

# Nav Canada's Air Traffic Control and Flight Service Specialist Hiring and Training Program

- **Do you know how the model came about in the first place and what the reasoning was for it?**
  - This model has been around since before NAV CANADA was created (ie pre1996), however it used to be centralized at a campus in Cornwall Ontario, now each FIR does its own training
  - It is very much like a pilot cadet program that some international airlines operate
  - We intake groups of students who work through basic training, unit specific training, then on the job training. These students don't move or switch, once you are on a path you stay until completion
    - exceptions, are if a student doesn't qualify, they may look to move them to a smaller or simpler unit depending on the reasons for not qualifying
- **How effective do you think this model is for enticing people to apply? Does it take financial/time pressures off applicants?**
  - It's a focused program which I think people like, however it can be long (a negative), and complex (a negative)
  - While we pay people to be students, it is not a lot
  - I think the potential for a higher salary once completed is what keeps people around. Along with other company perks like benefits and pension
- **How transferable do you think this model could be to other parts of the industry (AMEs, pilots, certain airport staff,...)?**
  - It is a huge investment into people you don't really know. The model is used successfully for pilots around the world, I would assume it could be transferred to others. My personal opinion is that these models transfer the financial investment from the student going to college, to the company hiring the student. Most people have multiple careers now so that investment into someone needs to be paid off somehow. We are struggling with how much time and effort we put into a candidate only for them to not qualify somewhere along the process
- **Is there anything that doesn't work so well, or you think could be improved?**

- For me, it's the complexity. I used to teach people, and the simpler you can make something the easier it is for them to learn. For us, we need to focus our operations a little more to make things simpler for the next generation