CAA Pilot Training Review
Stakeholder Interviews

Frazer-Nash are conducting a project for the CAA to review the current state of pilot training, particularly with respect addressing concerns regarding training arising in some recent accident reports. A critical part of this project is to explore current training practices adopted in training for UK pilots. As such we are interviewing a range of stakeholders from airlines, training organisation, manufactures, industry association and regulators. A key interest for the study is to understand how stakeholders are thinking about and addressing future changes in aviation that will affect, or be affected by, training.

It is important for the study that we understand the breadth of factors that influence development and implementation of training across the industry. Questions have been developed to prompt discussion and provide a semi-structure framework for the interviews but will be varied as appropriate for the different participants.

The interviews should last approximately one hour. If acceptable, we will record the discussion as well as talking notes to ensure nothing is missed or misunderstood later. The outputs of the interviews will be de-identified so that participants are not identifiable in the report.

If you have any questions please contact: Dr Georgina Fletcher on 0117 922 6242 or g.fletcher@fnc.co.uk.

Thank you for your support in the project.

Participant information

Organisation type:

Interviewee/s role/s:

Interviewee/s background and experience:

Overall Approach

1. What overall approach/philosophies are adopted for training?

2. What types of technology, simulation and training media are used?

3. How are training courses evaluated?

Content

4. How are relevant Knowledge, Skills and Attitudes (KSAs) or syllabus requirements:

   a) Identified?

b) Addressed in training?

c) What is the balance between areas?

5. Are specific training methods, techniques or technologies adopted for different competences and/or elements of competency (e.g. K, S or A)?

For example, consider specific training techniques or content for:

a) Manual flying?

b) Upset recovery?

c) Startle?

d) Non-normal emergency response?

e) Automation understanding?

f) Mode management?

g) Monitoring?

h) Decision making?

i) Workload and prioritisation?

j) Stress management?

k) Communications and cockpit-gradient?

l) Culture differences?

m) Leadership/command skills?

6. How are assessments tailored to address specific elements of training?

7. How is training integrated across the competency areas and career pathway?

Instructors

8. How are Instructors and Instructor/Evaluators selected?

9. What does Instructor and Instructor/Evaluator training involve?

10. How is assessment/certification of Instructors and Instructor/Evaluators conducted and maintained?

11. What are the main challenges associated with the Instructor role/task in the current aviation environment? E.g. developments in aircraft, increasing numbers of pilots being needed?

Career

12. How are pilots selected to your organisation?

13. Are there any variations in selection criteria or processes for different aircraft types or roles?

14. What trends do you see in the background for people joining your organisation?

15. What trends have you seen in general pilot career pathways in your organisation in recent years? E.g. reduced time to captaincy? Changes to instructor training rules?

Support

16. How do regulatory agencies support (or not) implementing training improvements?

17. Are there other sources of support available? E.g. pilot unions, industry trade associations?

18. What would help your organisation to improve training to ensure flight safety within the modern operational and economic climate?

Change

19. What are the main drivers for change in training – strategy and/or delivery – within your organisation?

20. How does your organisation identify requirements for changes to its training system? E.g. regulatory requirement, specific incident, continuous improvement, research findings?

21. What are the most recent training developments that have been implemented in your organisation?

    Consider:

    a) What led to these developments?

    b) Where did you source the information/resources for these?

    c) How have they been evaluated?

22. What are anticipated developments do you see coming in how you deliver/source training in the next 5-10 years?

Challenges

23. What are the current biggest risks regarding pilot training with respect to safety?

24. What would be the best ways to address these risks?

25. What are the greatest challenges for pilot training going forward? E.g. increasingly advanced aircraft, volume of air traffic, supply of pilots.

26. What are the main a) barriers/challenges and b) enablers to achieving changes in pilot training in your organisation? Also, across the industry?

Other

Any other comments or questions?