Hong Kong International Aviation Academy's Professional and Vocational Training Services

HONG KONG INTERNATIONAL AVIATION ACADEMY 香港國際航空學院
A DIVISION OF THE AIRPORT AUTHORITY HONG KONG

HKIAA's vision to become a top choice globally for aviation training

Building a sustainable workforce at HKIA to support the growth of HK's aviation industry

Establish a regional aviation Training hub to support the Development of aviation in APAC

ATTRACT
Outreaching to attract the next generation of aviation professionals

Prepare
Basic aviation knowledge for new Airport joiners

RETAIN
Industry Placement Programmes - ‘work and learn’ to attract & retain

NUTURE
Up-skilling - Professional Aviation Training Faculties (ICAO accredited)

HKIAA's Training Focus

New Joiners

VOCATIONAL TRAINING

- Industry Placement Programmes 'Earn & Study'

INTRODUCTORY TRAINING

- Introductory Mandatory Training
- Promoting Aviation

Practioners

PROFESSIONAL AVIATION PROGRAMMES

- Airport Management/ Operations
- ATC Services
- Aviation Security & Safety
- Aviation Services
- Engineering Services

Supporting ICAO's initiative 'Next Generation of Aviation Professionals'

Air Traffic Control (ATC)

Establishing HKIAA as an International ATC Training Centre

ATC Training Needs in APAC over 5 years

Indonesia = 750
Philippines = 500
Cambodia = 150

- Provide theoretical and practical training to ICAO Annex 1 Standards

- Basic Ab initio training delivered in Hong Kong for the first time using latest simulator suites

- HKIAA is providing skills & knowledge for CAD's Student ATC Officers between September 2019 to July 2020

- During 2020 expand to APAC States

Industry Placement Scheme

Vocational and Professional Education and Training in HKIAA

- Implementing the proposals by the Task Force on Promotion of VPET

  - HKIAA is a co-founder of the CTAN (Corporate Tech Academy Network)
  - HKIAA now offers a Diploma in Aviation Operations with 12 months industry placement
  - Providing a articulation pathway via HK's qualifications framework
  - HKIAA has cutting edge VR technologies to adapt professional and vocational training for a new generation

Industry Placement Program

To nurture talent and provide career opportunities

Diploma in Aviation Operations (DAO) at QF3

August '19

1st Month: full-time study

Sept '19

Job matching and interview

Oct '19

12 months industry placement

+

2 full days of study every month

Sept '20

Oct' 20

Full-time employment

Progress to Professional Diploma in Airport Management (QF4)

Basic Aviation

Generic Skills

Placement Category 實習工作類別

Cargo and Air Freight 航空貨運

Aircraft Catering Services 航空配餐

Aircraft Engineering 飛機工程

Ramp and Flight Operations 停機坪服務

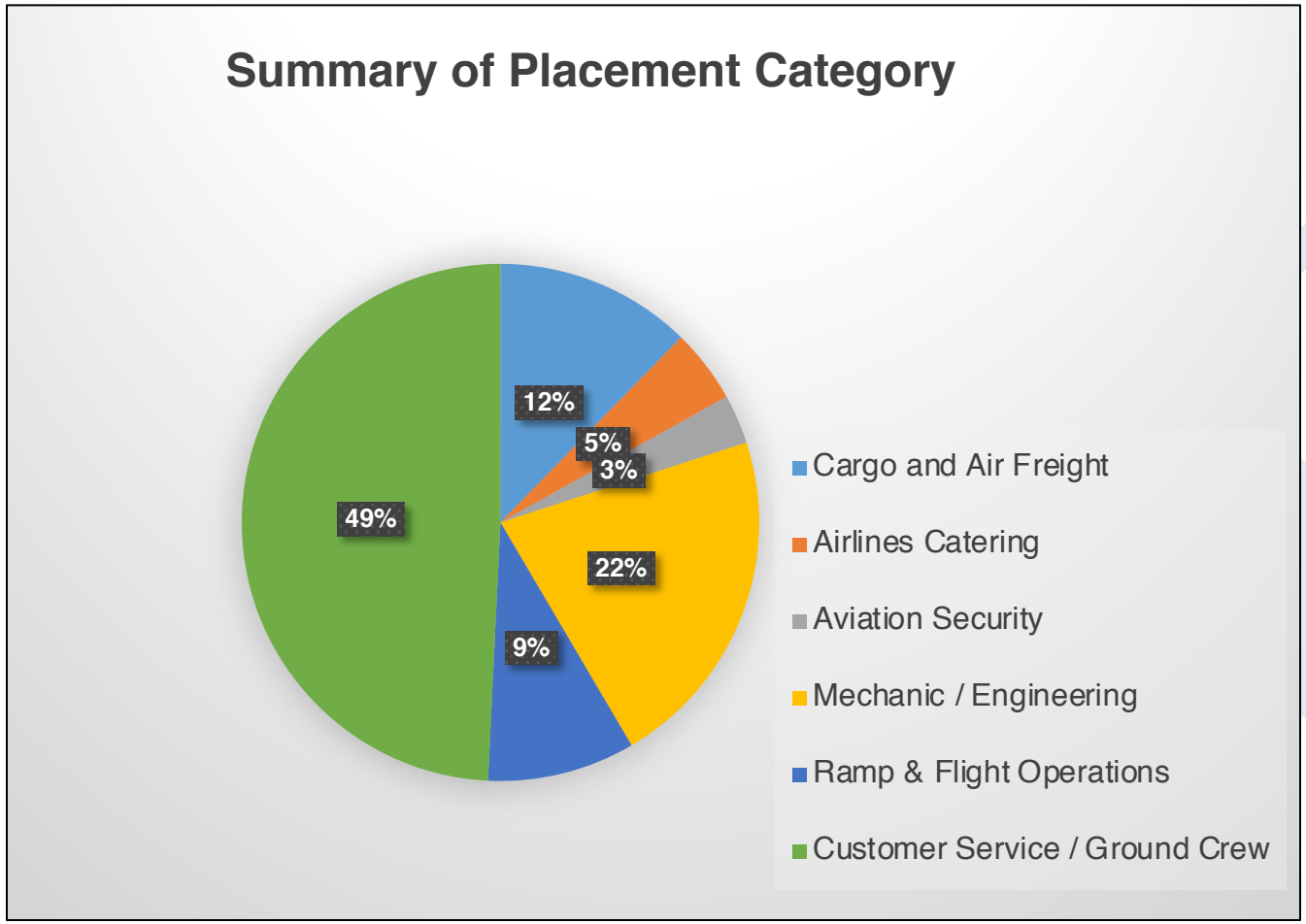
Customer Services/ Ground Handling Services
客戶服務/地勤

Aviaiton Security 航空保安

*For reference only, subject to changes 所有實習工作類別只供參考，可能有所變動

Summary of Placement Positions matched to Diploma in Airport Operations Students

Placement Categories	Percentage
Customer Service / Ground Crew	49.2%
Aircraft Engineering	21.5%
Cargo & Air Freight	12.3%
Ramp & Flight Operations	9.2%
Airlines Catering	4.6%
Aviation Security	3.1%
Total	100%



Virtual Reality and Training

Virtual Training Environments (VTE)

VTE offers an 'active learning experience'

"To ensure cognitive skills acquired in a VTE are transferable to the real world, training objectives need to be tied directly to realistic scenario events, which in turn are directly linked to measures of specific required behaviours".

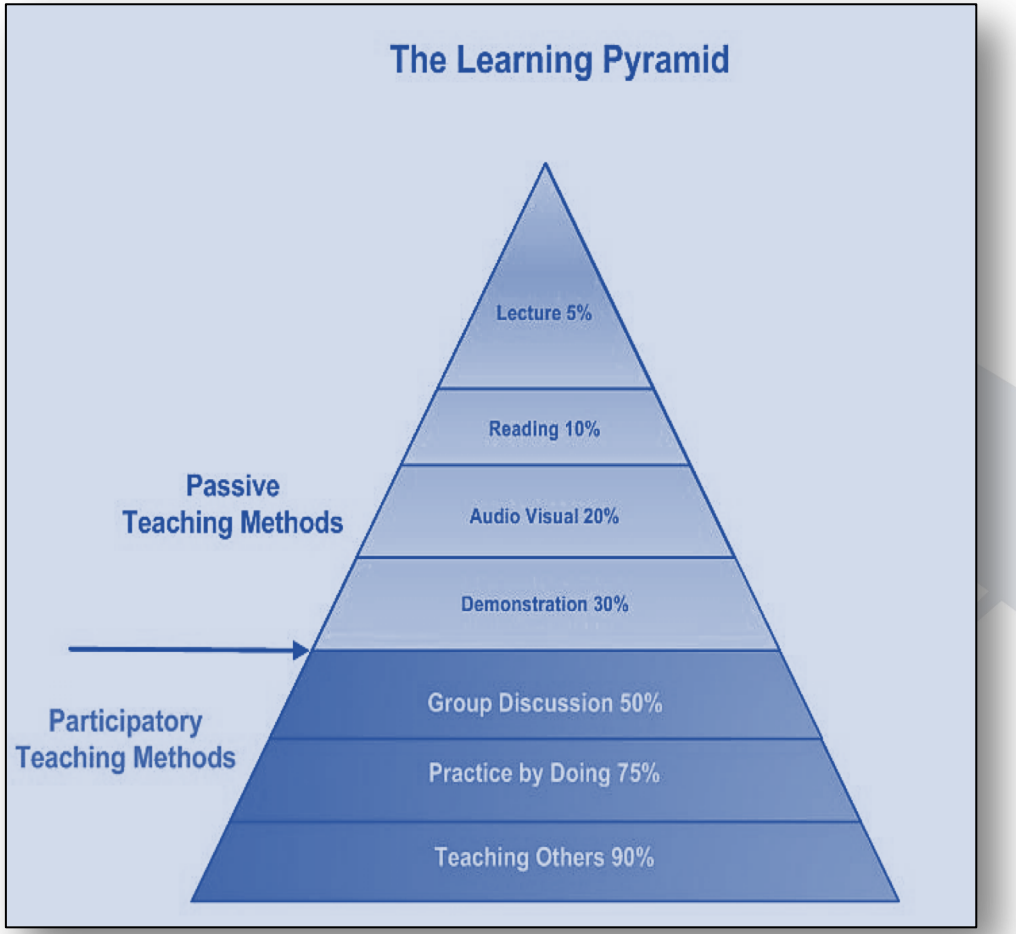
J.Tichon (2007)

What VTE's provide

- Learning environment is immersive, customizable providing engagement and motivation.
- Students can observe, and manipulate the virtual world.
- Safe environments for students to learn repeatable skills training by 'failing' and 'succeeding'.
- Multi user environment

Maximizing learning using VTE

- VR in a VTE combined with gamification improves the user experience:
  - Provide realism,
  - Provide engagement, and
  - Drives motivation
- Gaming with learning focused simulations should contain:
  - Time constraints,
  - Limited resources,
  - Challenges,
  - Excitement,
  - Uncertainty,
  - Anticipation,
  - Fear,
  - Practice.



Peak Performance Pyramid

Source Peak Performance Center

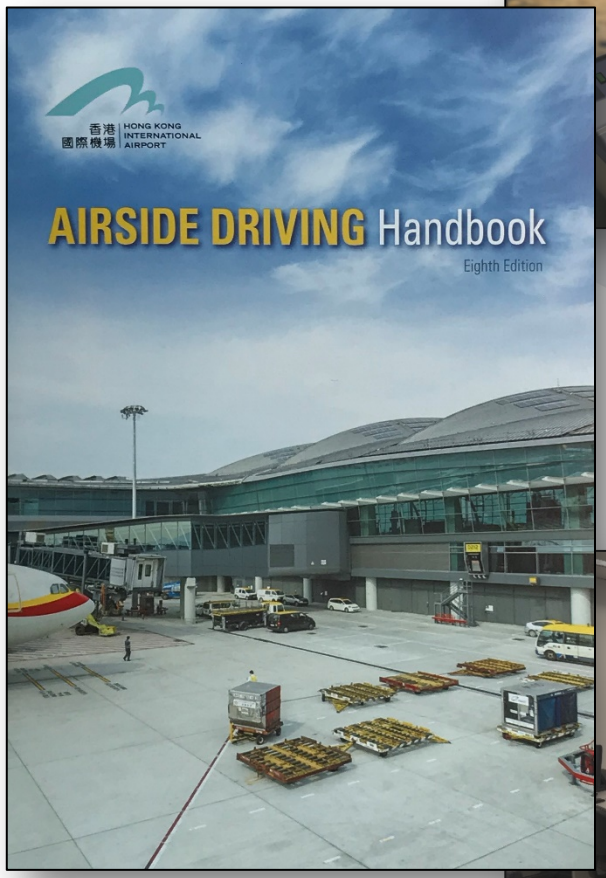
What and When to use VR?

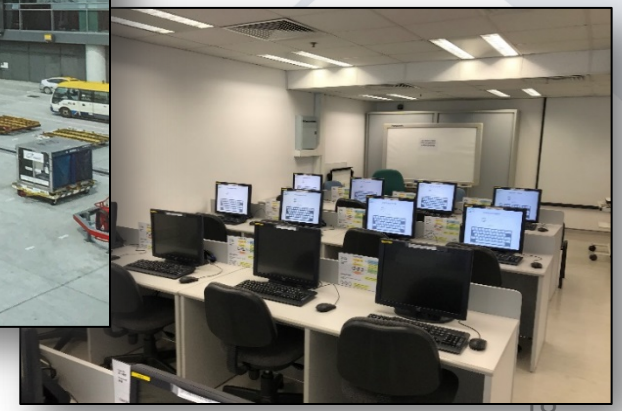
Operating airport equipment requires the operator certification and annual recertification of skills.

- Air-bridge operators.
- Airside driving.
- Cargo and catering loaders.
- Refueling operations……etc.

VR overrides restrictions on conventional training

- Increase training capacity.
- Improve training experience.
- Reduce training costs.



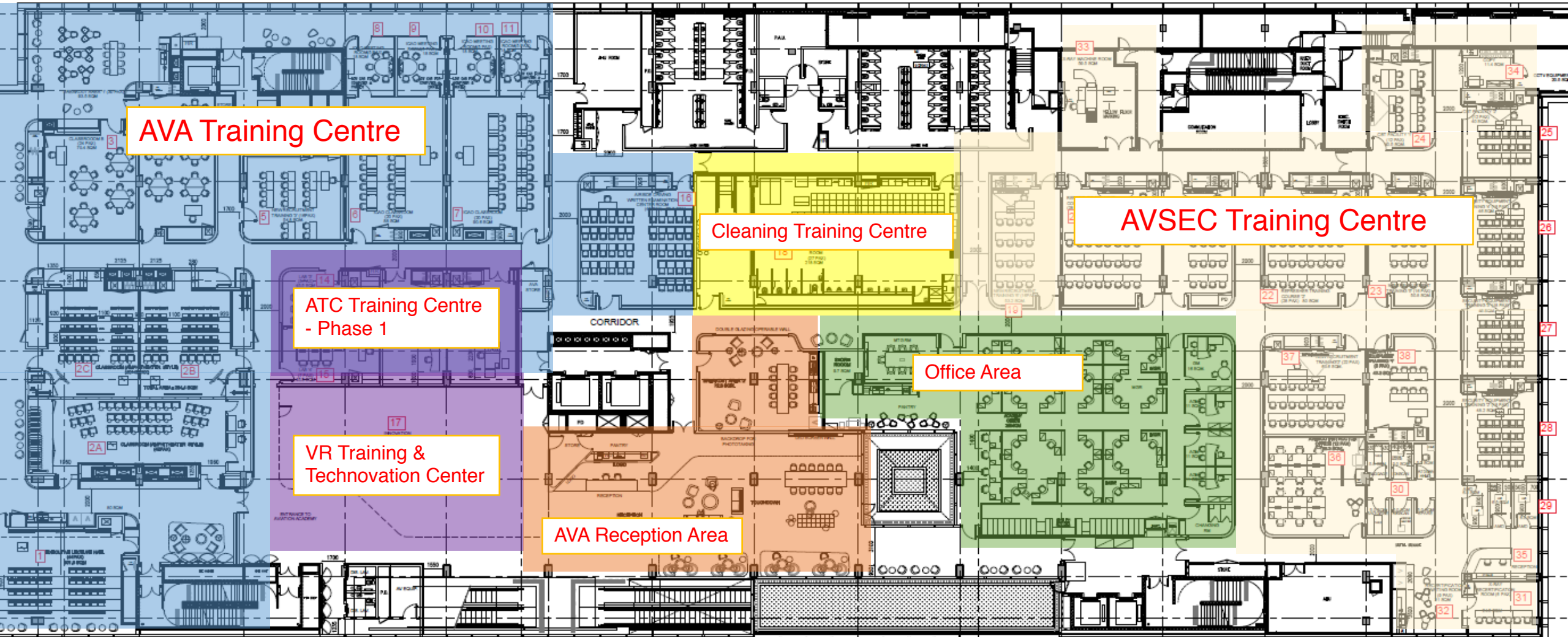


HKIAA's new permanent home

Facility Readiness and Launch of HKIAA's New Permanent Home (CP4)

HKIAA New Permanent Home

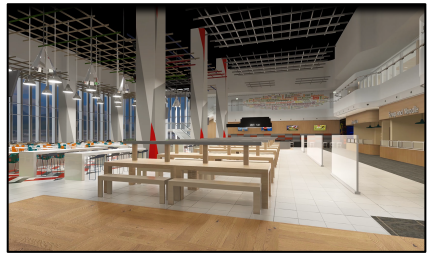
CP4E-L9-Academy Floor Plan



HKIAA New Headquarters at CP4E

10/F – 11/F
Airport Community Centre

9/F HKIAA Headquarter

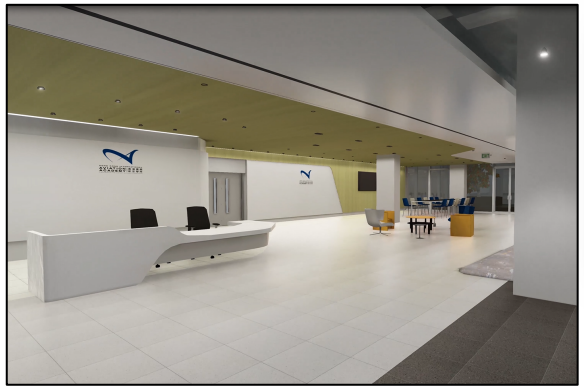


Staff Canteen

Gymnasium

Multi-function facilities

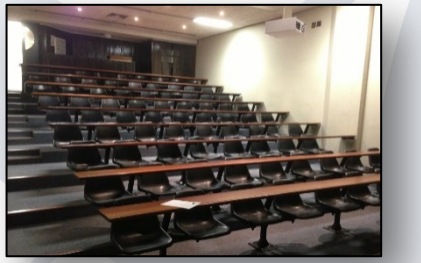
Outdoor resting area



HKIAA Reception

ATC Training Centre

Digital Training Centre



Auditorium

G/F Child Care Centre

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