

# AIRWAYS

making your world possible

**Competency  
Recruitment, Selection, Training**

**Trainair  
PLUS and  
NGAP  
Regional  
Conference**

**South  
Africa**

**9 – 12 December  
2013**



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## Airways New Zealand

2

Airways Training

3

ATC Competency

4

Recruit and Select

5

Summary



# Airways New Zealand



- New Zealand's air navigation service provider and the world's first commercial ANSP.



- Airways provides all military and civil air navigation services in New Zealand's domestic Flight Information Region (FIR) and throughout the Auckland Oceanic FIR.

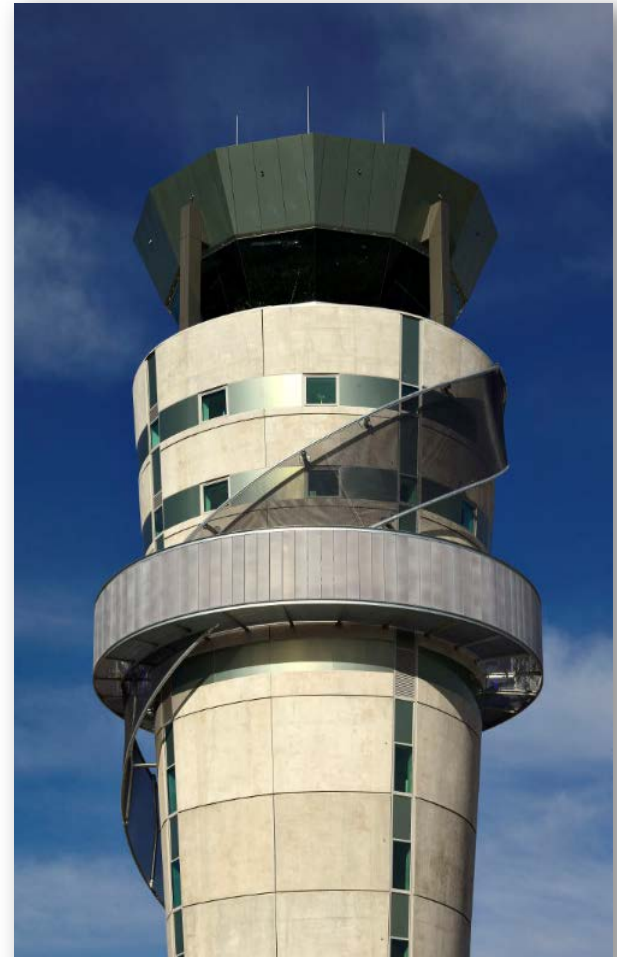


- Airways is a State Owned Enterprise – a fully owned subsidiary of the New Zealand Government operating as a commercial business.

# Airways New Zealand

## Key Facts

- Over 1 million aircraft movements annually
- 2 Radar Control Centres (Auckland and Christchurch), 17 control towers
- 6 international airports
- We control 30m sq km of airspace and two flight information regions – New Zealand and Auckland Oceanic
- 760 staff
- 2 Training Academy's (Christchurch and Palmerston North)



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# Airways Training

We train worldwide

Our Trainees achieve the Diploma of Air Traffic Services Level 6 or with OJT, the Diploma of Air Traffic Services Level 7 and ICAO Air Traffic Control License

Our domestic ab initio students (trainees) pay to train (USD11,000)

Training is 12 months all inclusive from day one to Rating and Validating on job.

## Key Facts

- 250 trainees per annum,  
120 international trainees  
- Kingdom of Saudi Arabia, United Arab Emirates, Oman, Vietnam, China, Pacific Islands, Hong Kong
- Credits to graduate degree
- High pass rates  
90% Training Centre  
95% Initial Rating and validation  
100% subsequent rating

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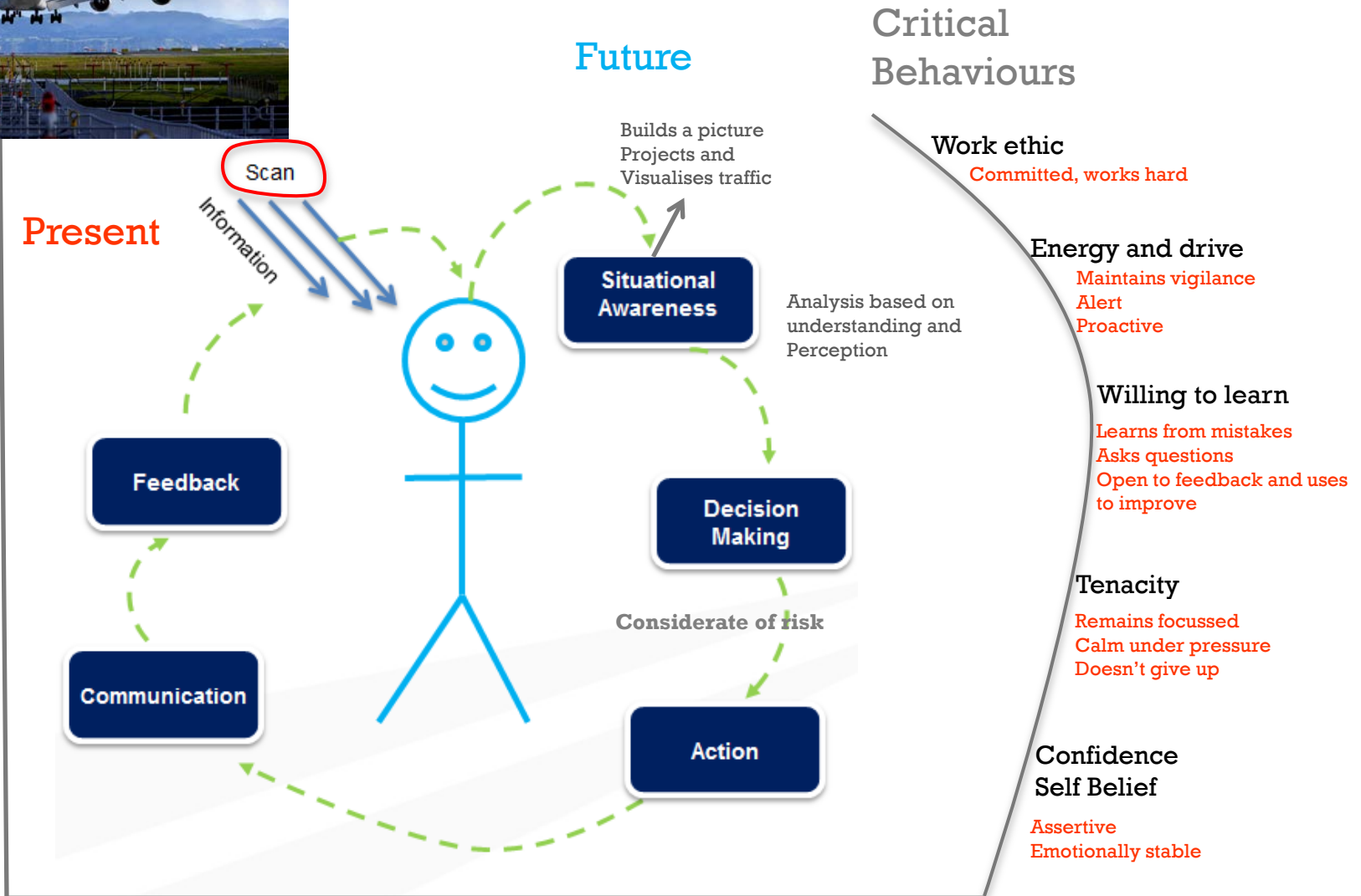
Recruit and Select





# ATC Knowledge, Skills & Behaviours

T  
I  
M  
E



**COMPETENCY**



# Sure Select

## Recruitment Selection

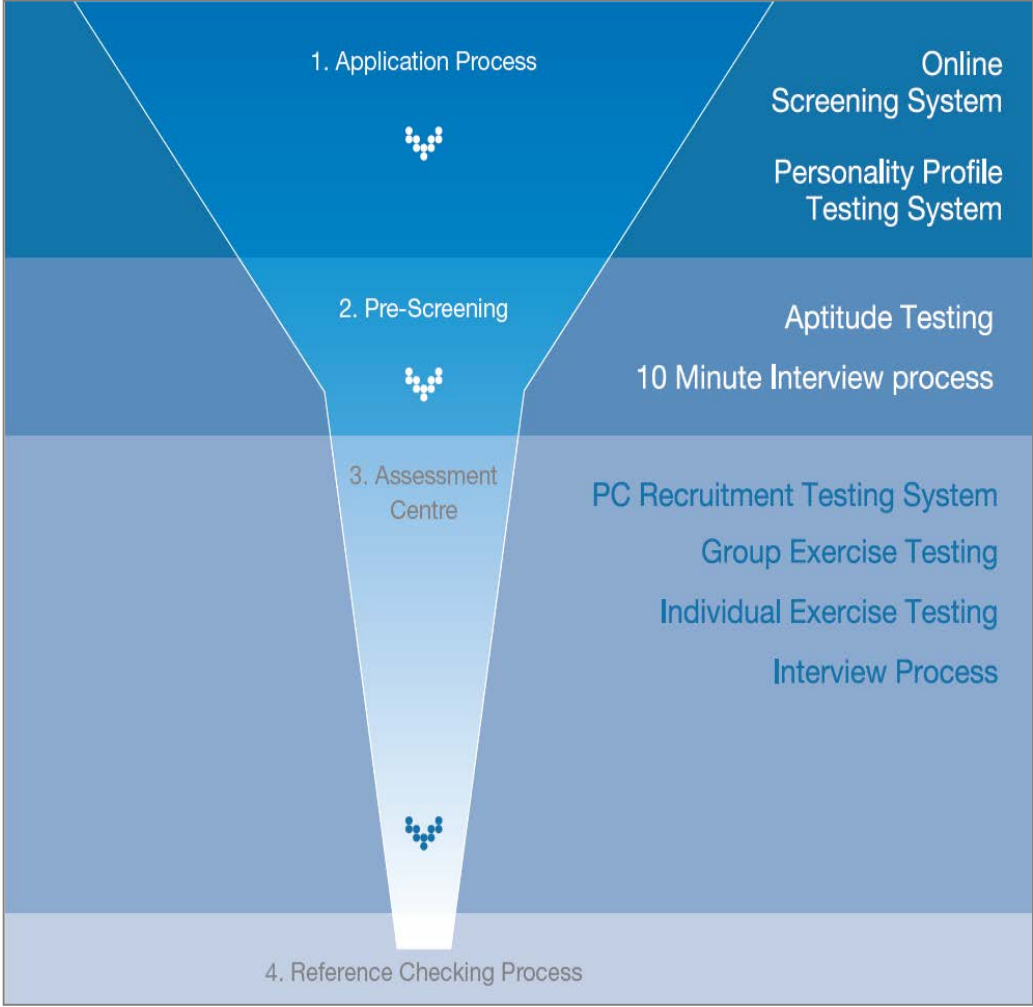
**Sure Select**

Recruitment Selection tool box

Finds what you are looking for

Ability and Behaviours

Provides people ready to train



# Agenda

1 Airways New Zealand

2 Airways Training

3 Recruit and Select

4 **ATC Competency Training**

5 Recruit and Select



# Competency Training System

Clear Criteria

Evidence

Consistent and reliable



Elements of Competence

Performance Criteria

ATC Instructor and Examiner  
provide evidence of Competence

## Supporting Information

- Situational Awareness
- Manage Traffic
- Resolve Conflicts
- Communication
- Self-Manage Performance
- Et cetera
- **Observable behaviours for judging competence**
  - ~ Standard Phraseologies are used where documented and where not documented are clear concise and unambiguous
- **Underpinning knowledge relevant to Rating and/or Validation (theory exams)**
- **Achievement Standard**
- **Integrated performance observed consistently at the standard**
- **Training reports, Practical Checks**

# Competency Toolbox

## System

- Core Competencies
- Competency Process
- Competency Milestones
- Competency Checklists
- Competency Assessment

## Practice

- Skills and Underpinning Knowledge
  - ~ Lessons
  - ~ Practical Simulation exercises
  - ~ On Job Training
  - ~ Brief and de-brief
- Level of competency
- Evidence Guides
- Training Reports
- Competency Checklists
- Assessment Forms

# Competency Checklist

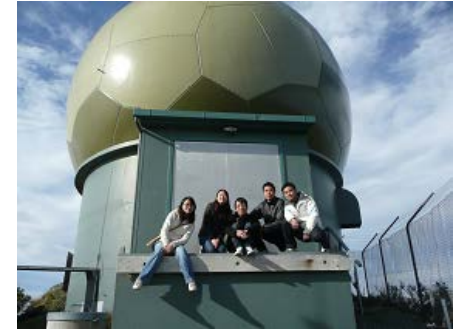
Element of Competence	Unacceptable	Level 1	Level 2	FPA
Apply situational awareness to the ATS environment as a basis for informed decision making	Lacks awareness of environmental factors beyond immediate reality	Scans the environment and may require prompts to utilise all relevant information.	Scans the environmental factors routinely and selects and applies relevant information in most situations.	Scans the environmental factors routinely and uses this information to work safely & efficiently.

Performance Criteria	Level 1		Level 2		FPA	
	C	C	C	C	C	C
1.2 Environment is routinely scanned. (Range: Flight progress system, MET information, ATS equipment, Aerodrome, CTA control area)						
1.3 Information from the scan is analysed and reacted to accordingly						
1.4 Traffic flow is predicted						
1.5 Traffic positions are projected and/or visualized (range: CTA control area, aerodrome situation display, VDF, Flight progress system)						
1.6 Important tasks are attended to						

# Competency Outcomes

- Timely diagnosis of skill deficiencies
- Trainee takes responsibility and self manage performance
- Efficient and Effective training, Rate when Competent, Stop when not
- High success rates 85% - 100%
- Reduced training time, trainees rate in half the time
- Highly qualified and competent controllers





Thank You

