

## International participation in Eurocontrol Training Focus Group (TFG) for years 2005/2006



Report of Michel BRYAND IFATSEA  
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### 1 - Introduction

This report gives a summary of what happen to the tree last meetings of the TFG and a synthesis of the state of the ATSEP training.

#### **Mission and objectives of the IFATSEA representative in the Eurocontrol Training Focus Group:**

I have been nominated by the executive board as the IFATSEA Training Focus-Group representative. As such, I have attended the three last meetings of the Training Focus Group of the Human Resource Team Programme of Eurocontrol (HRT).

#### **Main objectives of IFATSEA representative.**

- To make sure that the task force under the responsibility of the TFG progress in the work
  - to the definition and publication of a guidelines for a Common System/Equipment Rating Training for ATSEP's;
  - to the revision of the guidelines for a Common Basic and Qualification Training for ATSEP's;
  - to the definition and publication of a Guidelines for the Competence Assessment of ATSEP's
- That this "Specialist Task" remains priority in the frame of various works of the Training Focus Group and Human Resource Team (HRT) of the European Organisation for the safety of air navigation.
- During the meetings, to established good relations with representatives of the participating countries, with representatives of the European Commission, Eurocontrol and with other participants in order to explain the point of view of IFATSEA on training and assessment matters.

- To report to the executive committee any other matters on the Agenda of the TSG which could be interesting for IFATSEA.

### **Mission and goals of the EUROCONTROL Training Focus Group.**

- The Training Focus Group supervise the activities of the different Eurocontrol working groups dealing with personal development and training including courses for Air Traffic Safety Electronics Personnel (ATSEP), Air Traffic Controllers (ATCO) and AIS personal .
- The TFG detects the training needs, see if harmonisation is needed, creates and supervises the different working groups or task force and define terms of reference.
- When approved by the TFG the guidelines produced are submitted to the Eurocontrol Human Resources Team (HRT).
- Work packages or Guidelines are then published and distributed to the ECAC member states.

### **Authority**

The TFG reports to HRT (Human Resources Team of Eurocontrol).

### **Actions for 2005 and 2006** (see also diagram in next page)

The responsibility of the TFG is involve in the following program:

- Guidelines for personal and career development process
- Common core training for ATSEPs, ATCOS, and AIS personal
- Courseware based on new training technologies, E-learning development
- Continuation training syllabi and plans
- English language tests and training modules
- Training design
- Sets the context of the documents in relation with other documents within Eurocontrol, the European Commission and ICAO , including ESARR5.

### **Stakeholders**

- Civil and military ANS providers
- Regulatory authorities (eg. European commission, ICAO, CAA, JAA, national authorities)
- Staff Association (eg. IFATSEA, IFATCA)
- Research and development partners (eg. National R&D establishments, FAA, EUROCONTROL)

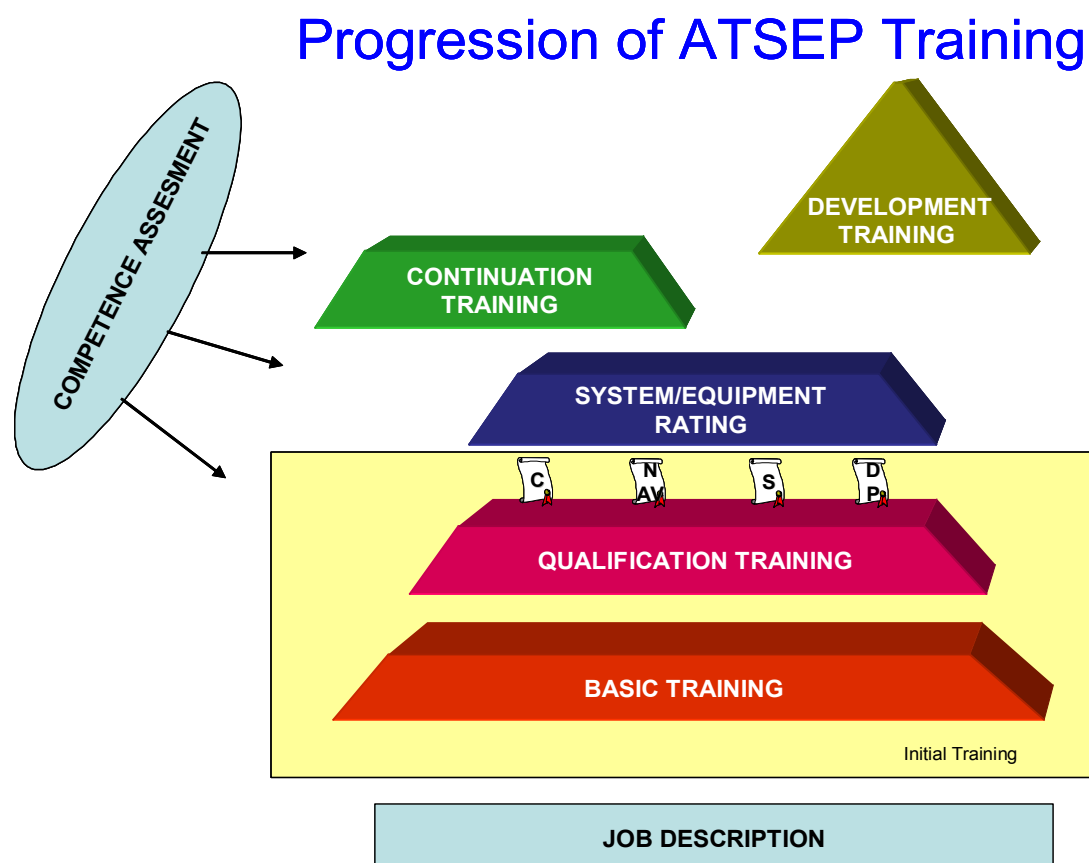
### **Lists of participating states and associations (1):**

Austria, Belgium , Bulgaria, Czech Republic, France, Germany (civil and military), Ireland (civil and military), Italy, Portugal, Serbia & Montenegro, Slovenia, Sweden, Switzerland, United Kingdom, The Netherlands, Turkey, European Commission, Eurocontrol, IFATSEA, IFATCA.

(1) *This list is subject to change.*

## 2 - Summary of ATSEP Training guidelines

This diagram represents the different modules of the ATSEP training.



Guidelines corresponding to this diagram have been developed by Eurocontrol, IFATSEA and ICAO.

### Eurocontrol guidelines

For most of the modules EUROCONTROL has published a guidelines :

Job description :

**MODEL FOR TASK AND JOB DESCRIPTION FOR ATM TECHNICAL STAFF.**  
HUM.ET1.ST01.2000-GUI-02 - 3 July 1996 Ed. 1

Basic Training (First release 1996 but revised in 2003)

**Guidelines for a Common Basic Level of Technical Training for Air Traffic Safety Electronics Personnel.**  
HRS/TSP-002-GUI-03 - 02.04.2004 - Ed. 2.0

Qualification Training :

**Guidelines for a Common Qualification Level of Technical Training for Air Traffic Safety Electronics Personnel.**

HRS/TSP-002-GUI-02 - 06.10.2003 - Ed.1

System/equipment rating (new) :

**Guidelines for a Common Qualification System/Equipment Rating Training for Air Traffic Safety Electronics Personnel.**

HRS/TSP-002-GUI-03 - November 2005

Competence assessment (new) :

**GUIDELINES FOR THE COMPETENCE ASSESSMENT OF AIR TRAFFIC SAFETY ELECTRONIC PERSONNEL (ATSEP).**

This document will now be presented to the Safety Regulation Commission to be assessed as a means of compliance with ESARR 5.

**ICAO guidelines**

**Training Manual for ATSEP,**

Doc 7192 - Pre Edition 2004

**IFATSEA Guidelines**

**IFATSEA Training Manual**

Rev. 2003

Was presented to ICAO in October 2003

**Notes:**

The ICAO training manual, doc 7192 is based on the IFATSEA training Manual. IFATSEA was mandated by ICAO to define and produce this manual.

A very close and fruitful collaboration between IFATSEA and Eurocontrol allowed the output of all the Eurocontrol guidelines, the IFATSEA training manual and the ICAO manual.

### **3 - Report of the TSG/22 in Luxembourg January 2005, TFG/23 in Langen June 2005 and TFG 24 in Luxembourg December 2005.**

A complete report of the TFG 22,23 and 24th meetings has been published by Eurocontrol and has been forwarded to the chairman of the professional committee. I give here only the points of special interest for the ATM technical staff (ATSEP).

I participated in these three meetings as IFATSEA representative.

The main subjects concerning the ATSEPS were :

- The progress of the work done in the HRS/TSP-002 Common Core Training program.
- The revision of the Common Basic Training and qualification training.
- The development and publication of a new guidelines for a Common System/Rating Training for ATSEP
- The development of a new guidelines for the Competence Assessment of ATSEP.

The next pages will give you details only on the subject which was important for ATSEP.

#### **TFG 22th meeting Eurocontrol Luxembourg – January 18<sup>th</sup> & 19<sup>th</sup> 2005**

##### **Agenda Item 6 ATSEP Training**

Michel Pistre gives information on the project.

Final deliverable will define type rating training and describe how it may be created and implemented.

This part of the document will be presented to TFG23 in June 2005.

The second part will look at current practices and definitions of competence, taking in particular into account the context of the implementation of ESARR5 V2.

##### **Question/Answer session:**

*Ref: Eurocontrol report TFG 22*

*In response to a question from ENAC asking if the task force looked for commonality and software processes rather than the material/equipment itself, Michel stated that a generic approach to equipment (considering that manufacturers provide specific training) is taken. Training progression is noted as academy – manufacturer – unit and this is seen to be rather complex. As yet the task force has not found the optimal approach.*

*IFATSEA noted that a high proficiency in English is required for some technical functions, most notably among systems engineers who need to co-ordinate with adjacent units in neighbouring States. Is a minimum level of English foreseen in basic training? The task force will consider the issue. Those type ratings (for ATMTS) requiring a high level of English need to be identified.*

*Austrocontrol was informed that medical issues are not in the terms of reference of the task force. It was noted that Maastricht, as an example, does provide an annual medical to technical staff involved in certain critical tasks.*

During this meeting no decision was taken on this subject. It was just a progress report. The working group seems to be progressing in the right direction. I make sure that English proficiency for ATSEP will be taken into consideration as an important matter.

IFATSEA must be careful that medical issue should be taken into consideration in the application of ESARR.

## TFG 23th meeting Eurocontrol – DFS Akademie Langen – June 7<sup>th</sup> & 8<sup>th</sup> 2005

As representative of IFATSEA I participated to this Training Sub Group meeting.

### Agenda Item 6 ATSEP Training

Michel Pistre gives some information on the task force work and present the future content of the new guidelines for the system/rating training of ATSEP

Final deliverable will define type rating training and describe how it may be created and implemented.

The second part will look at current practices and definitions of competence, taking in particular into account the context of the implementation of ESARR5 V2. The job will be coordinated with the job on ATSEP Competence mandated by HRT

#### Question/Answer session:

Ref: Eurocontrol TSG 23 report

*IFATSEA is much concerned with the necessity to develop a requirement for English language training for ATSEPs. System managers and technical supervisors in particular have to co-ordinate with colleagues in adjacent, international, centres in English. There are other groups of technical personnel where English is becoming more and more the language of international communication. There is a need to define the minimum level of English language proficiency for specific ATSEP functions. The DFS wondered if this was leading to certification. Michel Pistre clarified that there was no question of seeking licencing but Eurocontrol would be looking at required competencies as mentioned in ESARR 5 Ed.2. – A.I. 15 Development of a Competency Scheme for Engineers and Technical Personnel refers.*

### Agenda Item 10 E-learning

Presented by Max Bezzina (TDH/IANS). Oral presentation with slides.

Max presented e-learning initiatives undertaken since the last meeting.

#### Question/Answer session:

Ref: Eurocontrol TSG 23 report

*The DFS felt that IANS is on the right track with e-learning development with a dynamic design to the modules. IFATSEA requested a module for ATSEPs – which could be done but only after a mandate from TFG. Responding to an appeal for a common platform for e-learning, Max answered that using e-learning should not only be seen from the technical view point but also from that of an organisational and pedagogical one. Providing technical*

*advice as to what hardware and software is needed to start e-learning is relatively straight forward. E-learning is expected to work well on standard PCs having standard software with an internet browser. However, there remain a number of organisational and pedagogical issues to be considered including how instructors will adapt to this new approach to learning.*

**Agenda Item 15                      Development of a harmonized competence scheme for engineers and technical personnel**

Presented by Brian Considine (DAS/HUM). Oral presentation with slides.

The aim is to develop a harmonized competence scheme to assist States in the implementation of ESARR 5 requirements for ATSEPs. It will be necessary to describe and determine an internationally recognised level of competence. This development is at the direct request of HRT and was presented to TFG for information.

**These two days gave me the opportunity to have a good and fruitful discussion with Brian on this important subject and to make sure that IFATSEA be in the loop for the design of these guidelines.**

**TFG 24th meeting Eurocontrol Luxembourg - December 08th & 09th 2005**

As representative of IFATSEA I participated to this Training Sub Group meeting.

Important points for the ATSEP :

*Ref: Eurocontrol TSG 24 report*

**Agenda Item 5 Sesar**

*Presented by Alexander Heintz (DFS) - Oral presentation with slides*

The contracts of this project have just been signed, but the preparatory work is in progress to enable a quick start.

In this overview, the following issues are presented:

*What is SESAR?*

*It is a large scale programme to develop and implement a pan-European ATM-network, which brings all parts of the air transport industry under one umbrella. SESAR is funded by the EU and Eurocontrol and begins with a Definition Phase.*

*How will SESAR be organised?*

*There will be a work breakdown structure (WBS) with an Institutional Framework Definition, Performance Requirements and system definition, an implementation plan for the definitions and a work programme for 2007-2012. The milestone objective plan describes the sequence of work and deliverables in the Definition Phase and also the project management structure and differences to existing working structures are explained in this presentation.*

*How will the Human Resources be covered?*

*The work package 1.7 "Human Resources" has been split into 3 subtasks: 1.7.1 Human Factors impacts, 1.7.2 Recruitment, Training and Licensing and 1.7.3 Social factors. Alexander Heintz also explained the work structured along the "MOP".*

*What challenges we see?*

- *to achieve "buy-in" from all sub-consortia and associated groups*
- *to consult with relevant bodies*
- *to achieve appropriate consideration of HR/HF-issues in the definition and development phase*
- *to bundle relevant R&D-activities*
- 

*What will be your role?*

- *The existing bodies (EATM groups, CANSO HR-group, ATM WG Social Dialogue) should be used to review and discuss deliverables.*
- *Workshops as working method to collect input and feedback*
- *No overall buy-in possible, when no buy-in within ANSPs is achieved*

**Question/Answer session:**

*Ref: Eurocontrol TSG 24 report*

*Raymond Martin (Irish Air Corps, Ireland): Warned that the implementation of technological development without taking consideration of the human need and the use of immature technology should be avoided.*

*Alexander Heintz (DFS, Germany) replied that they are aware of this; it will be the task of the development phase to measure things and make them operational. We cannot afford an academic approach due to time pressure.*

*Antonio Guerra (NAV, Portugal): Wondered about the process and the role that current TFG would play in regular quality check for this kind of deliverable?*

*Michel Pistre (IANS/TDH) advised to use the current working arrangements for feedback and experience. Ian Middleton (IANS/TD) reminded that this presentation is an overview of a very big issue and that the participants should refer to the relevant issues for this group.*

*Manfred Barbarino (DAS/HUM) stated that this 2 years phase is a kind of feasibility phase, as in the SENSE programme. There will be no SESAR deliverables in the coming 2 years in the sense of a product which has to be implemented. Thus the current role and scope of the TFG will not be affected by this, as TFG is not regarded as a SESAR approval body. However, after those 2 years of planning phase the TFG role might change once the SESAR development and deployment phase (2008-2013) has started.*

#### **Agenda Item 6          Creating and applying ATM training material compliant with ESARRs – Sense WP1**

*Presented by Vladimir Bubalo (IANS/TDH) – Oral presentation with slides*

This presentation consisted of an overview of the SENSE – Working Package 1 of training enhancement:

What are the benefits?

- Support to regulation and service provision
- Support to training delivery and learning
- Standardised and harmonised training
- Cost efficient training development
- Efficient approval and implementation
- Broaden expertise and improved quality
- Partnership and better communication

What are the sub-packages/main deliverables?

- Development of Multimedia packages
- CCC as a Standard
- Definition of standard in ATM Training

What are the options?

#### **Harmonisation of CCC material for ATSEP**

- Harmonisation of CCC material for ATCOs
- EATM glossary revision
- CCC approval process
- CCC forum

**Agenda Item 8 ATSEP Training**

*Presented by Michel Pistre (IANS/TDH) – Action paper 1, guidelines and oral presentation with slides*

At TFG meeting 20, the recommendation was made to HRT to extend the activity of the Working Group Air Traffic Management Technical Staff until 31/12/2005, with the specific tasks

- develop structures and templates for ATSEP type rating
- develop guidelines for the maintenance of ATSEP competency

The HRT 21 followed this recommendation with setting up the Terms of Reference to analyse and develop best practices and, when possible guidelines, on the phases of ATSEP training named Type Rating, Continuation and Development. In addition HRT 23 agreed to the development of specific guidelines for a Competence Scheme for Engineers and Technical Personnel in ATM.

In the different slides of this presentation, the progression of ATSEP Training and the additions proposed by TF are explained. In particular, the rating process training was illustrated by a diagram showing that this process may include training modules in various locations and for various purposes.

The draft recommendation will be presented to HRT as approval as proposed issue of an EATM guideline.

**Question/Answer session:**

*Ref: Eurocontrol TSG 24 report*

*Gerhard Diener (DFS, Germany) remarked that the term “Type rating” is still used in this document.*

*Michel Pistre (IANS/TDH) passed his excuses to the TFG meeting participants; he will update the document by using the term “System / equipment rating training”.*

*Michel Bryand (IFATSEA) thanked the Task Force for this very important document for ATSEP. He pointed out that there is a reference in this document to a System Monitoring and Control (SMC) qualification training and asked if there is a plan to develop such a new qualification training?*

*Michel Pistre (IANS/TDH) replied that the first concern of the Task Force was to submit this document to the TFG members to receive their approval and that the Task Force has another 2 years for developing training material. He then asked the participants of this meeting if there was a need for a SMC qualification.*

*Derek Rainey (Skyguide, Switzerland) proposed to take this proposal back to their experts.*

*Jean-Jacques Blanchard (DSNA, France) asked if the correct word description should be new function or new job.*

*Michel Pistre (IANS/TDH) explained that this depends on the organisation/place. He proposed not to make a decision today and that TFG will consider SMC case at the next meeting.*

## Agenda Item 11      **Development of a Competency Scheme for Engineers and Technical Personnel**

Presented by Brian Considine (DAS/HUM) – Oral presentation with slides

The objective of a Competence Scheme for Engineers & Technical Personnel is to develop harmonised guidelines to establish standards of technical competence.

The aim of this document is to provide guidance to NSAs, Operating Organisations and Individual Personnel on how a competence assessment for ATSEPs might be applied. The document includes guidance and explanation on the following

The ATSEP subject to competence assessment:

On site trainees before working solo

ATSEP on completion of conversion training

ATSEP instructors and SMC ATSEPs on completion of their Development Training

On-going competence

Initial Training:

EATM Guidelines for a Common Basic Level of Technical Training

EATM Guidelines for a Common Qualification Level of Technical Training

Human Factors:

Human Factors during Initial Training

TRM training should be included during the career of the ATSEP

Medical Fitness

Operation Organisation to provide guidelines with regard to their medical position

ATSEP Instructors

Formal training

Competence Measurement

Performance objectives

Documentation

Local Competence Assessors

Competence Assessment should be conducted at least every 3 years

Deliverable Dates:

Draft 0.5 – Distributed December 07<sup>th</sup>, 2005

Proposed issue will be presented to HRT/25 in March 2006.

### **Question/Answer session:**

*Ref: Eurocontrol TSG 24 report*

*Antonio Guerra (NAV, Portugal) fully agrees with the integration of a TRM training in this competency scheme and is trying to develop a TRM course for ATSEP (separate from ATCO).*

*Koen De Vos (EC) wondered how much need there is for regulation of ATSEPs in view of adoption of the common requirement for the certification of air navigation service providers. Brian Considine (DAS/HUM) explained that many countries do have a licensing system for ATSEPs, others don't. The medical assessment is also in place in some countries but not in all, so there's no overall consistency. The most important thing is competence and the assessment of competency.*

## **Agenda Item 18      Action / Conclusion and draft recommendation of the meeting**

### **Action N°1:**

**The updating of the Guidelines for a common qualification level of technical training for ATSEP, on the motion of SMC Qualification, will be debated by TFG/25 after further investigations from the ATMTSTF on the subject.**

This action is very important and IFATSEA must develop a strategy on this subject to be able to take part of the discussion during the TFG 25 in June 2006.

#### **Recommendation N° 1**

**TFG/24 at its meeting in Luxembourg agrees to present the document "Guidelines for a Common System / Equipment Rating Training for Air Traffic Safety Electronics Personnel" to the Human Resources Team for approval as a proposed issue of an EATM Guideline at its next meeting.**

## **4 - Notes and conclusion**

This TFG 24 was a very important meeting for the ATSEP, decision have been taken to present the guidelines for a Common System / Equipment Rating Training for ATSEP to the HRT for publication. The presentation of the new guidelines for competence assessment for ATSEP was also well appreciated by the members of the TFG and will be finished and presented to the HRT at the beginning of 2006.

**I draw the attention of the executive board of IFATSEA to the point Agenda Item 8, ATSEP Training and action 1 of the TFG.**

I was in a difficult position during the meeting !

When we look at the SMC training we can see that as it is presented on the guidelines (see drawing at the page 21 of the Eurocontrol document) the SMC personnel can also be recruited from outside the company. I know that this is a point where IFATSEA as not a well defined policy and that some IFATSEA members might even be opposed. **During the meeting IFATSEA could not be opposed to such good guidelines because of only this simple point. For that reason, I ask that, if this possibility (to engage personnel from outside de company) stay as presented, the SMC qualification training should be handled with great care. This is the reason for my intervention and the action 1 of the TFG.**

**I ask the executive to discuss this matter and take position in order to be able to take part in the discussion during the next TFG meeting in June 2006.**

#### **Next meetings**

**TFG/25 will be held on June 7<sup>th</sup> and 8<sup>th</sup> 2006, DHMI (Turkey) has agreed to host this meeting in Ankara.**

**TFG/26 will be held in Luxembourg in on December 06<sup>th</sup> and 07<sup>th</sup> 2006.**

#### **Last minute news**

While I was writing this report, I received very good news and I am pleased to inform you that the HRT, during the meeting held in Brussels on the 15th of March, agreed to the release of our document "Guidelines for a Common System/Equipment Rating.

**Training for Air Traffic Safety Electronics Personnel" as an EATM Human Factors Domain deliverable.**

**During the same meeting the HRT also approved the "Guidelines for the Competence Assessment of ATSEP" as an EATM Human Factors Domain deliverable.**

I hope that IFATSEA will continue to participate to the next TFG meetings in order to make sure that the development of training for ATSEPA stay a high priority.

**Michel BRYAND**

IFATSEA Eurocontrol TFG Representative  
Mars 2006