

# Athens International Airport

## Training for Wildlife Control Officers



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# Objectives of this presentation (WHY?)

**By the end of this presentation the participants should be able to:**

- ✓ **Realise** the importance of the training for Wildlife Control Officers and the associated challenges.
- ✓ **Identify** the logistics for preparing, implementing and evaluating training courses.
- ✓ **Recognise** the best practices.
- ✓ **Compare** the contents of the presentation with the status of her/his organisation.
- ✓ **Implement** the recommendations provided within her/his organisation.

# The methodology that will be followed (HOW?)

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- ✓ **PowerPoint presentation**
- ✓ **Questions and Answers (preferably by the participants)**

# Contents of the Presentation (WHAT?)

## ✓ **Background**

- **Definitions**
- **The Golden Circle approach**

## ✓ **WHY shall we train the Wildlife Control Officers**

- **Objectives of the wildlife management training**

## ✓ **HOW shall we provide the training**

- **Preparing the training**
- **Applying the training**

## ✓ **WHAT shall we include in the training**

- **Contents related to the wildlife management**
- **Contents not related to wildlife management**

## ✓ **Challenges**

## ✓ **Conclusions**

# Background - Definitions

- ✓ **Training:** a process by which someone develops the competencies that are needed for an art, profession, or job.
- ✓ **Competency:** The ability or skill of an individual to do a job properly. The competency as a combination of practical and theoretical knowledge, cognitive skills, and culture (behaviour and values) is used to demonstrate performance.
- ✓ **Wildlife Control Officer (WCO):** Any staff member of the aerodrome operator, or external service provider, involved directly in the wildlife management process, exclusively, or in combination to other tasks.

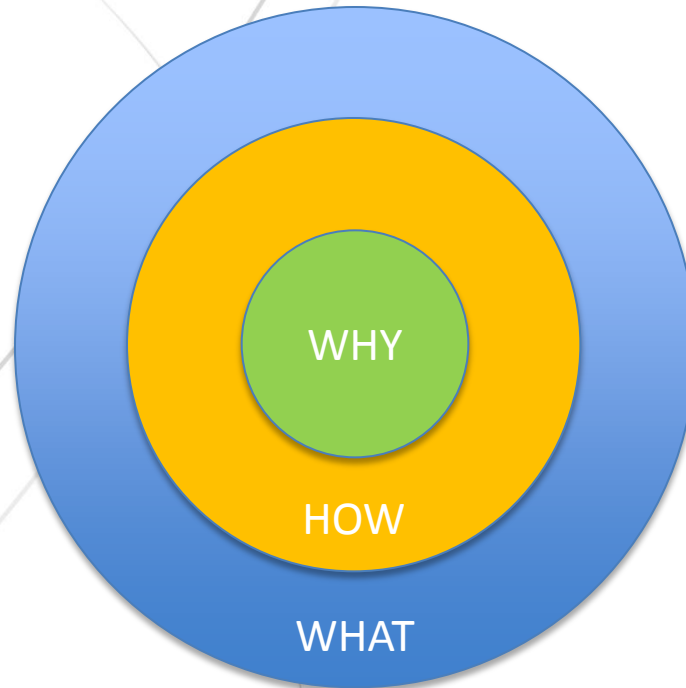
# Background - Definitions

- ✓ **Initial training:** Applied when a person is engaged to certain tasks for a first time.
- ✓ **Recurrent training:** Applied in predefined frequency (annually, biannually) to refresh the knowledge, skills, and behavior of initial training.
- ✓ **Refresher training:** Applied to a person that for some time was engaged in other job and returns back to previous engagements.
- ✓ **Differences training:** Applied to a person engaged previously in a similar job or in the same job in other environment.

# Background – WHY, HOW, WHAT

## The Golden Circle

(Simon Sinek)



# WHY shall we apply training to our WCOs



**DC-10 Plane Crash, JFK, 12-NOV-1975**





# WHY shall we apply training to our WCOs

- ✓ **Regulations**
- ✓ **Certification**
- ✓ **Job requirements**
- ✓ **Personnel with different level of knowledge and cognitive ability**
- ✓ **Safety**

**Competent personnel**

- **Familiar with wildlife**
- **Cognizant of regulations**
- **Perform hazard identification, and risk assessment**
- **Implement sustainable risk management and documentation**
- **Manage strike data and submit reports**
- **Support occupational/health and aviation safety**

# HOW shall we prepare training to our WCOs



# Needs Analysis (related to the WHY)

## Personnel

- Airport operations
- Airport maintenance
- Rescue and fire fighting
- Security
- Wildlife biologists
- External staff

Objectives

- ✓ Knowledge
- ✓ Skills
- ✓ Behaviour
- ✓ Culture

- ✓ Regulations
- ✓ Certification
- ✓ Job requirements
- ✓ Safety

# Preparing the training

- ✓ **Design**
  - Lesson planning (courses, topics, etc.)
  - Content design
  - Assessment instruments
  - Media
- ✓ **Development**
  - Preparation of Material
- ✓ **Pre-Assessment**
  - Pilot training course to identify areas for improvement
- ✓ **Implementation**
  - Classroom
  - Field/On-the-job
- ✓ **Evaluation/Assessment**
  - Ensure that objectives set have been achieved

# HOW shall we apply training to our WCOs

- ✓ **PowerPoint Slides – Board – Flipchart**
- ✓ **Videos**
- ✓ **Demonstration**
- ✓ **Exercise (guided and/or un-guided)**
- ✓ **Case Studies**
- ✓ **Discussion - Brainstorming**
- ✓ **Question Bank (FAQs)**
- ✓ **Quizzes**

# WHAT shall we include in the training of WCOs

- ✓ **The contents of the training are defined in relation to the Objectives set during the Needs Analysis**
  
- ✓ **References related Aerodrome Wildlife Management Training**
  - ➔ **ICAO Doc 9137 – Part 3 (4.9)**
  - ➔ **EASA – E.U. Regulation 139/2014 (AMC/GM TO ANNEX IV – PART-ADR-OPS)**
  - ➔ **FAA-USDA Manual (Chapter 8)**
  - ➔ **Training.gov.au - Unit of competency AVIW3023**
  - ➔ **ACI Wildlife Hazard Management Handbook**

# WHAT shall we include in the training of WCOs

## ✓ **Wildlife Management Related topics should include at least:**

- **Nature and extent of the aviation wildlife management problem**
- **International, national and local regulations, standards, and best-practices**
- **Wildlife ecology and biology, identification and observations**
- **Rare and endangered species, and species of special concern**
- **Wildlife strike remains collection, and identification**
- **Hazard identification, wildlife strike risk assessment and management principles, in relation to the aerodrome's SMS**
- **Long-term (passive) and short-term (active) measures**
- **Documentation and reporting**
- **Firearms and field safety, including the use of personal protective equipment**

# WHAT shall we include in the training of WCOs

- ✓ **Non Wildlife Management Related topics should include at least:**
  - **Aerodrome airside driver training**
    - × aerodrome familiarisation
    - × ATC communications
    - × signs and markings
    - × NVAIDS
    - × aerodrome operations, and safety
  - **Aircraft familiarisation**
    - × aircraft identification
    - × aircraft engine design and operation
    - × aircraft operation basics
    - × impact of wildlife strikes on aircraft systems.
  - **Aviation Safety Management System**
  - **ATC operation basics**
  - **NOTAM interpretation and preparation**



# Challenges for the WHY

## ✓ Compliance

- Comply to regulations
- Obtain certificates
- Pass the audits

**VS.**

## ✓ Performance

- Over 12 billion passengers and 136 million aircraft movements per annum by 2031 (ACI forecasts)
- Increase of populations of wildlife, mainly birds due to conservation measures
- Change of the behaviour of wildlife due to Climate Change
- Contemporary approach to aviation safety – Performance based safe operations

# Challenges for the WHY

- ✓ **Teaching**

- The instructor's view

**VS.**

- ✓ **Learning**



- The trainee's needs

**Involvement of trainers certified to train adults or professional support is recommended**

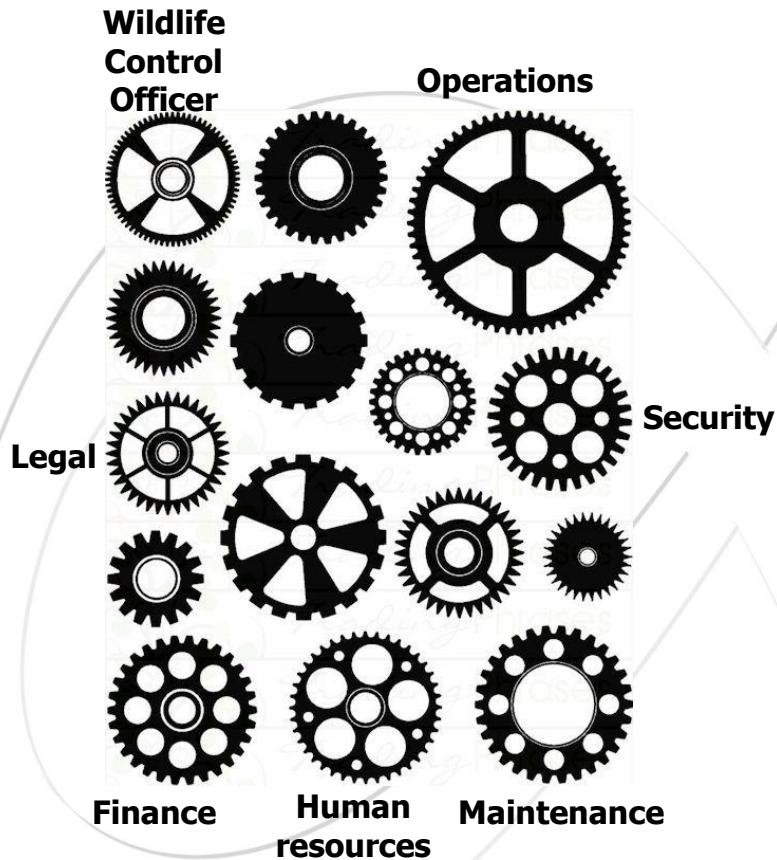
# Challenges for the HOW

**“Pilots should not only be operators of the aircraft. They should know how to fly it” (Thomas Fakoussa)**

**Effective training should include:**

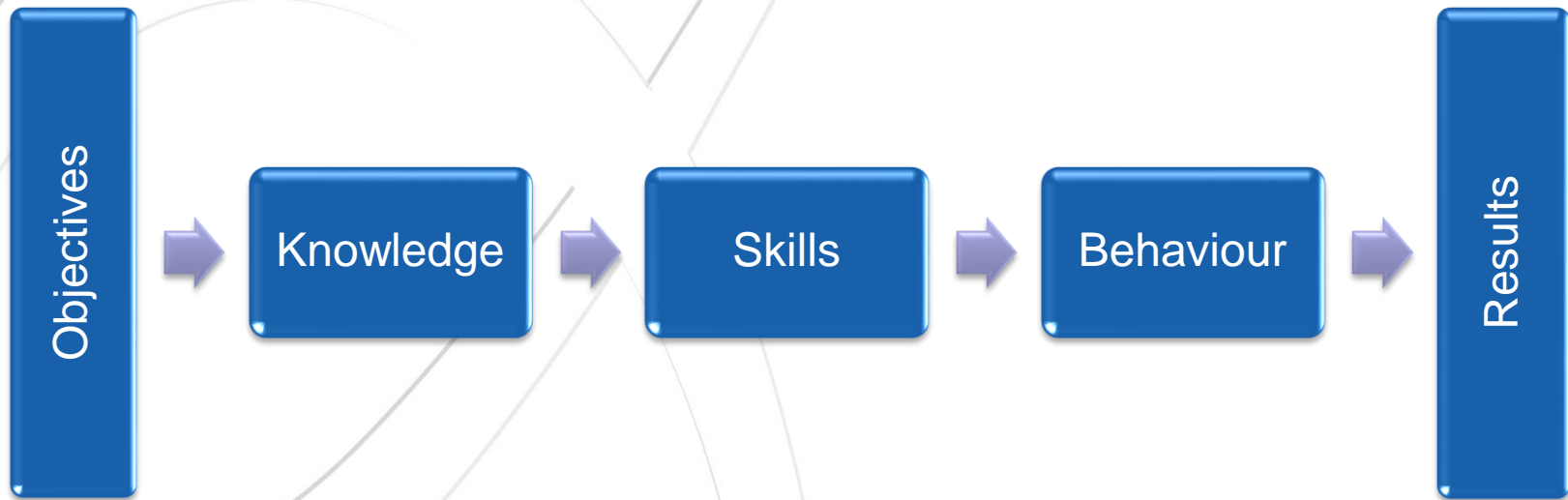
-  **Virtual cases starting from simple events, escalated to complicated incidents.**
-  **Life actions in a fully operational airport.**

# Challenges for the WHAT



# Trainee assessment

**Assessment of the trainees shall be based on the Objectives set during the Needs Analysis**



## We have

- ✓ **Realised** the importance of the training for wildlife control officers and the associated challenges
- ✓ **Identified** the logistics for preparing, implementing and evaluating training courses
- ✓ **Recognised** the best practices

## I hope you are ready to

- ✓ **Compare** the contents of the presentation with the status of your organisation
- ✓ **Implement** the recommendations provided within your organisation



**Thank you very much for your attention**