

Aug 14th, 11:45 AM - 1:00 PM

Lunch Keynote Speaker – FAA's Pilot Training Initiatives and Flight Standard's Reorganization

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FAA's Pilot Training Initiatives and Flight Standard's Reorganization

NTAS

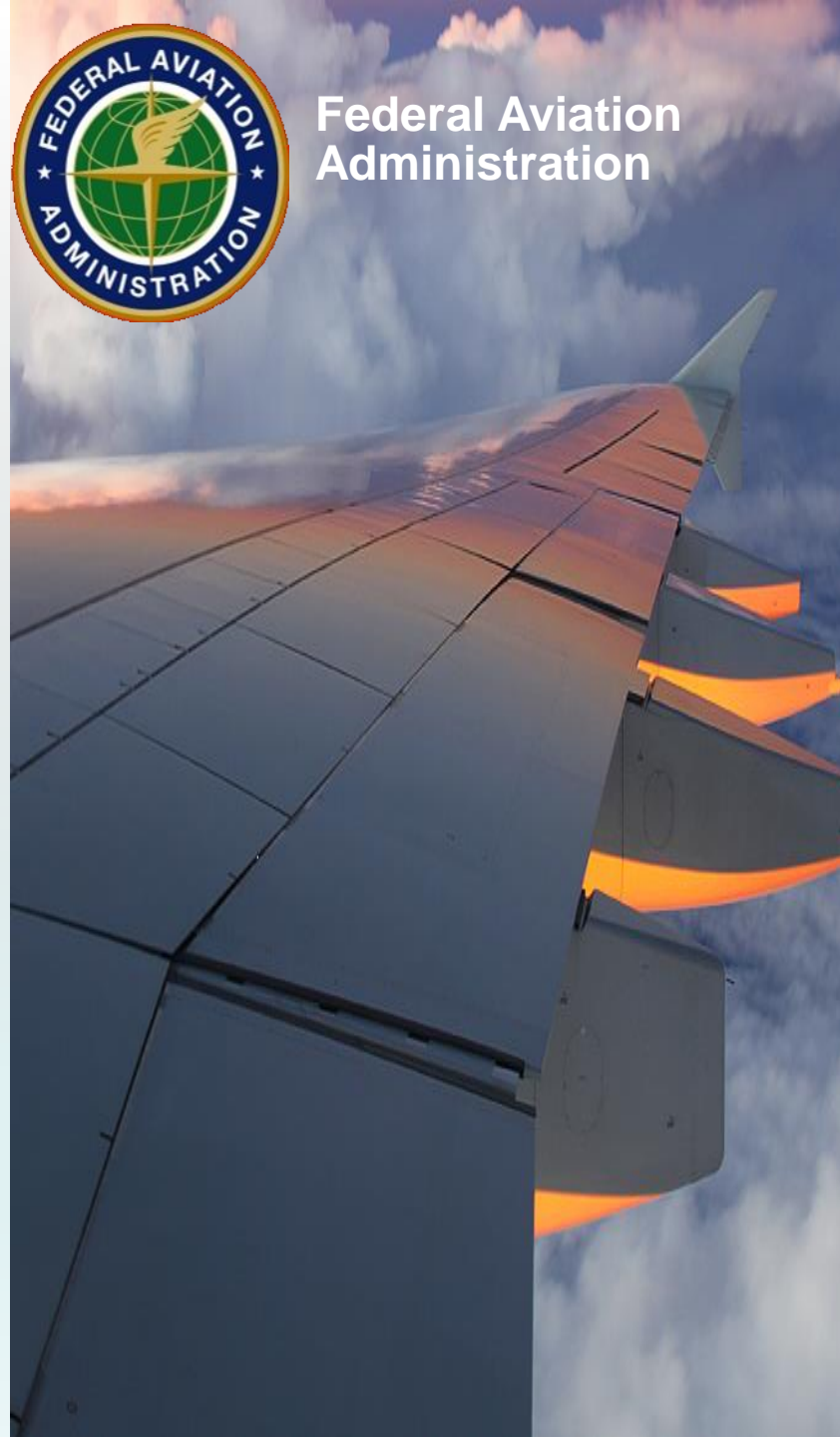
Daytona Beach, FL

August 14, 2017

**Robert Burke, Manager
Air Carrier Training Systems and
Voluntary Safety Programs, AFS-280**



**Federal Aviation
Administration**



Overview

- **AFS-280**
 - An overview
- **Rulemaking**
 - PPD (Mentoring)
- **Inspector Training, preparing for UPRT**
 - An open invitation
- **ACT ARC**
 - FAA/Industry Partnership
- **Flight Standards Reorganization**



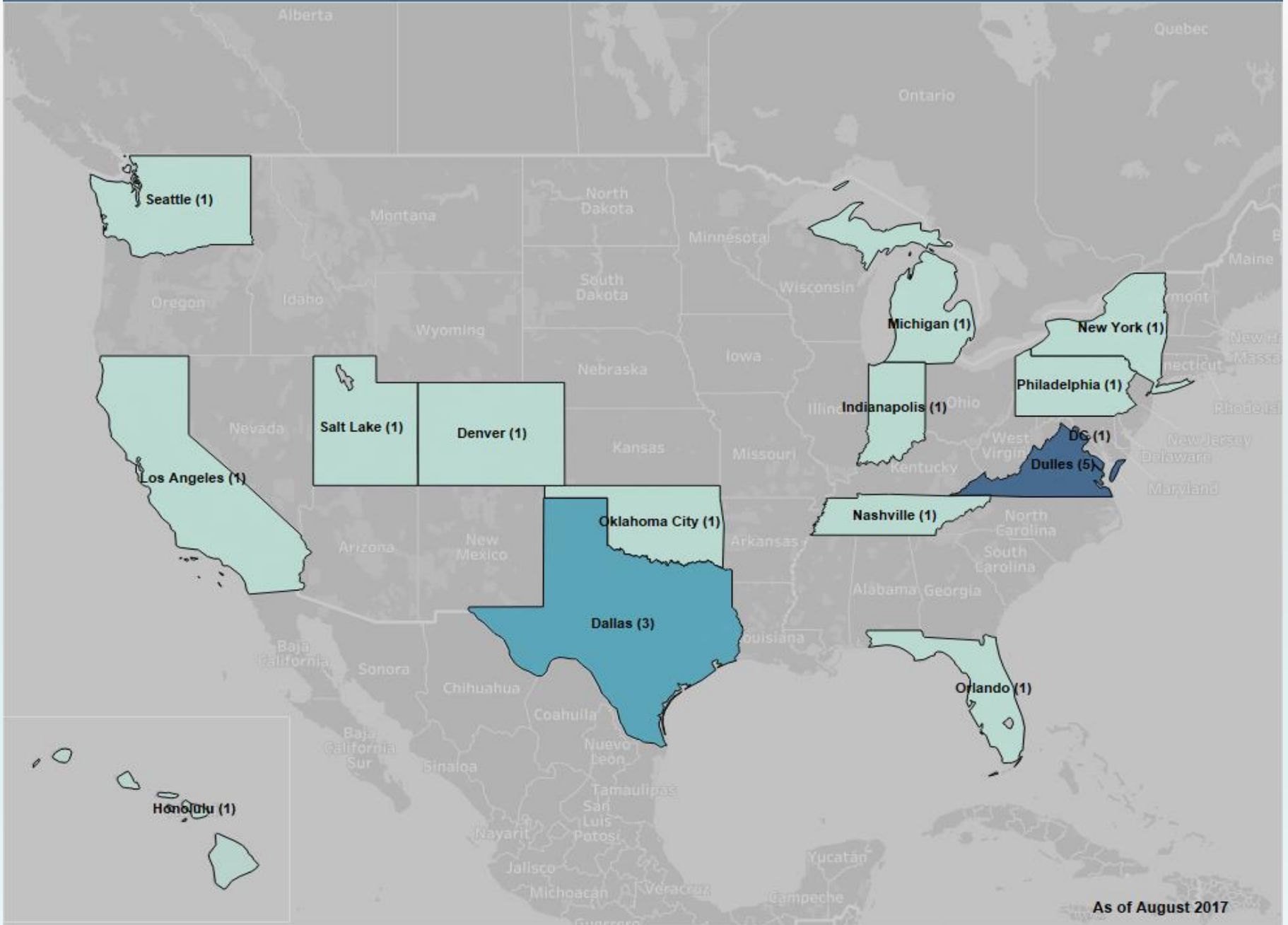
AFS-280 General Responsibilities

AFS-280 is responsible for all regulations and guidance pertaining to part 121, 135, and 142:

- Pilot, Flight Attendant, and Dispatcher Training Programs
- ATP Certification Training Program (ATP CTP)
- Advanced Qualification Programs (AQP)
- Flight Operational Quality Assurance Programs (FOQA)
- Aviation Safety Action Programs (ASAP)
- Voluntary Disclosure Reporting Programs (VDRP)
- Aviation Safety Reporting Systems (ASRS)
- Internal Evaluation Programs (IEP)
- Line Operations Safety Audit Programs (LOSA)



AFS-280 Branch Personnel



As of August 2017

Projects

- **Air Carrier Training ARC**
- **Inspector Stall and Upset Training**
- **PPD (Mentoring) Final Rule**
- **AQP AC, Change B**
- **Ops Spec Approval Training Programs**
- **FSB Report Template**
- **FAA/EASA/TC/ANAC Aircraft Evaluation BASA**



Rulemaking – Part 121

Pilot Professional Development (Mentoring) Notice of Proposed Rulemaking (Final Rule)

- Estimated publication date is June, 2018
- Will consider:
 - Leadership and mentoring training for part 121 flight crewmembers
 - Establishment of flight crewmember professional development programs



Rulemaking – Part 121

Qualification, Service, and Use of Crewmembers and Aircraft Dispatchers Final Rule

- Published on November 12, 2013 with 5 years to implement most provisions (March 2019)
- Amends certain regulations for part 121 training programs
- Requires pilot training for:
 - Recognizing, avoiding, and recovering from stalls;
 - Recognizing and avoiding aircraft upset;
 - Manual flying skills;
 - Crosswind maneuvers including wind gusts;
 - Pilot monitoring; and
 - Runway safety procedures.
- Requires remedial training programs for pilots who have demonstrated performance deficiencies



Rulemaking - Part 60

Change 2 and FSTD Directive #2

- Initiated to address simulator fidelity
- Codified:
 - Full stall simulator evaluation criteria
 - Upset prevention and recovery training IOS enhancements
 - Enhanced airborne icing modeling
- Published March 2016
- Effective March 2019





Inspector UPRT

Academics (5 hrs)



Simulator exercises (2 hrs)



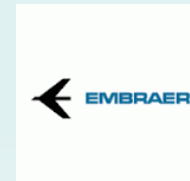


Industry UPRT



Academics (5 hrs)

Simulator exercises (2 hrs)



Federal Aviation Administration

It takes a village



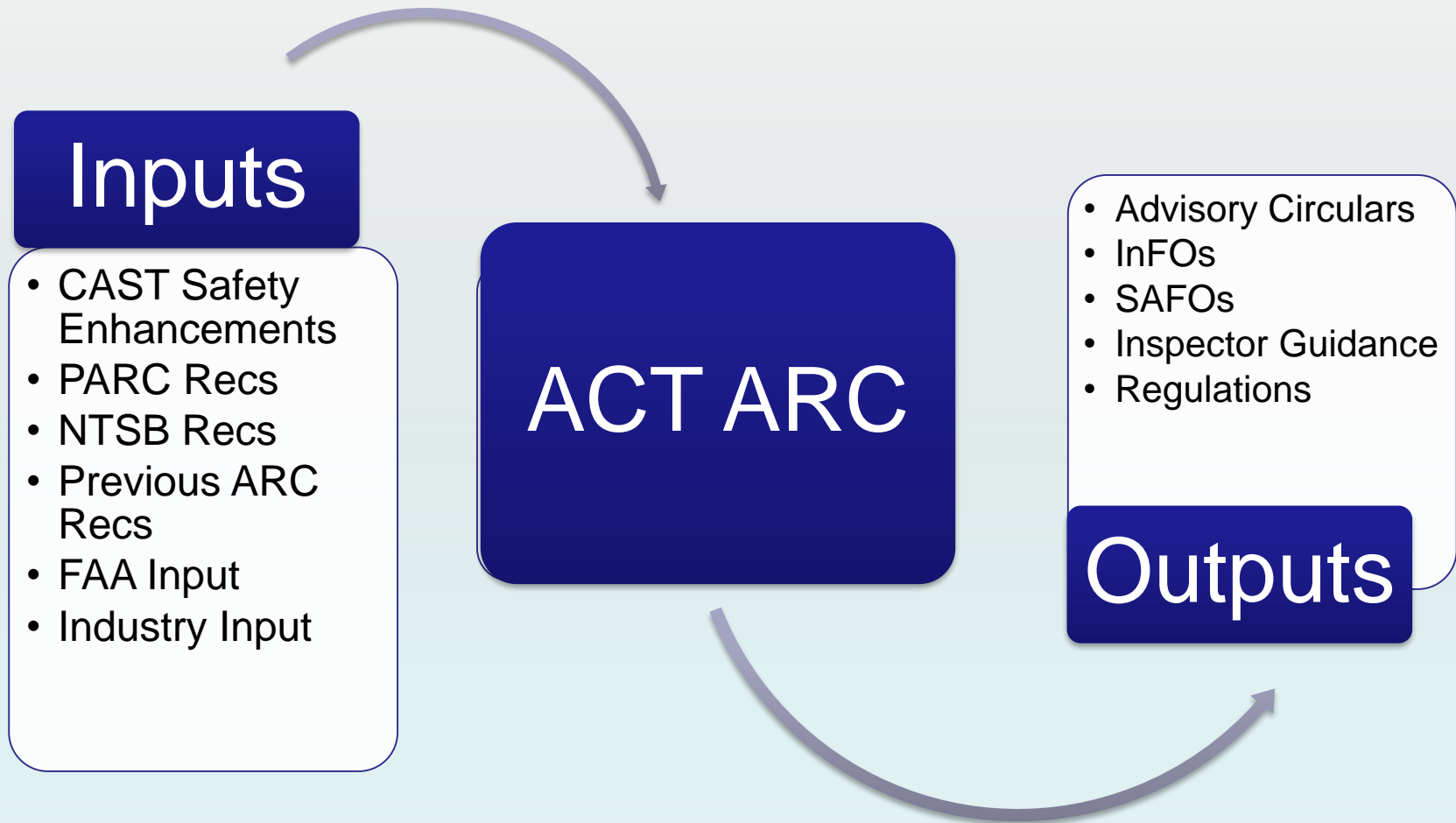
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Capt. Scott Day
Director of Training
Scott.Day@alaskaair.com



Air Carrier Training Aviation Rulemaking Committee (ACT ARC)



Air Carrier Training Aviation Rulemaking Committee (ACT ARC)

FAA Designated Federal Official / Industry Chair



Air Carrier
and Contract
Training
Workgroup

Training for
the
Unexpected
Workgroup

High Energy
Fire Training
Workgroup

Flight Path
Management
Workgroup



Issues at Stake and Future Plans

- **Keeping pilots engaged—**
 - Pilot monitoring training & procedures (AC 120-71)
- **Maintaining pilot manual handling skills—**
 - Targeted skill development during training
 - Skill retention during flight operations (SAFO 13002, SAFO 17XXX)



Future of Flight Standards – Update

By: Robert H Burke, AFS-280

Date: August 14, 2017



Federal Aviation
Administration



History of Change

Consistency and Standardization ARC

FFS Executive Team – (developed functional model)

FFS Work Group (validated a need for change)

- 110+ around Cultural Changes
- 60+ around Organizational Changes

FFS Implementation Team – (proposed structural model)

- **Enable a small group of leaders to manage AFS**
- **Increase the functional focus for each leader**
- **Reduce functional duplication and overlap**
- **Move from Regional Model to Functional Model**
- **No Geographic Boundaries**
- **Employ and model interdependence and critical thinking**
- **Align standards and assurance**
- **Improve consistency**
- **Address 60+ improvement areas identified**



Awareness: What Does AFS Need to Do Better?

We need to position Flight Standards – *culturally and structurally* – for:

Accountability to Flying Public, Stakeholders

- Meet the needs of a constantly & rapidly changing industry
- Fix/prevent issues (real and perceived) with consistency and standardization in regulatory interpretation

Budget Constraints

- Balance allocation of resources
- Increase efficient use of personnel and travel funds
- Reduce redundancy in regions

Change Readiness to Meet Constant Stream of New Challenges

- Operational efficiency & effectiveness
- Organizational agility
- Consistent service and performance

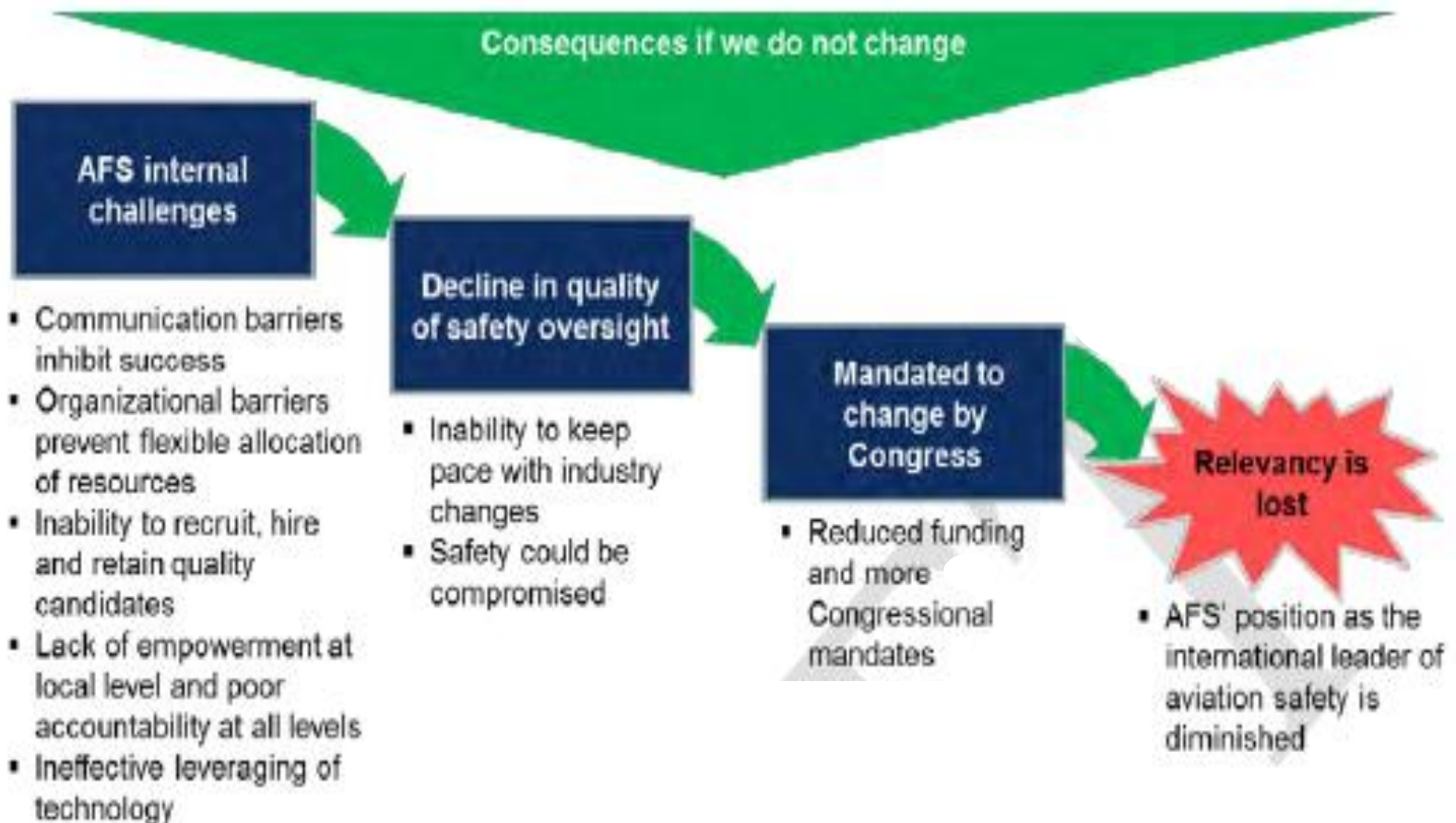
Decision-Making – e.g., Risk-Based Decision-Making Strategic Initiative

- Culture must be ready to understand and implement all aspects of risk-based decision-making, including Compliance Philosophy



Awareness: What Does AFS Need to Do Better?

"Provide the safest, most efficient aerospace system in the world"



Future of Flight Standards

FFS = Organizational Change in Two Key Areas

Cultural Change

Develop individual competencies in:

- Interdependence, Critical Thinking - Consistency
- Mindset / Skillset / Toolset

+

Develop enterprise competencies in:

- Leadership Development
- Change Management
- Coach Approach
- Mutual Learning

+

Management Change

Streamline AFS structure to:

- Enable a small group of leaders to manage AFS
- Increase functional focus for each leader
- Reduce functional duplication/overlap
- Align standards and implementation

Individual
Change

Enterprise
Change

Structural
Change

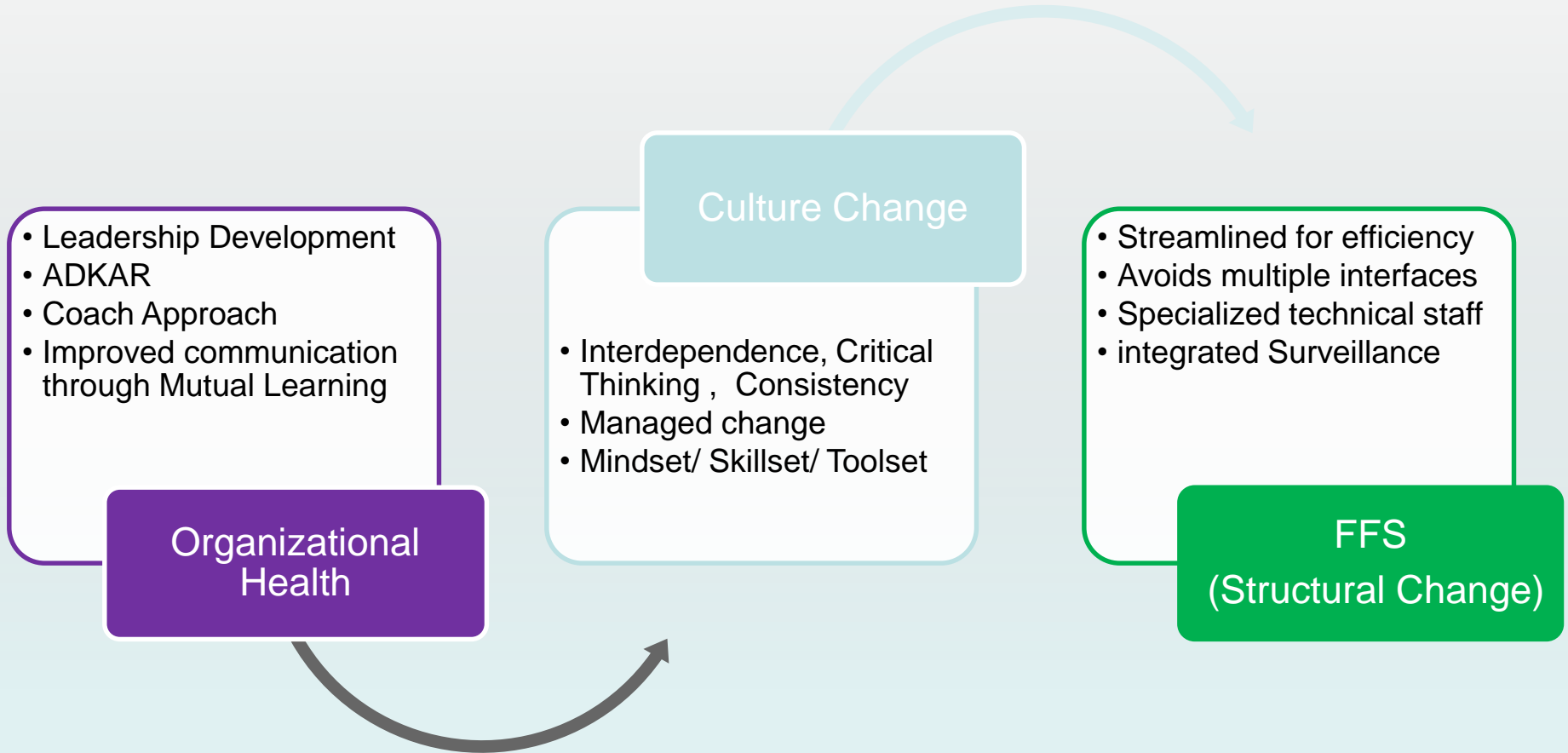
Result = Organizational Health:

Agility, Efficiency, Consistency to meet challenges of:

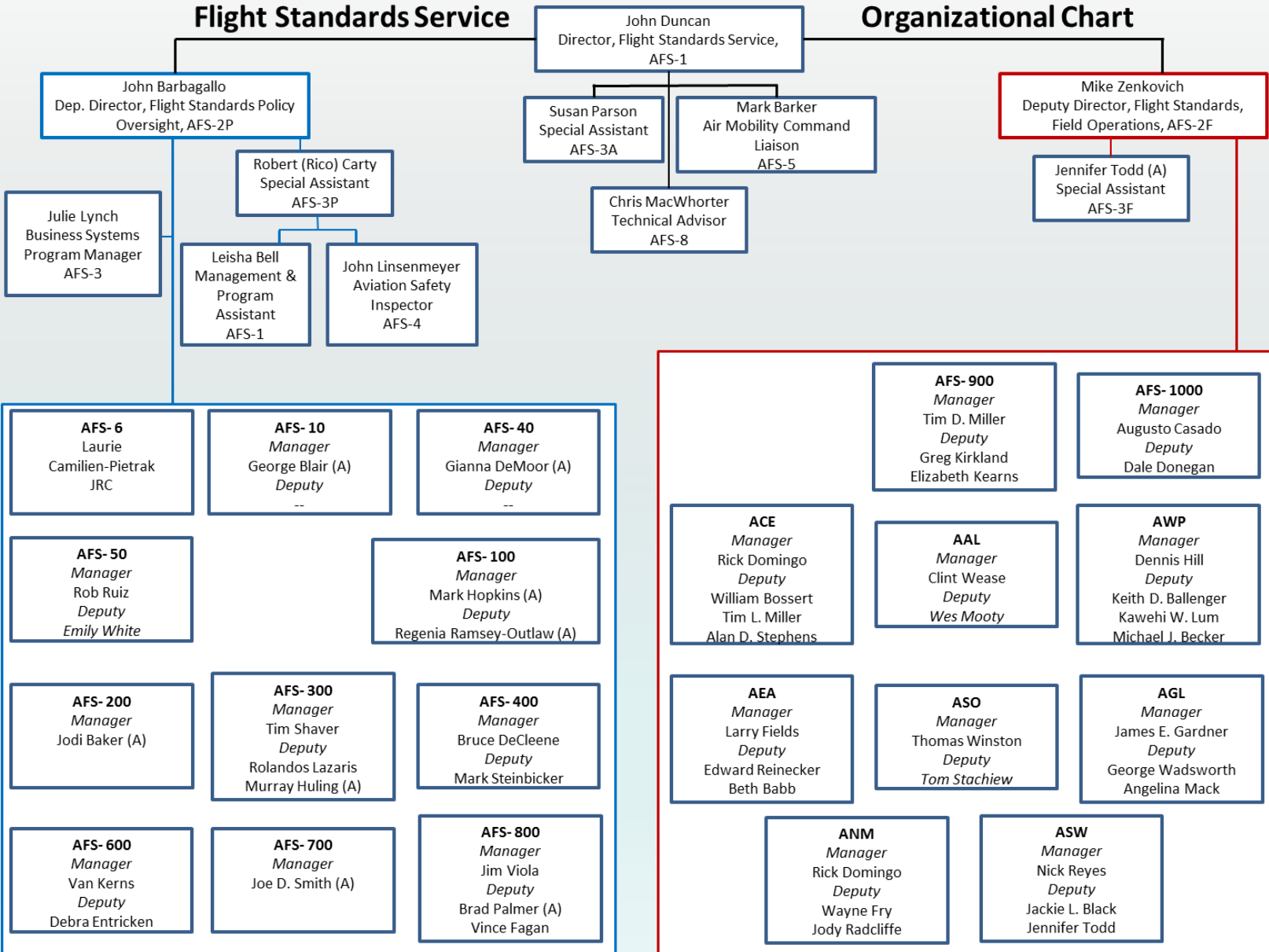
Accountability, Budget, Change-Readiness, Decision-Making (e.g., compliance)



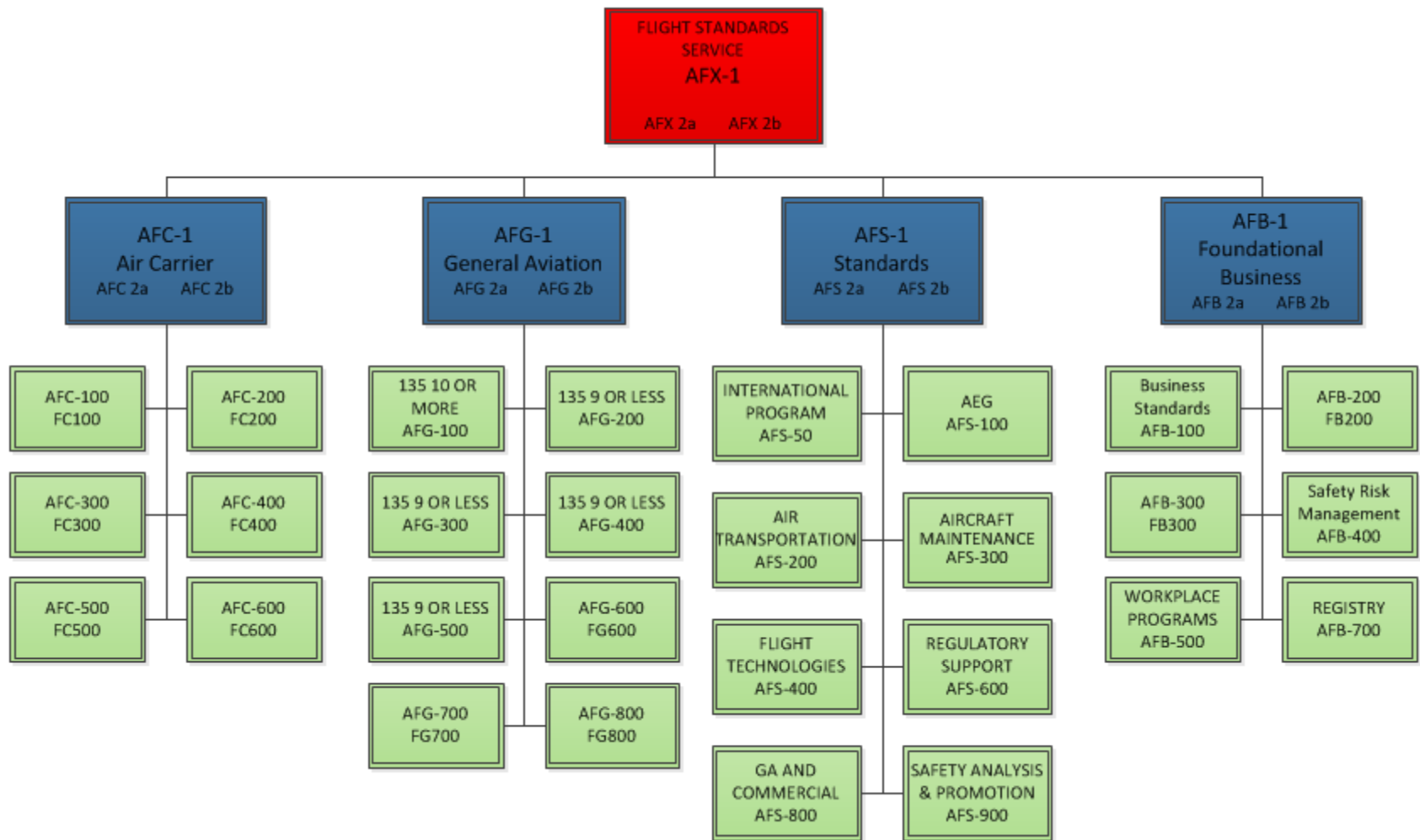
Approach to FFS Change



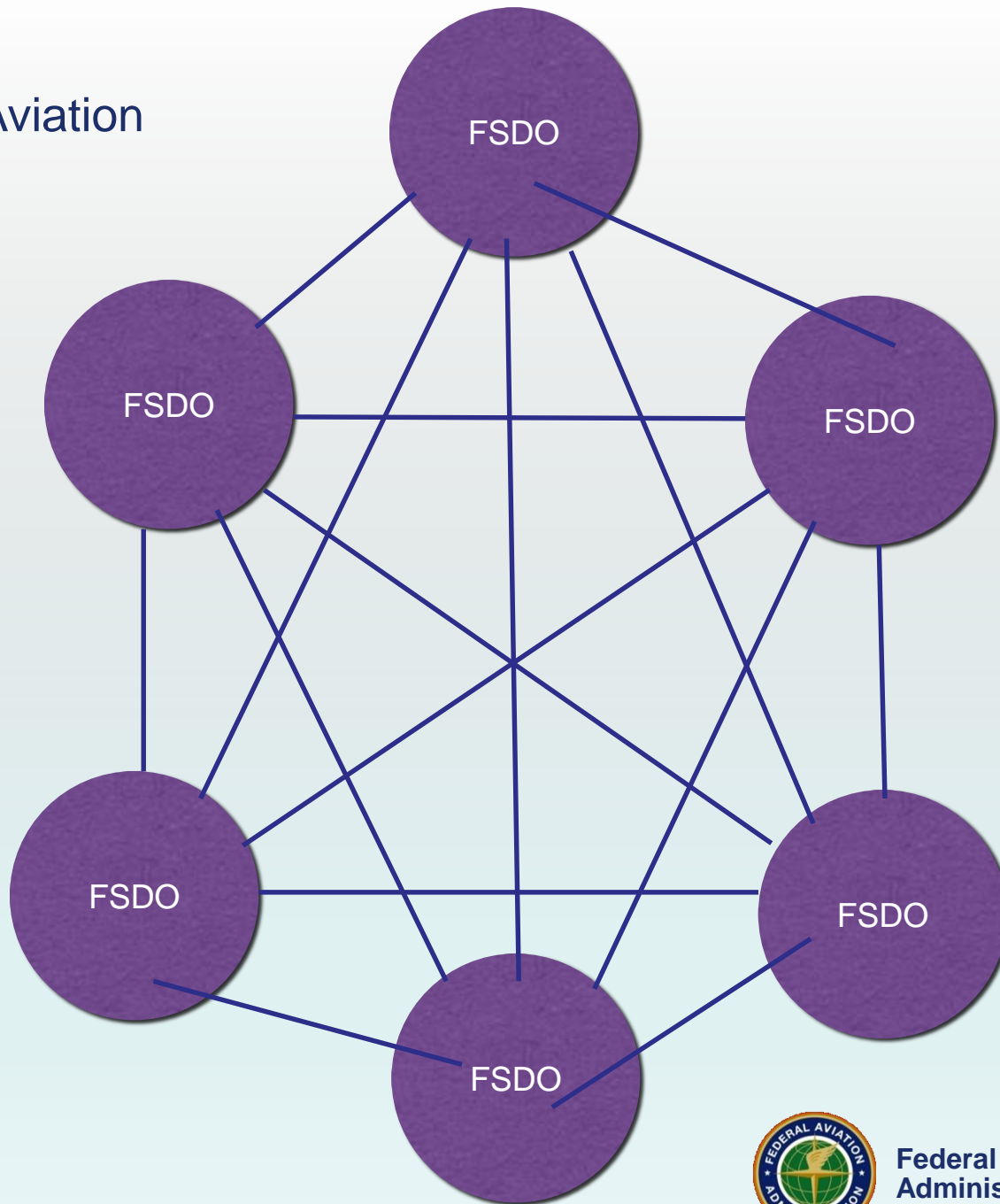
Case for Change: Current Organizational Model



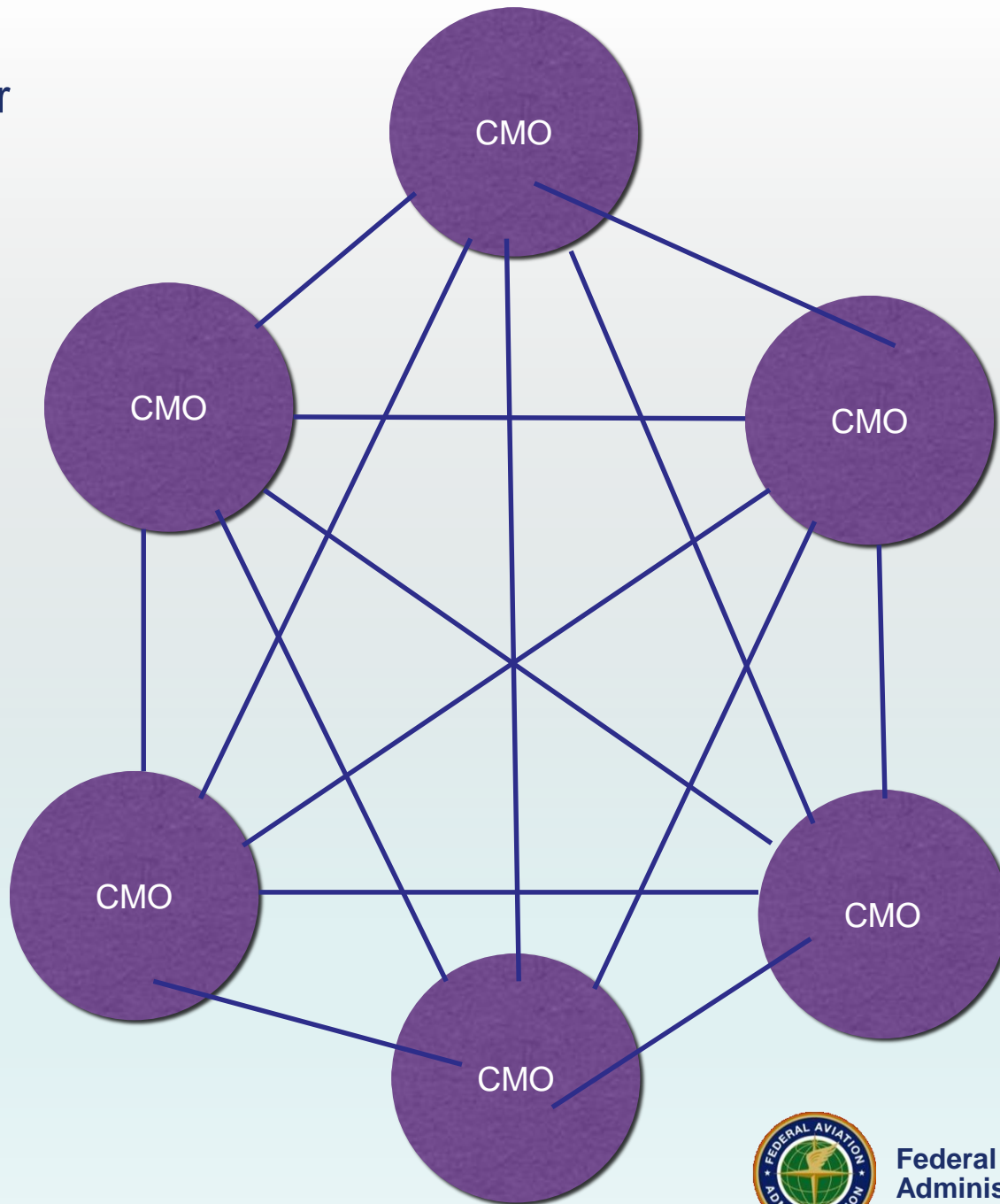
Flight Standards Service Proposed Structure



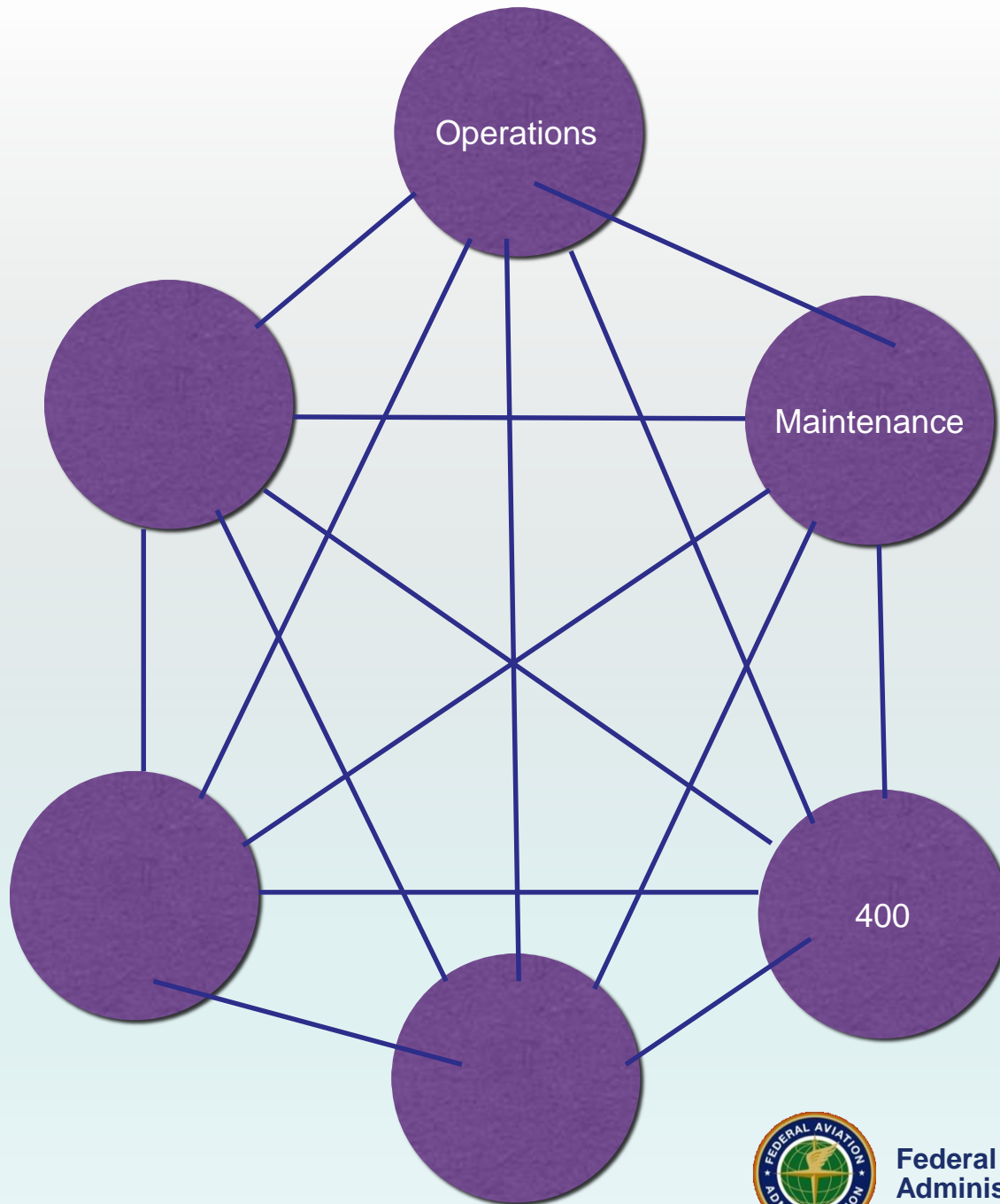
General Aviation



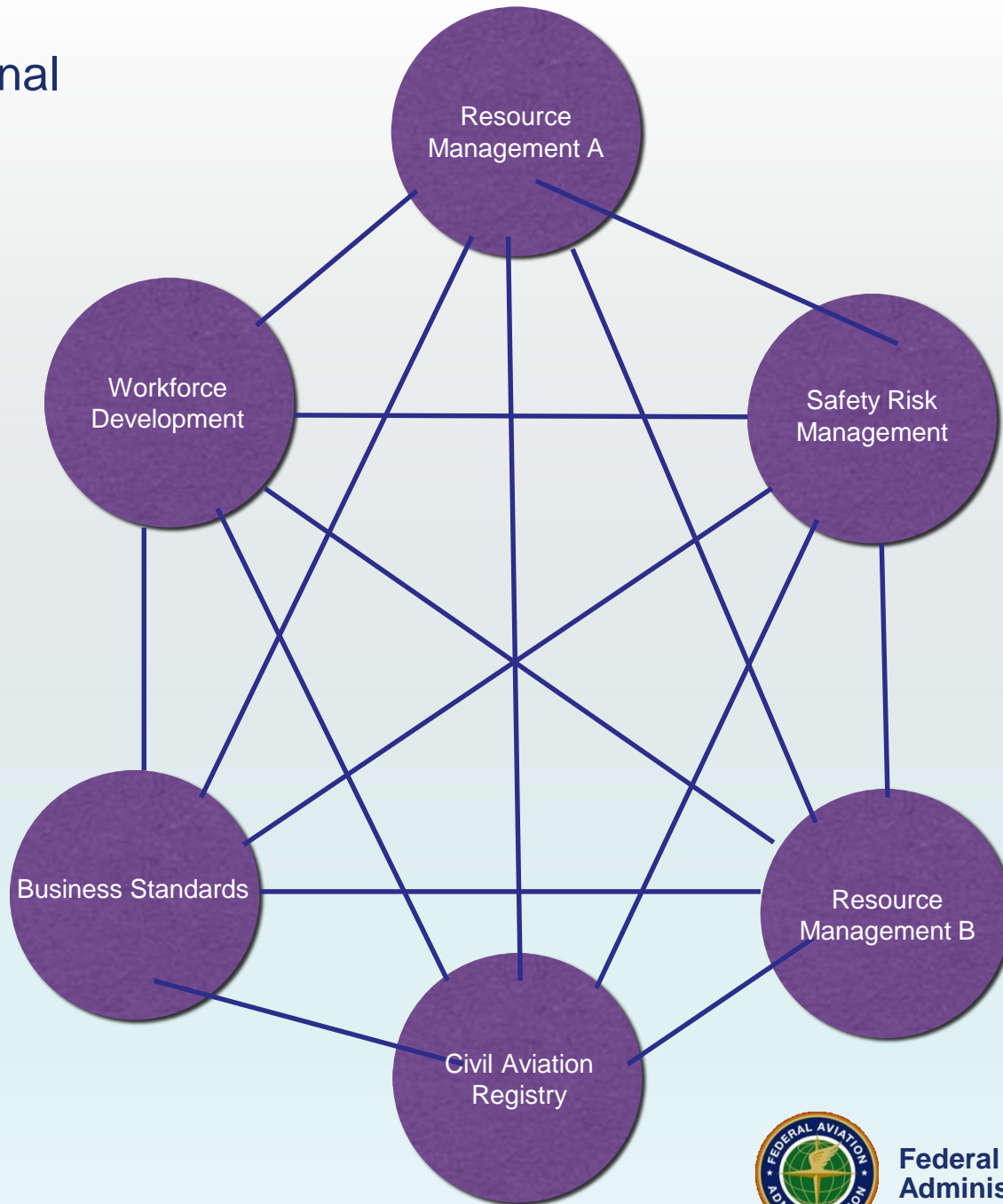
Air Carrier



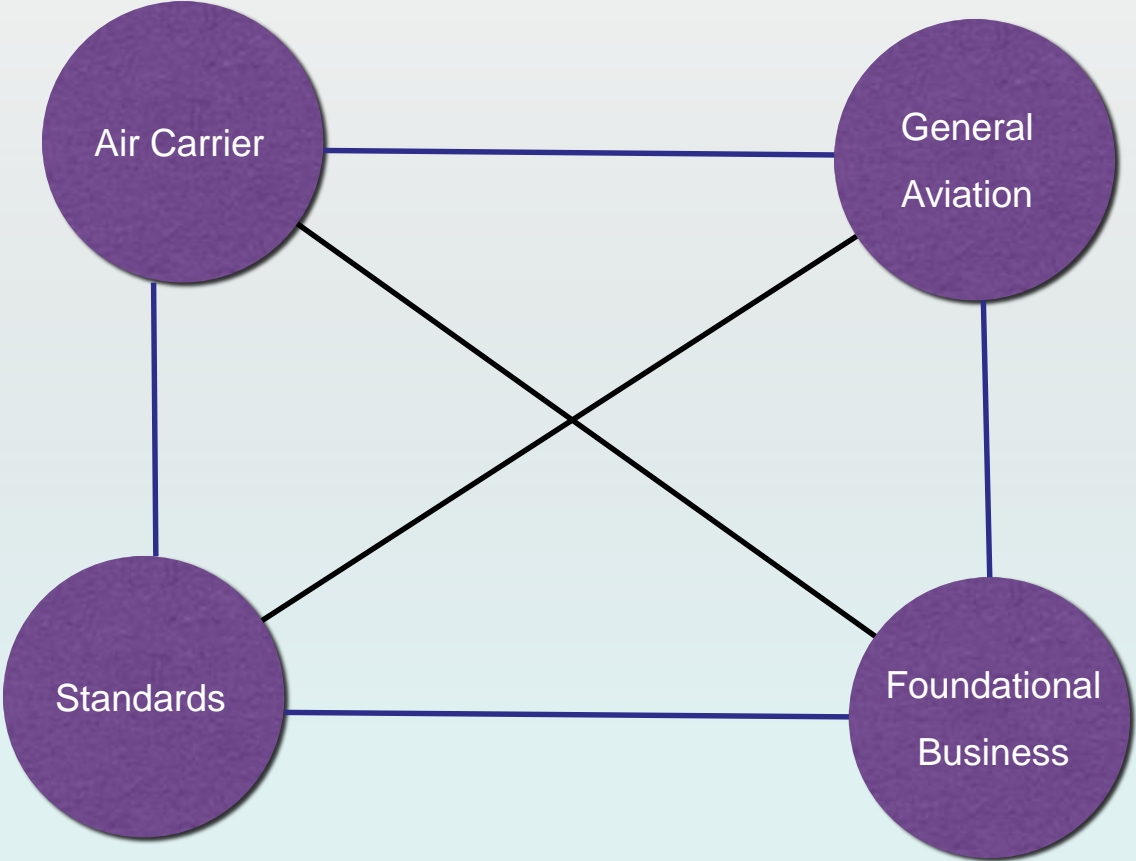
Standards



Foundational Business



Flight Standards



Interdependence Rubric

Risk	Who	How
High	All Sources and brief Supervisor	Brief up
Medium	Peer, Standards and Supervisor	"I intend to"
Low	As needed, peers and Standards	Take Action



Thank you

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