

# The Next Generation of Aviation Professionals NEW LEARNING

3 March 2010
Joost Jonker
JAA Training Organisation

#### Content

1. Short background on JAA TO

2. Challenges in Mobilizing the Next Generation(s) of Aviation Professional

3. Closing Remarks



1.

#### SHORT BACKGROUND JAA TO

#### JAA TO Background

- Training at JAA outsourced until 2005
- From 2005 onwards changed approach
- ► JAA TO is a Non-Profit Organisation
- JAA TO is fully Self Funded
- Since July 2009 Associated Body of ECAC

#### JAA TO Background

- Since beginning of 2006 over 35,000 professionals from almost 2,000 organisations attended JAA TO courses
- Approximately 40 % of JAA TO audience are Regulators
- ► To date JAA TO training portfolio deals with Safety, Environment and Facilitation
- At present nearly 110 different training courses



#### JAA TO Background

- Offering JAA TO courses on 8 locations worldwide
- Hoofddorp Netherlands &Belgrade Serbia own locations
- London, Luxemburg, Vienna, Istanbul, Abu Dhabi, Singapore in partnerships
- All Partnerships endorsed by National CAA

2.

# Challenges in Mobilizing the Next Generation(s) of Aviation Professional



## Challenges in Mobilizing the Next Generation(s) of Aviation Professionals

- ► 20<sup>th</sup> vs 21<sup>st</sup> Century Education and Learning
- Improving the image of specific aviation professions
- Labor and Knowledge Migration (International Competition)
- Regulatory aspects with regard to training and education



## Differences in 20<sup>th</sup> Century Learning Compared to 21<sup>st</sup> Century Learning

- Classroom Lessons
- Teacher-Centered
- Information: local media, libraries, newspaper
- Limited types of course material

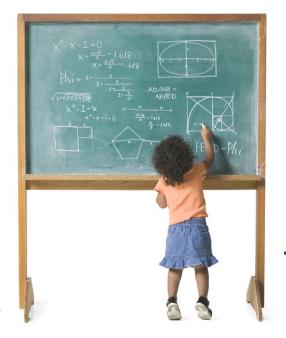
Limited teaching implements: blackboards and books mainly

- Blended Learning
- Student-Centered
- ► Information: Internet, via email, mobile phones, instant messaging, blogs, wikis, podcasts...
- Varied study materials ( DVDs, virtual books, E-Books, Internet, online follow-up etc.)
- Varied teaching resources: interactive boards, CBT, e-Learning, self-study, videos, serious games, virtual classes...

20th Century Education and Learning



**ENVIRONMENT** 



**INFORMATION** 

**TOOLS** 

#### 21st Century Education and Learning







**INFORMATION** 





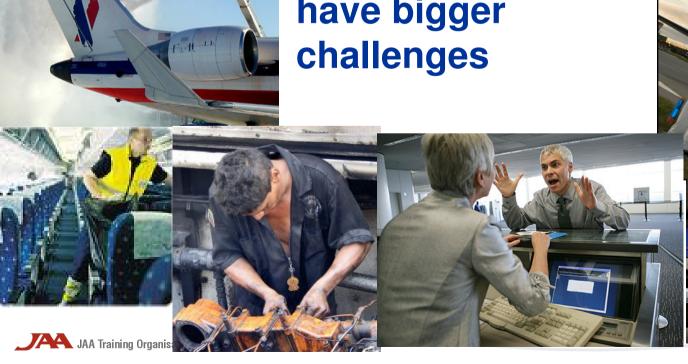


- Young People Do learn differently
- In order to Engage and not Enrage them we need to challenge them using the technology which appeals to them
- The amount of Information young people will need to be able to process is mind staggering (Gathering vs Selecting)
- Teachers/Instructors will have increasing "Attention Competition" if they do not adapt



#### Improving the image of specific **Aviation Professions**





## Improving the image of specific aviation professions

Other Professions may not have such Big Challenges....

**YET !!!** 



### Improving the image of specific aviation professions

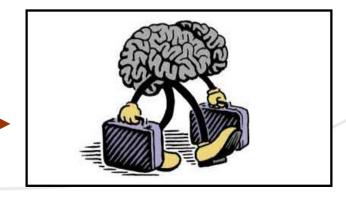
- But it is not a given that this will remain
  - Many of the "hot jobs" of the 21<sup>st</sup> century may not even exist today
  - Young people will change careers faster and more often
- And in order to keep the entire system functioning the industry needs them all
  - Everyone knows the effects if one link in the chain breaks down

#### Labor and Knowledge Migration

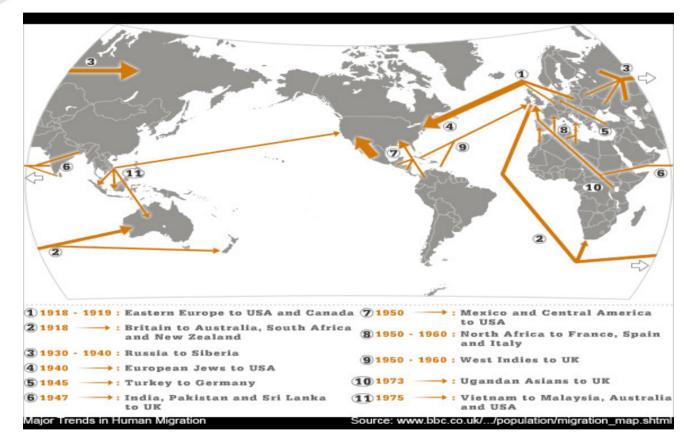


Differences in compensation, career opportunities and other benefits will continue to generate International Labor Competition.....

WHICH OFTEN LEADS TO ——



#### Labor and Knowledge Migration



### But this is not a new phenomena and will be very difficult to stop

### Regulatory Aspects with Regard to Training and Education

 Certain Professions in Aviation education and training is regulated (licensed)

Other area's such as accountable management and oversight still much left to individual states

### Regulatory Aspects with Regard to Training and Education

- ► There are already a number of initiatives running
- ► In Europe EASA has taken steps, f.i. SAFA Inspector Training
- More could be done with regard to a further International Harmonised Approach
- This Symposium could be a crucial catalyst



#### What has JAA TO done so far?

- Developed a series of Accountable Manager and Nominated Postholder courses
- ► Fully embraced EASA's SAFA Inspector
  Training Requirements and EASA Regulatory
  Training Examination Scheme (E-Exam)
- ▶ Developed for ECAC full PRM Training modules (including e-learning and blended sessions.
- Are seeking constant international Partnerships in order to promote Harmonisation of Training

#### What is JAA TO looking into?

► E-Books



- Serious gaming
- Collaborative Blended Sessions
- ▶ 3-D Virtual Classrooms



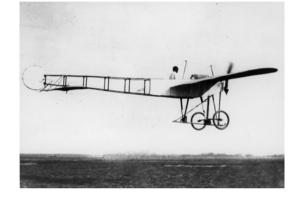
How to keep our Trainers on board with all these innovations

### 3. Closing Remarks

#### **Closing Remarks**

Aircraft Technology has gone

from this



### To this .....in just over 100

years



#### **Closing Remarks**

Who knows, what is next



We better prepare for Real 21<sup>st</sup> Century Education and Training

#### Thank you for your attention!



www.jaato.com