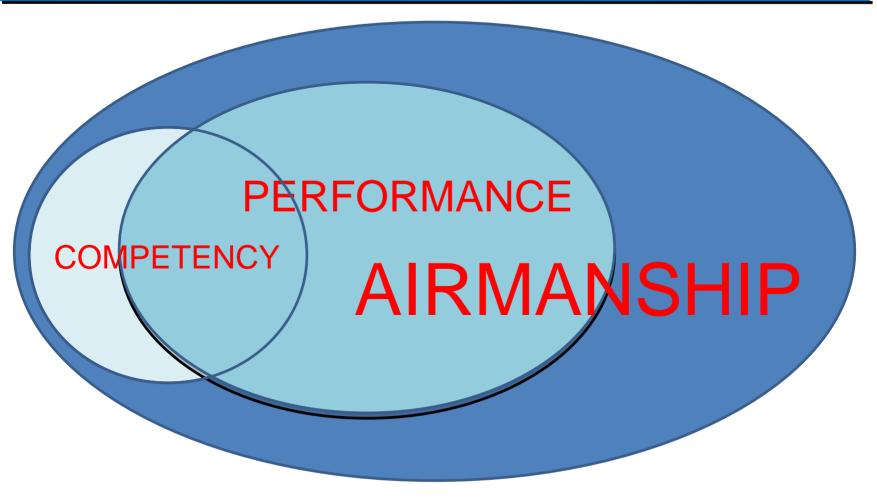
Aren't our pilots competent today?

► CBT _____ "no specified time" training

► Are we trying to reinvent the wheel?

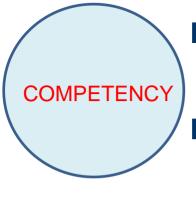


THE GOAL





Competency



- ► **US Government**: KSA concept= KNOWLEDGE, SKILLS AND ABILITIES
- ► ICAO: A combination of skills, knowledge and attitudes required to perform a task to the prescribed standard
- ► Competencies are characteristics which drive outstanding performance in a given job, role or function
- ► KSA are essential predictors of Lagutstanding performance



Competency Knowledge



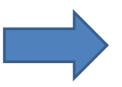
- ► Learn, understand, subconscious recallable
- theoretical or practical understanding of a subject
- Experience and education
- Consolidation needed to be part of the non-concious processing. Practical training
- Recurrent practical training
- Adaptation to new technologies
- ▶ Need for minimum requirements



Competency Skills



- Piloting Skills need to be unconscious execution
- Trained skills directed to the expected action/reaction
- Special attention to loss of control / upset recoveries
- ▶ Four elements to build skills:
- **►** Trainer
- **▶** Trainee
- ► Hardware
- ▶ Programs



High standards
Selection criteria
Best of possible devices
Structured training courses



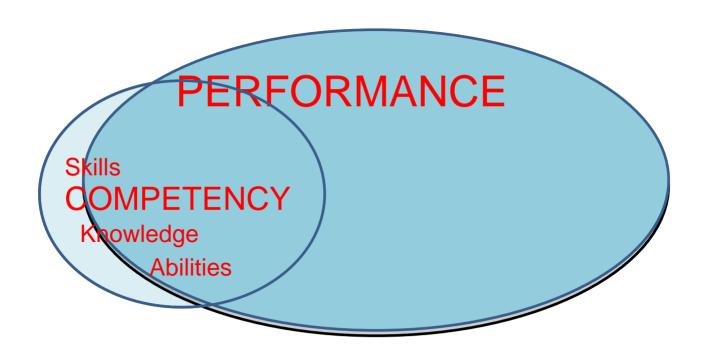
Competency Abilities



- ► Processing capabilities
- ► Abilities are needed to adapt to continuous changing environment
- Changes in job needs focusing on abilities
- ► Attitudes are personality features:
- ▶ Difficult to be trained or changed.
- ▶ Difusse, no assessment criteria
- Suppositions and objectivity



Performance



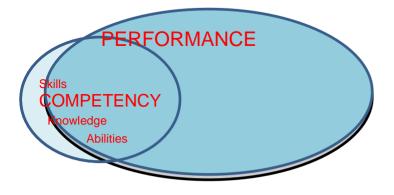


Deficiencies in Performance

- Resolve differences between a FFS and an actual aircraft carrying passengers.
- ► Achieving a stabilized approach by maintaining basic flying parameters when ATC gives a clearance for a visual approach.
- ► Adapting to last-minute changes required by ATC, weather conditions, especially near the airport in high-workload situations.
- Demonstrating situational awareness during line flight operations.
- Communicate and understand ATC communications while operating the aircraft.
- Prioritize /integrate company dispatch requirements and maintenance tasks into the operation of the aircraft with passengers on board.
- Acting in a professional manner at all times. Deficiencies can place an extraordinary amount of pressure on the captain, who may not have a great deal of flight experience him/herself.



Performance factors



- ▶ Regulatory
 - **▶**OPS Regulation
 - ▶Training requirements
 - ▶ Evaluation Standards
- **▶**Environmental
 - ▶Aircraft condition
 - ▶Aircraft Equipment
 - **▶**Weather
 - **▶**ATC

- Individual
 - Competence
 - Physical condition
 - Emotional State
- Group Individual Composition

Group_{mate}

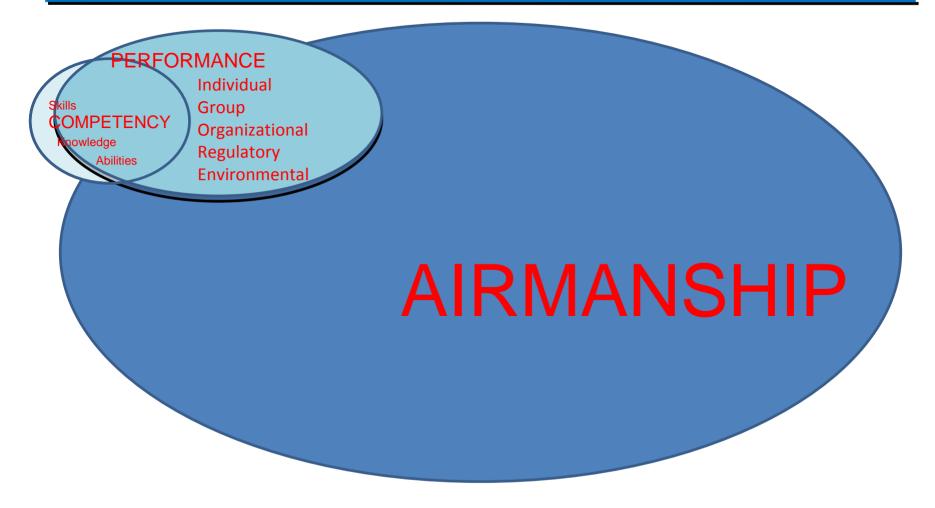
Organizational

Regulatory

- Environmental
 - Culture
 - Resources
 - Scheduling
 - Procedures



THE GOAL





Airmanship

- ► The consistent use of good judgement and well developed knowledge, skills and abilities to accomplish flight objectives
- ► The ability to operate an airplane with competence and precision both on the ground and in the air, and
- ► The exercise of sound judgment that results in optimal operational safety and efficiency
- ► The ART of flying and navigating properly.



How to get Airmanship?

- On the Job Training (OJT)
- ► Mr. Babbit:

"Experience is a wonderful teacher"

- ▶ Mentoring
- ► Experience requirements
- ► Lessons learnt



Aims of recurrent training

- Practise aircraft handling maneuvers and procedures (both normal and abnormal)
- Practise essential procedures which are only rarely encountered in normal operations.
- ► Maintain proficiency in knowledge and use of emergency equipment and procedures.
- ▶ Introduction new or changed procedures and/or equipment
- ▶ Update information on the current operating environment.
- Lessons learned from recent accidents/incidents
- Update knowledge and skills in the field of human performance





How to improve training?

- ▶ Redefinition of entry requirements
- ▶ Pilot training programs need revision and improvement:



- ► Work on best practices, not to the minimums
- **▶**Control and oversight
- ▶ Training of managers, NAA's and other personnel
- ► Specific simulation training requirements
- ► Improve data processing: Just Culture



THANK YOU

