Managing Pilot Training and Licensing during COVID

2 July 2020
(12:00pm-1:30pm GMT)
Managing Pilot Training and Licensing during COVID

Moderator
Stuart Fox, Director Flight Ops, IATA

Objectives of the webinar
- What has been done to maintain operations in terms of pilot training and licensing
- What are the challenges and possible solutions for the return to normal operations
Our Panelists

Gerda Pardatscher
Technical Officer for Personnel Licensing, ICAO

Capt. Glen Finch
HUPER Vice-chair for Training and Licensing, IFALPA

Capt. Yann Renier
Head Training and Licensing, Flight Ops IATA
Contents

- Competition Law Guidelines
- Managing Pilot Training and Licensing during COVID - Role and Support
  - ICAO
  - IFALPA
  - IATA
- Q&A
Competition Law Guidelines

Fordam Wara
Assistant General Counsel, IATA

- Ensure that Industry meetings are conducted in full compliance with all applicable competition laws
Managing Pilot Training and Licensing during COVID

Poll Question (1)
- Who is our audience?

Poll Question (2)
- Question for the pilots in the audience
Panelists

Gerda Pardatscher
Technical Officer for Personnel Licensing, ICAO

Prior to joining ICAO:

- Senior Expert for aircrew licensing at EASA, the European Union Aviation Safety Agency
- Manager for personnel licensing at the National Aviation Authority of Austria
- Licensing expert for SWISS International Airlines in the Flight Ops department and in the training organisation of Crossair, in Switzerland
- Holds a private pilot licence for aeroplanes
MANAGING PILOT TRAINING AND LICENSING DURING COVID-19

How ICAO supports States and industry!

Gerda Pardatscher, Technical Officer PEL
Today:

Roles

ICAO
States
Operators
Pilots
Support
Who we are:

- Aviation branch of the UN
- 193 Contracting States
- HQ in Montréal/CA, 7 regional offices
- Chicago Convention
- 19 Annexes
Who we are:

Our 7 regional offices

North American Central American and Caribbean (MACCC) Office Mexico City
South American (SAM) Office Lima
ICAO Headquarters Montreal
Western and Central African (WACAF) Office Dakar
European and North Atlantic (EUR/NAT) Office Paris
Middle East (MID) Office Cairo
Eastern and Southern African (ESAFA) Office Nairobi
Asia and Pacific (APAC) Office Sub-office Beijing
Asia and Pacific (APAC) Office Sub-office Bangkok
How can we help now?

Chicago Convention obligations

PEL Articles 32, 33, 39 and 40

Annex 1

State Letter
Issues:

- Physical distancing consequences
- Solutions provided by ICAO for States
- What does that mean for a licence holder?
Physical distancing:

- Public administration access
- FSTD access
- Aeromedical services access
- Airports closed
- ATC services reduced
Solutions provided by ICAO for States:

- Enable States’ alleviation measures
- Website https://www.icao.int/safety/COVID-19OPS/Pages/default.aspx
This means for pilots:

- **Exemptions in place for the validity of:**
  - Licences
  - Medical certificates
  - Language proficiency
  - Recurrent training
  - Recency

- **Job security**
  - Downgrading
  - Fleet change
  - Line pilot – instructor
  - Change in operations

End date 31 March 2021
• established guidance material

So to enhance Safety
Safety net through a trust framework:

- SMS (Doc 10144 - *ICAO Handbook for CAAs on the Management of Aviation Safety Risks related to COVID-19*)
- Human performance
- Alleviation implementation feedback loop
- Monitoring
Expected results:

- States apply exemptions and notify them
- States accept exemptions from others
- Organizations apply mitigation measures
- Individual licence holders show high level of personal responsibility
ICAO builds trust in States’ measures:

- Harmonized process for exemptions
  - Flow chart
  - Quick Reference Guides (QRGs)
  - CCRD* publication for recognition

*COVID-19 Contingency Related Differences
**COVID-19 Contingency Related Differences**

### Provision

Select Provision Number

1.2.4.4.1

Provision Text

The period of validity of a Medical Assessment may be extended, at the discretion of the Licensing Authority, up to 45 days.

Note — It is advisable to let the calendar day on which the Medical Assessment expires remain constant year after year by allowing the expiry date of the current Medical Assessment to be the beginning of the new validity period under the proviso that the medical examination takes place

### State Report

<table>
<thead>
<tr>
<th>State Name</th>
<th>Details of Difference</th>
<th>Rational</th>
<th>Recognition of other State Differences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andorra</td>
<td>As Andorra is not delivering Licenses, this statement is not applicable</td>
<td>Andorra accepts relevant differences filed by other States.</td>
<td></td>
</tr>
<tr>
<td>Belgium</td>
<td>No Difference</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cameroon</td>
<td></td>
<td></td>
<td>Cameroon recognizes differences of other States provided that the effective implementation of the safety oversight system is deemed satisfactory.</td>
</tr>
</tbody>
</table>

### State Overview

*Select* **State Name**

*Select** **ICAO Regional Office**

*Select** **IATA Region**

Hold down the Ctrl key to select multiple options in the drop-down menu

Source: ICAO, Report on COVID-19 Contingency Related Differences (CCRD). Full text available at [https://www.icao.int/safety/COVID-19/PEL/Pages/Details.aspx](https://www.icao.int/safety/COVID-19/PEL/Pages/Details.aspx), All rights reserved. Reproduced by permission.
States build trust in Organizations:

- Exemption mitigations
- Acceptance will require a different safety net
- Feedback loop
- Monitoring
Organizations build trust in Individuals:

Support for individuals to:

• Maintain performance level
• Enhance self-confidence
• Reinforce stress resilience
Coat of mail

- Chicago Convention
- SARPs and guidance material
- Alleviation measures established based on ICAO guidance material
- Monitoring
What if?

- Cumulative alleviation measures to be considered
- Low density of traffic will change
Pilots:

Performance
Self-confidence
Stress resilience
Fitness for duty

IATA, IFALPA, AOPA (rusty pilot), Authorities (I’M SAFE)

- Refresh knowledge through books, online courses etc.
- FSTDs
  Use simulation in whatever form available
- Contact ATO, instructors and network with other pilots

03/08/2020
Today:

COVID-19 Safety Operational Measures website
https://www.icao.int/safety/COVID-19OPS/Pages/default.aspx
Return to normal operations

Performance
Self-confidence
Stress resilience
Fitness for duty
My respects and thanks go to:

- States’ SMEs from the PTL group for their ideas;
- ICAO colleagues from the SMS, HF and Medical section for their input;
- Colleagues who provided editorial and technical support; and
- Stuart Fox for moderating.
Poll Question (3)
How many aircraft were FLYING at the end of 2019?

1. About 10,000
2. About 20,000
3. About 30,000
4. About 40,000

Source: Cirium Fleets Analyzer
Panelists

Capt. Glen Finch
HUPER Vice-chair for Training and Licensing, IFALPA

- Canadian member of ALPA International
- Line Check Pilot on CRJ aircraft for Jazz Aviation
- Served as ALPA-I Director, Pilot Training Programs and Chair of ALPA-I national Training Council
- IFALPA representative at ICAO CBTA-TF, ICAO NGAP-TF and IATA PTTF
Managing Pilot Training and Licensing during COVID-19

CAPT. GLEN FINCH, HUPER VICE-CHAIR TRAINING AND LICENSING
About IFALPA

IFALPA represents the international community of air line pilots
A Federation made up of national pilot association
Driven by dedicated volunteers who seek to improve aviation safety
Overriding Principle

QUALIFIED
PROFICIENT
CONFIDENT
All stakeholders have a role to play in success

The Regulatory Authority will establish the definition of “Qualified”.

The operator and pilot share the responsibility to ensure that the pilot is “proficient”.

The pilots must be “confident” that they properly perform their duties.
Primary Areas of Consideration

Managing Regulator Extensions/Exemptions and the transition to normal training situation.
General Approach

- Variety of situations that need to be considered.
- Each situation must be viewed as unique and flexibility should be incorporated.
- Work from known to unknown
Training Planning

• **Individual pilots** are encouraged to maintain a **disciplined approach to self-study**.

• Recognize **increased burden** to airlines’ training departments.

• It is critical that the **training is not rushed** and quality is never compromised.

• **Training pilots and examiners or check pilots** may be affected by lapsed qualifications or may be operating under regulatory extension or alleviations.
Curriculum

• Use and modify *established curricula* where possible.
• The emphasis must be on *training* as opposed to checking.
• Training curriculum to include *both*:
  • a predetermined minimum number of training periods and/or training hours
  • predetermined standards of competency and proficiency.
• Training should be planned to allow extra time for *pilot-requested* practice.
Training Delivery

• All requalification training should be done in a full crew environment with an appropriately qualified instructor.
• Training should ensure an opportunity for pilots to practice manual handling skills in multiple scenarios.
• On-aeroplane training should not be conducted when it would not normally be.
Simulators

• No regulatory waivers to allow training on a lower level training device than would normally be allowed.

• When using a Full Flight Simulator, motion should be used for all refresher training.
Transition to Line Operations

- Pilots should be rostered with a Line Training Captain or Examiner for initial re-exposure to normal line operations.
- Operators must be vigilant in informing pilots of operational changes that may affect line operations.
- Pilots requiring a Line Check should be allowed a minimum of 2 sectors of Flying Under Supervision prior to having a Line Check administered.
Transition to Normal Training Ops

All temporary modifications to training requirements and practices due to COVID-19 must include an end date or identify the conditions after which training will revert to the normal process.
Pilot Training Assistance

• Airlines should recognize that individuals may be experiencing **additional personal stress or apprehension** in returning to line operations following the COVID-19 pandemic.

• All pilots should be supported as much as possible by making available appropriate resources such as **peer support programmes**.

• Peer support programs are encouraged to have peers with **expertise in pilot training** available to support their pilots.
Poll Question (4)

How many aircraft were PARKED at the end of April 2020?

1. About 7,000
2. About 12,000
3. About 15,000
4. About 18,000

Source: Cirium Fleets Analyzer
Panelists

Capt. Yann Renier
Head Training and Licensing, Flight Ops, IATA

- Secretary of the IATA Pilot Training Task Force
- Leader of the ICAO Competency Based Training & Assessment Task Force
- Chair of the EASA EBT Main Group rulemaking task
- Member of the EASA Aircrew Training Policy Group

Prior to joining IATA

- Air France Captain
- Chief pilot Compliance and Regulatory Department
- Management Captain Flight Standard Department
- Instructor and Examiner A320
Managing Pilot Training and Licensing during COVID-19

Capt. Yann RENIER
Head Training and Licensing
Safety & Flight Operations
Our mission ...

“To represent, lead and serve the airline industry”
IATA’s role

Advocate for license validity extension
Propose alternative standards
Produce new guidance...

Guidance Content

- Safety Risk Assessment
- Practical examples
- Best Practices

Guidance for Managing Pilot Training and Licensing During COVID-19 Operations
Edition 1 - 22 May 2020
Guidance Content

- Safety Risk Assessment
  - Approved training program
  - Recent experience

Additional mitigation actions
- E.g., Reduce Operating limitations, alternative training delivery, additional briefing …

New controls
- E.g., Pilot previous experience on type, flight crew composition…
Guidance Content

- Practical examples
  - Virtual Classroom
  - Simulated Line check
  - Simulated sectors

Implementation illustrations
- Tactical measures
- Airlines and Training Organizations
- Alternative means of compliance and
- Associated mitigation measures
Guidance Content

- Best Practices
  - Sanitization
  - CBTA refresher simulator session
  - Operator-Training Organization partnership

- CBTA
  - Adapted to the Organization needs
  - Tailored to the Trainee
  - Delivered by CBTA instructors

- Goal:
  - Competent pilot
  - Confident pilot
  - Resilient pilot
IATA Pilot Training task Force (PTTF)
Upcoming Challenge

Typical NAA alleviation Drafting

Provided that the regular validity period of a rating or a certificate expires before DD/MM/YYYY, that validity period is extended as follows:

(1) by “X” months, in the case of class ratings, type ratings and instrument ratings ....
Solution

Provided that the regular validity period of a rating or a certificate expires before **31 March 2021** inclusive, that validity period is extended as follows:

(1) by “X” months, in the case of

(i) class ratings, type ratings and instrument ratings ....
Medium and long term initiatives

- Deliver webinars to promote CBTA including EBT
- Support CBTA implementation
- With IATA Pilot Training Task Force (PTTF) support:
  - Design new standards for training data collection and analysis
  - Provide guidance concerning the advanced technology in training
IATA EBT instructor modules

- CBTA Instructor Competencies
- Introduction to EBT
- TEM
- Pilot Competencies
- Pilot Assessment
- Facilitation
- EBT modules structure
- Resilience
- Final exercises
Thank you

Yann RENIER
reniery@iata.org
Useful links

ICAO
- https://www.icao.int/safety/COVID-19OPS/Pages/default.aspx

IFALPA
- https://www.ifalpa.org/publications/covid-19-resources/

IATA
Managing Pilot Training and Licensing during COVID

Wrap-up
Q&A

Note: Questions not answered during webinar are answered on the next pages.
<table>
<thead>
<tr>
<th>Questions Asked</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>From your observations do you think airline training departments are placing enough emphasis on the detrimental factors that both job insecurity and job uncertainly is having on pilot performance.</td>
<td>ICAO has made Regulators aware that the service providers are expected to ensure proper processes for the individuals working for them, managing the risks to their operations during this COVID-19 period. Increase of anxiety levels and its effects on operational performance have to be considered in all alleviation measures and mitigation measures, to avoid related risks, put into place.</td>
</tr>
<tr>
<td>For some airlines who don't have their own FTDs is there any software or alternative solution you can recommend to prevent a lack of space in Training Organizations?</td>
<td>Cannot recommend specific companies because of the anti competitive obligations. Nevertheless, many companies are proposing aircraft systems and procedural learning management systems. More costly virtual reality is arriving on the market.</td>
</tr>
<tr>
<td>Question for panelists: What are the recommendations for MPL program, especially for those who have not 'unlocked' their frozen ATPL and have their existing MPL tagged to a particular fleet/airline?</td>
<td>This question is closely linked to the MPL national regulatory framework. Depending on the regulation some bridges already exist between the MPL phases and line flying under supervision at the airline level. The recommendation would be to assess the regulatory framework and request the necessary alleviation to credit the training already completed under different MPL phases.</td>
</tr>
<tr>
<td>My question is can we get a proof of participation in the seminar.</td>
<td>After the webinar, you will receive a message with the recorded webinar and panelists presentations, but we will not issue any type of certificate.</td>
</tr>
<tr>
<td>Do you recommend some special format for the qualification of pilots' competences (during these special periods of training), to feed the database?</td>
<td>The CBTA refresher session puts special emphasis on some pilot competencies. IATA is at the initial stage of the training data collection to assess globally the effect of COVID on pilot competencies.</td>
</tr>
<tr>
<td>Question</td>
<td>Answer</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>I would like to know what should be done in cases where you have training Captains license validity expired just like the line pilots in transition to line operations?</td>
<td>The feedback from IATA members is that the airlines are maintaining at least a core group of current pilot instructors. This group will go through additional training before delivering instruction to 100% of the pilots to restart operations.</td>
</tr>
<tr>
<td>How can Self-Study be made effective and the organization maintain high standards so that it is not just a check the box?</td>
<td>Self-study is a short-term solution that represents a pre-requisite to distance learning with more interactive training delivered via virtual classroom or computer-based training or to an FSTD recurrent training session.</td>
</tr>
<tr>
<td>For pilots who have been laid off or may be laid off, what “knowledge” or “Subject” should Pilots focus on which may be relevant for a post Covid-19 world.</td>
<td>Would recommend maintaining the procedural and system knowledge of the aircraft type endorsed on the license and would complement with generic topics such as English proficiency, etc.</td>
</tr>
<tr>
<td>Airbus has already implemented CBTA based transition courses. Has Boeing plans already to implement the same? When will this be implemented? Thanks.</td>
<td>Sorry, but not aware of a Boeing CBTA program.</td>
</tr>
<tr>
<td>It is recommended for pilots to fly with instructors when transiting back to line operations. How can we be sure that the instructors will be as current since they may have been spending more time in the simulators attending to pilots’ recency, and thus having less operational experience.</td>
<td>The feedback from IATA members is that the airlines are maintaining at least a core group of current pilot instructors. This group will go through additional training before delivering instruction to 100% pilots to restart the operations.</td>
</tr>
<tr>
<td>Hi, how shall the industry deal with expiring licenses due to restricted access to FSTDs, because of the international travel bans preventing pilots from reaching the relevant ATO or FSTD (global limited availability on some AC types)?</td>
<td>The total unavailability of FSTD for a long period of time is very unlikely. Nevertheless, if it happens this situation must be managed on a case by case basis between operators and NAAs. Recovering the recent experience in an aircraft (base training) could be considered, as long as it is performed in a controlled environment, but IATA does not recommend the license proficiency check in an aircraft for obvious safety reasons.</td>
</tr>
</tbody>
</table>
First, let me thank you for playing such an active role through these unprecedented times. Nevertheless, how can the industry work conjointly to address the maintenance of the Pilot training pipeline? NGAPs are apparently not attracted by a flying career, and with all the layoffs and anticipated retirements aren’t we looking at a huge void within a few years?

Five months ago, the topic was pilot shortage, and I do agree that in 2-3 years the boomerang will be back with more strength. At IATA we are aware of the risks and maintain our efforts to enhance training efficiency by promoting the Total System Approach (see ATO-AOC Partnership White Paper). The problematic of attraction is on hold today, but we anticipate working on it end of 2020.

What is the website for the ICAO information on the previous slide?  
https://www.icao.int/safety/COVID-19OPS/Pages/default.aspx