# SWISS International AirLines Experience with MPL students

Captain Peter Fasler

ICAO MPL Symposium, 10–12 December 2013, Montreal

A STAR ALLIANCE MEMBER

SWISS AviationTraining

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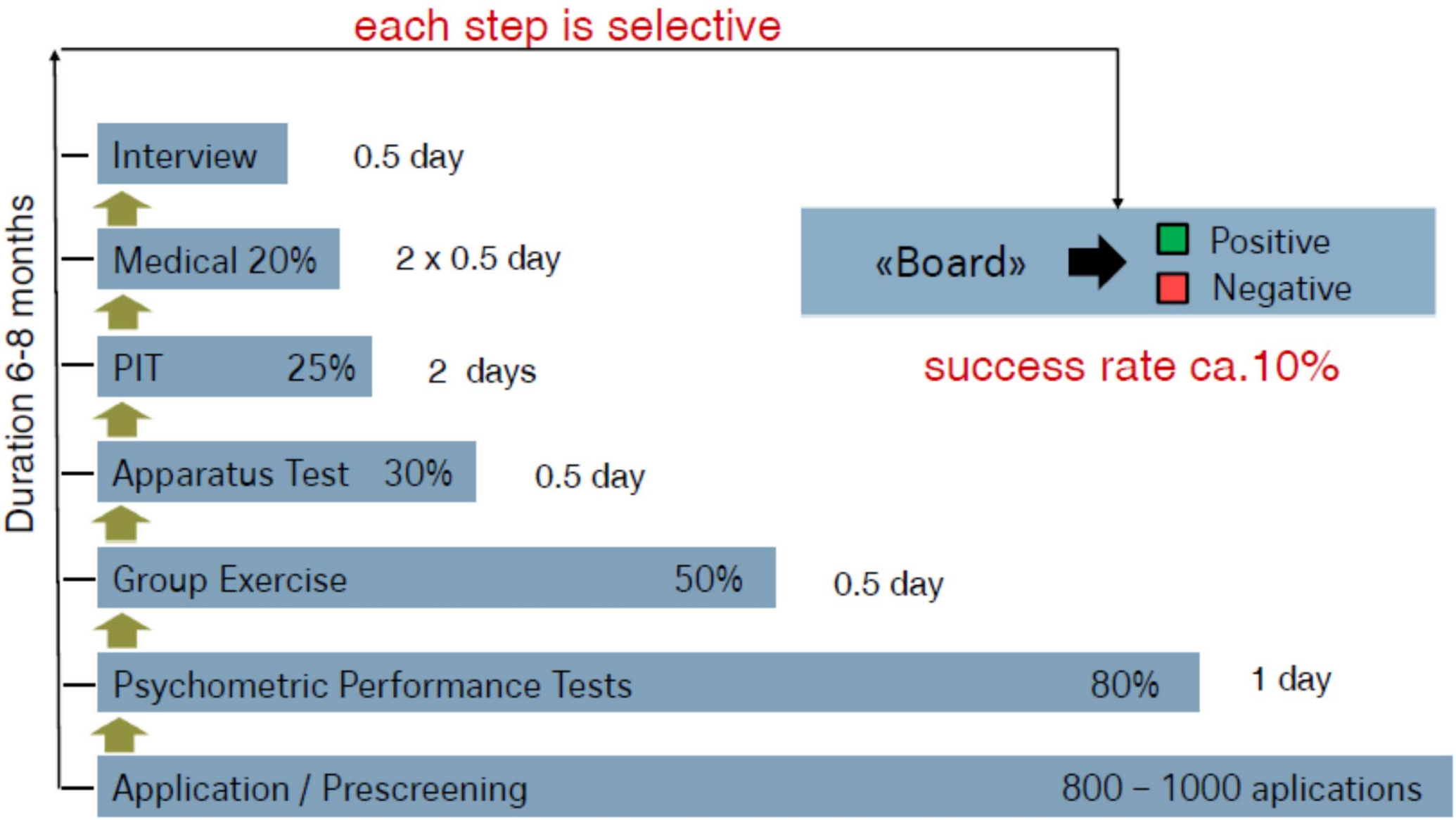
# Agenda

- SWISS Pilot Assessment
- SWISS Pilot Training course
- Pilot Competencies
- SWISS Qualification system
- Data sources
- Performance comparison ATPL / MPL
- Conclusion and open questions

# SWISS Pilot Assessment



# Swiss AviationTraining (SAT)
# Training Syllabus

## ATPL

| T1 SAT | F1&2 SAT | T2 CBT | T2 SAT | F4 - FNPT SAT | F3 USA | F4 USA | F4 CH | T3 SAT | Self Study | BAZL Exam | MCCICC SWISS (ca.12 weeks) |
|---|---|---|---|---|---|---|---|---|---|---|---|

2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 open

| T1 SAT | C1&2 SAT | T2 CBT | T2 SAT | C4 - FNPT SAT | C3 USA | C5 USA | C5 CH | Basic SAT | T3 SAT | Self Study | BAZL Exam | MCCICC SWISS (ca.12 weeks) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

## MPL

# Swiss AviationTraining (SAT) Training Syllabus

+35 hrs PA28 IFR

## ATPL

| | | | | | | | | | | | |
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## MPL

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+45 hrs B200 FNPT MCC

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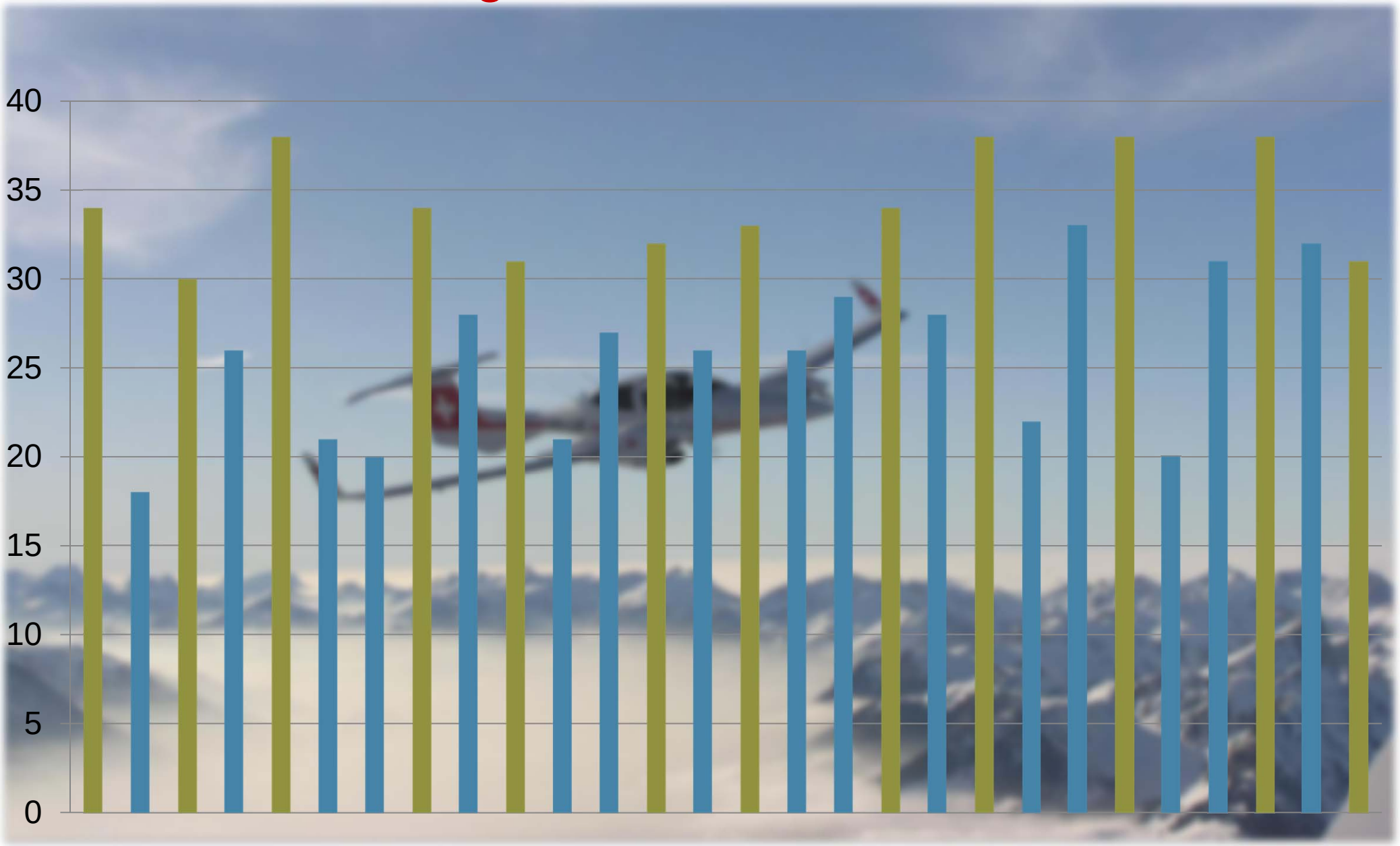
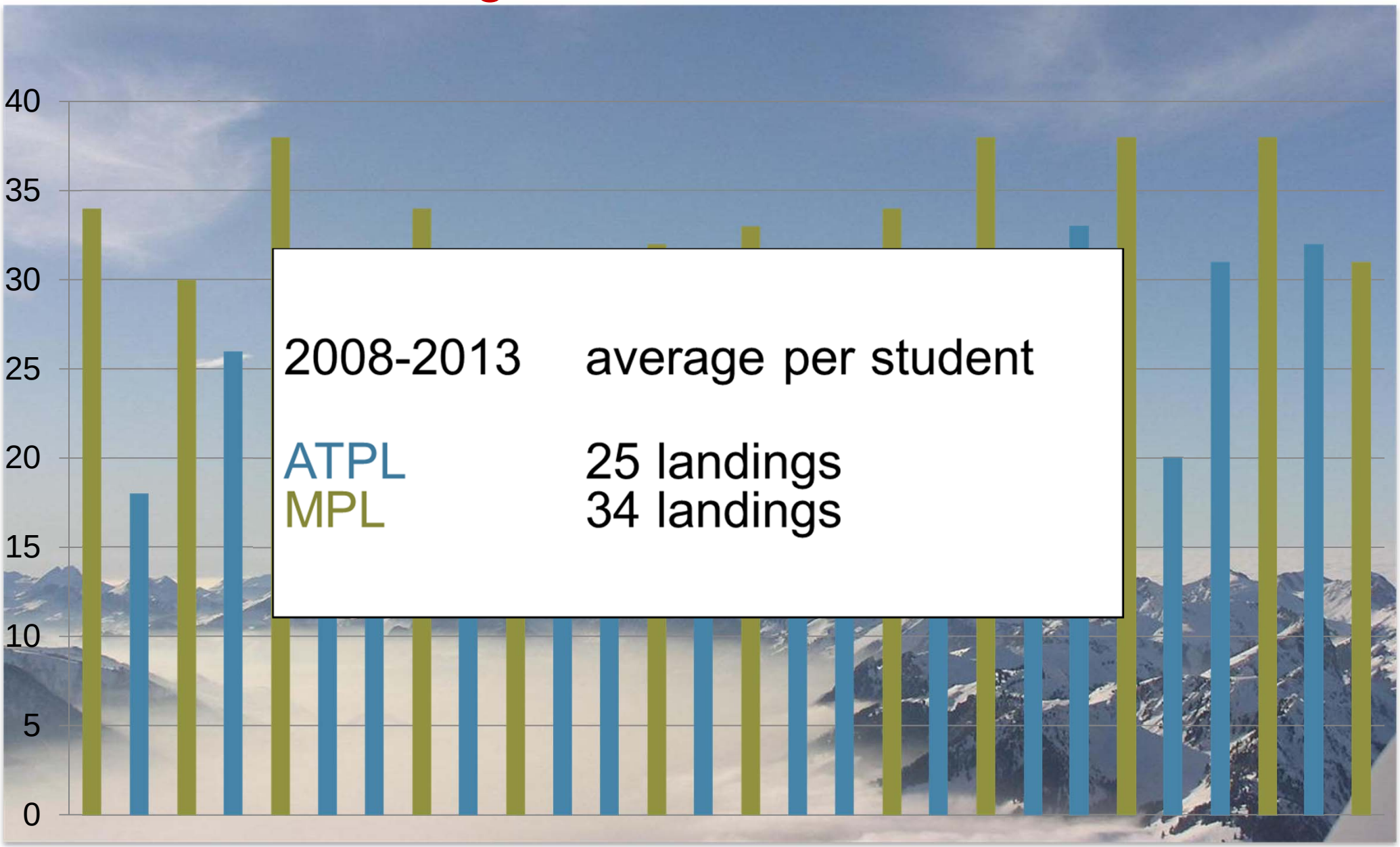
# MPL phase 1 Core V Euro

# Difference in landings – Core V Euro



# Difference in landings – Core V Euro



# MPL phase 2
# Basic

- 45 hours of multi crew operation
- Introduction into multi crew concept including abnormals
- Instrument flight including flight management (FD/AP)
- Familiarization and LOFT training central European airspace

# MPL phases 3 and 4 Intermediate & Advance

87 calender days total course length (w/o base training)

14 IPT exercises

- 7 technical training sessions
- 4 procedure training sessions
- 3 individual training sessions

21 Full Flight Simulator sessions including

- 10 sessions with MCC specific subjects
- 3 sessions with progress test / skill test contents

Identical setup for MPL and ATPL

# 9 Pilot Competencies acc. Airbus

# SWISS eQualification system

UPG/CMA Trainee
LIFUS

Close | Delete | Preview

LIST OF QUALIFICATIONS

| Attitudes (0/7) | Social Skills (0/9) | Cognitive Skills (0/8) | Operational Skills (0/5) | Manoeuvres (0/4) | Approaches (0/0) | Knowledge & Proc. Prog. (0/4) | Overall Assessment Summary |
|---|---|---|---|---|---|---|---|

**Trainee**

Name: Trainee
4LC: AAAA
Empl. Nr: 0000
Licence Nr: CH-00000/JAR
Rank: UPG/CMA

**Training / Check**

Date: 09.05.2012
Training: Conversion Training
Event: CMDC - Commande Course, LIFUS
Details: CMDC LC (Line Check)

A/C: A320 Nb. of Sectors: 0

| | | | | | |
|---|---|---|---|---|---|
| Auftreten | | Planning Coordination | | | |
| Motivation | Teambuilding | Working Approach | | TAXI IN / OUT | |
| Belastbarkeit | People Awareness | Workload Management | | T/O | |
| Flexibilität | Leadership CMD | Monitoring | Cockpit Preparatio | Descent | Operational Knowledge |
| Selbstbewertung | COM: PF / PNF | Intervention | Path Awareness / Navigation | Landing | Technical Knowledge |
| Umgang mit Kritik | COM: CABIN CREW | Briefing | Time Awareness | | Application of Knowledge |
| Umgang mit Fehl | COM: ATC | Debriefing | Automation Mgmt / Mode Awareness | | Compliance with Procedures |
| | COM: Interface | Unternehmerisch Verantwortung | Yearly Fleet Targets | | |
| | COM: PAX | | | | |
| | Customer Orientation | | | | |

# SWISS eQualification System (eQS) Grading Scale

| | | | | | | |
|---|---|---|---|---|---|---|
| not qualified | too low | less | Ideal | more | too much | not qualified |
| -1 | -2 | - 3 | 4 | + 3 | + 2 | +1 |

# Analyzed Data from eQS 2008 - 2013

| | |
|---|---|
| Students Total | 273 |
| Students ATPL | 140 |
| Students MPL | 133 |
| Data sets | 33’000 |

Data from 273 students checked out on A320

Qualifications advanced phase, base training and LIFUS

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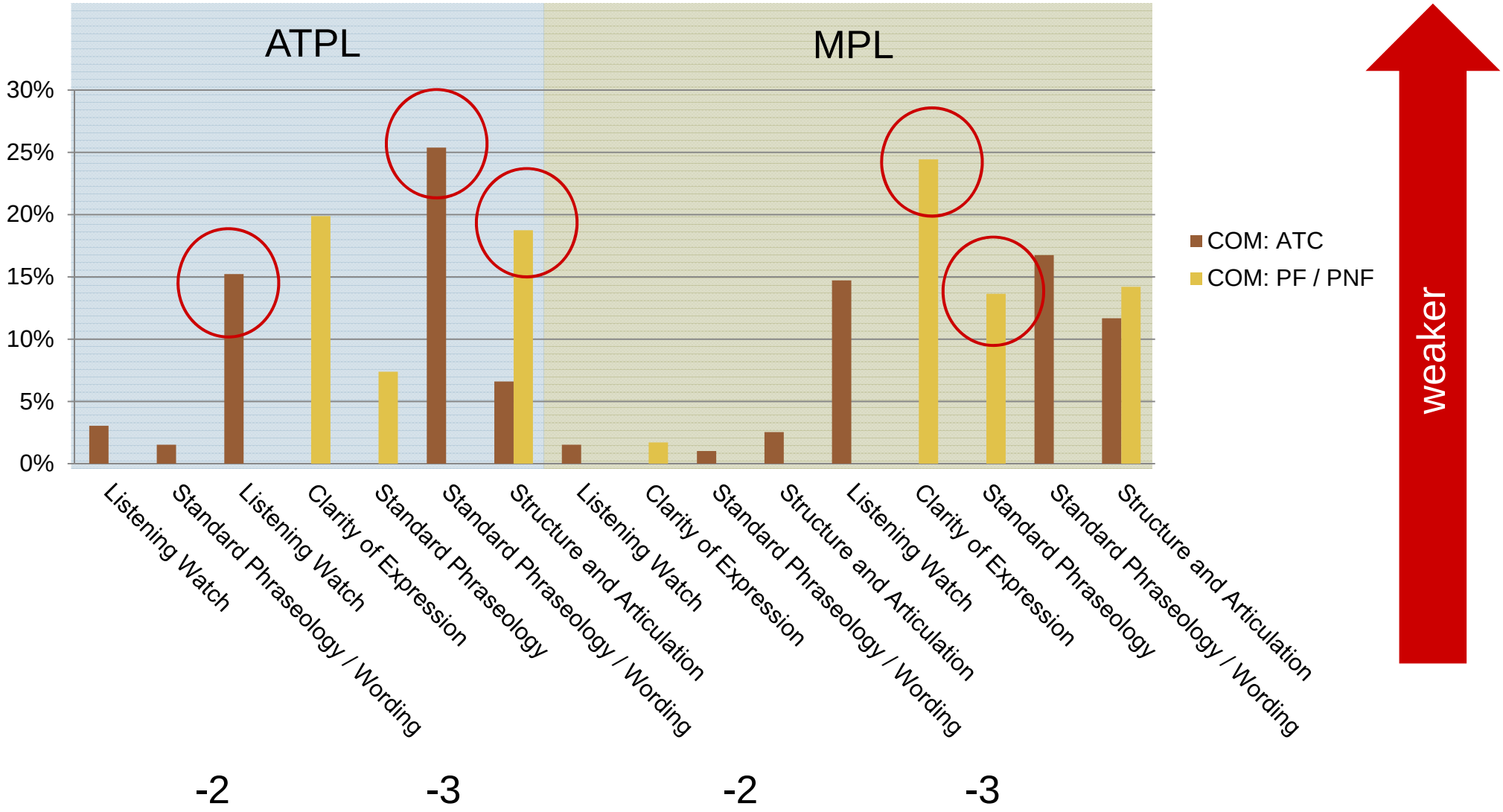
# Competence: Communication

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- TAXI IN / OUT
- T/O
- Descent
- Landing

- Operational Knowledge
- Technical Knowledge
- Application of Knowledge
- Compliance with Procedures



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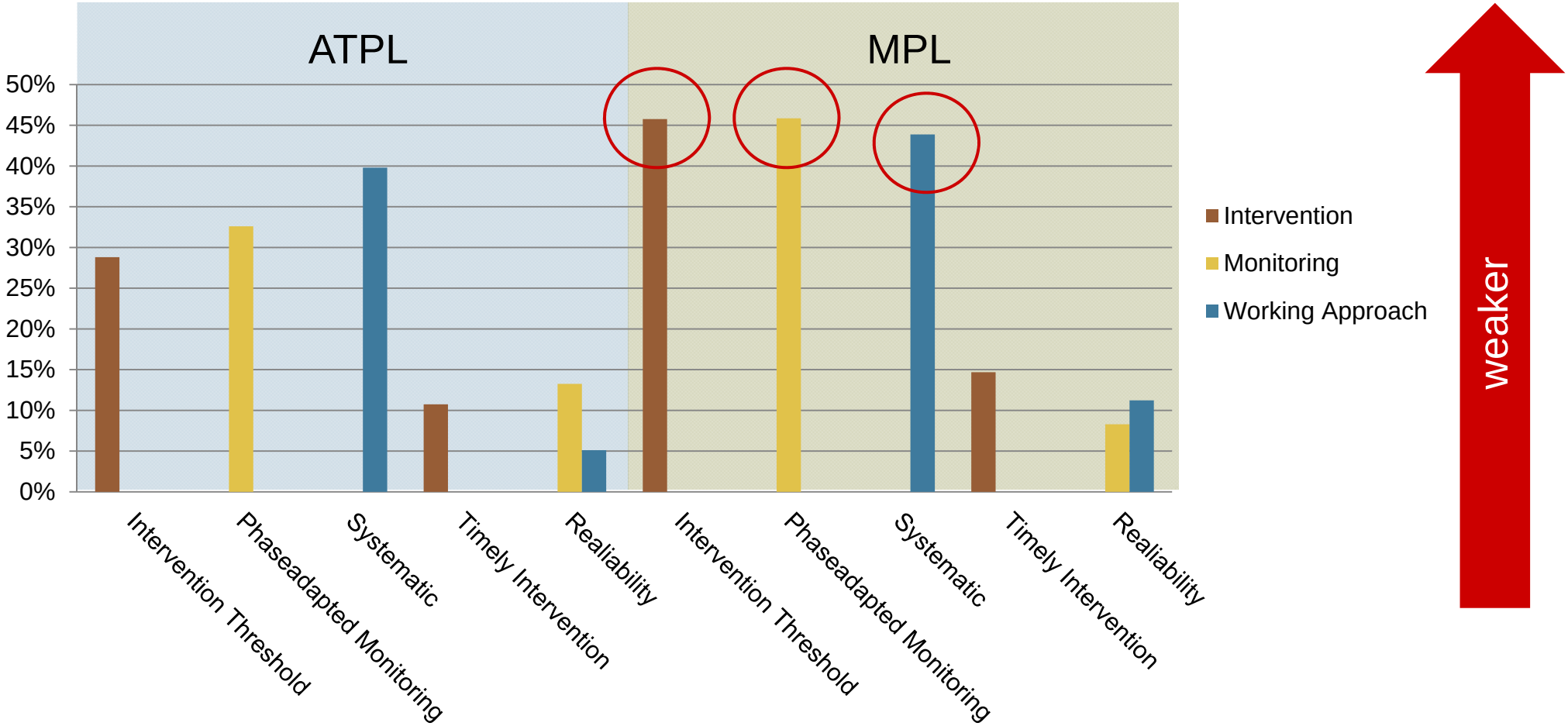
# Competence: Teamwork

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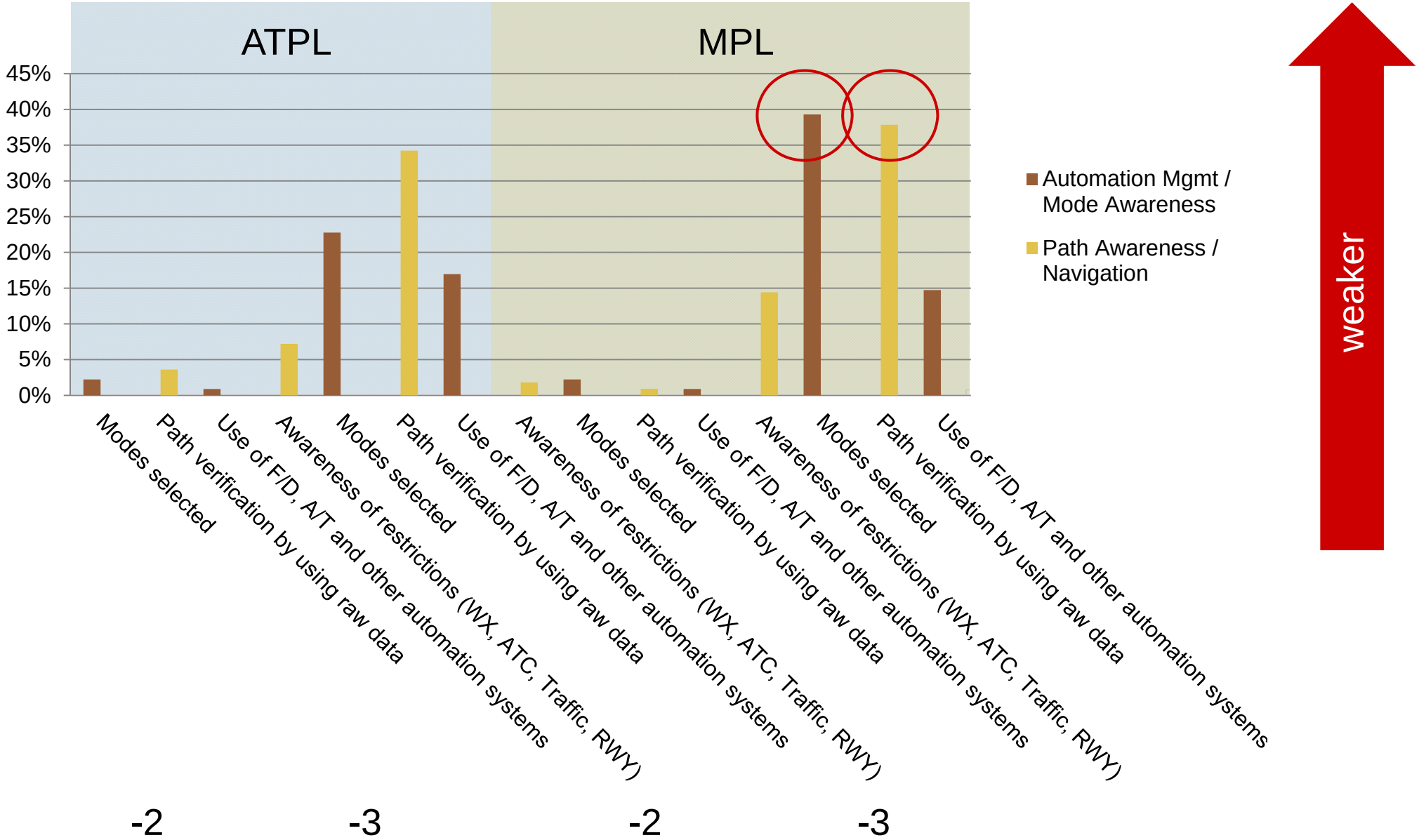
# Competence: Auto Flight

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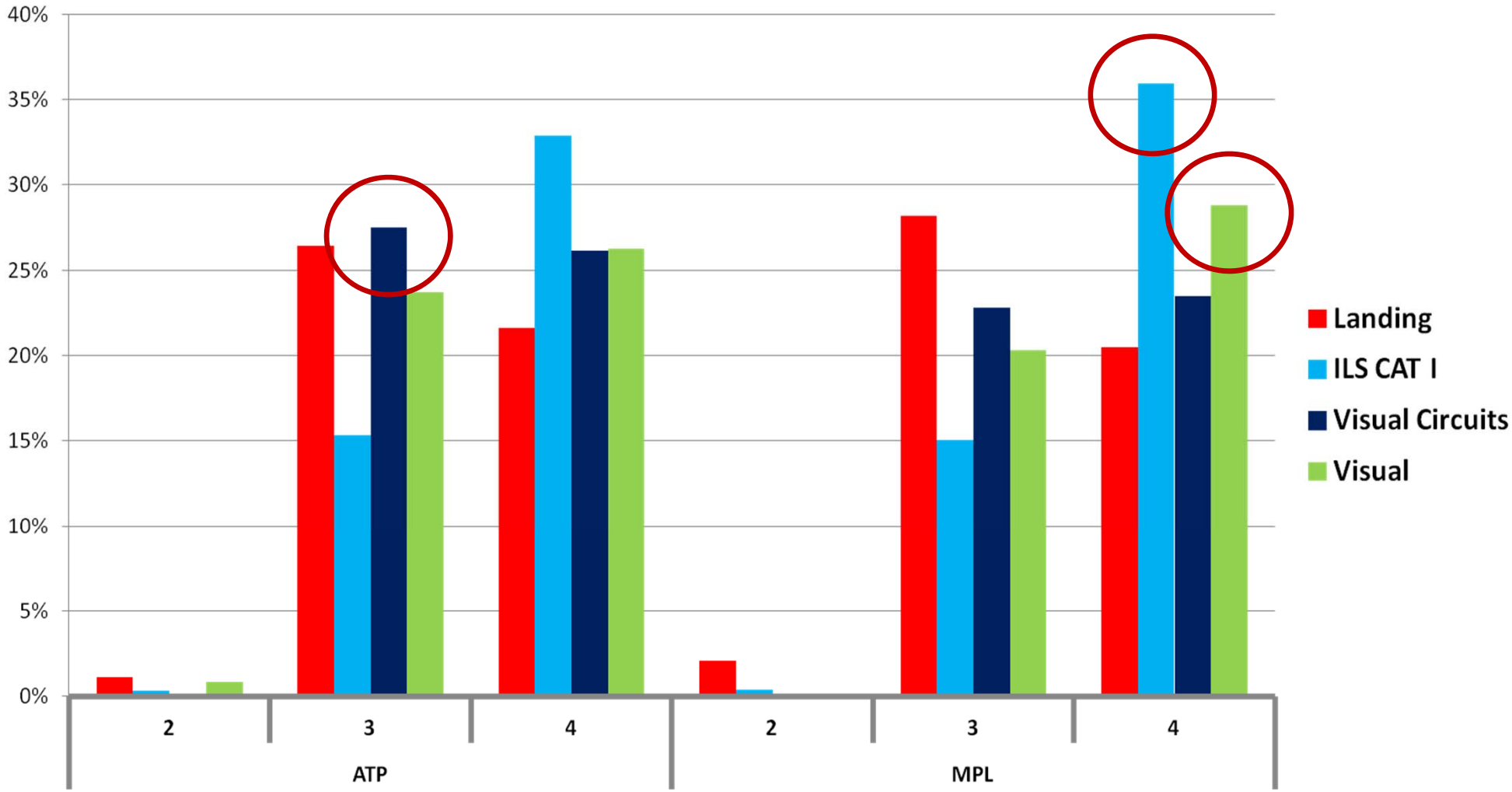
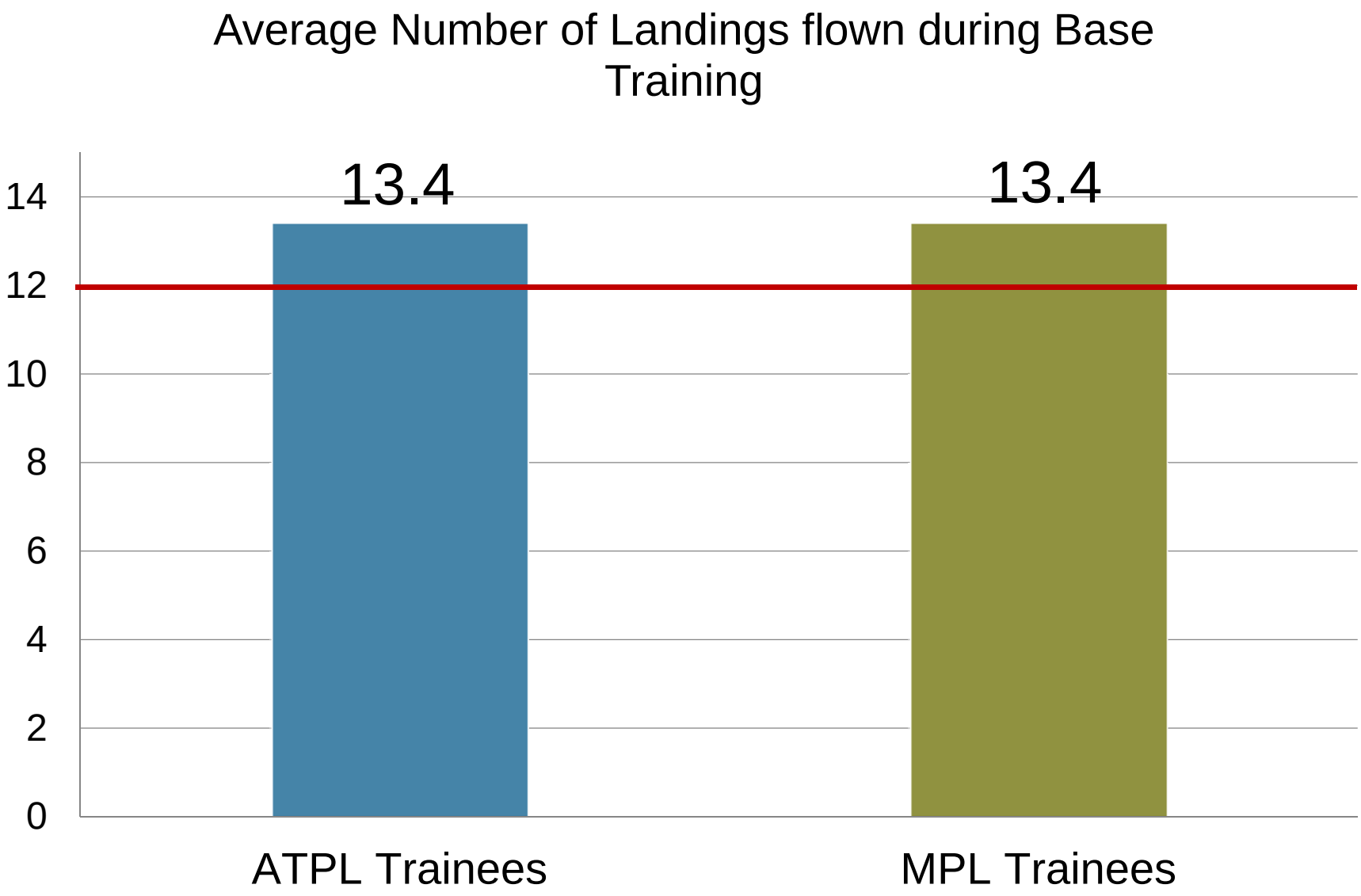
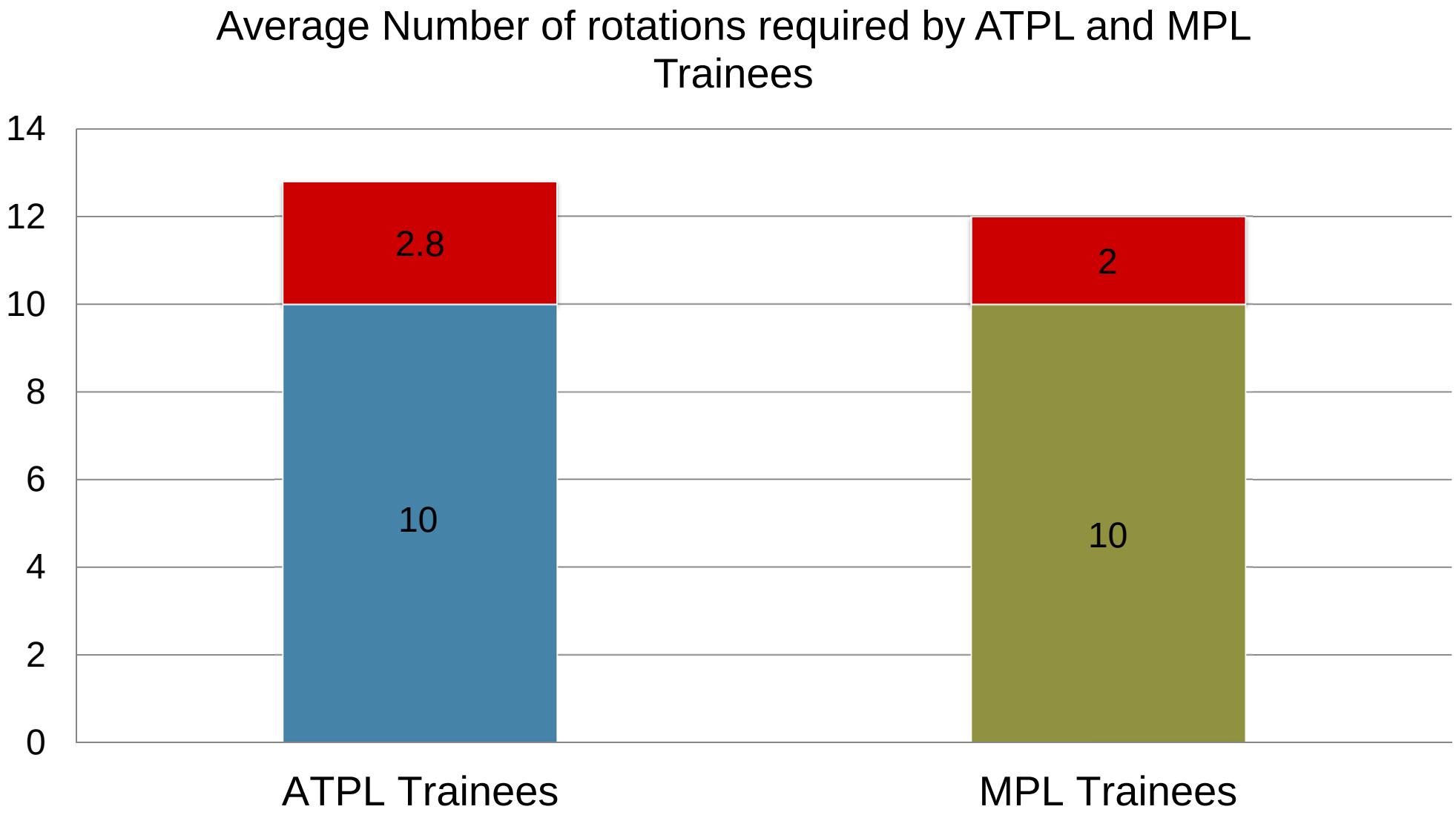
# Competence: Manual Flying



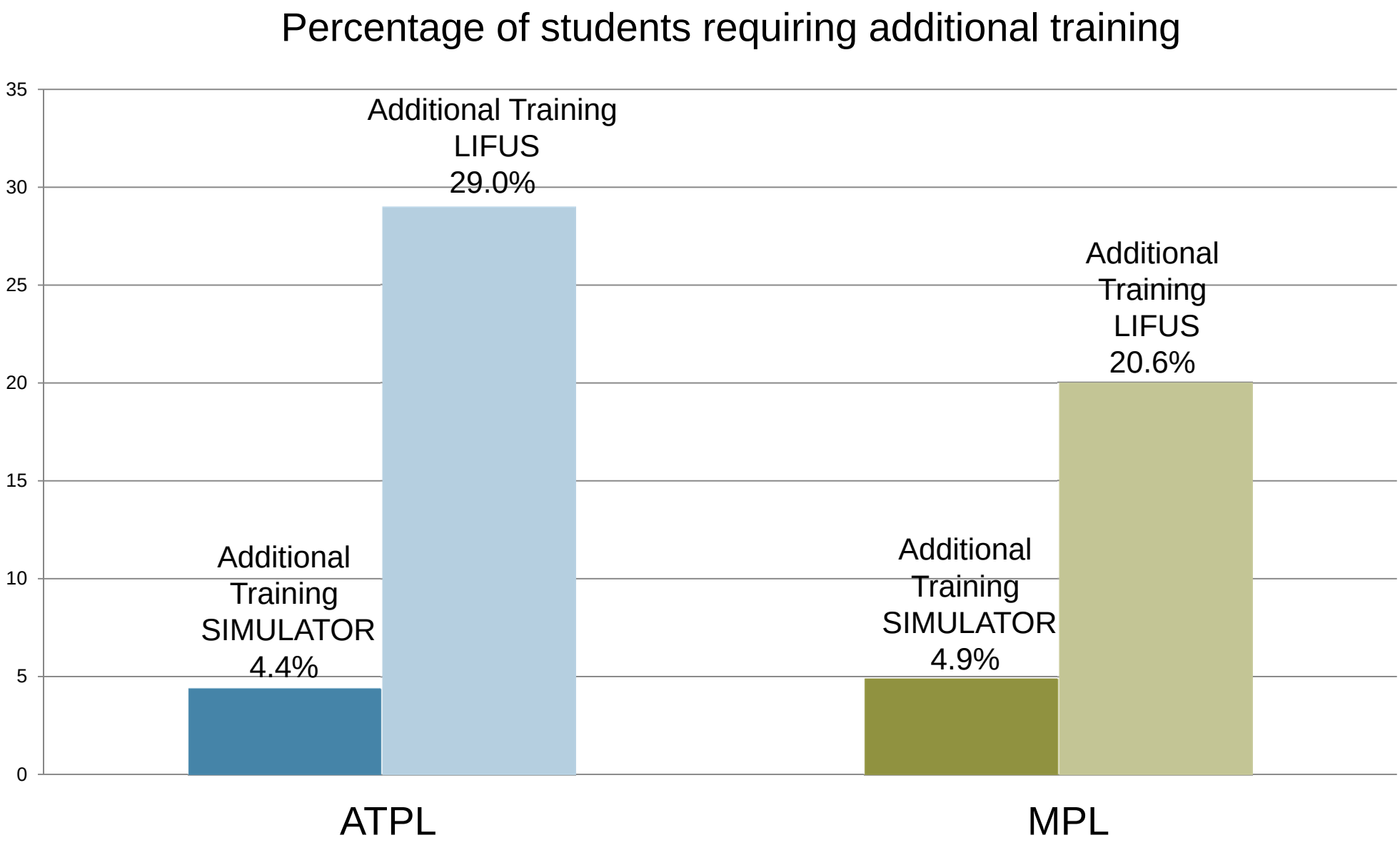
# Base Training



# LIFUS Rotations



# Additional Training per Student



# Conclusions

- At SWISS, no significant differences exist regarding quality and performance between ATPL and MPL students
- The right selection process is essential for a successful training
- There is only a marginal difference in total training costs => saving money with the MPL program was never an intention
- Close alignment between basic training organization and airline training is essential
- The competency based approach is the future way to go
- URT is beneficial for every professional pilot, also in ATPL programs
- The TEM philosophy is an important component of a professional training



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# Challenges

- Bridging possibilities for MPL students looking for a CPL after course abortion
- Alternatives for MPL pilots wishing to change the employer/operator are limited
- Competency based approach also for Instructor training
- ATC simulation for MPL: technical solutions still missing
- Philosophy for base training not aligned with MPL competency based approach

# Thank you

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