

Training for Professionalism

The Role of Flight Training Programs in the Development of Pilot Professionalism



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Pilot Training at FedEx Express: an Investment, not an Expense

- **Tools, equipment and programs**

- 25 high level FSTDs
- 2D, PC-based trainers
- Extensive distance learning network
- Advanced Qualification Program



- **People**

- Among the industry's most frequently trained / evaluated pilots
- Every 6 months: 12 hrs sim, 8 hrs classroom, 8 hrs distance learning
- Up to 3 hrs special focus training throughout the year
- Extensive Line Check and Enhanced Oversight Program

Special Tracking Program

- **Training Review Board (TRB)**
 - Pilots with demonstrated performance problems
 - Joint Upper Management and Pilot Association review, assessment and action
 - Consider the totality of training history / performance
- **Enhanced Oversight Program (EOP)**
 - Special tracking
 - Additional no-notice checks
 - Minimum of one year unblemished performance for release from active oversight

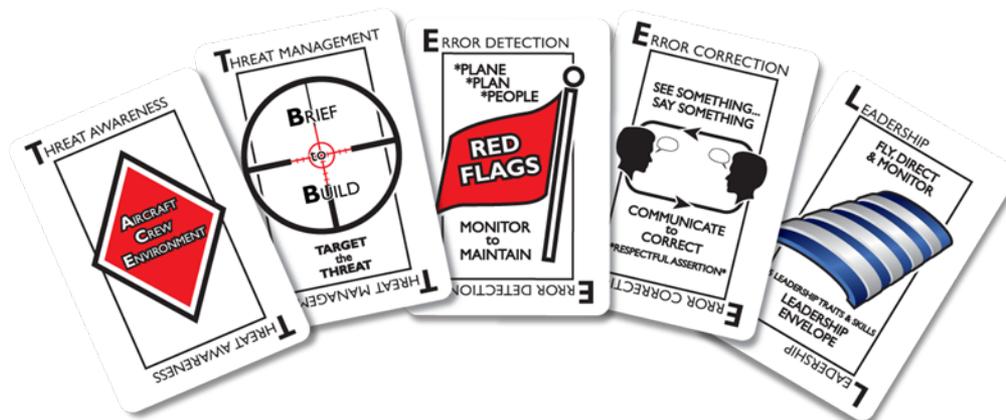
Train for Excellence....

Check for Competence

- **Training programs must provide more than the minimum FAR required training**
 - Provide the best tools, equipment, programs and instructors possible
 - Provide sufficient time to practice and master the necessary skills
 - Provide necessary but reasonable amounts of extra training to ensure proficiency and safety
- **Fair and unbiased evaluations**
 - Clearly stated standards
 - No compromises

Do today's programs train pilots optimally to excel as Professionals?

- To consistently exceed standards rather than merely meet them
- To master not only technical, stick and rudder skills, but the “soft” skills of CRM, leadership, monitoring, decision making and Command
- To continuously improve their own skills but also those of fellow crewmembers



We can do better...

FedEx is Seeking Out Experts

- **Human Factors Analysis and Classification System**
 - Drs. Douglas Wiegmann and Scott Shappell
 - Better capture and analysis of specific human factors issues
- **LOSA Collaborative**
 - Dr. James Klinec
 - We don't know how much we don't know
- **Fatigue Risk Management System**
 - Drs. Greg Belenky and Hans Van Dongen
 - The science of fatigue and how to mitigate it
- **Blue Threat Enterprises**
 - Dr. Tony Kern
 - Make fewer mistakes, learn more from the mistakes we do make, and progressively improve through the entire process

Thank You

