

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

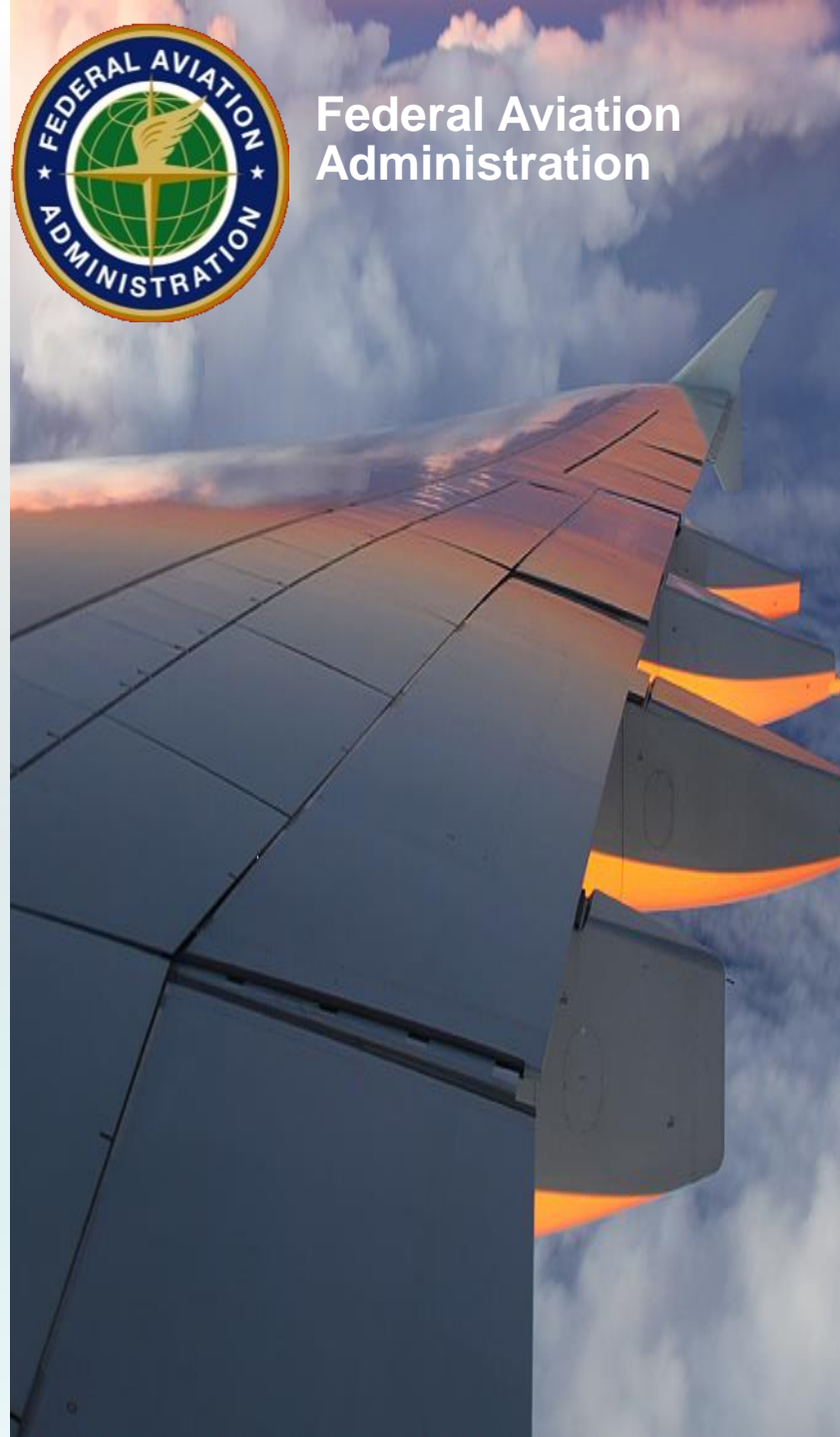
Daytona Beach, FL

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**



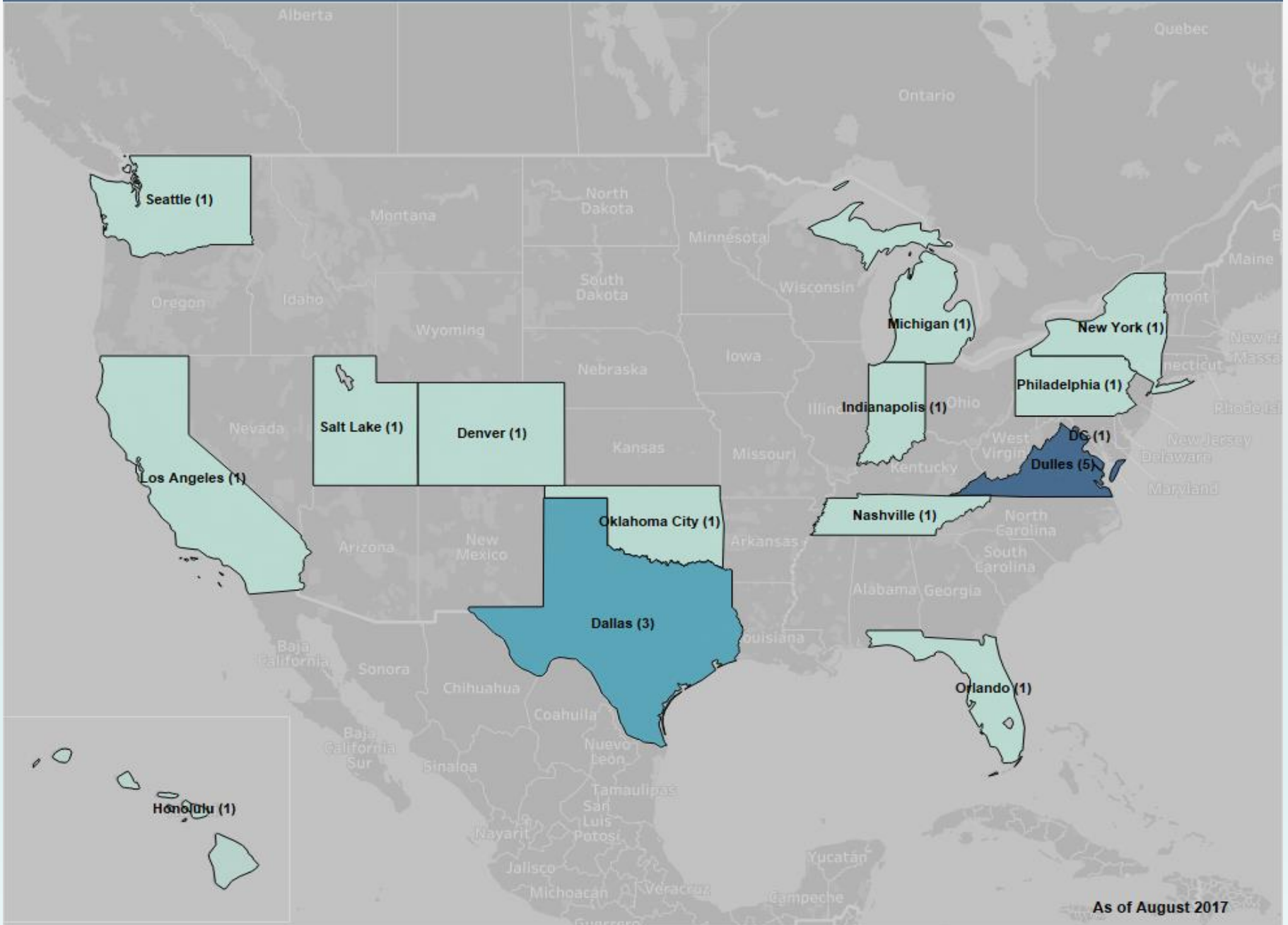
AFS-280 General Responsibilities

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)



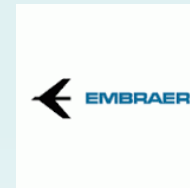


Industry UPRT



Academics (5 hrs)

Simulator exercises (2 hrs)



Federal Aviation Administration

It takes a village



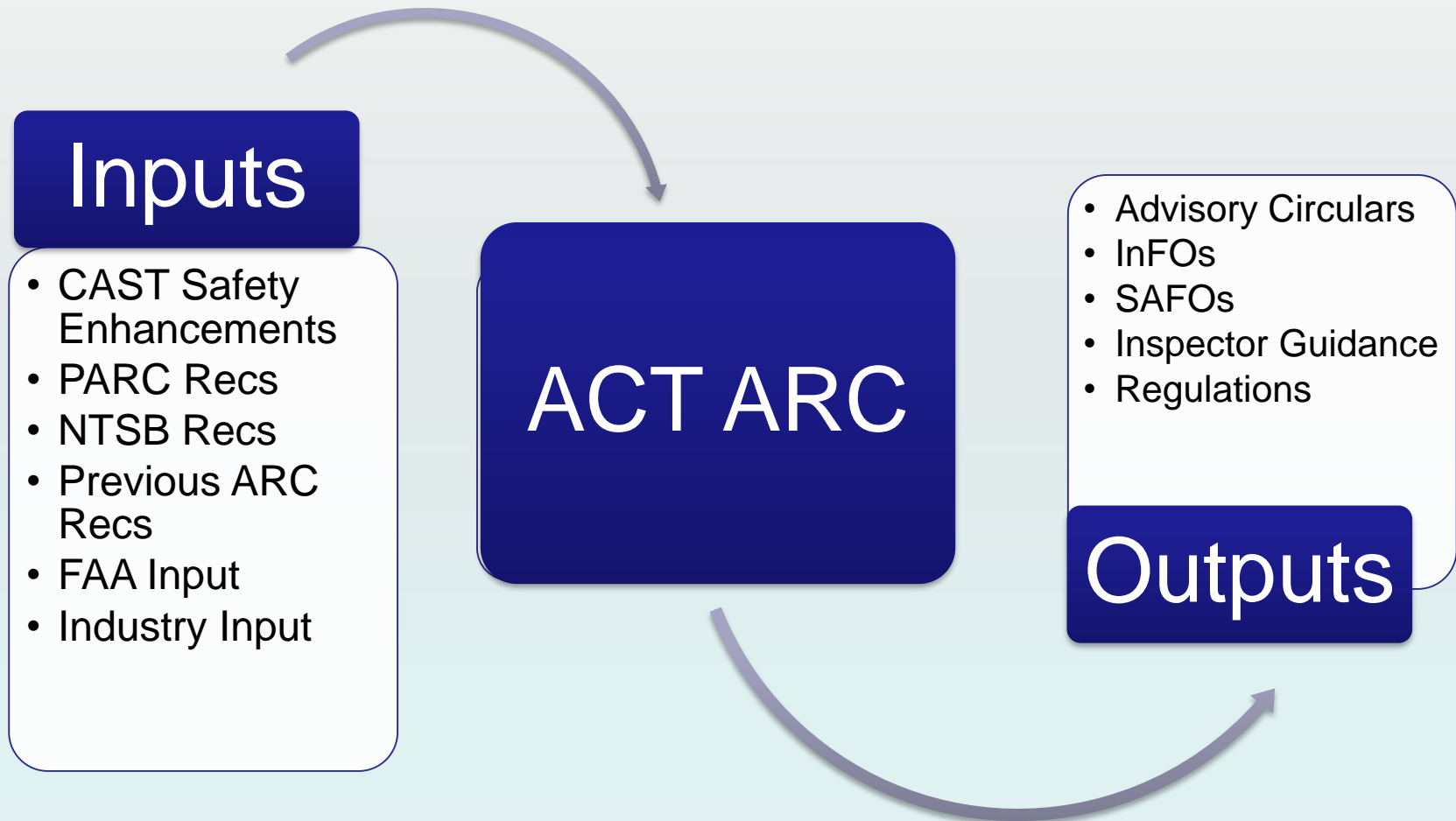
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Capt. Scott Day
Director of Training
Scott.Day@alaskaair.com



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

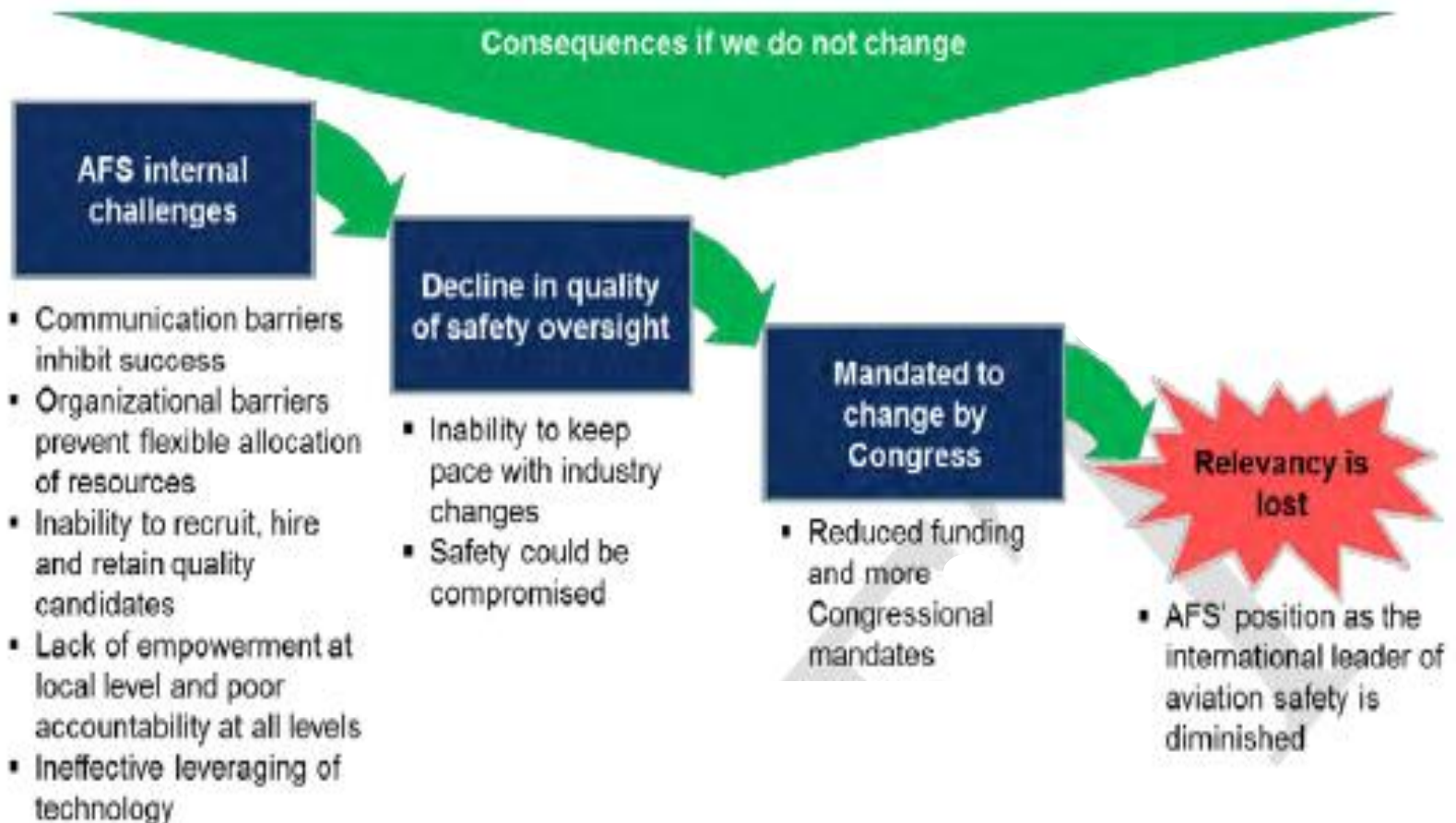
Decision-Making – e.g., Risk-Based Decision-Making Strategic Initiative

- 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

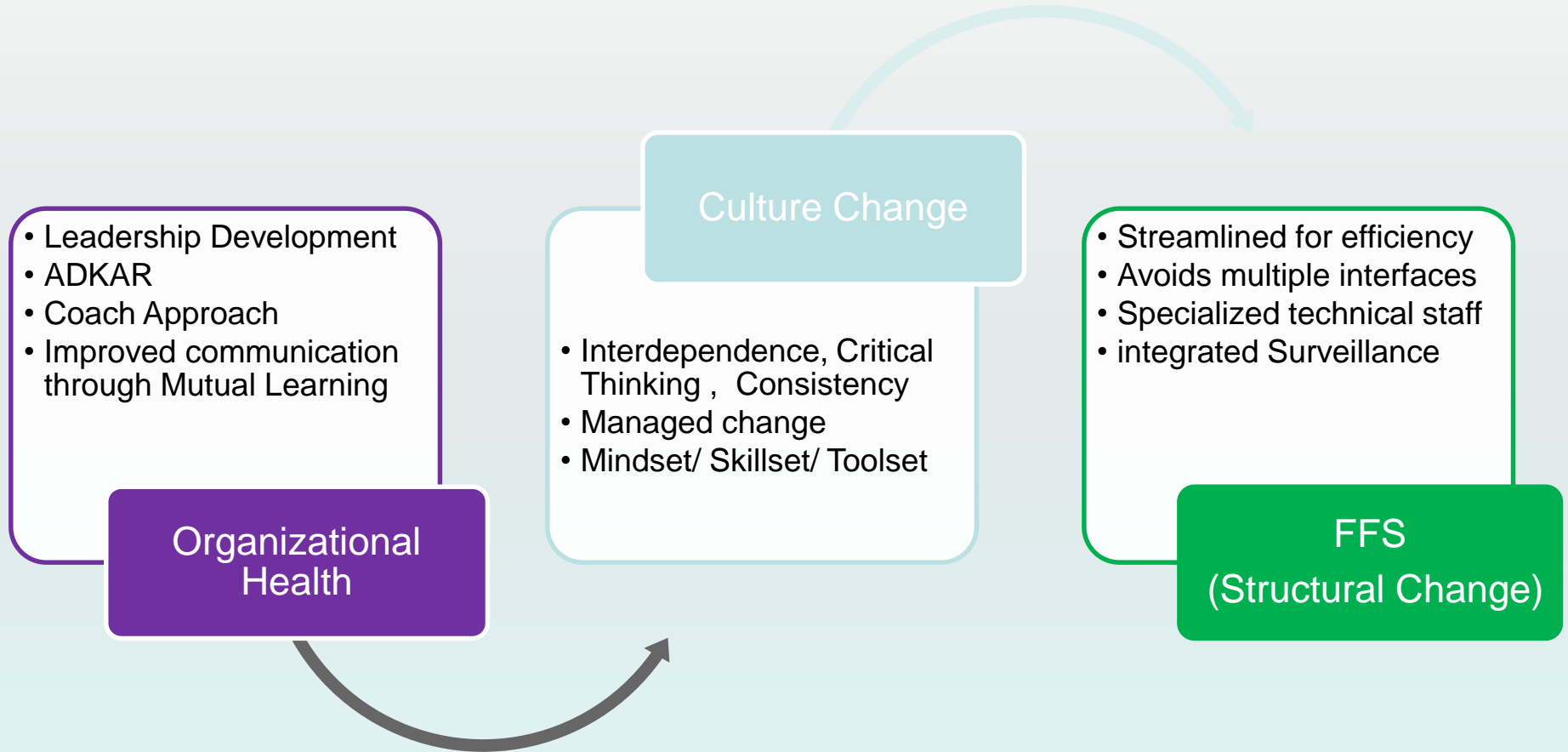
Result = Organizational Health:

Agility, Efficiency, Consistency to meet challenges of:

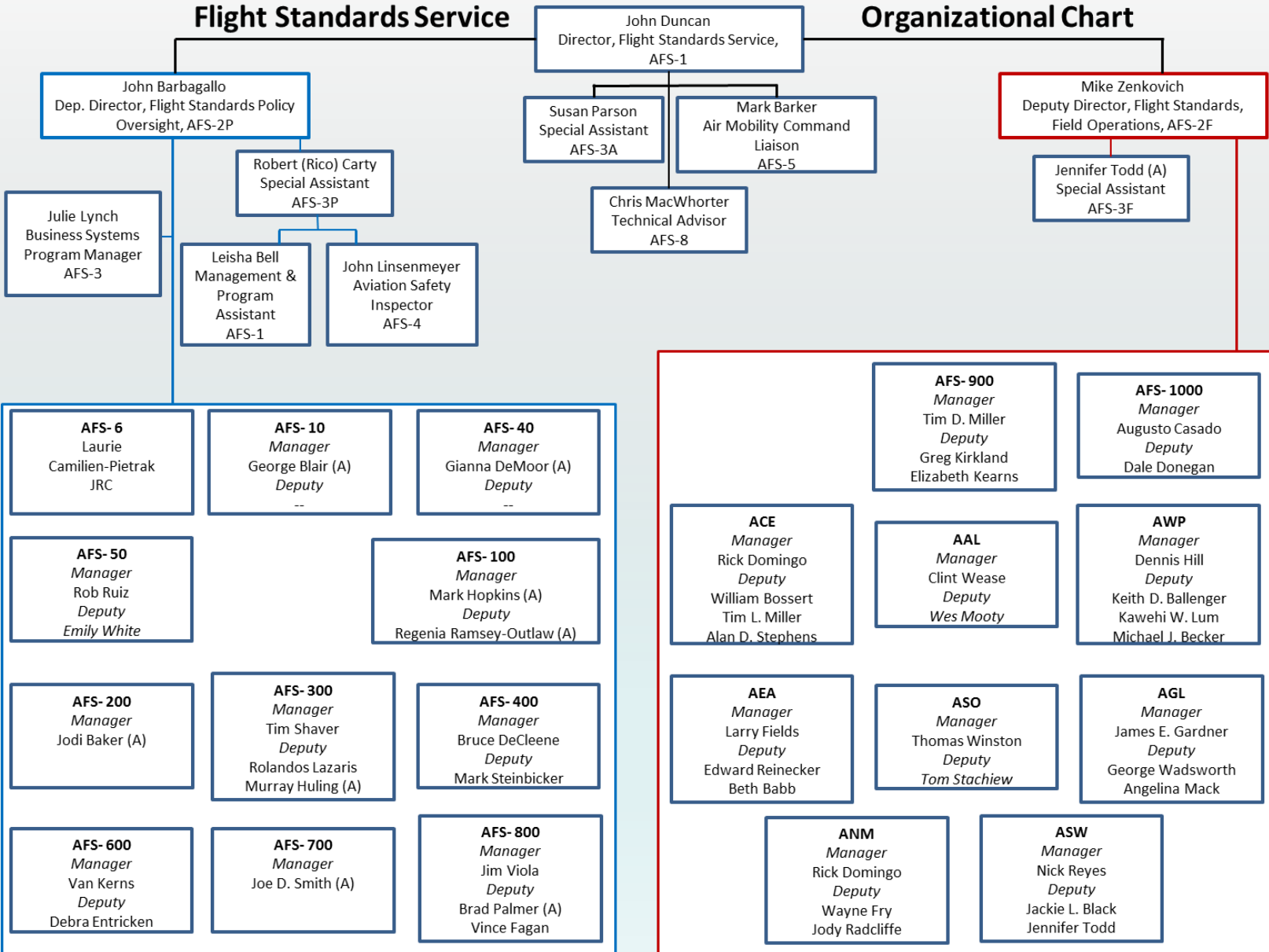
Accountability, Budget, Change-Readiness, Decision-Making (e.g., compliance)



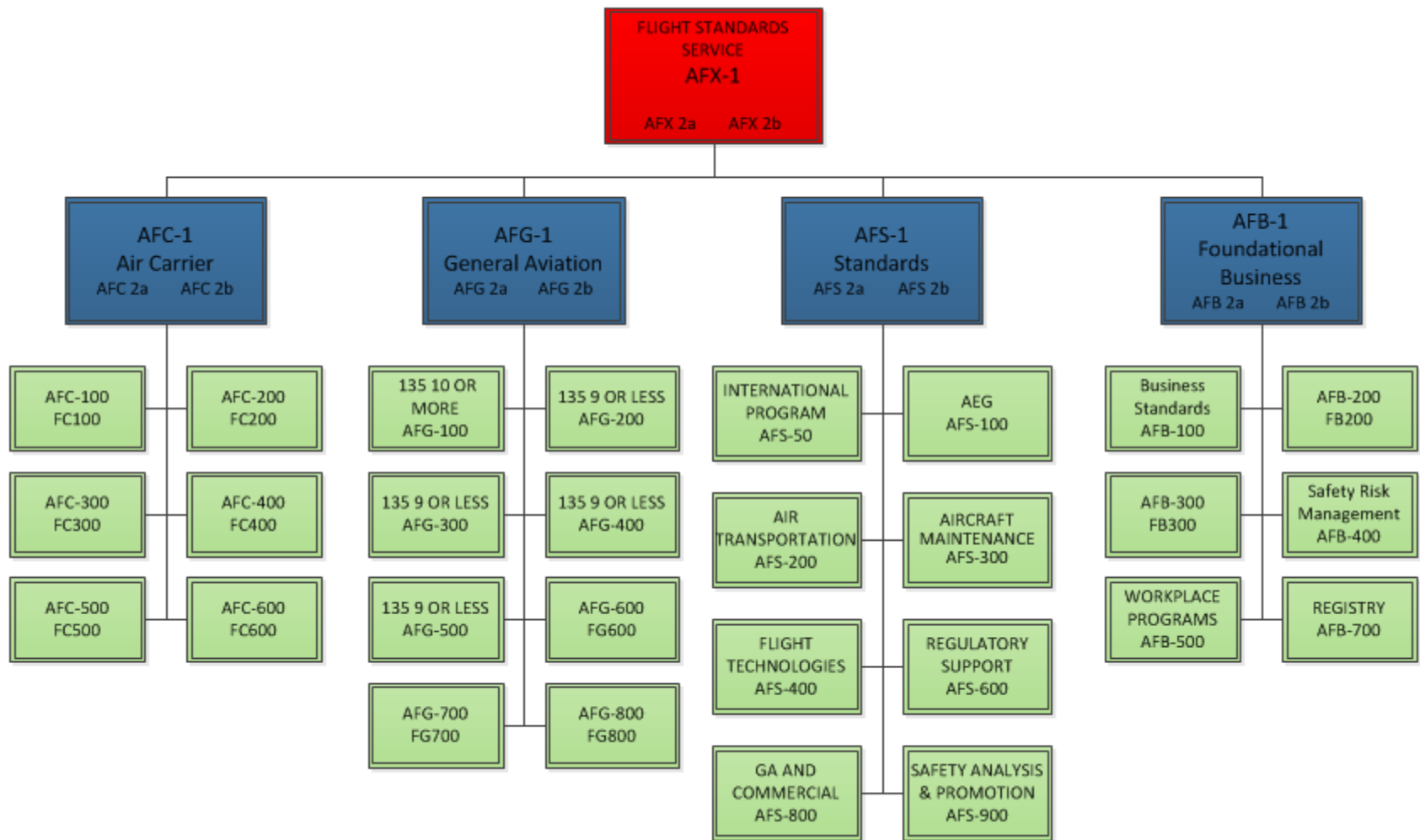
Approach to FFS Change



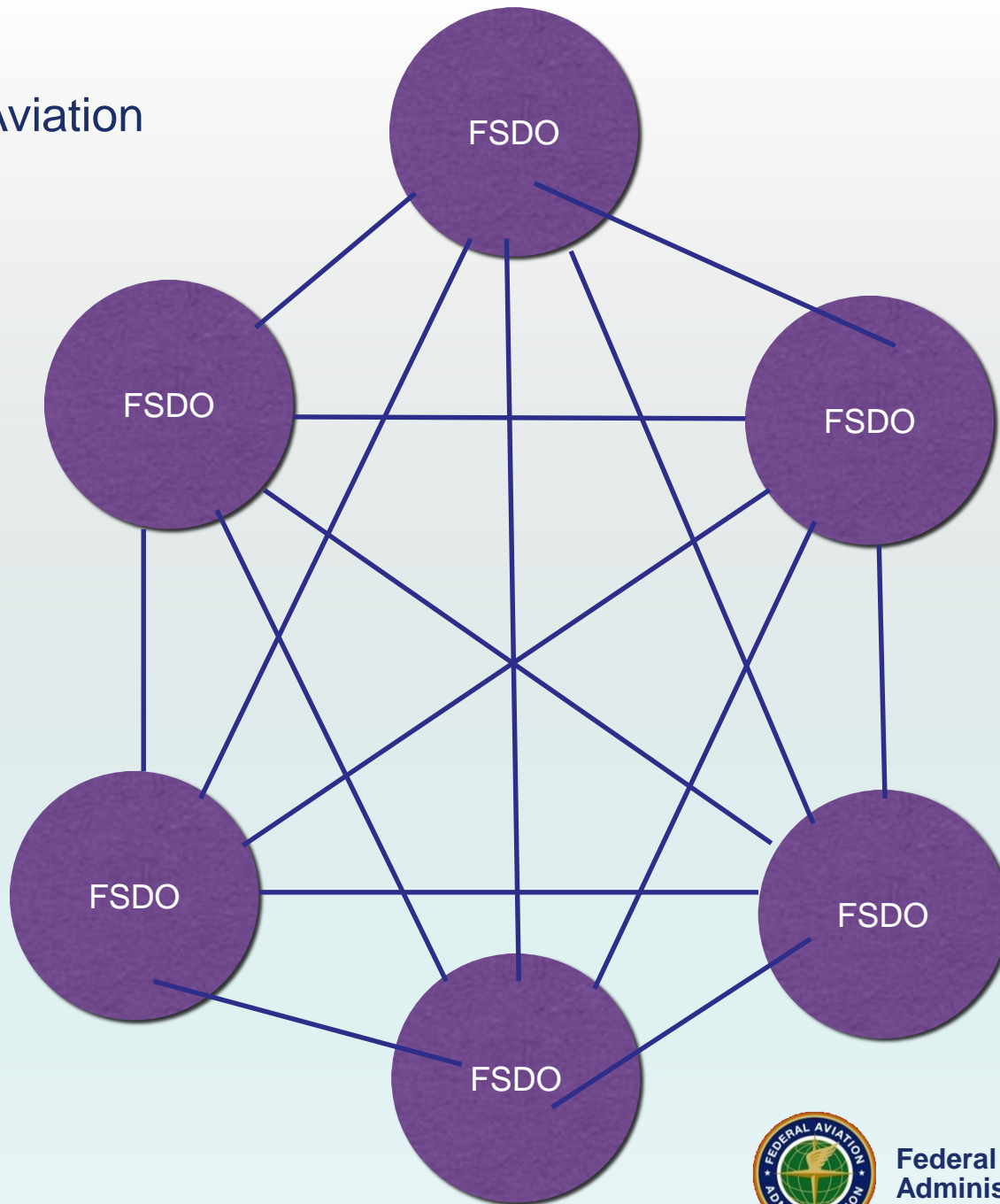
Case for Change: Current Organizational Model



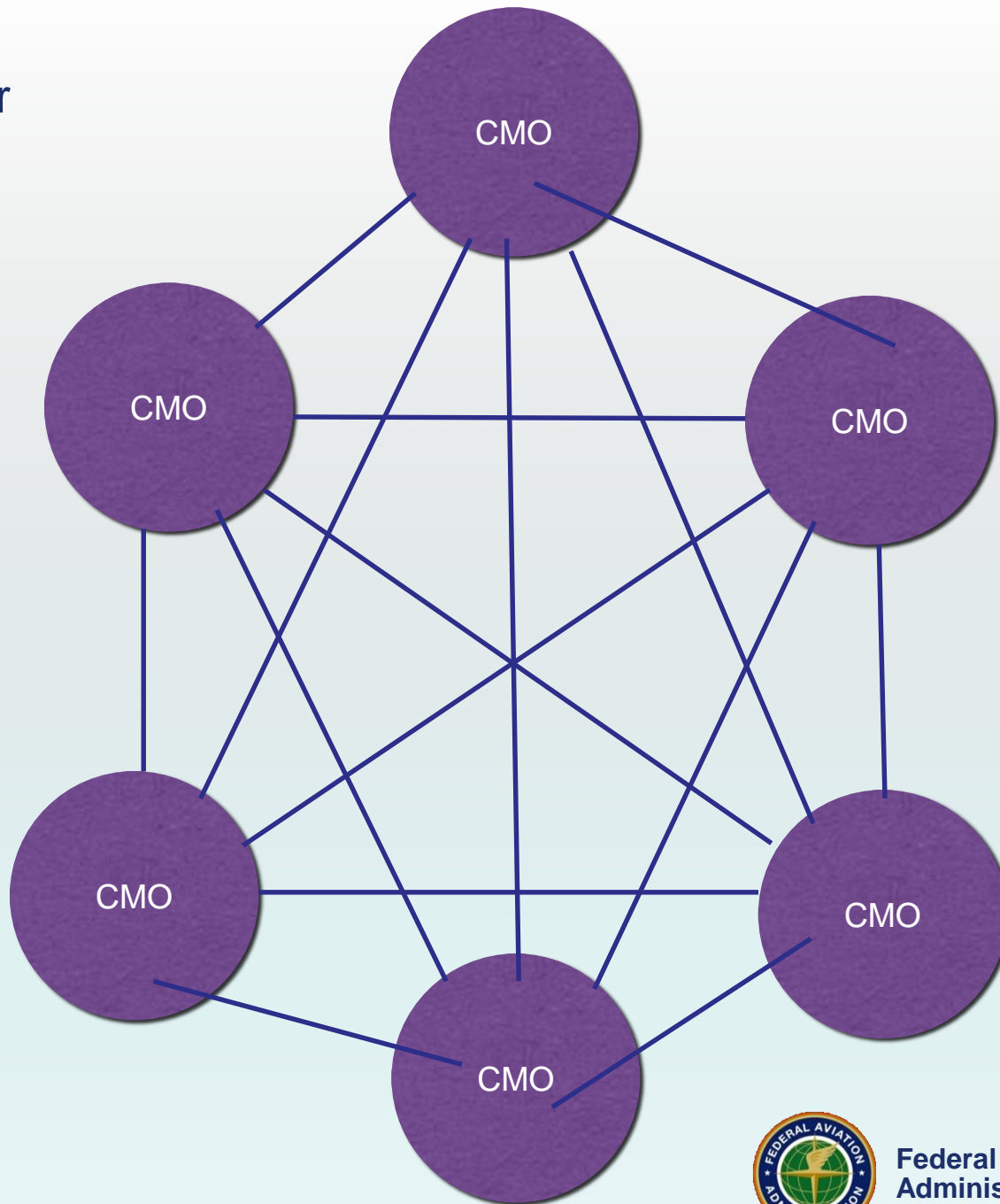
Flight Standards Service Proposed Structure



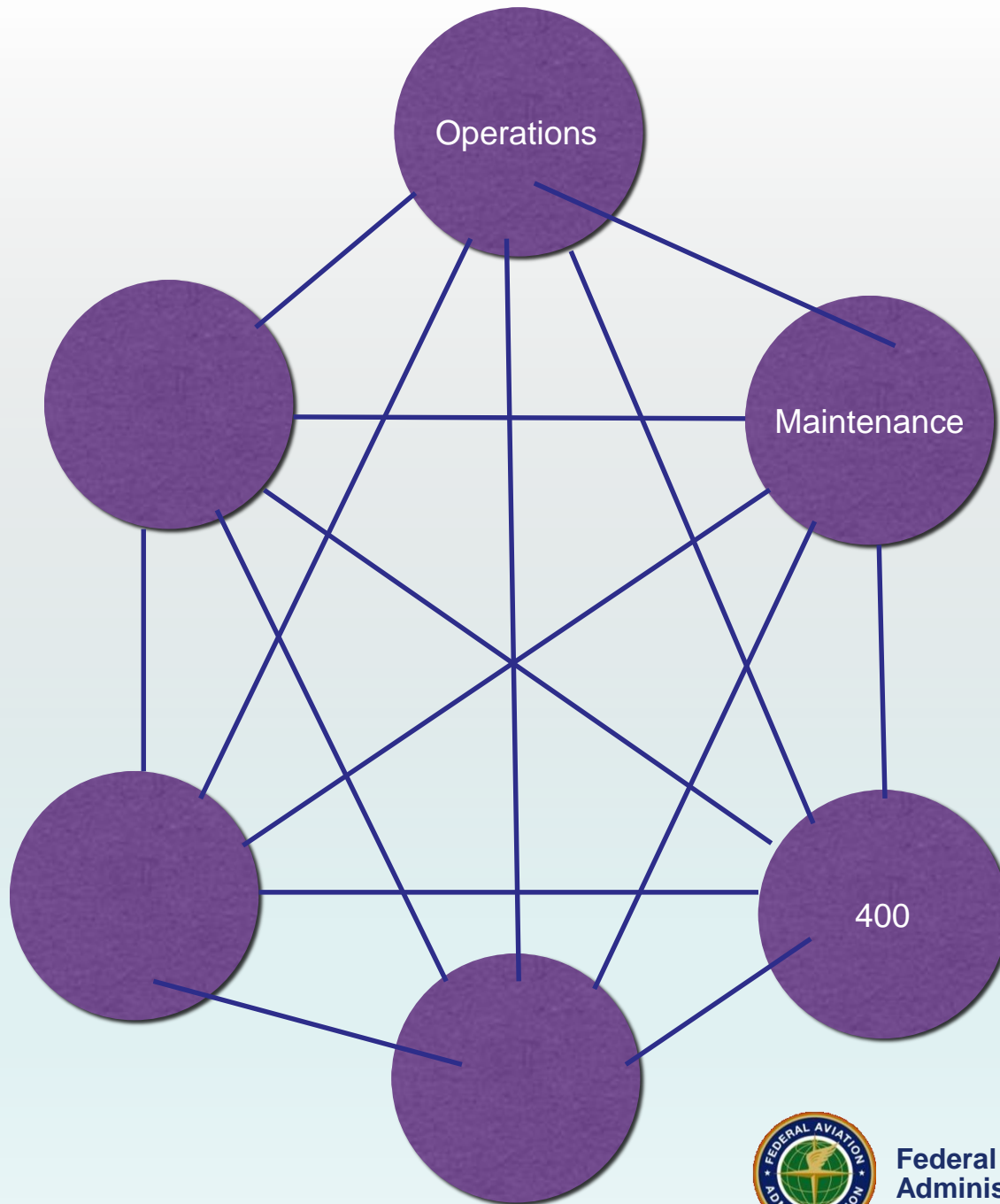
General Aviation



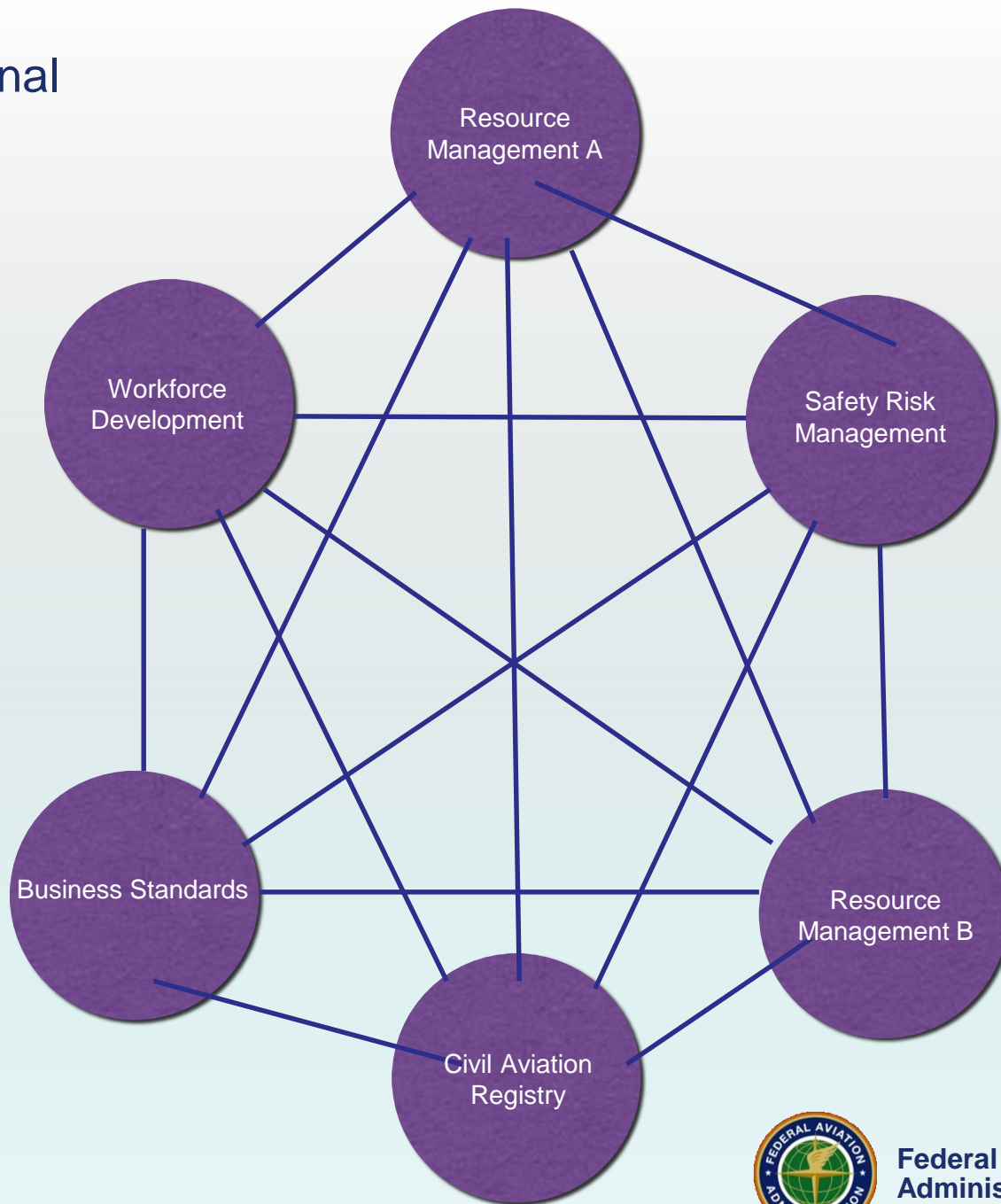
Air Carrier



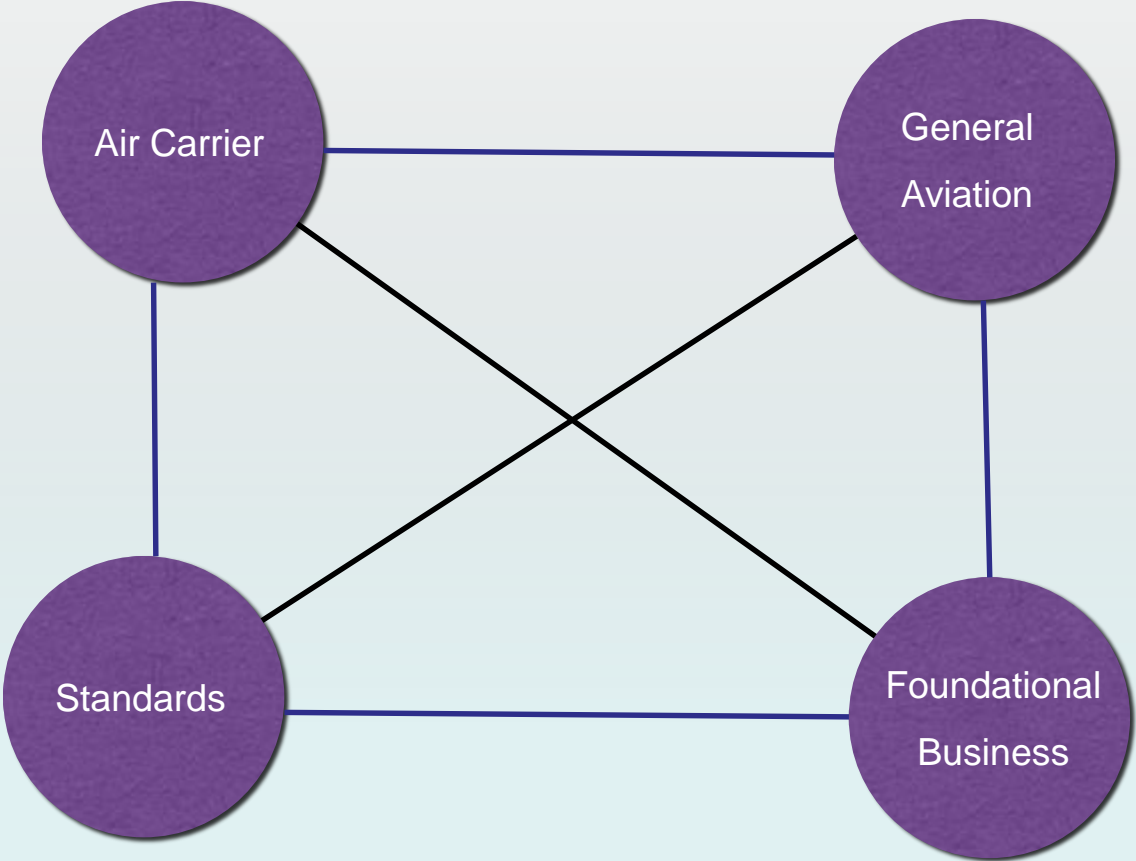
Standards



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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