



### EASA and EUROCONTROL Joint Workshop

# AGENDA 2023

## DAY 1

10:15 – 10:35



### Welcome and opening

**Athanassios (Sakis) TZIOLAS** - Head of Air Traffic Department, EASA  
**Rik Dermont** - Head of EUROCONTROL Aviation Learning Centre

10:35 – 11:05



### Session 1

#### Setting the scene – ICAO and EASA activities in CBTA

Find out about the evolution of CBTA in the air transport industry and more specifically in the ATC domain. How does ICAO approach CBTA in its Personnel Training and Licensing Panel? How does EASA's NPA 2023-02 on Training of the Next Generation of ATCOs fits into this larger context?

**Christian Kucher** - Senior Expert – FCL, EASA

**Ashley Lauryssen** - Senior Training Expert, EUROCONTROL ALC

**Zsuzsanna Erdelyi** - Senior Expert – ATM/ANS, EASA

11:05 – 11:35

### Session 2

#### How much do you know about CBTA?

A fun interactive competition. You can chose to compete anonymously or make yourself known.

# AGENDA 2023

11:35 – 12:05

## Session 3 **The Airline Experience of CBTA**

Airlines have been implementing CBTA programmes since 2003. In this session, Lufthansa will share their experience of implementing competency-based approaches and the efficiencies they have managed to achieve.



**Frank Steiner – EBT Manager, Lufthansa**

12:05 – 12:35

## Session 4 **The ATC Experience of CBTA**

Let's hear from our ATC colleagues about their experience of implementing CBTA.



**Kerstin Sjöbeck - Development Director - Head of Training, EPN AB**  
**Declan Cusack - Head of Training, EPNI**

12:35 – 13:40

## LUNCH

13:40 – 14:50

## Session 5 **The experience of CBTA – Panel Discussion**

In recent years, the expansion of CBTA training programmes has accelerated. In this context, panellists who have already implemented CBTA will share what they have learnt so far. You are invited to participate in this session, share your experiences and explore with the panellists, the opportunities and challenges that CBTA provides for meeting future training needs. This session will also consider the experiences and perspective of the competent authorities.



**Ashley Lauryssen - Senior Training Expert, EUROCONTROL ALC**

**Ray Holohan - ATS Inspector, IAA**

**Zdenka Polanecká - ATC Instructor, Czech ANS**

**Patrick Hermes - Team Leader Pre-Operational Training, EUROCONTROL MUAC**

**Rianne Koomen - Course Manager TWR/APP Schiphol, LVNL**

**Stefan Schink - Inspector ATOs, LBA**

# AGENDA 2023

14:50 – 15:20	<b>COFFEE</b>
15:20 – 16:10	<p style="text-align: center;"><b>Session 6 The NPA</b></p> <p>After a brief summary of the comments received for the NPA 2023-02, you will have the opportunity to discuss or get clarification on technical aspects of its content as it relates to CBTA.</p> <p> <b>Zsuzsanna Erdelyi - Senior Expert – ATM/ANS, EASA</b>  <b>Johan Grauers - ATM/ANS Expert, EASA</b>  <b>Vladimir Bubalo - Senior Training Expert, EUROCONTROL ALC</b>  <b>Ashley Lauryssen - Senior Training Expert, EUROCONTROL ALC</b>  <b>Bogdan Braguta - ATM/ANS Expert, EUROCONTROL/EASA</b></p>
16:10 – 16:50	<p style="text-align: center;"><b>Session 7 CBTA Metrics</b></p> <p>What would we do if we had Europe-wide protected, reliable, accurate and comparable data about the performance of our ATCOs? Would data allow us to tailor our common training objectives, focus our efforts where they are most needed, demonstrate that our training systems are functioning optimally?</p> <p>During this session, IATA will discuss how CBTA data gathering and metrics may be used to improve safety and enhance the efficiency of a training system.</p> <p> <b>Yann Renier - Head of Training &amp; Licensing - SFO-Flight Operations, IATA</b></p>
16:50 – 17:00	<b>Preparing for DAY 2</b>

# AGENDA 2023

## DAY 2

09:00 – 09:40

### Session 8 **Looking forwards – how can we use CBTA data to improve safety and our training system**

Can gathering CBTA data help us as ATOs and as ANSPs, and as a European ATC training system to contribute to safety enhancement, improved training efficiency and effectiveness? We have a once in a lifetime opportunity to start gathering data on the effectiveness of CBTA in a uniform way – can we do it?

This session explores EASA's D4S project, what is possible for us to do to gather data that will help us to evaluate and improve our training system, contribute to safety through training and allow us to evaluate the effectiveness of the regulatory process.



**Ashley Lauryssen - Senior Training Expert, EUROCONTROL ALC**

**Leopold Viroles - Data4Safety Project Manager, EASA**

09:40 – 10:00

### Session 9 **Mapping European ATC CBTA**

Have you already implemented CBTA?

How close do you think your organisation is to what is proposed in the NPA 2023-02?

How ready are you to approved CBTA courses?

Let's map our CBTA landscape.

10:00 – 12:00

### Session 10 **Shining a light on the opportunities and challenges - Facilitated sessions [PART 1]**

Together, let's think outside the box about the potential opportunities that CBTA gives us, while also exploring the technical and operational challenges of transitioning from the existing training philosophy to CBTA. Let's find ways to work together and help each other on this CBTA journey. Four separate sessions will explore Initial training, Unit training, STDI/OJTI assessor training and competent authorities, with a plenary to report back on each session.

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# AGENDA 2023

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Initial training:

**Dragan Milanovski - Performance and Partnerships, EUROCONTROL ALC**

**Kerstin Sjöbeck - Development Director - Head of Training, EPN**

Unit training:

**Andreas Sauerwein - Team Leader Licensing & Compliance, EUROCONTROL MUAC**

**Celine Tobie - Head of ATM Development Programme, DSNA**

 SDTI/OJTI/ASSESSOR:

**Bogdan Braguta - ATM/ANS Expert, EUROCONTROL/EASA**

**Vladimir Bubalo - Senior Training Expert, EUROCONTROL ALC**

Competent Authority:

**Johan Grauers - ATM/ANS Expert, EASA**

**Brendan Woods - ATS Inspector, IAA**

12:00 – 13:00

LUNCH

13:00– 14:05

Session 10

**Shining a light on the opportunities and challenges  
- Facilitated sessions [PART 2]**

Continuation of this session, featuring the plenary.



Plenary Facilitator:

**Mariann Hintz - EUROCONTROL**

14:05 – 14:30

Interactive feedback from workshop participants

14:30 – 15:00

WS summary, conclusions, actions and closure

# MEET THE SPEAKERS

## Athanassios (Sakis) TZIOLAS

*Head of Air Traffic Department, EASA*



Athanassios Tziolas is the Head of Air Traffic Department at European Union Aviation Safety Agency.

He has been actively contributing for over two decades to numerous Agency's activities dealing with Rulemaking, General Aviation and Strategy/Programmes.

Since 2022, he is working in the Air Traffic Department ensuring the ATM/ANS regulatory, oversight, standardization activities including coordination of EASA contributions to the SESAR programme.

## Rik DERMONT

*Head of Eurocontrol Aviation Learning Centre*



Hendrik (Rik) Dermont is the Head of the Aviation Learning Centre at EUROCONTROL. It's a learning centre with a focus on European aviation but with a global reach and impact.

The Aviation Learning Centre is supporting EUROCONTROL's Raising the Bar initiative by improving its efficiency and continuing to build the House of European Aviation.

Rik has a solid background in an ISO 9001 certified organisation serving the ATM Network and the Aviation community. Recently, Rik's management team and himself successfully guided the Learning Centre through the pandemic crisis by accelerating the digital transformation of EUROCONTROL's learning services.

Rik is determined to prepare the Aviation Learning Centre for long-term success by fostering innovation and reinforcing partnerships with the different stakeholders of EUROCONTROL and its Network Manager.

# MEET THE SPEAKERS

## Christian KUCHER

Senior Flight Crew Licensing Expert (*Rulemaking*)



02/2016 – today

Flight Crew Licensing Expert, EASA

Rulemaking Officer

EASA Standardisation Team Member (inspections to EASA Member States)

12/2008 – 02/2016

PEL legal adviser and inspector for pilot training organisations, Civil Aviation Authority of Austria (Austro Control)

Legal adviser of PEL department

Approval & oversight of pilot training organisation

Legal enforcement measures (pilots, training organisations)

EASA Standardisation Team Member (inspections to EASA Member States)

Private pilot licence – PPL(A)

09/2001 – 10/2007

Diploma in Law (Magister iuris), Karl-Franzens-University Graz (Austria)

## Ashley Lauryssen

Senior ATM Training Expert at EUROCONTROL's Aviation Learning Centre



For the last 15 years, Ashley has been a passionate champion of competency-based training and assessment in the air traffic control environment.

She strongly believes that CBTA is an effective approach for enhancing individual ATC performance and making efficiency gains in the overall training system. Her specialism has seen her involved in various European and international activities concerned with ATC training.

She is currently the ATCO Champion on the ICAO Personnel Training and Licensing Panel and leads the ATCO sub-groups that are concerned with CBTA and simulation in CBTA environments.

# MEET THE SPEAKERS

## Zsuzsanna ERDÉLYI

Senior ATM/ANS Expert, EASA



Zsuzsanna (Hungarian national) has a legal background and joined EASA in March 2008.

She actively contributed to the regulatory work on the extension of EASA's competences to the safety regulation of air traffic management and aerodromes and managed the Agency's regulatory activities in the field of ATCO training and licensing starting from the first Regulation in 2011.

As a senior expert she accompanies the current developments in the domains of military conversion, third country licence recognition and the introduction of competency-based training and assessment.

She is also coordinating the EASA-Eurocontrol activities under the framework of the Joint Work Programme.

## Frank STEINER

EBT Manager, Lufthansa



Frank Steiner is Head of EBT Standards at the Lufthansa Group. He is flying as First Officer on the Airbus A320 at Lufthansa Airlines since 2007 and has become an instructor 13 years ago.

At the end of 2016 Lufthansa Airlines started a project to implement Evidence Based Training (EBT). As a part of the project team he focussed especially on planning and IT processes. With his special emphasis on data analysis and management he developed Lufthansa Airlines' Instructor Concordance Assurance Program (ICAP). In 2020 he became head of the project team and consulted IATA and other airlines in questions regarding ICAP and EBT implementation.

Since 2023 he supports EASA as a member of the Safety Promotion Task SPT.012 - 'Promotion of the new European provisions on pilot training'.

# MEET THE SPEAKERS

**Kerstin SJOBECK***Development Director - Head of Training, EPN AB***Declan CUSACK***Head of Training, EPNI***Ray HOLOHAN**  
*ATS Inspector, IAA*

I am currently an Air Traffic Services (ATS) Inspector with the Irish Aviation Authority (IAA), the Competent Authority (NSA/CA) for Ireland.

My aviation career commenced in 2003, as an Air Traffic Controller, Tower (ADI), Approach Radar (APS) and Approach Procedural (APP) for the Irish Military for 13 years.

In 2016, I change careers to the civil aviation sector as an ATS Training specialist at Skyguide, the Swiss ANSP & ITO. During my career, I have held a number of key aviation management appointments in the operational, safety and ATS training environments.

# MEET THE SPEAKERS

### Zdenka POLANECKÁ

*Training Specialist*



Zdenka joined ANS CR in 1998 and started her ATC tower and approach training in 1999. She became fully qualified in 2000. Zdenka worked as an ATCO and later as an OJTI in Prague approach and tower units until 2019.

In 2019, she received an invitation to join CANI, ANS CR's academy, as an instructor. Her main role at CANI was to supervise and provide training for APS rating, but she also contributed to ADI and basic trainings.

Currently, Zdenka holds the position of Training Specialist at ANS CR, but still actively participates in Basic and Rating trainings as an STDI and Assessor.

### Patrick HERMES

*Team Leader Pre-Operational Training at MUAC*



My name is Patrick Hermes. I am 37 years old, Dutch, and have been working at MUAC for almost 15 years. After completing a MSc-degree in Aerospace Engineering, I started as a student ATCO with Ab Initio 50 and reached establishment on the DECO sectors in November 2011. I have also held the BRUSSELS WEST endorsement, as well as the DECO EAST+.

I have been an OJTI since 2016, assessor since 2020 and Team Leader Pre-Operational Training since 2023. Throughout my time at MUAC, I have been exposed to many different sides of CBTA. I've experienced it as a student, OJTI, and now as a manager. In the last few years, I've also been involved in several technical projects, in which we try to use the output of CBTA to improve our training and selection.

I am very excited about the possibilities of using CBTA as the centre of the whole selection/training/assessment/development-cycle, and I'm very interested to hear about other views on this topic from people who are involved in different aspects of CBTA.

# MEET THE SPEAKERS

## Rianne KOOMEN

Course Manager TWR/APP Schiphol, LVNL



MSc in Educational Studies

Started as Educational Expert at an educator in the maritime, offshore and transport field in 2015.

June 2017 – December 2018 | Training Specialist for designing the FMPC and Supervisor TWR/APP and ACC courses at ATC the Netherlands.

January 2019 | Training Specialist for Area Control

September 2019 | Course Manager for FIC, FMPC, Supervisor TWR/APP and ACC and FSC.

November 2021 | Course Manager TWR/APP EHAM

## Stefan Schink

Inspector ATOs, LBA



2008 – 2014 | Head of Training of an ATO

2014 – 2016 | Flight Instructor for ATPL, ME, IR at Lufthansa company Pilot Training Network

2016 – present

Luftfahrt-Bundesamt (NAA)

Division: Approval and Oversight of ATOs

- 2016 – 2018 | Standardization of Examiners
- Sep 2021 | Approval of the 1st Basic Instrument Rating in Germany which follows the CBTA approach
- May 2022 | Approval of two Test Pilot ATOs; Test Pilot Rating follows CBTA approach

Participation at EASA

August 2021 | Auditor for 3rd countries

May 2022 | Member of Rule Making Task RMT.0194 -> Incorporating the latest ICAO Annex 1 and associated ICAO documents in the competency-based training and assessment (CBTA) concept for the appropriate licences and ratings

September 2022 | Task Force ATPL integrated

February 2023 | Task Force Implementation of CBTA in General Aviation

# MEET THE SPEAKERS

**Johan GRAUERS**  
*ATM/ANS Expert, EASA*



Johan is an ATM/ANS expert and works with both standardisation and rulemaking. He is also the focal point for remote towers within EASA.

Johan has a background as a controller and ANS inspector, having worked in ADI and APS as well as an operational supervisor. As a national inspector Johan was an audit team leader and member as well as working with oversight of changes, both in the ATCO and ANS domains.

Within EASA Johan participates in standardisation audits within the ATM/ANS domain, as well as in several rulemaking activities. This includes Electronic Personnel Licencing (RMT.0737) as well as support to other rulemaking activities, including the ATCO regulation.

**Vladimir BUBALO**  
*Senior ATM Training Expert at EUROCONTROL's Aviation Learning Centre*



Vladimir has been an ATCO since 1980. He currently works as a Senior ATM Expert at EUROCONTROL's Aviation Learning Centre in Luxembourg and manages/participates in ATC related courses: Practical Training Instructors skills, Controller Competency Assessor and Discover ATC GEN-INTRO.

Before joining EUROCONTROL in 2000 he worked in Belgrade (14 years), Skopje (5 years) and Prague Training Centre (1 year) as ACS/RAD, TWR/APP controller, instructor and assessor. He started as Initial training instructor in Luxembourg and in 2004 he took over his present job mostly dealing with the ATCO Common Core Content and training tools.

He chairs the ATCO CCC Training Task Force which is the stakeholder group that developed and maintains the ATCO CCC Initial Training content. He also participated in drafting and updates of EASAs ATCO Licensing rules and proposals for introduction of Competency-based training and assessment (CBTA) principles and associated AMCs.

## MEET THE SPEAKERS

### Bogdan BRAGUTA

ATM/ANS Expert, EUROCONTROL/EASA



Bogdan is a Senior Expert in European Green Sky Directorate, Plans, Cooperation and Stakeholder Support (EGSD/PCS) of EUROCONTROL (European Organisation for the Safety of Air Navigation).

He is currently supporting and contributing at activities within the Technical Cooperation Unit (TeCO) established as arrangements between EUROCONTROL and EASA. He has extensive Air Traffic Control operational and engineering background (master degree in avionics).

During my career in EUROCONTROL, more than 20 years, I was in both positions as contributor and leader (i.e. Project Manager and/or Team Leader) within a project. The main achievements were development of regulatory requirements, conduct of compliance audits with ICAO and EUROCONTROL, managing and contributing to different Support to States projects and developing, maintaining, delivering training within EUROCONTROL ALC.

### Captain Yann RENIER

Head of Training and Licensing - SFO-Flight Operations, IATA



Capt. RENIER is Head of Training and Licensing within the Operations, Safety and Security (OSS) Division at IATA's Headquarters in Montreal.

In this position, he acts as Secretary of the IATA Pilot Training and Licensing Task Force and consequently is in charge of several major training initiatives including the Competency-Based Training and Assessment (CBTA) implementation support and the Evidence-Based Training (EBT) Data Report update. These projects imply Capt. RENIER's active contribution to the development of new international pilot training and licensing standards.

Capt. RENIER joined IATA in June 2016 after 26 years of commercial air carrier experience, which included both domestic and international operations. Over these 26 years he held various positions, among which Chief Pilot Compliance and Regulatory Affairs, Flight Standard Management Pilot, Line Training Captain, and Type Rating Instructor & Examiner.

# MEET THE SPEAKERS



**Leopold VIROLES**  
*Data4Safety Programme Manager, EASA*

## **Dragan MILANOVSKI**

*Senior Team Leader Partnerships and Performance at EUROCONTROL's Aviation Learning Centre*



I joined EUROCONTROL in 2004 as an ATC Instructor/Assessor with strong focus and experience from design, delivery and management of ATCO training. My main task was delivering practical ACS rating training for ab-initio controllers for Maastricht UAC. As a private pilot, I was also a subject matter expert in charge of the subject of Aircraft. Being focussed on innovation, I experimented with and designed many ATC training courses comprising different modes of learning.

As a member of the ATCO Common Core Content Task Force, I contributed towards establishing a common ATC training standard in Europe.

Since 2012, I am in charge of managing the Partnerships and Performance at the EUROCONTROL Aviation Learning Centre in Luxembourg. I remain periodically involved in providing practical training as part of the OJTI and Assessor courses.

## **Andreas SAUERWEIN**

*Team Leader Licensing & Compliance, EUROCONTROL MUAC*



1998–2005: I served in the Air Force as an officer and air traffic controller, obtaining ratings like TWR, APP, SRA, and PRA.  
2005–2017: Transitioning to DFS, I acquired APS and ACS ratings. From 2014 to 2017, I managed licensing, playing a key role in implementing EU Regulation 2015–340. By 2014, I felt drawn to management, gradually transitioning from my air traffic controller duties.  
2017-present: I became a team leader in various training domains, including OPS, Projects, and OAT. By 2020, amid COVID's challenges, I fully immersed in management. Since 2022, I've led pre-OPS Training, Licensing, and Compliance. The pre-OPS role saw temporary oversight from Patrick Hermes, while I pioneered a technology project in simulation.

## MEET THE SPEAKERS

### Celine TOBIE

Head of ATM Development Programme, DSNA



Deeply interested in teaching aspects from the beginning, I had to choose when I was a student to become a Teacher or an ATCO. Early passion was for aviation so I became an ATCO, entered training in 2003 and was « born » as an ATCO in 2006. After two years, became an OJTI and then a unit training instructor for 7 years. Married to physics engineer who requalified primary school teacher, I have two daughters and became, as a parent very well interested in competency based training as my daughters attended school.

I am Head of ATCO training for DSNA since 2021 and feel confident that my passion : training, my faith : competency based training and my professional goals : enhance quality and efficiency of training in DSNA can all work in the same direction. Our trainees are deeply in need of sense and guidelines. Our manager need quick and quality training. Dealing with those two goals and having headquarters and trainees happy is the challenge I decided to take in 2021 and which I am really involved in with my DSNA Teams.

### Brendan WOODS

Air Traffic Services Inspector, Irish Aviation Authority (IAA)



Brendan has been a Civil Aviation Inspector with the Irish competent authority (CA) based in Dublin, Ireland since 2006. With over 25 years industry experience Brendan is currently part of a team responsible for the safety oversight of ATM/ANS service providers, ATC licensing and training.

Brendan was previously responsible for the initial certification and following ongoing oversight of ATCO training organisations under the EASA fast track regulation CR (EU) No. 805/2011 & its repealing regulation Commission Regulation (EU) 2015/340. Prior to joining the IAA, Brendan underwent initial ATC training at the IAA Training College and qualified as a military controller in ADI/APP/APS. He was also an OJTI and a watch supervisor.

Before retiring from the military, Brendan was officer in charge of ATCO initial and unit training, managing training syllabus development and simulation exercise design. He also trained in ENAC (Toulouse, France) as an Instrument Flight Procedure designer and was a PANS Ops & Airspace inspector with the IAA before he took up his current role. Brendan has served 5 tours of duty as a military peacekeeper with the United Nations Interim Force in Lebanon (UNIFIL).

# MEET THE SPEAKERS

## Mariann Hintz

ATM expert, EUROCONTROL



Mariann Hintz has been working for Eurocontrol since 1996 as an ATM expert first in Luxembourg developing and delivering training courses and then in Brussels, working in personnel licensing, standardisation and for the NM Operational Centre as training and competence manager.

Mariann qualified initially as an air traffic controller in Geneva ACC, studied law at Bern University and completed an MBA. She is an IAF certified facilitator and a Eurocontrol internal coach.

Mariann worked closely with EASA since 2009 in rulemaking groups on ATCO licensing, ATCO medical requirements and on human factors. She chaired the EASA rulemaking group 0624 on remote tower operations for issue #3 (spring 2023).

Mariann is currently seconded to AirNav Ireland in Shannon, where she works for the Safety Management Unit.