ATSEP & ENG TRAINING & LICENCES in Crocontrol ltd

Presented on 23th October 2008
by Dario Šimunović, ATSEP Training Manager
Maintenance – licensing system in Croatia

- **Basic Training** (12 weeks)
  - **S/E Rating Training** (2 levels)
    - **Instructor Training**
      - Instructor rating is entered into license
      - Type rating is entered into license - 2 levels
      - ATSEP Licence
      - Only candidates with strong background in domain they will work in

Note: Management of licenses delegated by CAA to ANSP, but continuously supervised (oversight programme)
PRE – ENTRY SELECTION

• Before the basic training, very strong selection procedure is applied.

• Depending on functional position, we select engineers of electronics as well as technicians with the background of electronics, electrical engineering, telecommunications, networking, etc.

• Psychological, including IQ, then English, PC familiarization and other testing are applied during selection.

• English is prerequisite (‘‘blocking factor’’).
BASIC TRAINING

13 principles, MET principles, English refresh course, Legal aspects, organisation of Crocontrol, Documentation, Safety, infrastructural aspects, then each domain (SUR, COM, DPS, NAV).

• Duration 12 working weeks.

• Exam after each module and final exam at the end of the training package.

• Successful exam: the basic license modules including:

  • Medical ability prerequisite

  • Independent task accomplishment not allowed yet.
TYPE RATING

- License is per system.
- Normally, technicians are trained to obtain 1st degree rating, and engineers to get 2nd degree.
- However, there are exemptions sometimes.
- Theoretical part of training (classroom), practical part of the training (on-site).
- Duration depends on complexity. Normally for 1st degree – between 30 and 100 effective hours of training per technical system (for Eurocat 220 eff. hours including certain CBT modules)
- for 2nd degree – between 60 and 200 effective hours of training per technical system (for Eurocat = 400 eff. hours)
- Sometimes, additional prerequisites are needed, e.g. Unix, Linux, C, CISCO, however it is mostly taken into account during selection procedure.
TYPE RATING

- The exam after the training per system must take place, in front of commission.
- Exam: written + verbal + on-the-job-training demonstration
- Successful exam: only if all 3 elements fulfilled
- Duration of license: 2 years
- The head of technical org. unit is responsible to give enough work to the ATSEP in order to be continuously competent for the maintenance
INSTRUCTORS TRAINING

- Special courses for instructor skills.
- Normally: engineers
- The contract with external services (well recognized organizations):
  - 2 weeks duration
- Instructors: licensed to give most of the training in Crocontrol
Competence/Licensing Scheme

- We have the structured list of all the systems with the numbering scheme and all the licenses are related to specific technical system or the group of very similar technical systems.

- In internal document (Maintenance Programme and The System Training Program) we specify what is minimum number of personnel to maintain and supervise the system in the safe way.

- We maintain the competence scheme: for each system we know how many people are available or planned to be available to maintain that system. That means, for each engineer/technician we know which system he has a valid licence for.
PROBLEMS WITH EXISTING SYSTEM

- Whole training system relies mostly on pre-selection process.

- New ATSEP are facing big gap between Basic training and System / equipment training – deeper theoretical and practical knowledge of his working domain is not covered anywhere (It is expected that the person brings this element from his previous experience (Pre-entry selection). If that is not a case than we have a problem (self learning on the job is expected).

- Very hard to change working domain – no conversion model

- 2 levels of System / equipment training are not enough for all ATSEP roles in our organization
PROBLEMS WITH EXISTING SYSTEM

It demands huge number of instructor man-hours because most of the training is “one on one” – very often the only way forward for student is self-learning because instructor is not available.
NEW CONCEPT: full application of ICAO Training Manual and of EAM5GUI3/4
NEW CONCEPT:

- **Initial training:**
  - We plan to split the “12-week-basic-training” into shorter “Basic training” and Qualification training per domain (7: SMC, NAV/MET, COM, SUR, DPS/ATM + Electrical power supply & Networking)

- **Type training:**
  - 4 levels of type training rating (A, B, C & D) in accordance with skill groups (VENDOR OR IN-HOUSE MENTORED TRAINING WITH DIFFERENT EXAM FOR EACH LEVEL)

- **Developmental training (with special ratings)**
  - ENGINEERING RATING TRAINING (Project development & management)
  - SMC
  - INSTRUCTOR RATING TRAINING
Skill groups and tasks (A – D) - scheme of maintenance tasks distribution

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