



**EASA Safety Week**



**Session 4 - ATOs**

**Wednesday 23 June - 1000 to 1130**

Find out how ATOs are tackling the challenge of skills and knowledge degradation for the pilot community.



**FINNISH AVIATION ACADEMY**

**Sauli Kuortti, Head of Training**



Founded 2002

- Formerly Finnair Aviation Academy
- 45 full time employees

Located in Pori on the west coast of Finland

Owned by

- The government of Finland 49.5%
- Finnair 49.5%
- The city of Pori 1%

The main mission is to train pilots for the main airlines operating in Finland.

- Aeroplanes and helicopters
  - Ab Initio training
    - 40-50 graduates annually
  - type rating training
    - Embraer EMB500 (Phenom 100)
    - King Air BE300
  - UPRT- and AUPRT-training

Simulator dry lease services and business flights.

Maintenance of own aircraft

- EASA PART-145 and PART-M







## AS THE PANDEMIC STARTS

### In the beginning there was...

- Questions
  - What now?
  - How long will this last?
  - When can we continue training?
  - Will this delay my graduation?
  - Do I still have a job?
  - ...and many more
- Meetings and briefings
  - How to facilitate theoretical training?
  - Substitutive assignments for instructors
  - Contingency plan for existing courses
  - ...and many more
- Communication
  - Updated daily info to students and staff
  - Instructions from the authorities





## ACTIONS AS THE PANDEMIC STARTS

### Theoretical training

- Instructions to students
- New schedules for all courses
- Action plan how to start virtual classroom
- New training material and updates for training courses

### Flying training

- Cancellation of FSTD and aircraft exercises
  - New schedules based on available information

### Staff

- Refresher training
- Harmonisation training
- AUPRT and AUPRT instructor courses
- CRI/IRI courses
- Type rating courses
- Developing new and improving existing training materials and programs
- Updating training manuals to facilitate virtual class room
- Teaching instructors and students to use Teams
- Short layoff (2 weeks)

## THEORETICAL KNOWLEDGE INSTRUCTION

### Health and Safety



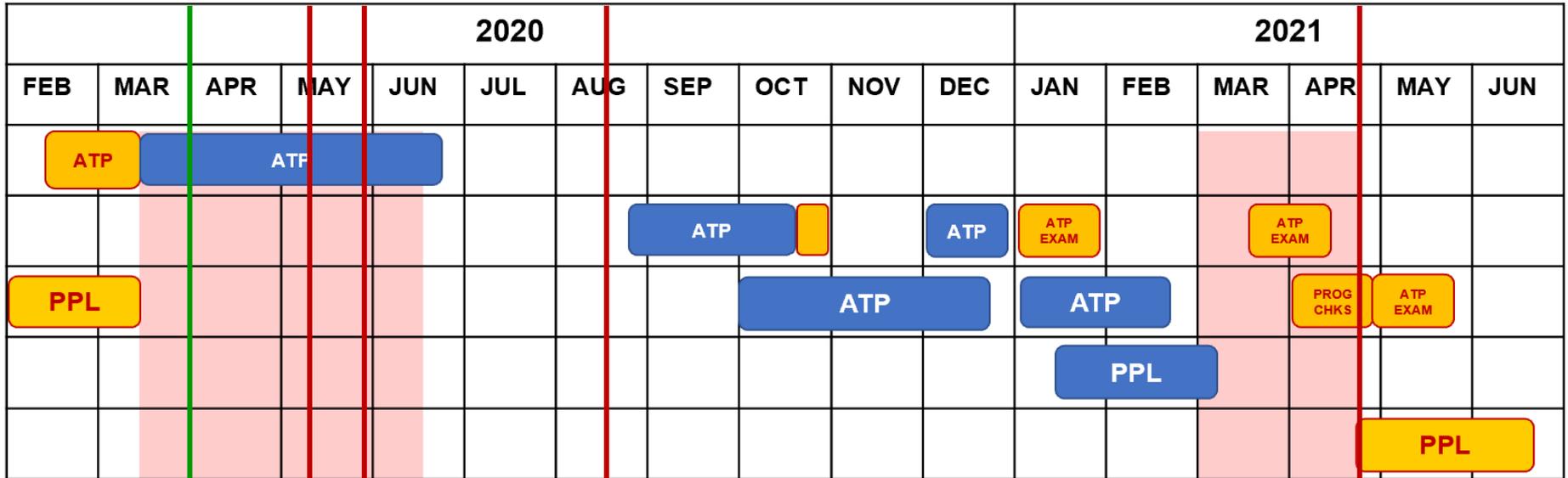
Social distancing in both classrooms and in the test facility; only the computers without the orange plate are in use



Cleaning kits and personal face masks were available in every classroom from the first days of the crisis

# THEORETICAL KNOWLEDGE INSTRUCTION

## Timeline and some statistics



Virtual Classroom Instruction, ca. 1400 h

State of Emergency

Normal classroom work, ca. 500 h

- 1.4. First Virtual Class Room lectures given at FINAA
- 7.5. IATA "White Paper" about quality assurance of *Virtual Classroom* instruction
- 29.5. EASA guidance leaflet about health precautions in pilot training
- 18.8. EASA guidance leaflet for NAs about accepting *Virtual Classroom* Instruction
- 27.4. Returned to classroom work

## THEORETICAL KNOWLEDGE INSTRUCTION

### Progress Test and Final Exams



- All *Progress Tests* and *Final Exams* were conducted in a classroom following strict rules for both hygiene and safety
- The students were encouraged to clean all surfaces and wear a protective mask during the sittings
- Only six students were present at any one time
- No student was infected during the test sessions



## FLYING TRAINING

- No student activity between early March and May
- Gradual start from June
  - Small groups with timed intervals
  - Sanitation routines
  - Face mask instructions
  - Daily and weekly information bulletins and instructions
- Customers from abroad
  - Covid testis prior to entry to Finland
  - Another test prior to entering school premises

## REGIONAL IMPACT AND SAFETY PROTOCOLS

- Finland
- City of Pori
- No students nor instructors were infected during flying training sessions





## ISSUES AND CHALLENGES RELATED TO STUDENTS AND INSTRUCTORS

- Motivation and engagement
  - Issues due to delays
  - Concerns about current and future jobs
- Dormitory and social contacts
  - Virtual Classroom challenges (more on next slide)
  - Less tactic/implicit (informal) knowledge within students
  - Less group studying
- Recency in flying training
  - Students
    - Refresher flights before progress checks and solo flight
    - Self training in an FSTD
  - Instructors
    - Instructors flying with each other and the CFI for harmonising
    - Extension periods for ratings and mandatory refresher trainings
- Quarantines and vaccinations



## THEORETICAL KNOWLEDGE INSTRUCTION

### Feedback

- Students preferred Virtual Classroom Instruction over individual assignments that were used during the early weeks of the pandemic
- Most students thought that Virtual Classroom Instruction was at least as nice as normal classroom lectures
- Some students stated that Virtual Classroom Instruction required more vigilance and was therefore more exhausting
- Teachers noticed that the students were pretty active at the beginning of Virtual Classroom Instruction and passive during the last weeks
- Both the students and teachers missed the personal contact and interaction to some extent
- Exam results were clearly better thanks to the slower pace and longer periods reserved for self-study and exam preparation
- Most teachers were already familiar with tools like MS Teams or Skype, but some training was also required
- Most of the criticism was pointed against the uncertainties in weekly planning

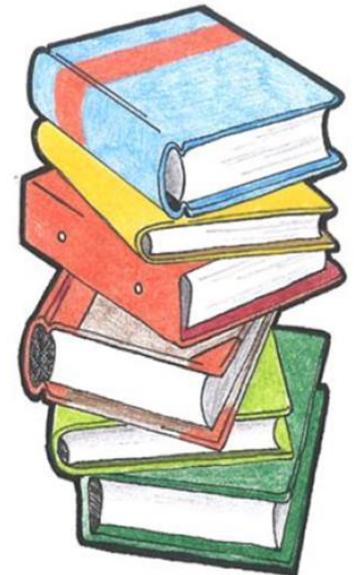




## FURTHER THOUGHTS AND LESSONS LEARNED

### Theoretical Knowledge Instruction

- There's no going back to "Good old times"; Virtual Classroom Instruction proved its worth and will be used for some parts of the future training courses
- People are concerned about environmental issues and Virtual Classroom Instruction is one way to reduce CO<sub>2</sub> emission
- Longer periods of self study and exam preparation seem to reduce the student's stress and give better results in the final exams
- Some 90 students participated in Virtual Classroom Instruction and gave us feedback; the numbers are still quite low to make radical changes based solely on the student feedback
- Area 100 KSA assessments would be challenging to conduct in Virtual Classroom environment.



## FURTHER THOUGHTS AND LESSONS LEARNED

### Flying training

- Training can be arranged in small groups with strict hygiene procedures
- Face masks during flights were optional based on feedback and risk assessment
- Sanitation procedures of FSTDs and aircraft are here to stay
- Training flight to many "regular" airports are reduced due to restricted opening hours during the pandemic
- Spare parts and cargo in general has been delayed due to the pandemic, so the planning plays even greater role at the moment
- An ATO should continuously be prepared for a close down and have a contingency plan for those times





**THANK YOU!**

