

# *Training the best better*



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# *Training the best better*



**The challenges**  
**Building resilience** in 5 focus areas

**Some learning examples**

*The future*



# Looking forward

## Scenario 1

# *The future – Scenario 1*



# The future – Scenario 1 - Solution



## *The future – Scenario 2*



## *The future – Scenario 2 - Solution*



## Training the best better – Solution 2

We need **resilience** in **5** focus areas:

1. Resilient crew
2. Resilient training programs
3. Resilient airlines
4. Resilient regulations
5. Resilient airline industry



# *Training the best better*

The challenge is huge

You can not tackle the  
upcoming issues alone



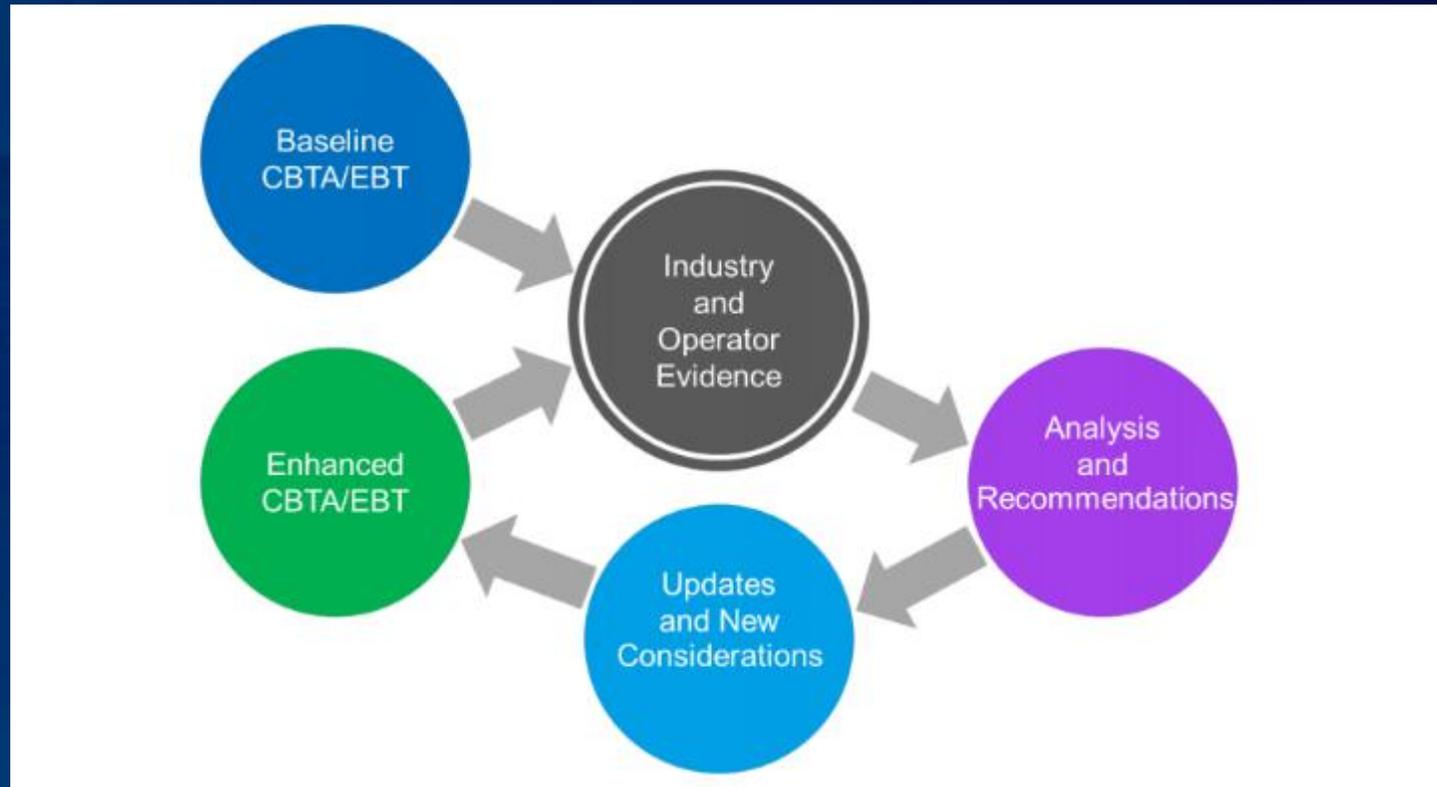
# Training the best better – 1 of 5 = Resilient crew



We need to train resilient flight and cabin crew  
Excellent publications are available for free  
Example:



# Training the best better – 1 of 5 = Resilient crew



**Don't do it alone, automate the processes => team up**

- data sharing
- investment requirements in IT/AI and supporting systems

# Training the best better – 1 of 5 = Resilient crew

Meet the best of the best:

- session 4-5-6 of this conference
- cabin crew part of this conference

## 1630-1800 Session 4 – Tackling the Challenges in Aviation Training

1) **Michael Miller**, Director, Learning Programs, Boeing Global Services  
*CBTA Value and Challenges: The Voice of the Customer*

2) **Captain Yann Renier**, Head of Training & Licensing, IATA & **Captain Olivier Mazzoleni**,  
*Competency-Based Training and Assessment (CBTA) Expansion*

3) **David Owens**, Senior Manager Technical Standards, CAE  
*Instructor Training for CBTA: A New Paradigm*

# Training the best better – 2 of 5 = Resilient training program



Flexibility in planning and timing (course duration)



# *Training the best better – 2 of 5 = Resilient training program*



This is the effect on your Ops Manual Part D



# *Training the best better – 2 of 5 = Resilient training program*



We need new tools – new training methods and this is how we do it:

- Big new projects have to prove 50% cost reduction for the same “quality of training” – or better
- 20% extra to be used as a project buffer / risk management
- 10% to be used to further improve the quality of training
- At best giving us a 20% cost reduction – probably less

# Training the best better – 3 of 5 = Resilient airlines



If we are to move towards the future in training and remain the world leaders **we need enduring and resilient airlines**



## What we do in training:

- We slashed ab initio training costs > 50% by implementing a newly designed immersive MPL program
- We slash costs by more than 65% by merging training programs and resources across 5 AOC's
- Are teaming up with the biggest players (CAE, Boeing and GE in our case)
- Revisit our training contracts and assets using our group buying power

# Training the best better – 4 of 5 = Resilient regulations



Exciting new regulations where training assets are linked to training goals (Learning from B737Max RTS training)



# Training the best better– 4 of 5 = Resilient regulations



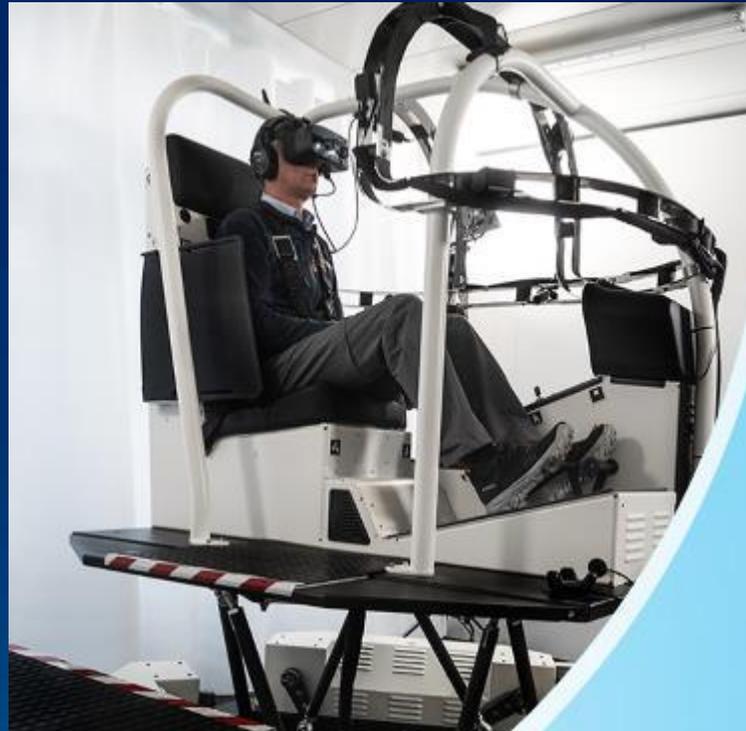
Reading the newspaper and basing safety policy on it



## Training the best better – 4 of 5 = Resilient regulations



- Regulations should not lock the future down in regulations – learning from old FFS (1990's) mistakes



# *The future – 4 of 5 = Resilient regulations*



- Improve industry input
- Promote fact-based approach
- Create a more flexible framework
- Abolish task-oriented training and checking

# The future – 5 of 5 = Resilient airline industry



Resilience of an industry comes from the people working in that industry (ref session 7 tomorrow)

=> we have to win the war for talent

## 1415-1545 Session 7 – Aviation Recruitment & Training for the Next Generation

1) **Captain Peter Hogston**, Head of Training, L3Harris Commercial Training Solutions

*Training the Next Generation*

2) **Captain Hugues Carpentier**, Head of Training, Egnatia Aviation

*Airlines Involvement in Ab-Initio Training: A Recipe for Success*

3) **Sarah Barry**, Director of Education & Senior Lecturer Aviation, Airline Pilot, Buckinghamshire New University

*Moving the Female Pilot Agenda Forward*

# The future – 5 of 5 = Resilient airline industry



## WINNING THE WAR FOR TALENT: 4 STEPS TO LANDING TOP CANDIDATES

- 1 Roll Out the Red Carpet
- 2 Be Flexible & Act Fast
- 3 Step Up Digital Branding & Awareness
- 4 Invest in Training

# *Training the best better*

## *Take away*

- EATS 2022 you have come to the right spot at the right time

The task is huge, the moment of change is now to build resilience in all aspects of your training:

- Pilots and cabin crew
- Training programs
- Airlines
- New regulations
- Win the war for talent

Don't go for it alone, look for partners and create a team

# *Training the best better*

“Talent wins games,  
but teamwork and  
intelligence wins  
championships”

(Michael Jordan – basketball legend)

