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## TRAINING

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### First fruits of cooperation

Basic courses for Eurocontrol ab initio students, common system rating training for CNS technicians, implementation of a competency-based assessment system – these are three visible areas of ongoing cooperation between the training providers in FABEC. Based on long-standing relations and experience, the training domain started its journey inside FABEC right at the beginning.

#### Agreement on basic ATCO training

One major milestone in the cooperation between the training academies is the signing of a cooperation agreement on basic air traffic controller training. On 3 June 2010, the air navigation service providers agreed on a common FABEC training network – including all current FABEC training entities (ENAC, Belgocontrol, DFS, LVNL and skyguide) – to provide joint ATCO basic training so as to meet their own training needs and to offer capacities to the FABEC partner Maastricht UAC and possibly other customers.

The agreement ranges from jointly providing ATCO basic training to the contracting parties in compliance with their common objectives and requirements in terms of content and quality, to coordinating available training capacity as well as to continuously improving the use of existing resources throughout FABEC. Additionally, a FABEC common basic course was developed to enable the flexible allocation of ATCO trainees within FABEC according to the system's capacity.

The joint provision of basic training courses will allow all participating partners to gain valuable experience in the future training provision within FABEC. This network's training organisations are now initiating a detailed plan for the training provision in each of the FABEC ANSPs as of 2011 by nominating the executing training entities and allocating the respective demand.

#### Further steps

Based on the experience gained in recent years, it soon became obvious that not every initiative suits every party. Sometimes very practical aspects like a shared language pave the way for bi- or trilateral initiatives. One very simple example is the joint recruiting activity. DFS and skyguide took the initiative with common stands at job fairs in several cities at the German-Swiss border – to attract applicants and to save money. On the other hand, sometimes simple technical aspects are the basis for cooperation. For example, in 2012 DFS plans to use the aerodrome simulator in Amsterdam. The systems used at DFS and LVNL are the same, so it is easy to adapt the Dutch simulator to train DFS students. The advantage is obvious. DFS can solve a capacity problem and LVNL is able to increase its load factor. The good relationship between the FABEC partners serves as a platform to build up trust and to facilitate cooperation.

#### The way ahead

Basic ATCO training is a first sustainable step in the evolution of training cooperation within FABEC. Studies are also being jointly conducted in the domains of recruitment and selection, unit training for ATCOs and training for air traffic safety electronics personnel (ATSEP). In addition, a business case on common training provision is under development.

