

IFATCA Training Task Force (TTF) Report

Presented by JF Lepage, Liaison Officer to the ICAO ANC

SUMMARY

In response to growing demand in terms of training offered by the Federation and to better organise how training is provided to our Member Associations, the IFATCA Training Task Force (TTF) was formally established at the last Annual Conference in Jamaica, in May 2023. At the time of writing this working paper, the TTF had three virtual meetings, in June, July and December 2023, with another meeting expected for February 2024 to finalize deliverables before Conference in April 2024.

1. INTRODUCTION

1.1. The task force, as it stands now, has been joined by 29 members from 20 IFATCA Member Associations, covering all four IFATCA regions: Algeria, Austria, Belgium, Canada, Dominican Republic, Gambia, Ghana, Guyana, India, Latvia, Mongolia, Netherlands, Pakistan, Philippines, Romania, South Africa, Switzerland, Taiwan, Trinidad & Tobago and the United States. This working paper presents the initial set up of the task force, the work done up to now and the milestones it has crossed since its inception in May 2023. A quick look at what the future holds for the TTF is also provided as a conclusion.

2. DISCUSSION**2.1. 1st Meeting of the TTF – 19 June 2023**

2.1.1. An inaugural meeting was convened a month after the 2023 Conference in Jamaica, 19 members attended. The goal of the meeting was to allow the members to present themselves, to explain the reasons why the TTF was established by the Directors at Conference, and what was expected from the group. President and CEO of IFATCA, Mr. Duncan Auld, addressed the group and welcomed everyone. He noted that training has always been a cornerstone of the Federation and that the creation of such a task force was long overdue.

2.1.2. The interim chairperson of the TTF and Liaison Officer to ICAO, Mr. JF Lepage, explained that he was only appointed until the 2024 Conference in Singapore, and what he had in mind in terms of roadmap, structure, deliverables and deadlines. Ideally, the TTF would be divided into 4-5 different Champion Groups (CGs), each led by its own rapporteur. Each CG would be responsible for developing 3-4 online courses by the end of the year, with the view of presenting these at Conference in 2024. After two hours, the meeting concluded with some homework for the participants regarding the above. It was decided to reconvene in another full TTF meeting in approximately a month.

2.2. 2nd Meeting of the TTF – 19 July 2023

2.2.1. A follow-up meeting was convened a month after the inaugural meeting. 18 members attended. After presenting the order of business for the meeting, the chairperson formalised the establishment of the following four CGs, along with their Rapporteur, as follow:

- **SAFETY MANAGEMENT (SM)** (Alfred Vlasek – Austria)
Areas of the TPM: LM
ICAO Panels: AIGP, SMP
ICAO Documents: Annex 13, Annex 19
- **AERODROMES (AERO)** (Ben Kings – Netherlands)
Areas of the TPM: ADME
ICAO Panels: ADOP, FLTOPSP, RPASP
ICAO Documents: Annex 6, Annex 10, Annex 14, PANS-OPS, PANS-AERO
- **AIR TRAFFIC MANAGEMENT (ATM)** (Francois Barwise – South Africa)
Areas of the TPM: AAS, ATS, SEP, COM
ICAO Panels: ATMOPSP, CP, FLTOPSP, METP, RPASP, SASP, SP
ICAO Documents: Annex 2, Annex 3, Annex 6, Annex 10, Annex 11, PANS-ATM, PANS-OPS, PANS-MET
- **PROFESSIONAL MATTERS (PM)** (Jaco van der Westhuizen, South Africa, Mehdi Debbari, Algeria)
Areas of the TPM: MED, TRNG, WC
ICAO Panels: PTLP
ICAO Documents: Annex 1, PANS-TRG

2.2.2. Along with these four CGs, a fifth CG, the “IT Department” was created, to handle all the tasks related to proofreading, graphic design, web design and video/animation, along with the general formatting of the courses into online content on the future platform that will centralise all the IFATCA training. The IT Department is led by Mr. Ben Kings (Netherlands) and Mr. Renz Bulseco (Philippines). Note that Mr. Bulseco is also involved with the Comms Committee, which will be quite useful when the time comes to promote the material online on the Federation’s social media platforms.

- 2.2.3. Another CG, “Leadership and Organisational Matters” (LOM), was left aside for the moment, given the more sensible and variable nature of the topics associated with it. The need to bring back to life this CG at a later stage shall be reassessed later, potentially next year.
- 2.2.4. The participants, following a request to indicate in which CG(s) they would like to be involved, were divided among the CGs. All CGs attracted several participants commensurate to the workload to accomplish, no reshuffling of members was required at this time as the spread was relatively well balanced.
- 2.2.5. EVP Professional, Mr. Peter van Rooyen, then explained how he would set up the different WhatsApp groups required to progress the work, as well as the proposed email structure for the task force. He then shared with the newly appointed Rapporteurs the details of the members of their respective CGs.
- 2.2.6. Ben Kings suggested that the TTF use a common structure and template to develop the content. He also mentioned the need to develop an online platform to host the content. He proposed to investigate the matter and report back to the task force at a later stage.
- 2.2.7. After having surveyed all four IFATCA Regional EVPs and the TTF membership, the chairperson presented the topics that were raised for potential course material. More than 70 topics were proposed, and some were identified multiple times. The table below presents these topics, by CG:

Safety Management	Aerodromes	ATM	Professional Matters
<ul style="list-style-type: none"> • <u>Incident Investigation</u> • <u>SMS general</u> • <u>HF/HP</u> • Limitations training • HF for managers • Safety audits of ATS 	<ul style="list-style-type: none"> • Abnormal and emergency situations • <u>Met for ATC</u> • Updates to documents and regulation • <u>Runway safety</u> • <u>Flight plans from ATCOs</u> perspective • LoAs structure • <u>Drone/RPAS integration</u> • Contingency planning training • ACDM • SAR • DAATS and remote centers 	<ul style="list-style-type: none"> • GANP Training • Surveillance techniques • Tactical vectoring • Abnormal and emergency situations • Met for ATC • Updates to documents and reg. • <u>PBN procedures and separation minima</u> • Airspace types and classifications • Aircraft performance • TSA and TSR (clarify???) • Civ-mil cooperation • ATC automation systems • Flight plans from ATCOs perspective • LoAs structure • Contingency planning training • <u>ATFM</u> • CDM • SAR • <u>Conflict detection and resolution</u> • Approach charts guide • Procedural separation • Identification and transfer in surveillance control 	<ul style="list-style-type: none"> • <u>FRMS</u> • <u>Mental health</u> • <u>CISM</u> • CBTA • Team management (for supervisors) • Instructional techniques • Training development • <u>Communications management</u> • ATCO staffing processes • Techniques for determining numbers • English language proficiency, • Crisis management • UTP development • Formative / summative form for SIM • How to create realistic and helpful training objectives • ATC watch manager course • Virtual class instructor • Class instructor refresher • AI integration

2.2.8. As indicated above, the CG “Leadership and Organisational Matters” (formerly Industrial Matters) was left aside for the moment, but gathered the following topics:

Industrial matters
<ul style="list-style-type: none">• Bargaining skills• Air traffic disruptions• Work organisation during pandemic• Management of industrial action or measures• Strategic planning – union or association level• Leadership – association directors• Visibility /marketing for associations and unions• Webinars and seminars organization• VSRP

2.3. 3rd meeting of the TTF – 3 December 2023

2.3.1. Another full meeting of the TTF was convened in December 2023, where draft ideas for the first batch of deliverables were presented to the group. Time was dedicated to Ben Kings, who presented a trial version of the new “IFATCA Academy” and showed the group how it is expected to work, along with the many capabilities of the platform. My personal view is that the IFATCA Academy has the potential to revolutionise the way IFATCA provides training to its Member Associations and the possibilities offered by it are simply amazing.

2.3.2. Ben also presented a tool to better organise the work of the TTF: an online software named “Open Project”. With its countless functions, it is the perfect project management software to assist the task force in managing, tracking and achieving its objectives. The group was extremely enthusiastic regarding these new features.

2.3.3. **In the same spirit, I’d like to take the opportunity to thank wholeheartedly Ben for his dedication to the TTF. From the very beginning, he demonstrated a lot of interest in the work of the task force. His natural leadership, extraordinary communication skills, thorough understanding of training and his sense of initiative, along with an acute ability to see the big picture, were highlighted by several members and it is not surprising he was elected as the new chairperson of the Training Task Force. I wish Ben all the success he deserves, and I will of course provide him with all the support and advice I can during the transition period.**

2.4. Future steps for the TTF

2.4.1. At the time of writing this paper in February 2024, the first batch of deliverables is expected to be ready shortly and should be uploaded on the “IFATCA Academy” platform, for a scheduled rollout at Conference in April 2024.

- 2.4.2. In the long term, once the handover of the chairmanship to Ben is completed, the plan is to continue adding online courses to the IFATCA Academy and expand our offer of in-person courses. The task force will also consolidate the existing in-person courses IFATCA is already running before adding new courses.
- 2.4.3. What is next? A number of possibilities await the TTF. The group discussed the potential of the platform, certificates, paid courses, with a special fare for IFATCA MAs, hybrid courses consisting of e-learning, virtual courses, in-person seminars, etc. The list is endless, and no doubt Ben has a few ideas to take the TTF to the next level.



Figure 1 – IFATCA TTF Rapporteurs (From left to right: Ben Kings, Alfred Vlasek, Mehdi Debbari, Jaco van der Westhuizen, Renz Bulseco, Francois Barwise)

3. CONCLUSION

- 3.1. Needless to say, the TTF has been very busy this year. When I look at the progress made, we started as a group setting up everything that was needed to organise the existing training, develop online courses, progress the work, and establish a structure to remain well organised and distribute the tasks. And there is still a lot to do.
- 3.2. I would like to conclude this working paper by thanking the IFATCA Executive Board for entrusting me with the task of setting up our new Training Task Force. Given my previous implication with the ICAO Next Generation of Aviation Professionals (NGAP), the Competency-Based Training and Assessment Task Force (CBTA-TF) and more recently the ICAO Personnel Training and Licensing Panel (PTLP), it is no secret that training is a passion for me. And it was an honour to be part of this initiative.

3.3. In particular, I would like to sincerely thank IFATCA EVP Professional, Peter van Rooyen. His assistance was greatly appreciated, Peter was there every step of the way to help me whenever I needed him, and his contribution in the front and back scenes was tremendous. Thank you very much for everything Peter!

4. RECOMMENDATIONS

4.1. It is recommended that this report be accepted as an information paper.

5. REFERENCES

5.1. IFATCA. (2023). *Training Task Force (TTF) - Terms of Reference*. [PDF]. Retrieved from https://www.ifatca.org/wp-content/uploads/documents/manuals/tors-ttf_v3.pdf

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