

A tall, cylindrical air traffic control tower with a glass-enclosed observation deck at the top, set against a clear blue sky. The tower is the central focus of the image.

# Training the Workforce of the Future

**National Training Initiative (NTI)**



**Federal Aviation  
Administration**

# National Training Initiative: Background/History

1

July 2019

- NTI established
- Collaborative team of Managers & NATCA communicated common expectation to provide consistent training to all trainees in National Airspace System (NAS)
- Expectation of weekly hours established
- List of impediments created to provide context when individuals did not train

2

March 2020

- NTI suspended indefinitely due to global pandemic

3

March 2022

- As Agency slowly came out of pandemic posture, NTI relaunched in March of 2022 with briefings to Agency and NATCA leadership Across the NAS



**FAA**  
Air Traffic Organization

# National Training Initiative: Successes

NTI has changed the training culture across the National Airspace System (NAS); in CY23:

**267**

Facilities met  
NTI  
Expectation



**1,078,242**

Hours of training  
accomplished,  
exceeding NTI  
expectations for the  
calendar year

**381**

Hours per  
Trainee



**16,343**

Position  
Certifications



**1,281**

CPC  
Certifications



# National Training Initiative: Successes

NTI has changed the training culture across the National Airspace System (NAS); in CY24 through November:

**278**

Facilities met  
NTI  
Expectation



**859,170**

Hours of training  
accomplished,  
exceeding NTI  
expectations for the  
calendar year



**319.5**

Hours per  
Trainee

**15,045**

Position  
Certifications



**1,071**

CPC  
Certifications



# National Training Initiative: Training the Workforce of the Future

## NTI Phase 2 Goal

Build on the culture established over the last four years

- Decrease time to certification
- Increase simulation training for Level 5-9 Tower and Approach Control (Up/Down) & 5-9 Approach Control in radar portion of trainees training
- Simulation training & OJT in Operation should hold the same importance as we look to move the Agency forward and look for different & efficient ways to train
- Assigned simulation Level 5-9 Tower and Approach Control (Up/Down) & Level 5-9 Approach Control training will count towards NTI Expectation
- **25%** premium pay will be paid to OJTIs for assigned simulation training



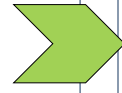
**FAA**  
Air Traffic Organization

# National Training Initiative: Simulation

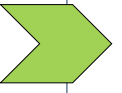
EY conducted study on effects of simulation training in the Tower using TSS; use of simulation effective in reducing time-to-certification



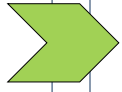
Overall reduction **27%** for Developmentals & **21%** for CPC-ITs



Using same methodology & logic, we should see same benefits using ETG labs at Level 5-9 Up/Downs & 5-9 Approach Control



Potential decrease in time to certification from **1.74** years to **1.27** years Level 5-7 Up/Downs



Potential decrease in time to certification from **1.96** years to **1.43** years Level 8-9 Up/Downs



**FAA**  
Air Traffic Organization

# National Training Initiative: Changes

Level 5-9 Tower and Approach Control (Up/Down) & Level 5-9 Approach Controls: Upon trainees attaining 40% of target hours on Radar positions, trainees will be required to train for a minimum of four hours per week in the simulator using instructional scenarios with traffic commensurate to the 70<sup>th</sup> percentile day at their respective facility. These required simulation scenarios will be documented on FAA Form 3120-25; however, they are not graded. These scenarios do not serve to meet skill training requirements. The required *four hours can be used to meet the weekly expectations but do not count toward a trainee's allotted OJT target hours.*

# 1

Problems would be documented but not pass/fail, in addition to the NTI expectations. -25, and a normal debrief would be required

# 2

OJT Instructors are preferable. ATCS, and SSS OJTIs that maintain currency are eligible to receive the associated 25% simulation pay. Contract instructors can be used to meet the requirement.

# 3

Train OJTIs, Managers, MDQs, and SSPs to run the lab

# 4

This encompasses 125 facilities and an average of 4.96 trainees per facility

# 5

This results in up to a 20% increase in training.

**\*41 of 46** facilities that did not achieve NTI expectations in CY23, were level 5-9 (Up/Downs) or Approach Controls



**FAA**  
Air Traffic Organization

# National Training Initiative: Changes

- Assigned simulation training: training using high-fidelity simulation in which the scenario volume is set to simulate a facility's 70th percentile busiest day. The training can be assigned to **Terminal or ENROUTE radar trainees** once they reach 40% of their target hours on a RADAR position.
- Level 5-9 Tower and Approach Control (Up/Down) & Level 5-9 Approach Controls: Upon trainees attaining 40% of target hours on Radar positions, trainees are required to train for a minimum of four hours per week in the simulator using instructional scenarios with traffic commensurate to the 70th percentile day at their respective facility. These required simulation scenarios will be evaluated and documented on FAA Form 3120-25; however, they are not graded. These scenarios do not serve to meet skill training requirements. **The required four hours can be used to meet the weekly expectations but do not count toward a trainee's allotted OJT target hours.**





# National Training Initiative: Changes

---

Premium pay shall be paid at the rate of twenty-five (25%) of the applicable hourly rate of Base Pay times the number of hours and portions of hours during which a bargaining unit employee is providing instruction for assigned simulation training, stage training, or skill training in simulator labs (e.g., TTLs, TSSs, ETGs).

# 1

Create a roll call list to capture who received the briefings; the list will be added to when new managers and NATCA Representatives come on board.

# 2

Establish regular frequency of NTI Briefings

# 3

The intent is to educate new managers and NATCA Representatives on the NTI and their roles.



**FAA**  
Air Traffic Organization

# National Training Initiative: Changes

---

**Change to 7210.3DD 2-3-3 G4** (would require programmatic changes in CRU/ATOMS)

1. For ENROUTE trainees, provide relief from 2-3-3 G 4 as listed below. The relief would only be provided when the trainee is certified on D -side (RADAR Associate) and training on the associated RADAR position.

**Rationale:** The trainee performs all the D-Side position functions while training on the RADAR position.

ENROUTE trainees, provide relief from 2-3-3 G 4 as listed below. The relief would only be provided when the trainee is certified on D -side (RADAR Associate) and training on the associated RADAR position. The requirement to obtain one hour of currency on all positions still exists for those D-side positions that are not correlated to the active RADAR training.

This change allows eligible trainees to obtain their currency while training on RADAR. This change enables eligible trainees to receive additional hours of training per month, shortening the certification period. The NTI currently has a lower expectation of hours for those required to maintain currency. Trainees meeting the criteria are now expected to achieve hours for those not maintaining currency. This results in a potential 20% increase in monthly training opportunities and expectations.



**FAA**  
Air Traffic Organization

# National Training Initiative: Next Steps

---

## ■ Leadership Communication & Support

- Recurring Briefings and Education for District, Regional, and Facility Leadership. Tentatively every 3<sup>rd</sup> Wednesday of the month starting in February for the first year.
- Add new Managers and FACREPS to the NTI Team to be trained to be able to sustain the communications and training
- Communications Campaign with continued focus on the NTI and Training
- Education and Support for executing the 3120.4



**FAA**  
Air Traffic Organization