



Airways New Zealand

Delivering future solutions today



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AIRWAYS
making your world possible

NGAP SYMPOSIUM

3 - 4 December 2014

How will aviation professionals learn in the future?

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Our Journey



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Introduction to Airways NZ



Our 800 staff provide air traffic control and technical services, surveillance, communication, flight inspection, mapping and airspace design expertise for approximately 6% of the world's airspace (30 million square km)

→ New Zealand's ANSP

Military and civil, domestic and oceanic

→ World's first commercial ANSP

State Owned Enterprise 1987

→ Innovative, pragmatic, engineering solutions

→ Long-standing international cooperation

→ Major CANSO contributor

Former Chair & DG, Current ExCom

Domestic

Aircraft movements annually	1 million
Oceanic movements annually	58,000
Oceanic movements annually	44 peak hr
Area control centers	2
International airports	6
Control towers	16
Staff	800
Annual ANS Revenue	US\$120m

International

Engagements in 75 countries
US\$16m p.a.
ATS Training
ATC Simulators
CNS/ATM Consulting
Procedure design and charting (GEAD)
ANSP Revenue Management (Flightyard)
Flight Inspection



AIRWAYS TRAINING PORTFOLIO

Competency Based Training



**SureSelect
Recruitment tools**

ATS Training

**Total Control
Simulator**

Aviation English

Study Abroad

SUPPORTED BY

Cutting Edge Training Technologies



▶ EPTRs



▶ E-Learning



▶ iLearn



▶ VV Enroute & VV Approach



▶ AKO 051

GLOBAL CAMPUSES



China



UAE



Puerto Rico



New Zealand



Academic Qualifications



▶ NZ Certificate in Air Traffic Services (Level 5), NZ Diploma in ATS (Level 6) ▶ National Diploma in Air Traffic Services (Level 7)
Academic recognition of programmes towards a **Bachelor of Aviation Management, through Massey University**



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How will aviation professionals learn in the future?

Airways took a customer centred approach to gain a better understand the expectations of our future learners and also the employers:-

NextGen Learners

- What were their career aspirations / expectations as future aviation professionals?
- What were their preferences / expectations for the learning environment?



ANSP's Employers

- What were the essential skills and attributes they were looking for in future aviation professionals?
- What was important with regards to training?



NextGen Learners

As aviation professionals they are looking for:-

- Career development opportunities
- To travel and work offshore
- Transferable tertiary qualifications
- Flexibility and to be well paid (return on investment)

As learners they expect:-

- Flexible study options 24/7
- Seamless mobile learning opportunities
- Personalised learning experiences
- Social learning technologies
- Learner orientated assessment
- Networked learning environment



Aviation Industry - Employers

Workforce requirements

- Have the right skills and knowledge
- High performing, motivated, and safe.
- Educated workforce – engaged in life-wide learning
- Flexibility and return on investment

Training expectations

- Safe and employment ready graduates
- Cost effective training programmes
- Successful training outcomes – minimise training failures
- Training pipeline aligned with workforce requirements



Airways Response...

The key messages from Nextgen learners and employers determined Airways approach to the education and training of future aviation professionals.

A connected learning environment where:-

Trainees gain

- A technology enabled learning environment
- Mobility and flexible study options 24/7
- Transferrable skills and knowledge
- Employability, choice and return on investment

Employers gain

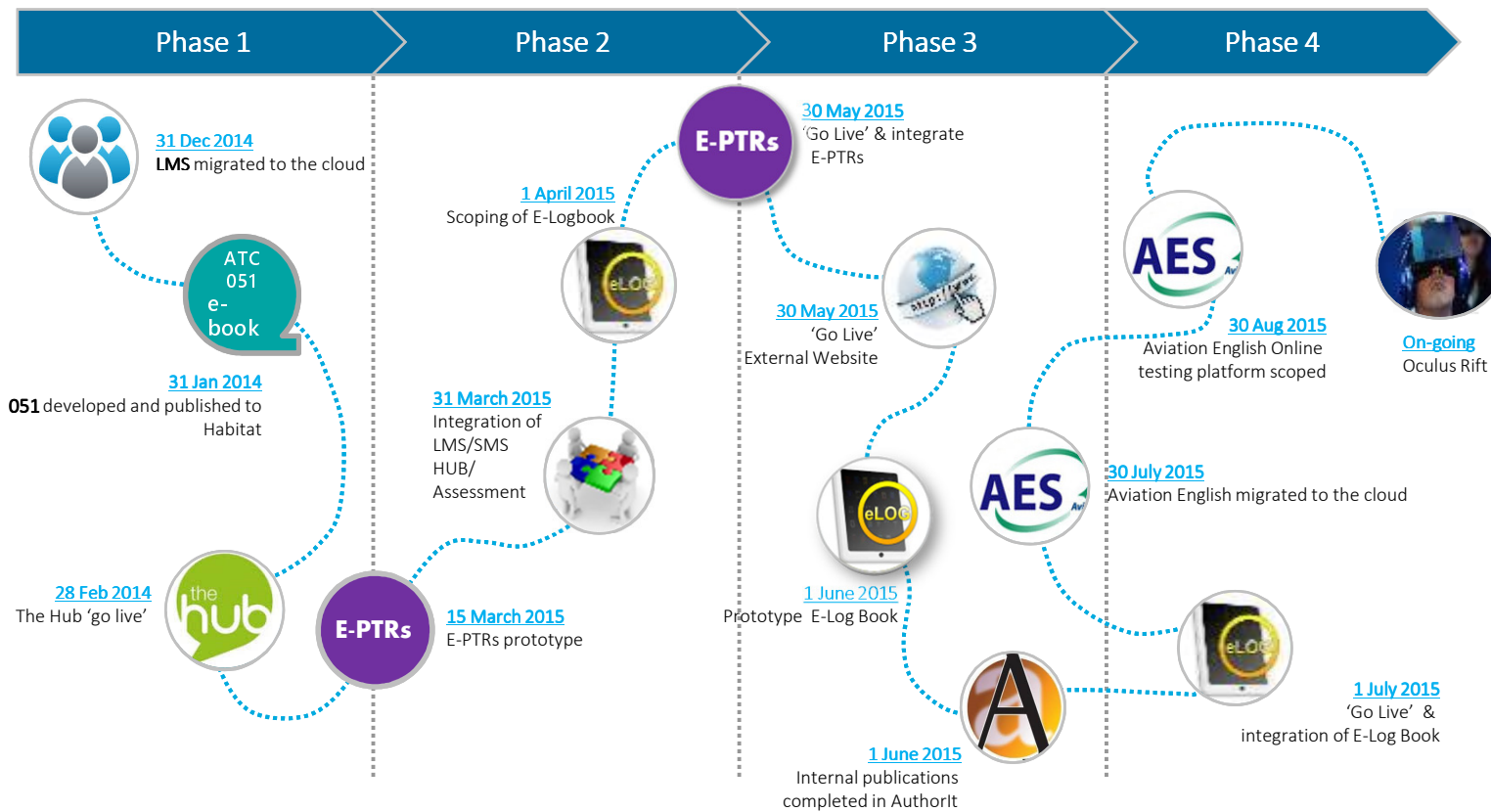
- Relevant, safe, employment ready graduates
- A reduction in the total cost of training
- Successful training outcomes
- Educated workforce – engaged in life-wide learning



AKO - Airways Knowledge Online



AKO – Roadmap 2014 - 2015





On the Cloud

Flexible

Interactive

Building passion and understanding

Raising the bar

Reducing instructor effort

Subject,
Outcomes, Credit,
Learning hours,

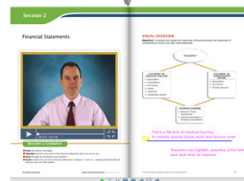
knowledge
test



tutorials

passion &
understanding

assessment

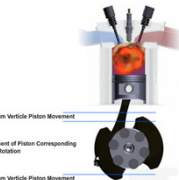


Revision

Real stories
/ Research

Assignments

Presentations



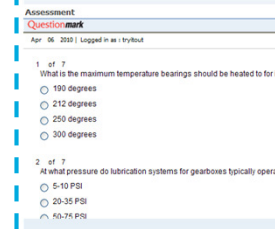
Labs

Discussion boards

Exams
on line



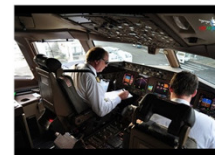
CBT,
Simulation,
Gaming



www.youtube.com/rcZgkIE



Industry visits



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Partnerships with Universities



Headlines

- ❖ Airways is delivering Ab initio training in partnership with internationally recognised Universities
- ❖ Paradigm shift in the delivery of ATC training using e-learning, simulation and gaming technologies
- ❖ Trainee funded or through Employer Scholarship
- ❖ ANSP responsible for OJT, ATC license and initial rating

Adding value by:-

- ❖ Harnessing technology to improve training success rates
- ❖ Reducing the total cost of training
- ❖ Delivering employment ready graduates
- ❖ Meeting learner and employer expectations for qualified and highly skilled workforce



The Journey so far....

Changing - Traditional class to e-learning, with content designed by learners, in flexible socially connected learning communities.

Challenges – There is a fine line between bleeding edge and leading edge. Its what you don't know, and there is never enough money or people!

Opportunities – Paradigm shift in ATC training. Safe and highly skilled aviation workforce meeting the needs of learners and employers.

Risks – Failure to meet learner expectations resulting in the best and brightest not attracted to the aviation industry.



Airways Training



*Our journey towards a paradigm shift in
ATC Training – some ideas worth sharing 😊*

Thanks for your time

