AIRLINE PILOT CLUB

PILOTS FROM EVERY BACKGROUND

Navigating the Future of Flight:

AI & Psychometrics in Pilot Selection & Recruitment: A Collaborative Model for Sustaining Quality Pilot Supply.

The APC Ecosystem

Connecting Airlines, ATOs, and Members

The APC Ecosystem is a network that unites airlines, flight training organisations, and graduate pilots with a shared vision of advancing aviation careers.

APC Members	
20,000+	Freemium Members
4,800	Pilots in Training
4,100	Qualified Pilots

Airline Partners

air astana · Avianca · RYANAIR · PEGASUS · HKexpress

APC's commitment is to foster a robust network that:

- Facilitates the professional growth of pilots
- Bridges the gap between their training and airline employment
- Rewards high-quality ATOs
- Delivers safe & efficient pilots to airlines

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SYMBIOTICS

Aleksandra Kapela

- Aviation Psychologist
- MSc in Occupational Psychology
- Human Factors Specialist
- Ground School Instructor
- Works with individuals, flight schools, airlines, operators
- Pilot suitability, personality, well-being, mental health

Symbiotics Limited

- Over 25 years' experience of providing assessment and selection
- Training and consultancy services in over 130 locations
- Spread through 80 countries, across 5 continents
- Specialised in the aviation industry

Recruitment & Training Challenges in Aviation

The Complexity of Aviation Roles	Regulatory and Safety Considerations	Rapid Technological Advancements	The Global Talent Pool	High Training Costs

Solutions:

- Focus on personalised, evidence-based training, supported by advancements in AI and data analytics
- Leveraging data, technology, and new methodologies to identify, select, and train individuals

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Data Driven Recruitment and Training Platform

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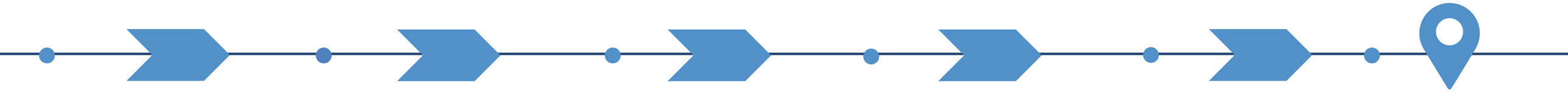
Data Driven Recruitment Process

Technology Platform (Roadmap & Integration)



Comprehensive Candidate Profiling

Data Driven Recruitment Decisions

Predictive Analytics for Talent Identification

Tailored Training Programs

Competency Based Assessment Tools

Continuous Performance Monitoring

Feedback for Improvement / Compliance & Ethical Considerations / Stakeholder Collaboration

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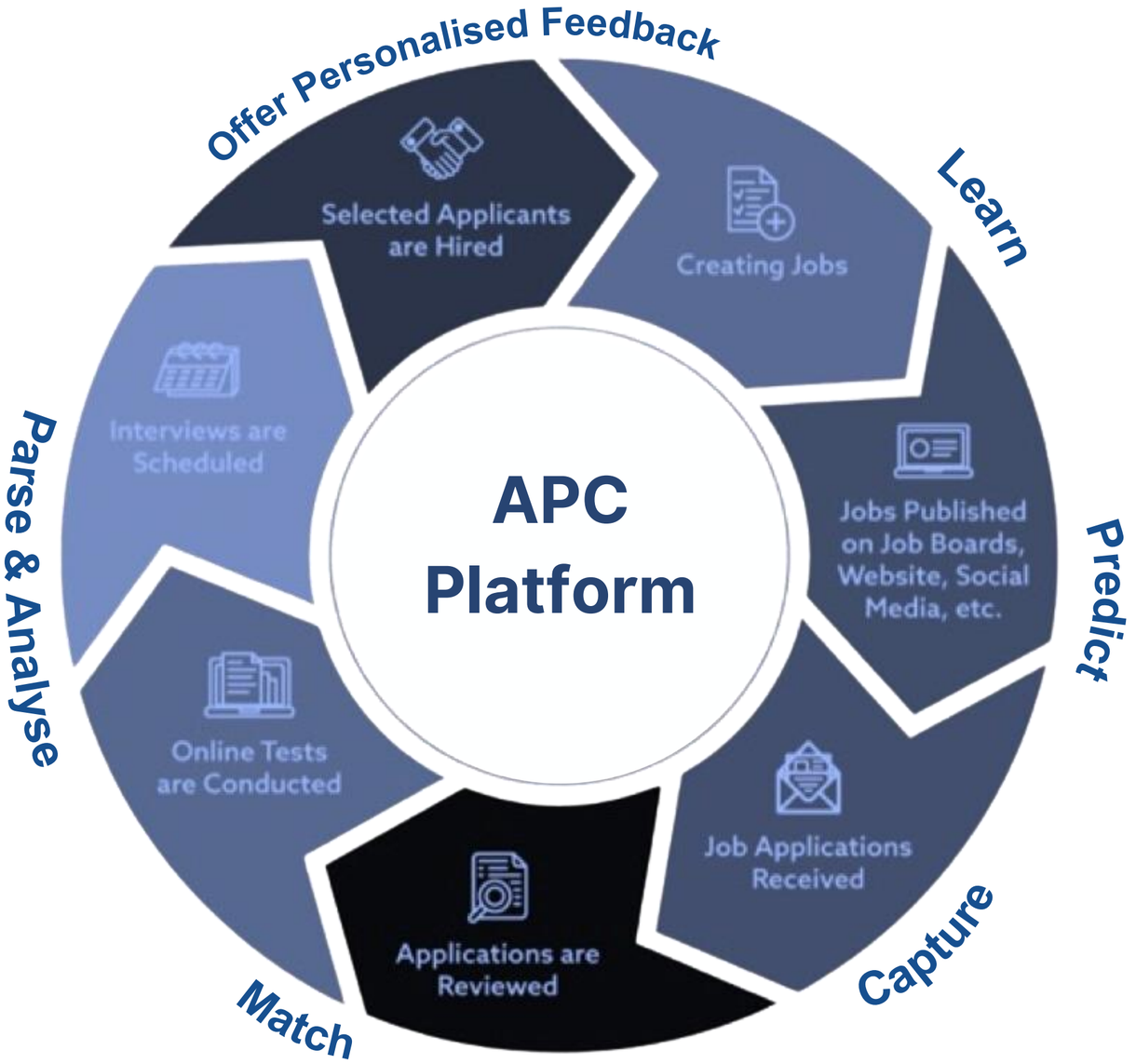
Applicant Training System

2023

1,500,000
Applications



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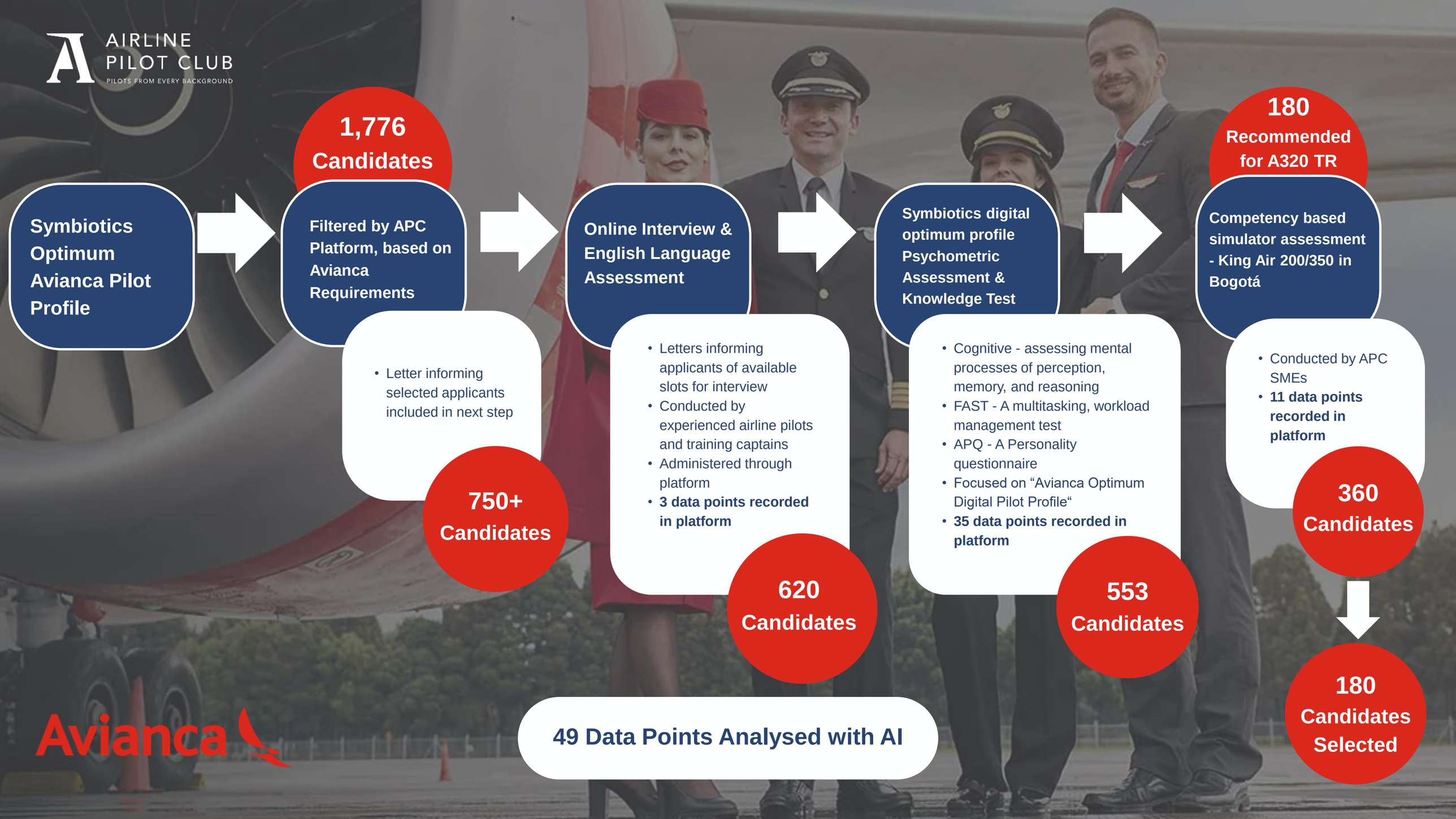

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Symbiotics Optimum Avianca Pilot Profile

1,776 Candidates

Filtered by APC Platform, based on Avianca Requirements

- Letter informing selected applicants included in next step

750+ Candidates

Online Interview & English Language Assessment

- Letters informing applicants of available slots for interview
- Conducted by experienced airline pilots and training captains
- Administered through platform
- **3 data points recorded in platform**

620 Candidates

Symbiotics digital optimum profile Psychometric Assessment & Knowledge Test

- Cognitive - assessing mental processes of perception, memory, and reasoning
- FAST - A multitasking, workload management test
- APQ - A Personality questionnaire
- Focused on “Avianca Optimum Digital Pilot Profile“
- **35 data points recorded in platform**

553 Candidates

180 Recommended for A320 TR

Competency based simulator assessment - King Air 200/350 in Bogotá

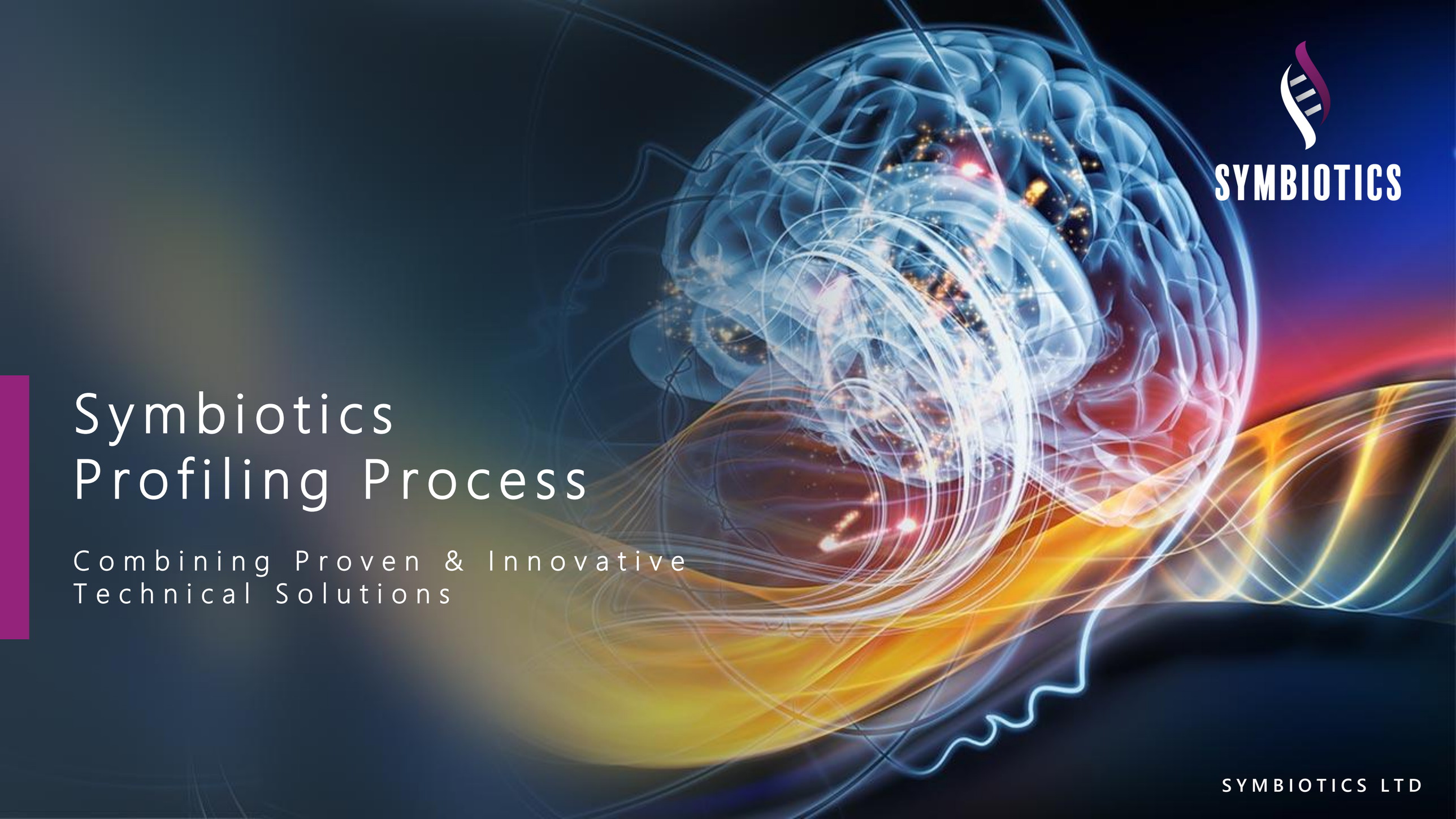
- Conducted by APC SMEs
- **11 data points recorded in platform**

360 Candidates

180 Candidates Selected

49 Data Points Analysed with AI

Avianca



SYMBIOTICS

Symbiotics Profiling Process

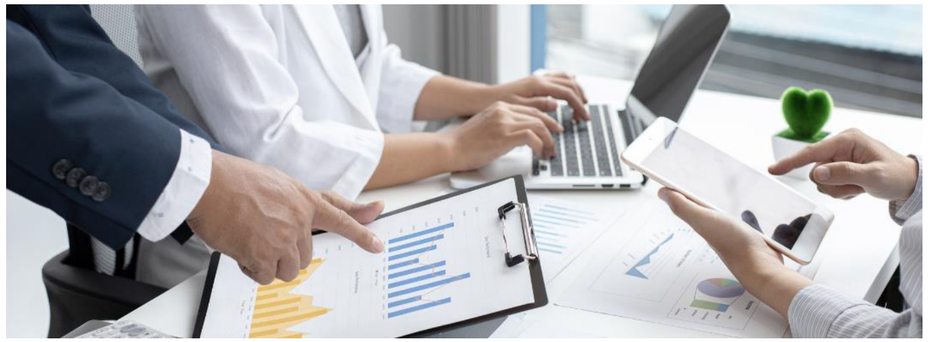
Combining Proven & Innovative Technical Solutions

WHAT IS PROFILING?

High-standard research process to understand the company's culture and requirements for aircrew in the future.

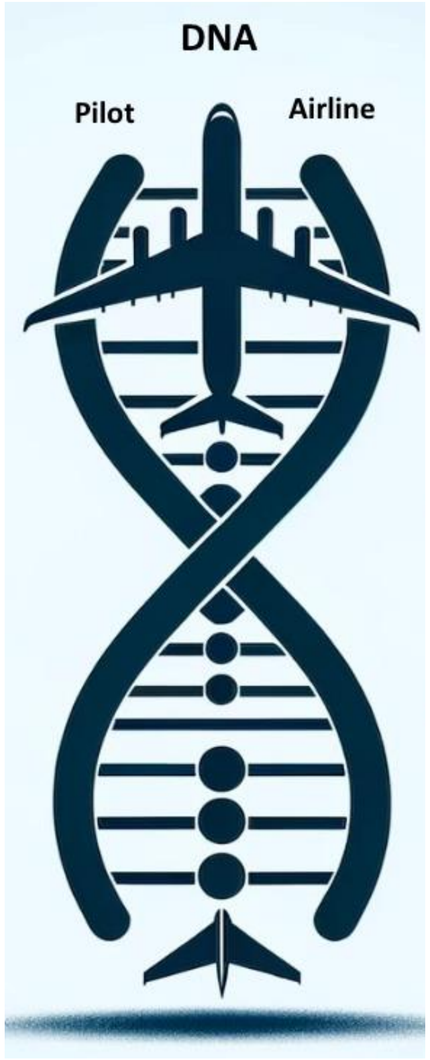
Involves creating and analysing: Job Description, Organisational Culture, Skills and Attributes of the role, training syllabus and challenges against the backdrop of the national educational standards and culture of the airline and its requirements.

The information analysed and mapped against the 64 ADAPT behavioural profiles along with any key competencies, attributes, attitudes and skills that will inform the selection process.



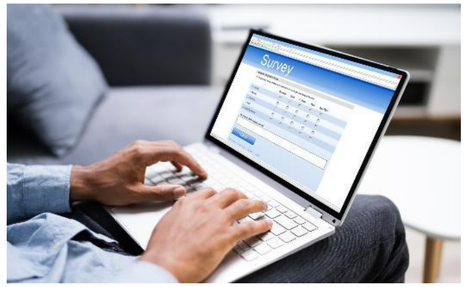
PROFILING DNA

- Personality
- Competencies
- Attitudes
- Abilities
- Motivation
- Expectations
- Culture



- Attributes valued by airline
- Attributes not tolerated by airline
- Organisational Culture
- Assessment Criteria
- Training Culture
- Desirable Behaviours
- Regional cultural, educational & economical aspects

PROFILING ELEMENTS



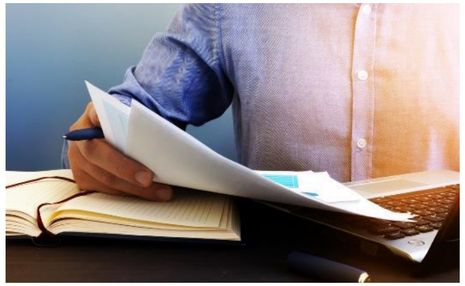
Issuing Questionnaires and Questions

Carrying out interviews/focus group sessions

Analysing questionnaire responses and data from interviews

Researching the regional culture, educational standards, and lifestyle

Analysis of the results and production of an Organisational profile and the preferred Role Attitude



The delivery of a Profile Report

Altering algorithms in the PQ report generation to map scores to the agreed profile

RECRUITMENT SUCCESS

Profiling ensures that the right people are identified who will not only complete training but also:

- ✓ Be **more efficient and contribute to the safety**
- ✓ **Be a good employee, who provides sufficient length of service to maximise Return on Investment**
- ✓ **Thrive in the company culture and enable change**

MORE SATISFIED BEING IN THE COMPANY

=

MORE EFFICIENT, WILL STAY LONGER

Avianca Symbiotics Profile

TC4a
TP4a
TC2a
IC4a
TC4b
TC4d

- Analytical Prowess
- Structured Problem-Solving
- Thoughtful Team Collaboration
- Safety-Conscious
- Practical Skill Development
- Resilient
- Effective Communication
- Professional Dedication
- Adaptability
- Excellence in Execution

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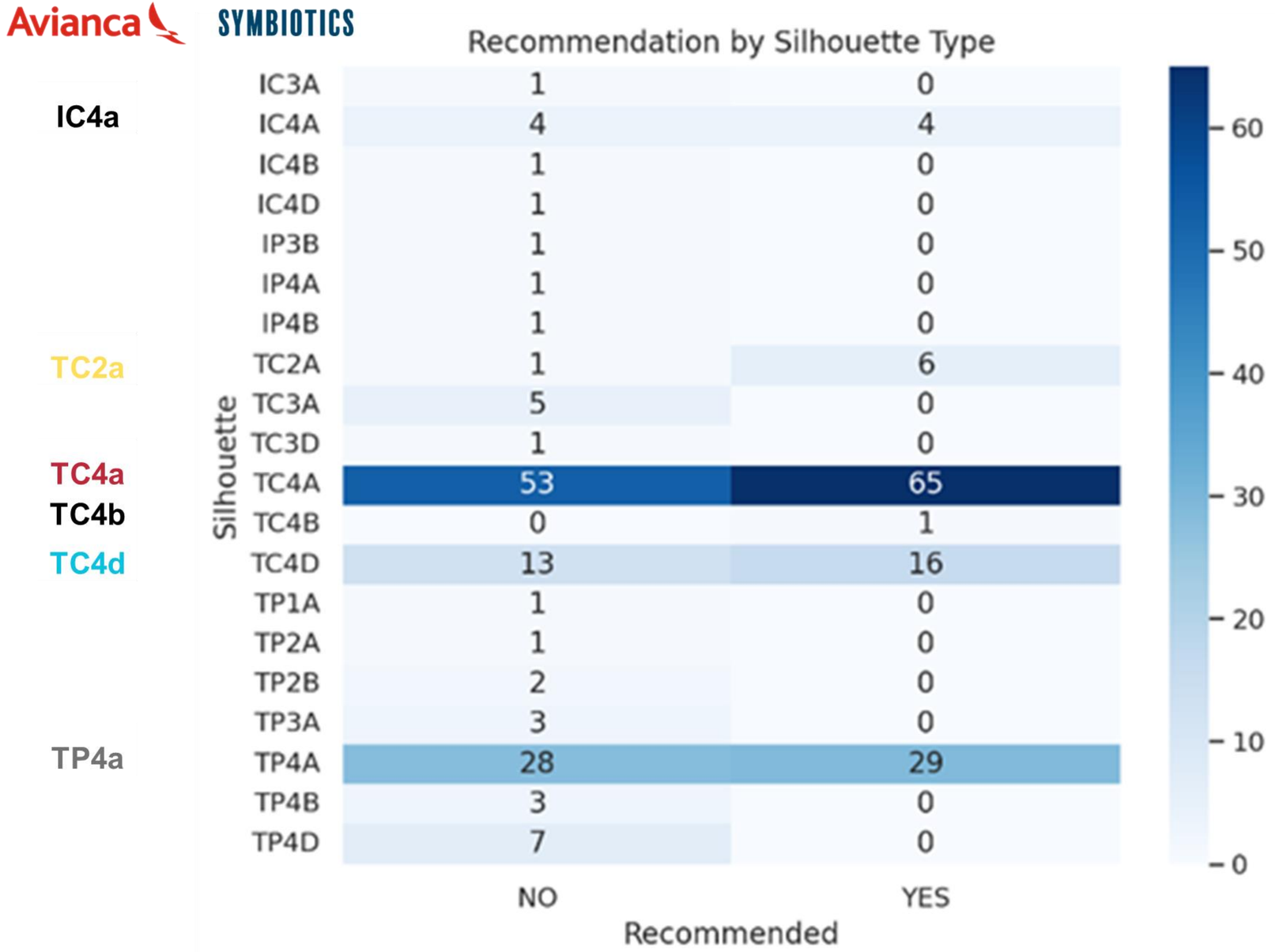
Avianca Symbiotics Profile (Selection)



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Avianca Symbiotics Profile Consequences

Ideal pilots combine analytical thinking, structured problem-solving, and collaborative teamwork

They apply a high level of responsibility and focus on safety, with natural analytical skills

The development of practical skills may enquire patience and occurs best in structured learning environments

Training should enhance practical skills, resilience, and communication to ensure pilots perform well under pressure and in teams, with a consistent emphasis on safety

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Psychometric Assessment & Simulation Evaluation Prediction

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Symbiotics Optimum Digital Pilot Profile

Top Candidates

Candidate details:			Personality						Academic		Cognitive												FAST						
Number	Licence Code	Assesment Date	Overall	Silhouette	Safety Culture	Personal	Character	Cultural Fit	ognitive (%)	Column1	umerical (%)	Column2	Verbal (%)	Column3	SRR (%)	Column4	PSA (%)	Column5	WM (%)	Column6	bstract (%)	Column7	Overall8	Overall Value (Out of 20)	Physical	Cognitive	Sit. Aware.	Learning	erformance
A51485	M78M-FACM-5W7G-BVEP-UXCB	10/14/2023		TC4a					98		100		100		100		90		100		100			17					
A48141	S32N-SBUL-TFCT-MHJG-9V7C	9/22/2023		TC4a					98		100		100		100		90		100		100			15					
A49652	TKMX-HNK6-XLEX-VE4J-AW9A	9/20/2023		TC4a					97		100		100		100		85		100		100			19					
A47312	54SL-NHPC-VY39-R3C8-WCKK	9/5/2023		TP4a					97		100		100		100		85		100		100			18					
A49398	682P-J5YB-QLR9-HJYH-88WT	9/15/2023		TC4a					97		100		100		100		85		100		100			18					
A51468	HYPF-CDPV-7GQU-TQEA-YF5Q	10/14/2023		TP4a					97		100		100		100		85		100		100			18					
A49519	MZBF-ZFDH-6ZRQ-XZMP-EV9F	9/16/2023		TC4a					97		100		100		100		85		100		100			18					
A47839	4JBF-UV48-5P3S-X294-DJGM	10/6/2023		TC4d					97		100		100		100		85		100		100			17					
A49458	JYE7-GMRN-B5W8-6H8U-RPUW	9/16/2023		TC4a					97		100		100		100		85		100		100			17					
A49411	MBH6-KRWG-2K43-K7GV-DQNH	9/16/2023		TC4a					97		100		100		100		85		100		100			17					
A53358	RQ8Q-USKL-N9HD-XQ7D-TXXM	11/15/2023		TC4d					97		100		100		100		85		100		100			17					
A49578	UFBV-NDQY-65Z6-J6HQ-LBBW	10/1/2023		TC4a					97		100		100		100		85		100		100			17					
A48610	YLQ8-8PS3-LDMC-48VJ-MDYL	10/9/2023		TP4a					97		100		100		100		85		100		100			17					
A50112	76NJ-VSEM-PNWN-8JGM-7FXE	9/30/2023		TP3a					97		100		100		100		85		100		100			16					
A51613	8MVK-N8TE-VLJP-VBCY-3AB9	10/18/2023		TC4a					97		100		100		100		85		100		100			16					
A40460	AD2F-AW9D-57ZZ-BY6N-LC4F	10/2/2023		TP4a					97		100		100		100		85		100		100			16					
A50601	M7VZ-82LC-UJHJ-QX5Q-3VJD	10/5/2023		TP4d					97		100		100		100		85		100		100			16					
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A47843	PL8L-8GEU-2RGX-DFS8-CG4F	9/8/2023		TP4a					97		100		100		100		85		100		100			16					
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A51175	Q9RQ-W26H-64RN-WWUC-8X4X	10/10/2023		TC4a					97		100		100		100		85		100		100			15					
A51626	SERT-AYL3-33Q6-N2QF-77NC	10/18/2023		TC4a					97		100		100		100		85		100		100			15					
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A49006	L52U-32DU-M48W-5V9Z-TW5H	9/9/2023		TC4a					97		100		100		100		85		100		100			14					
A51543	ZBVT-2785-LA36-DBCG-X5EY	10/15/2023		TC4d					97		100		100		100		85		100		100			14					
A40312	ZE6H-HVLP-LZJJ-9YQ9-W955	9/26/2023		TP4a					97		100		100		100		85		100		100			14					
A50048	5TZE-4KWL-K8LD-XNW5-BJ4P	9/26/2023		TC4a					97		100		100		100		85		100		100			13					
A48716	6XVC-6399-TMRQ-X75U-E5J3	9/8/2023		TC4a					97		100		100		100		85		100		100			13					
A40502	AENE-DVXM-WGDE-SFED-KRM4	9/30/2023		IP3a					96		100		100		100		80		100		100			18					
A50149	EA7B-V54K-UL85-5MSP-SFNR	10/10/2023		TC4a					96		100		100		100		80		100		100			17					
A50953	FEAM-V58K-SS4D-XUKX-73HE	10/7/2023		TP4d					96		100		100		100		80		100		100			16					
A49024	NXNJ-D35M-UMFD-365X-FRGP	9/7/2023		TC4a					96		100		100		100		80		100		100			16					
A51812	UANW-F3ZQ-SGFW-V4PV-JLYC	10/20/2023		TC4a					96		100		100		100		80		100		100			16					
A53252	C9KW-RTSC-VFGJ-3PHK-Z4KS	11/12/2023		TP4d					96		100		100		100		80		100		100			15					
A51690	HS4D-4BXR-JCXA-398H-QNY5	10/17/2023		TP4d					96		100		100		100		80		100		100			15					
A50403	DV5F-ECJ6-C2CU-6JN3-2YRL	10/3/2023		TC4a					95		100		100		100		77		100		100			18					
A52699	HMDH-X229-G4A5-PGXQ-LBTV	11/1/2023		TP4a					96		100		100		100		80		100		100			14					
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A56326	H3KR-FBR4-KBTZ-EC2X-L9UA	1/31/2024		TP4a					95		100		100		100		77		100		100			17					
A50653	3QY5-HUAQ-TCZW-TTDF-QPX3	10/5/2023		TP4a					95		100		100		100		77		100		100			16					
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A50782	Y6F2-LMLW-VVEK-58WN-LYPD	10/6/2023		TP4a					95		100		100		100		77		100		100			16					
A47714	C2MY-AJEZ-W6GH-XL75-DHGJ	10/21/2023		TP3a					95		100		100		100		75		100		100			17					
A47644	GQFK-JWQH-K7V5-5KSG-MG97	10/2/2023		TC1d					95		100		100		100		77		100		100			15					

Bottom Candidates

Candidate details:			Personality						Academic		Cognitive												FAST						
Number	Licence Code	Assesment Date	Overall	Silhouette	Safety Culture	Personal	Character	Cultural Fit	ognitive (%)	Column1	umerical (%)	Column2	Verbal (%)	Column3	SRR (%)	Column4	PSA (%)	Column5	WM (%)	Column6	bstract (%)	Column7	Overall8	Overall Value (Out of 20)	Physical	Cognitive	Sit. Aware.	Learning	erformance
A50037	C4DG-DGVK-SHEG-BUGU-8W3G	9/26/2023		TC4c					70		67		100		17		67		100		100			11					
A50862	CRCJ-X5MX-D8N7-NWCE-JV4F	10/6/2023		TC4a					76		83		83		67		65		100		50			8					
A51635	8HE9-G59E-SJZ8-NPMG-5JDE	10/18/2023		TC4a					74		50		83		83		77		83		67			14					
A48761	JFQK-8X2F-AKJ8-UXJA-WWJQ	9/6/2023		IC4d					74		83		67		83		64		67		83			10					
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A48760	L83E-CCWD-LXZP-YQLK-YKTR	9/5/2023		TP4d					71		83		100		17		80		83		83			14					
A51271	CCAR-9F88-M38X-PA52-PXK8	10/11/2023		IC4a					74		50		67		83		72		100		67			16					
A50202	DNES-YK52-K95H-ZKVS-VPR8	9/29/2023		TP2d					73		100		83		50		75		67		67			14					
A48905	SATP-DEUY-ARHB-49TJ-2G2V	9/6/2023		TP4a					74		100		83		33		62		100		67			9					
A49439	SWJR-JXXP-G9JT-GS7U-VD72	9/14/2023		TC4a					72		67		83		67		62		83		83			11					
A48034	HXZA-4KR7-QXZB-CM3D-F76L	9/29/2023		TC4a					75		100		83		67		75		67		50			10					
A47865	XJHZ-JWPP-82XJ-9VWJ-GCTR	9/27/2023		TP1a					73		100		100		50		75		67		50			12					
A49447	T49U-V46T-JNJC-PJY2-FXQV	10/1/2023		TP2a					74		83		50		50		70		100		83			13					
A54948	TEUQ-V5QP-SWSU-M8GC-J4FU	1/22/2024		IC4a					74		100		83		67		70		67		50			12					
A49521	F2QM-YYMB-DJE2-HFYK-9H6H	9/16/2023		TC4a					72		83		83		33		85		83		67			16					
A50109	SPFA-RKH3-MF3K-48QV-P4QK	9/27/2023		TC4d					72		67		83		67		69		83		67			14					
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A48188	ZJ4N-E2VL-Q552-FXL9-LEBU	10/1/2023		TP4a					71		83		67		17		80		100		83			15					
A49586	4QXG-UTQ4-6X8T-NWQN-R9XA	9/18/2023		TP4a					68		100		83		83		67		0		100			13					
A50735	5DYB-X2DV-ML3J-TLQK-8CG3	10/5/2023		IC2a					71		67		83		67		80		67		67			12					
A52439	45LJ-6YSN-2AQV-K3D8-CTD3	11/4/2023		IP2b					71		83		83		50		80		67		67			12					
A47939	9AJL-FTRY-QHXG-FJJN-LZLQ	9/30/2023		TC4d					68		100		100		67		80		0		83			15					
A48916	SBKT-M3SK-BNZF-GN79-TKG4	9/6/2023		IC4a					72		100		100		17		75		100		33			13					
A49391	55ZJ-HUJB-GPMM-FYX9-A339	9/15/2023		TC3a					70		83		100		33		75		83		50			13					
A47585	D4K7-4L7N-DQ3E-93TL-Q4G4	10/3/2023		TC4a					71		100		83		33		72		83		50			13					
A47929	E4N7-XBYH-CYTQ-LX2E-V28G	10/11/2023		IP2a					69		83		83		33		72		83		67			14					
A40376	4GSA-2MKH-HCMT-7B9L-AMYD	10/3/2023		TC3a					72		67		67		83		85		67		50			9					
A48848	683T-78Z5-AGAU-M45Y-96FU	9/7/2023		TP3a					66		33		100		83		64		67		67			13					
A51412	ARK7-X9FX-684U-RNW7-46RB	10/29/2023		TP4b					70		83		50		50		65		83		83			8					
A49470	C28U-KVK7-KWXP-Q9AN-EHKY	9/15/2023		TP4a					69		50		83		67		80		83		50			10					
A49633	7G96-EF5G-J7N2-9H2Y-MG6V	9/19/2023		IC3a					70		67		67		67		72		83		50			13					
A50427	X5Z4-KJPU-YEN3-STXQ-AEU9	10/4/2023		TP4a					65		100		67		17		59		67		100			13					
A49151	FJYY-S8US-6EZJ-9ZDA-U57E	9/9/2023		TC2a					68		67		83		33		80		100		33			12					
A50196	7PDZ-F4KJ-UZDY-K4TW-A5FJ	9/29/2023		TC2a					71		100		50		67		62		83		33			9					
A50394	UPNK-3L5Q-KZYE-FHKT-2R39	10/3/2023		TC4a					65		83		67		33		75		67		67			11					
A49703	6H4V-JLWY-52JQ-4BDX-T34M	10/13/2023		TP4d					66		67		50		33		70		100		67			12					
A49475	NH7D-85AJ-57JT-MGT4-TLX6	9/15/2023		TP4a					64		67		67		33		70		83		67			9					
A49378	MG5T-SLNB-RXNR-VLBY-AXPQ	9/14/2023		TP4d					64		100		83		50		52		50		50			10					
A50350	6AJ2-GATC-52EC-W2XU-6V3S	10/2/2023		TC1a					60		83		83		83		52		0		83			13					
A47834	JAJJ-6K9V-4A9E-DBBT-XDVZ	10/7/2023		IC4a					63		100		67		33		47		67		67			13					
A49491	HQQ7-M673-QDQA-JSDQ-UXFS	9/16/2023		TC4a					61		17		83		67		72		83		50			14					
A49665	CA66-TFRL-DYDW-3KBM-KL9Q	9/21/2023		TC4a					63		83		83		33		59		83		33			9					
A50305	AMAA-CXW6-VEK9-582K-VYGD	10/4/2023		IP4a					59		67		100		17		54		83		50			15					
A49749	DWAT-8TVN-7SQA-7WYD-BEZ7	9/21/2023		IC2a					58		83		100		50		75		0		67			11					

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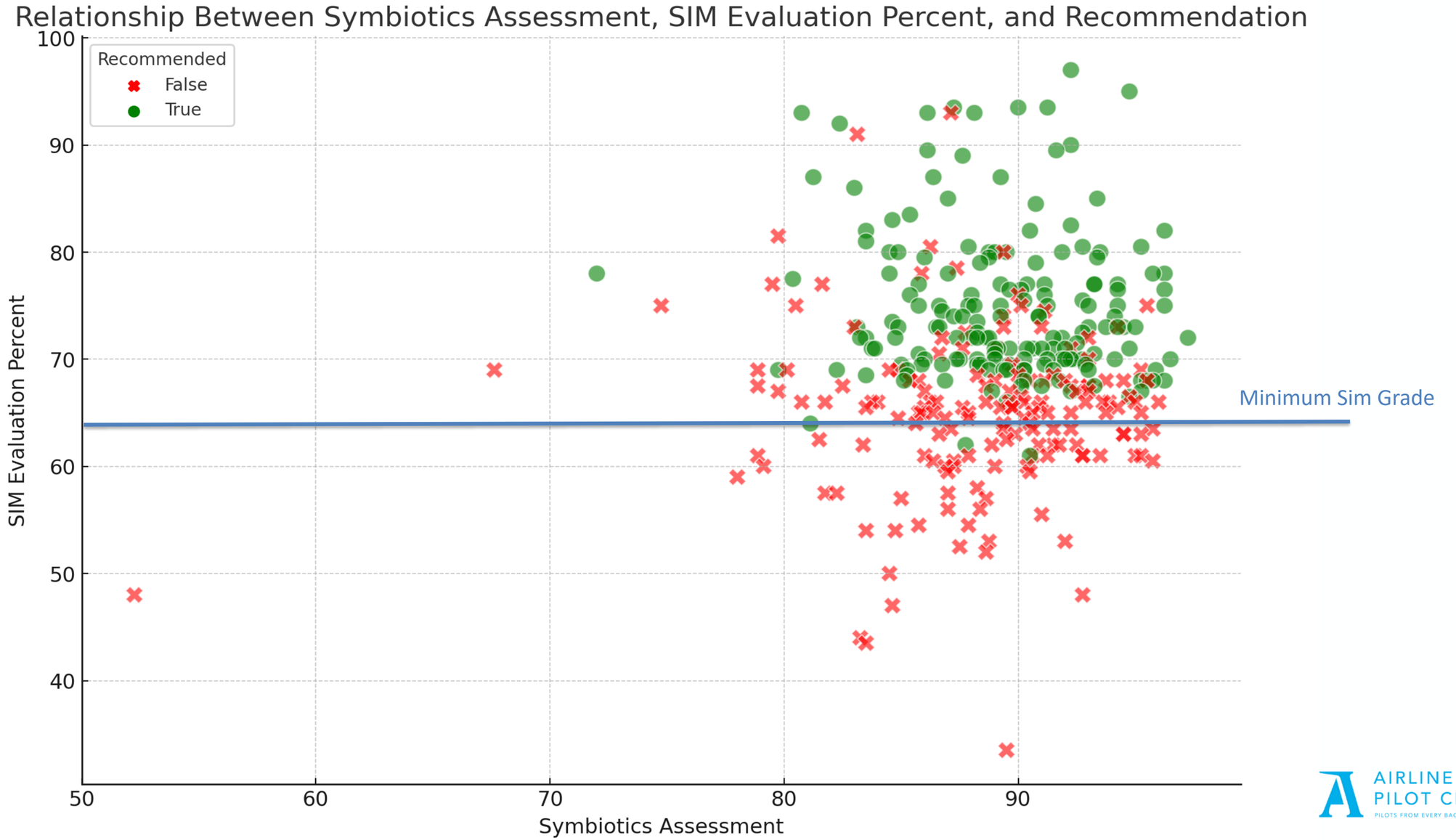
Relationship between Symbiotics & Simulator Eval Results



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AI Analysis of Psychometric Assessment & Simulation Evaluation Prediction

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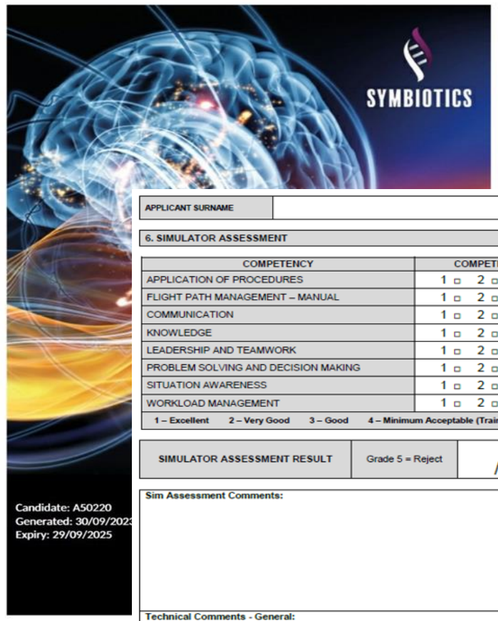
APC AI EBT/PEBT Optimisation Suite



APPLICANT SURNAME		INITIALS	

6. SIMULATOR ASSESSMENT

COMPETENCY	COMPETENCY ASSESSMENT
APPLICATION OF PROCEDURES	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
FLIGHT PATH MANAGEMENT – MANUAL	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
COMMUNICATION	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
KNOWLEDGE	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
LEADERSHIP AND TEAMWORK	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
PROBLEM SOLVING AND DECISION MAKING	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
SITUATION AWARENESS	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
WORKLOAD MANAGEMENT	1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
1 – Excellent 2 – Very Good 3 – Good 4 – Minimum Acceptable (Trainable) 5 – Not Acceptable	

SIMULATOR ASSESSMENT RESULT	Grade 5 = Reject	/ 40	PASS ☐	FAIL ☐

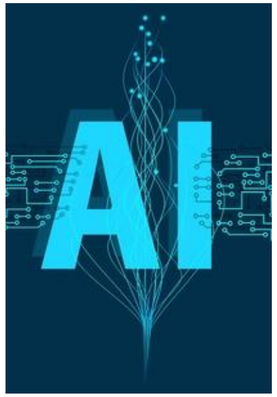
Sim Assessment Comments:

Technical Comments - General:

7. ENGLISH PROFICIENCY – ICAO LEVEL 4 REQUIRED

English Proficiency	ICAO Level	Spoken English, Comprehension & Written proficiency at Operator level	PASS/FAIL
Technical		Comments:	
Plain spoken English		Comments:	

Administrative Selection	Interviews	Symbiotics Assessment	Knowledge Test	Simulator Evaluation Results
15 Admin requirements	3 criteria	35 criteria		11 criteria including 9 competencies



AI Analysis Includes:

- Sentiments: + / - or Neutral
- Strength/Weakness
- Areas of Improvements
- Overall Evaluation

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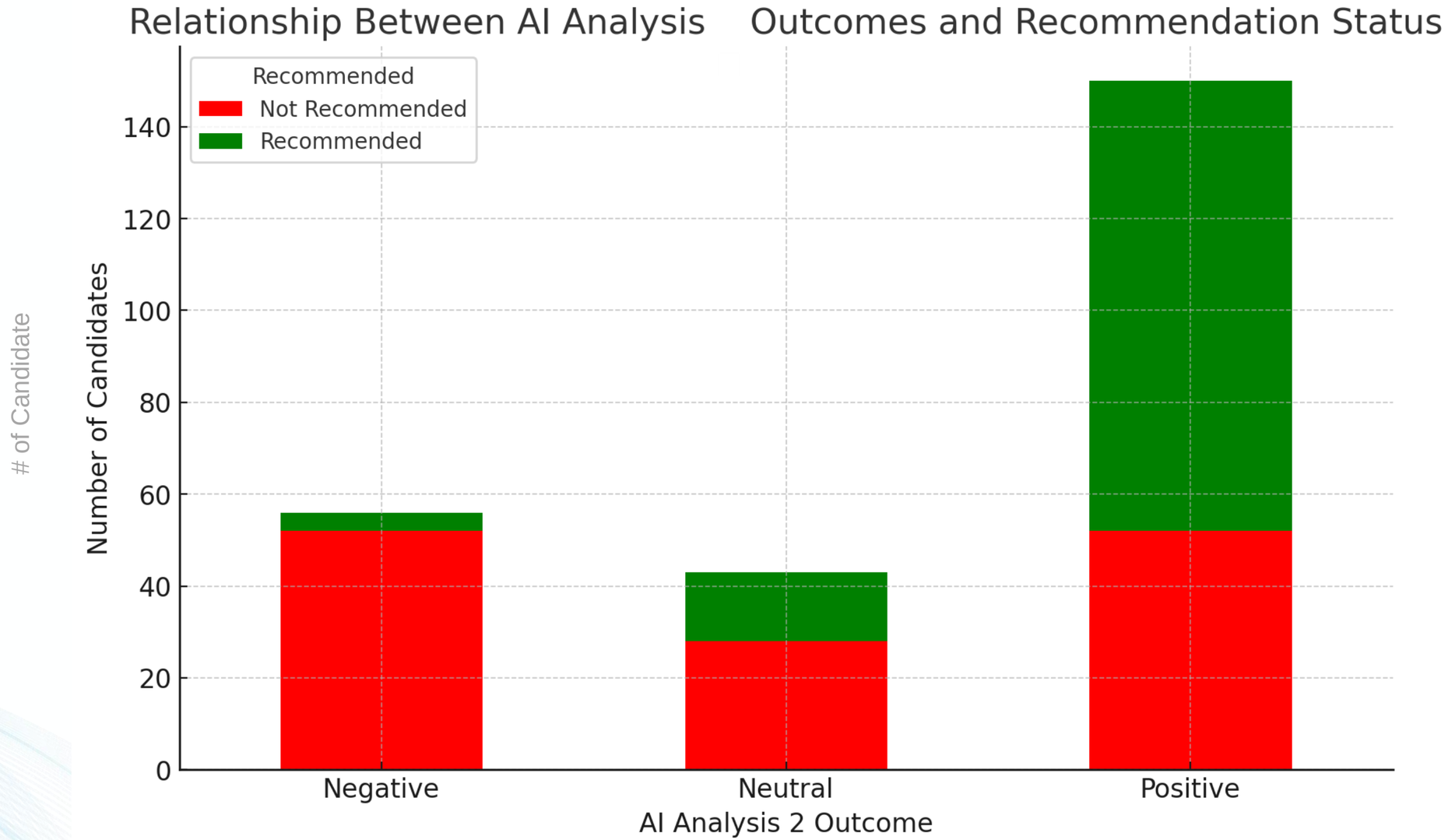
Accuracy of AI Results: Sentiment Analysis



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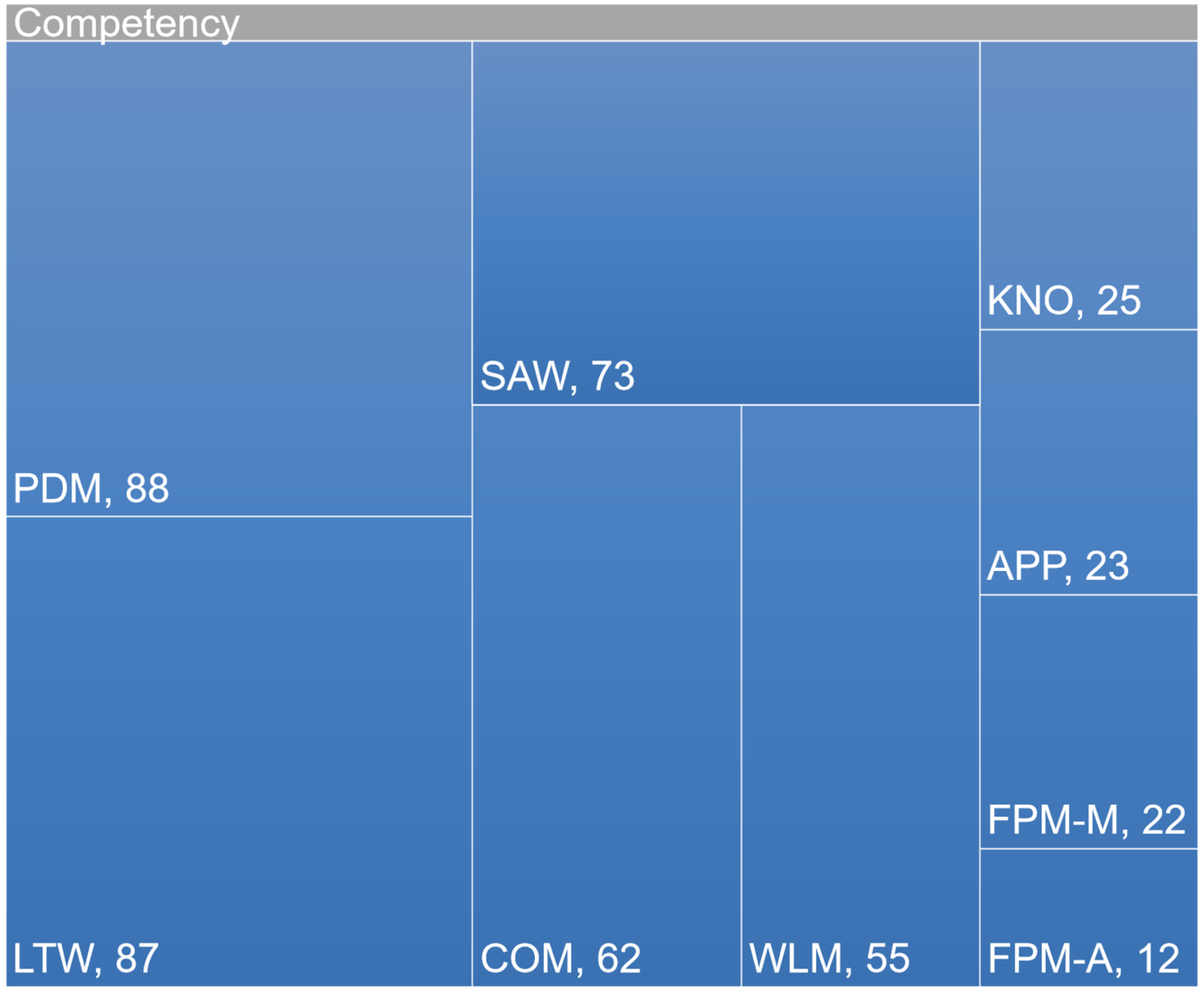
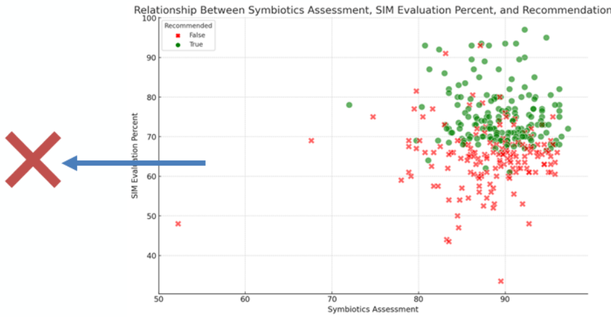
Application: Candidates Challenges





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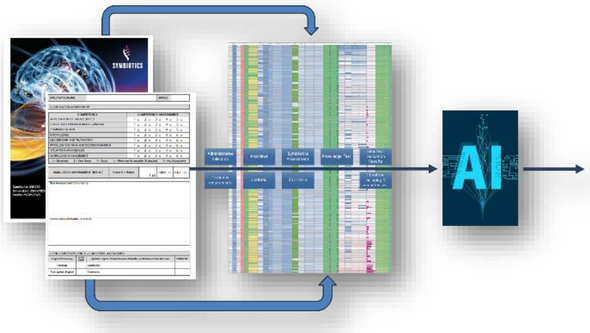
Application: Daniel's Reports



AI Report

Strength	Weakness
Cognitive Abilities: Daniel demonstrates high cognitive abilities, with perfect scores in Numerical, Verbal Reasoning, and Working Memory. His Spatial Reasoning is also outstanding. These skills are crucial for effective problem-solving and decision-making under pressure. **Learning and Adaptability**: He shows a reasonable ability to learn and adapt, which is vital for continuous improvement and dealing with unexpected situations. **Technical Skills**: High performance in technical skills, indicated by his scores in abstract reasoning and spatial reasoning, suggests a strong foundation for understanding complex aviation systems and procedures. **Teamwork and Leadership**: His personality profile suggests that he is capable of working well in a team environment and possesses leadership qualities, including assertiveness and the ability to lead by example.	**Perceptual Speed & Accuracy**: Although he scored perfectly in the score percentage, his overall percentage and reaction time band indicate areas for improvement, which are important for tasks requiring quick and accurate responses. **Situation Awareness in SIM Evaluation**: The SIM evaluation comments indicate a need to improve situational awareness, a critical competency for pilots to monitor and understand the aircraft's environment and operational status. **Stress and Pressure Management**: His performance may degrade under pressure or complex situations, pointing to a need for further development in resilience and coping mechanisms. **Communication**: Non-standard phrases were used in ATC communications, highlighting a need for improvement in aviation-specific communication skills.

NEUTRAL

The evaluated SIM performance showcased both positive and negative aspects. The candidate exhibited good flight set up, briefing and management of the EHSI failure. However, during the visual join, the candidate's focus on selective radial scan led to flying above ground level at 500ft and a considerable distance from the runway. Additionally, usage of non-standard phrases in ATC communication added to the flight workload. The candidate's performance as a Pilot Flying demonstrated good leadership skills and teamwork.

Strengths:

- Exceptional in numerical, verbal, and spatial reasoning.
- Demonstrates good adaptability and learning capabilities.
- Strong technical acumen with a solid understanding of complex aviation systems.
- Shows potential in teamwork and possesses leadership traits.

Areas for Improvement:

- Improve response times and accuracy in fast-paced scenarios.
- Enhance situational awareness during simulations to better assess environmental and operational factors.
- Develop stronger stress management skills for high-pressure situations.
- Refine aviation communication techniques, ensuring the use of standard phraseology.

Overall Evaluation:

- Daniel has shown a balanced mix of technical prowess and leadership potential.
- He needs to focus on specific areas to fine-tune his performance, particularly under stress and in following standard operational protocols.
- Further training should be tailored to address these areas, with a focus on practical applications and communication skills.

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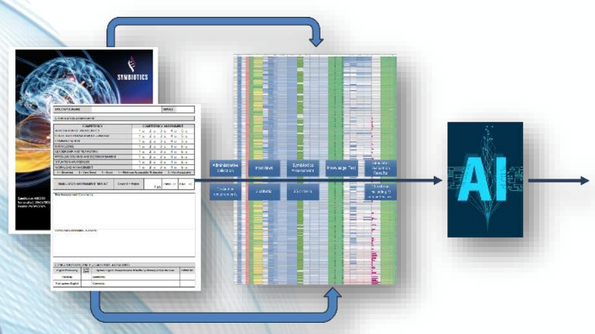
Application: Daniel's Challenges



SITUATIONAL AWARENESS:

Enhancing His Ability To Maintain Awareness Of The Operational Environment, Especially Under Stress Or When Faced With Unexpected Events.

DECISION MAKING AND PROBLEM SOLVING:

Further Developing His Ability To Make Timely And Effective Decisions, Particularly When Information May Be Incomplete Or Rapidly Changing.

COMMUNICATION:

Improving Aviation-specific Communication Skills, Including Standard Phraseology And Clarity In ATC Communications.

WORKLOAD MANAGEMENT:

Developing Strategies To Manage Workload Effectively, Especially In Complex Or High-pressure Situations.

TEAMWORK AND LEADERSHIP:

While Already A Strength, Continuing To Develop These Skills Will Be Beneficial, Focusing On Effective Collaboration And Leadership Within The Cockpit And With Ground Operations.

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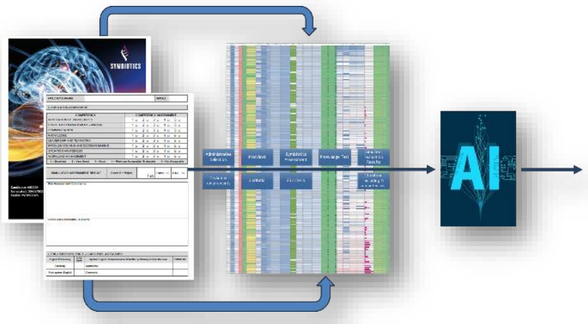
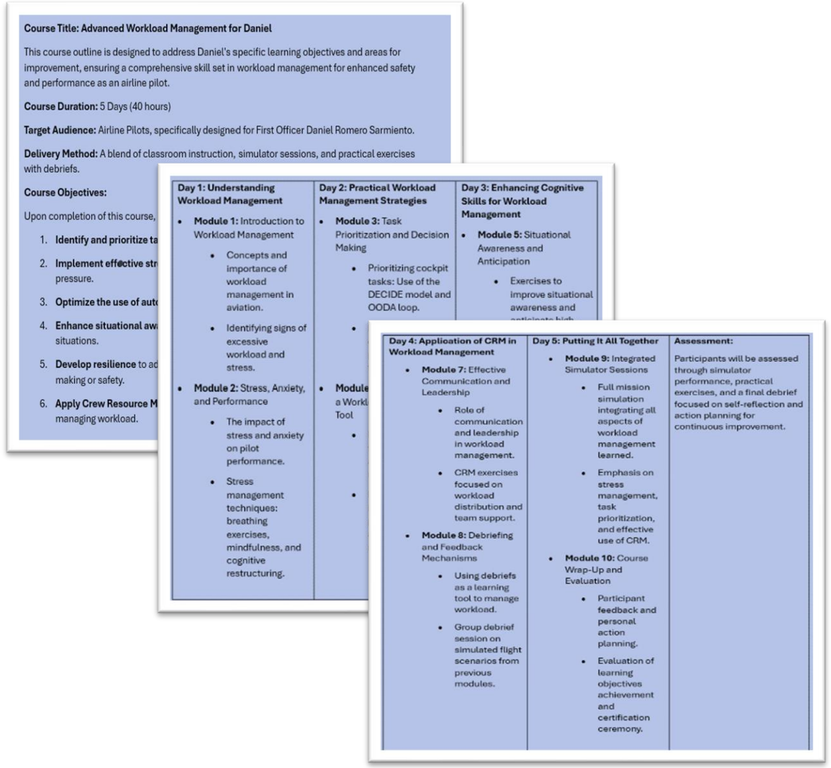
Application: Daniel's Homework Plan to Improve WLM



WORKLOAD MANAGEMENT

Daniel's Program

Approved by Training Manager/Instructors.



Course Title: Advanced Workload Management for Daniel

This course outline is designed to address Daniel's specific learning objectives and areas for improvement, ensuring a comprehensive skill set in workload management for enhanced safety and performance as an airline pilot.

Course Duration: 5 Days (40 hours)

Target Audience: Airline Pilots, specifically designed for First Officer Daniel Romero Sarmiento.

Delivery Method: A blend of classroom instruction, simulator sessions, and practical exercises with debriefs.

Course Objectives:

Upon completion of this course,

1. **Identify and prioritize ta**
2. **Implement effective str** pressure.
3. **Optimize the use of aut**
4. **Enhance situational aw** situations.
5. **Develop resilience** to ac making or safety.
6. **Apply Crew Resource M** managing workload.

Day 1: Understanding Workload Management	Day 2: Practical Workload Management Strategies	Day 3: Enhancing Cognitive Skills for Workload Management

• **Module 1:** Introduction to Workload Management
  • Concepts and importance of workload management in aviation.
  • Identifying signs of excessive workload and stress.
• **Module 2:** Stress, Anxiety, and Performance
  • The impact of stress and anxiety on pilot performance.
  • Stress management techniques: breathing exercises, mindfulness, and cognitive restructuring.
	• **Module 3:** Task Prioritization and Decision Making
	  • Prioritizing cockpit tasks: Use of the DECIDE model and OODA loop.
	  •
	• **Module** a Work Tool
	  •
	  •
		• **Module 5:** Situational Awareness and Anticipation
		  • Exercises to improve situational awareness and

Day 4: Application of CRM in Workload Management	Day 5: Putting It All Together	Assessment:

• **Module 7:** Effective Communication and Leadership
  • Role of communication and leadership in workload management.
  • CRM exercises focused on workload distribution and team support.
• **Module 8:** Debriefing and Feedback Mechanisms
  • Using debriefs as a learning tool to manage workload.
  • Group debrief session on simulated flight scenarios from previous modules.
	• **Module 9:** Integrated Simulator Sessions
	  • Full mission simulation integrating all aspects of workload management learned.
	  • Emphasis on stress management, task prioritization, and effective use of CRM.
	• **Module 10:** Course Wrap-Up and Evaluation
	  • Participant feedback and personal action planning.
	  • Evaluation of learning objectives achievement and certification ceremony.
		Participants will be assessed through simulator performance, practical exercises, and a final debrief focused on self-reflection and action planning for continuous improvement.

Ability to Implement Training Solution @ the Right Time

No Impact on Current Approved Training Program.

Ability to Use Innovative Training Tools (xR, Online Course, …).

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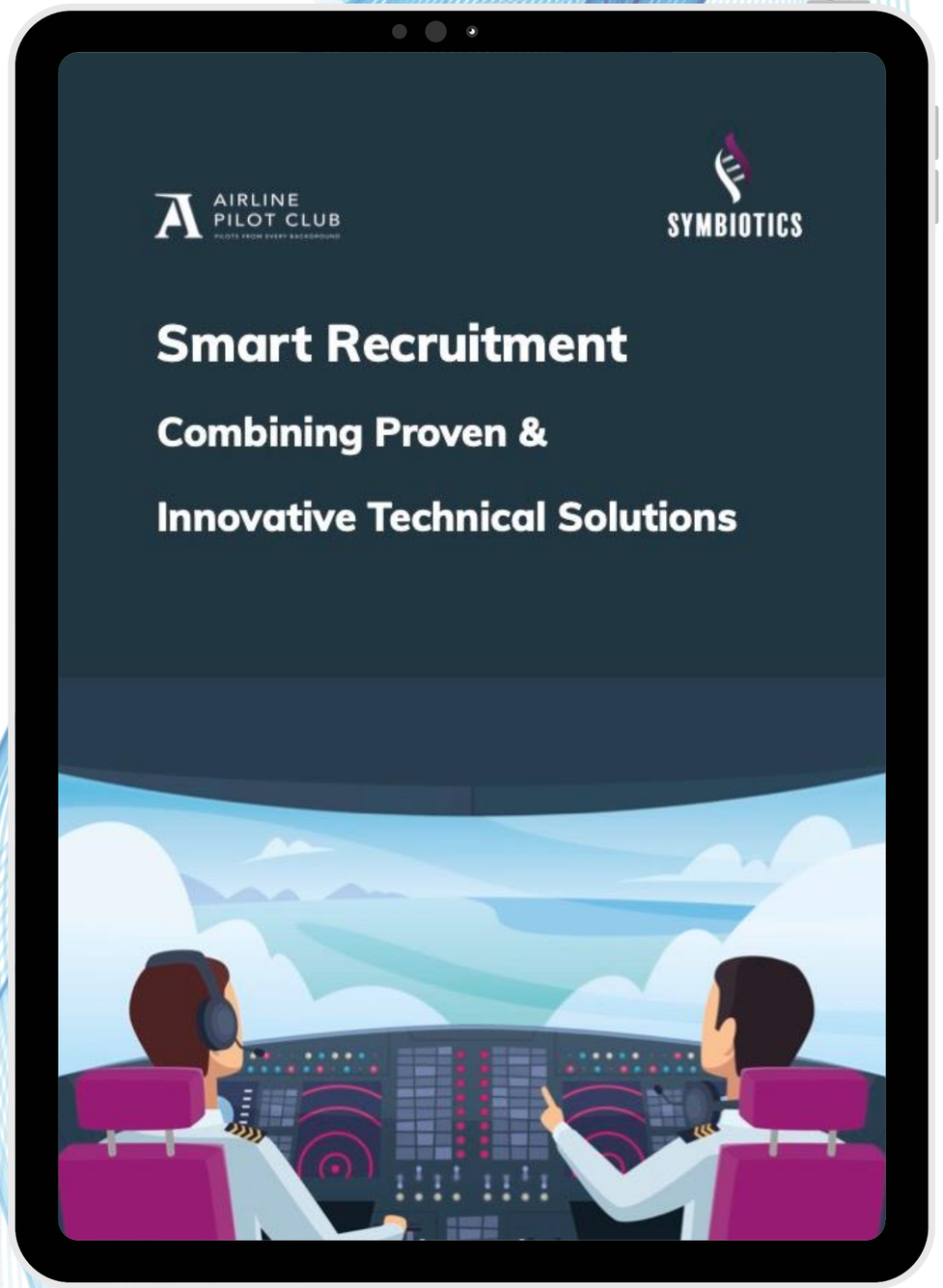

The Outcome of the Avianca Pilot Profile

Across the entire recruitment campaign, 49 data points were produced and analysed with APC's applicant tracking platform and AI. A heat map was created which highlighted high-standard candidates at the top and those with competency development issues towards the bottom.

This process clearly identified who should be recommended to the Airline with the likelihood of having **a successful, safe, and efficient career.**

"Client Satisfaction", pg. 6,

Smart Recruitment: Combing Proven and Technical Solutions Report

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Conclusion

The Vision behind integrating AI in aviation recruitment and training

- **Enhancing Precision** in Candidate Selection
- **Predictive Analysis** for Future Performance
- **Personalised** and **Adaptive** Training
- **Continuous** Improvement and Learning
- **Meeting** Regulatory and Safety Standards
- **Integrating** a Global Workforce and **Supporting** Inclusivity
- **Sustainability** and **Scalability**

Thank you!

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