



**DFS** Aviation Services

[www.dfs-as.aero](http://www.dfs-as.aero)

# DAS AVIATION ACADEMY

Professional ATM Training at the DAS A<sup>2</sup>



**High-quality  
ATC training is  
fundamental to  
ENSURING SAFE AND  
EFFICIENT SKIES**

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# WELCOME @DAS A<sup>2</sup>

The Aviation Academy of DFS Aviation Services (DAS A2) integrates aviation excellence with practical learning. Through our role as a certified ANSP and the expertise of our experienced international training team, we have gained a comprehensive understanding of the challenges faced by the international ATM community.



As a certified ANSP, we fully understand the challenges faced by the ATM community.

**OUR COURSES ARE DESIGNED TO SEAMLESSLY CONNECT THEORETICAL KNOWLEDGE WITH PRACTICAL APPLICATION.**

**OPERATIONALLY EXPERIENCED**

DFS Aviation Services is a certified ANSP in Germany and the UK. In addition, we have gained extensive operational ATM experience through international projects since 1995 and build on an intensive network within the group around our parent company DFS Deutsche Flugsicherung.

**REGULATORILY APPROVED**

Our courses meet the regulatory requirements of the EU (conform to Regulation (EU) 2015/340) and the International Civil Aviation Organization (ICAO). As well as complying with international training standards, we are happy to create solutions to fit individual training needs.

# WE ARE CERTIFIED

## EU REGULATION (EU) 2015/340 AND ICAO REGULATION



# BENEFITS AT DAS A<sup>2</sup>

**WORLDWIDE  
ATM  
PROJECTS &  
TRAININGS**

**SMALL  
GROUPS**

**INTENSIVE  
1:1  
COACHING**

**STATE-OF-  
THE-ART  
SIMULATORS**

**REMOTE  
SIMULATION  
AVAILABLE**

**QUALITY  
FOCUSED  
TRAINING**

**TIME  
SAVING  
COURSES**

**ONLINE  
CLASSES**

**EXPERIENCED  
TRAINERS &  
PSEUDO  
PILOTS**

# DAS A<sup>2</sup> TEAM

Your training in experienced hands

Operational experts & ATCOs



Broad trainer know-how (TI, STDI, OJTI)



International colleagues from 9 countries



Experienced freelancers



Professional pseudo pilots



"None of us is as smart as all of us" – Ken Blanchard. This principle lies at the heart of our collaborative culture. By bringing together specialists from diverse professional backgrounds across the Air Traffic Management sector, we create an exceptional depth of knowledge and expertise.

# A LOOK AT OUR TEAM

## SABINE RÄK

### Head of Training

- Head of DAS A<sup>2</sup> since 2019
- Many years of training experience, incl. with DFS
- Always keeps the overview and in a good mood



## CHRISTIAAN JOUBERT

### ATC Instructor

- 30+ years as ATC Instructor (Military & Civil Aviation)
- With DAS A<sup>2</sup> since 2022
- Words of wisdom: Training is a small investment with a long-term return



## CAMILO PENA

### Back Office External Courses

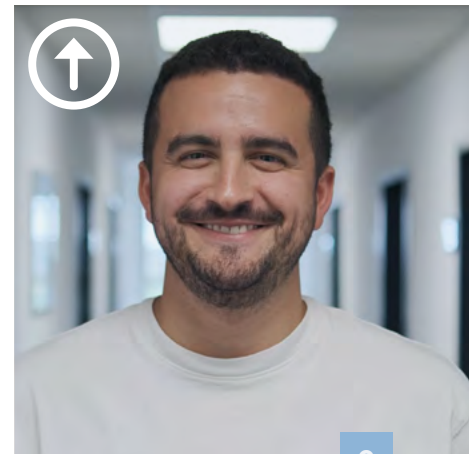
- Your perfect contact for all questions regarding our DAS A<sup>2</sup> training portfolio
- Part of DAS A<sup>2</sup> since 2019
- Always smiling



## ANDREAS DODT

### ATC Instructor

- Our ATM Multitool
- > 30 years ATCO
- > 25 years Trainer/Instructor
- His first good advice: "Despite the seriousness of this industry, laughter is essential for ourselves and our team!"



# ATC AT IT'S BEST

## VICKI LOMBARD

### ATC Instructor

- Aerodrome & Approach Controller experience for >15 years
- Worked in Cape Town, South Africa
- ELP Assessor
- Favourite phrase: "Turn your face towards the sun and let the shadows fall behind you"



## RIAAN VAN LOGGERENBERG

### ATC Instructor

- Nickname: Loggie
- Civil & Military expertise as an ATCO, instructor & Designated Examiner for Air Force and civil stations, e.g. FACT
- Enjoys MTB & carpentry



## TANYA KISS

### ATC Instructor

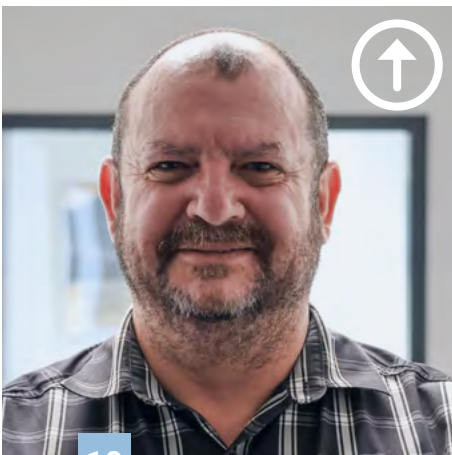
- Aerodrome Controller experience for > 10 years
- Worked in South Africa & Middle East before
- Aviation English teacher & ELP Assessor
- Loves to learn new things



## JÖRG LEONARD

### CISM Instructor

- Experience in CISM training and crisis intervention
- Approved Instructor by ICISF (International Critical Incident Stress Foundation)
- Experienced project leader
- Interested in Neurosciences and system thinking



# FULL ATM PASSION

## DIRK FLORIAN

### ATC Instructor

- Instructor & Course Developer
- ~ 40 years ATCO for the German Armed Forces and DFS with focus on ACC
- Youngest looking but still second oldest ;)



## PSEUDO PILOTS AND MORE

### Meet ATM reality & expertise

Our trainings are supported by experienced pilots and other ATM specialists. They ensure your highly professional training and perfect preparation for the ATM industry and real-life air traffic control situations.



## MARK PERKINS

### Team Lead Training

- 20 years as an ATCO
- Over 10 years managing and training staff
- Worked in the UK and the Middle East
- Parkrun obsessed



## MARTINETTE KING

### ATC Instructor

- 20 years experience in ATS
- International experience: Aerodrome and Approach Control, Ground Control, Flight Information Service and ATC Instructor
- Aviation Safety background

YOU FLY  
-  
WE CARE

# WORLDWIDE TRAINING EXAMPLES

## The Dutch Military

Customised ATCO training for Armed Forces

## Germany

ATCO Initial, Proficiency & Conversion Training

## Croatia

ATCO Proficiency Training

## Perù

APRON Control Training

## Kosovo

OJTI and Assessor Qualification and Refresher Courses

**German Armed Forces**

Customised ATCO training for Armed Forces

**Kazakhstan**

ATCO Initial and Proficiency Training

**Uzbekistan**

Safety Audit Training & ATCO Language Refresher

**Azerbaijan**

ATCO Initial Training in cooperation between AZANS (Azaeronavigatsiya) and DAS

**Iraq**

Safety Management Training

**Middle East**

Training cooperation in various fields

**Israel**

ATCO Proficiency Training for the ATCOs of the IAA Israel



# IAA ISRAEL

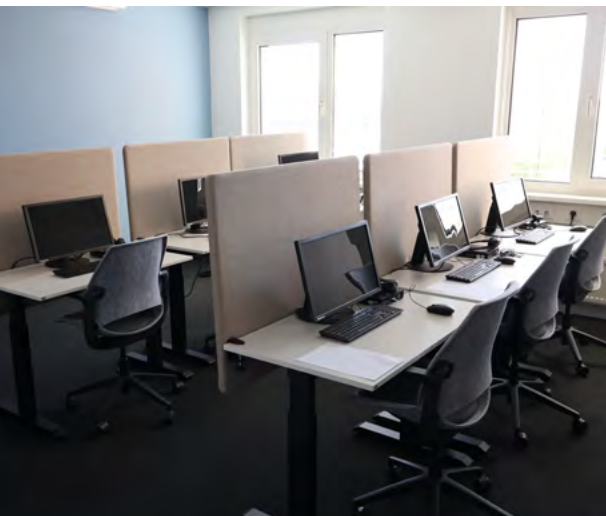
"We receive trainings for 200 controllers, starting 2018 and are extremely satisfied with the courses and close collaboration with DAS."

**ADVA ADIV**

Head of ATM Training & Quality Assurance  
Israel Airports Authority



# NEW ACADEMY PREMISES IN 2025



## Professional ATM training at DAS A<sup>2</sup>

We deliver standardised and tailored training solutions, wherever and however your Air Traffic Control training needs arise.



# COURSES IN DETAIL

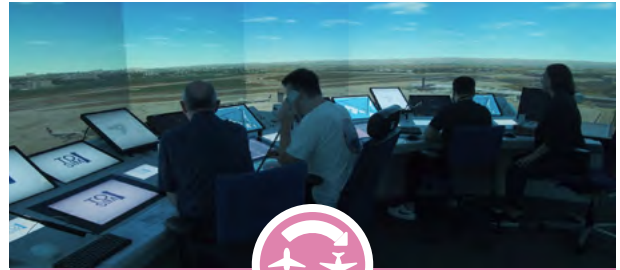
Our Academy's training portfolio encompasses initial and continuation training for air traffic personnel, including ATCOs and AFISOs. We provide specialised skills training, refresher courses for endorsements and competence maintenance, as well as qualification programmes for air traffic services personnel and management-level staff.

Furthermore, we offer professional support in the selection of air traffic controllers through FEAST testing and customised individual training.

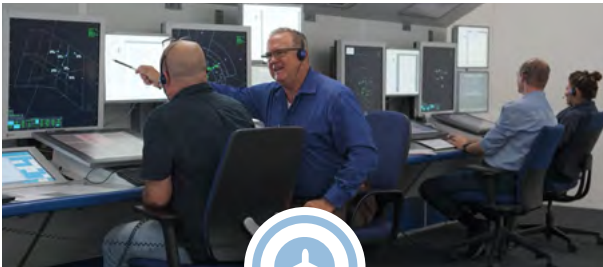
Browse our **6 TRAINING CATEGORIES** to familiarise yourself with our courses and expertise.



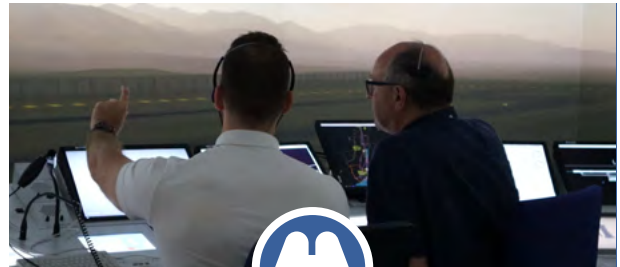
**INITIAL TRAINING**  
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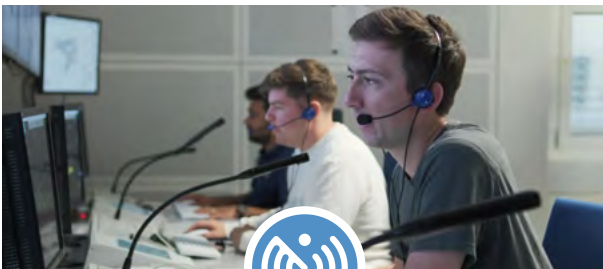
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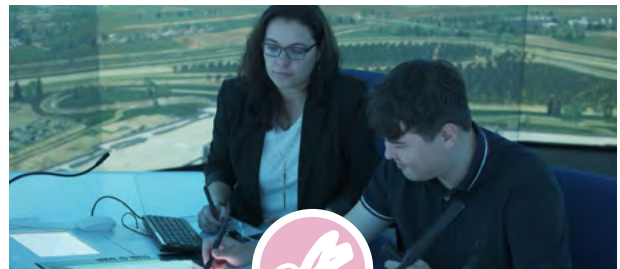
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**MANAGEMENT TRAINING**  
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# AT A GLANCE

## All DAS A<sup>2</sup> courses from A to Z.

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# HOW TO BOOK

To book, fill out our online form or contact us directly for further details. We will get back to you promptly.



[www.dfs-as.aero/en/training-request/](http://www.dfs-as.aero/en/training-request/)

## ONLINE COURSE REQUEST

To book your next course with us, please fill out our online registration form and we will get in touch as soon as possible to discuss further details.



[training@dfs-as.aero](mailto:training@dfs-as.aero)  
**+49 (0)6103 / 3748-001**

## REACH US RIGHT AWAY

If you have any questions or wish to discuss any details, please call us directly or send an e-mail.

A photograph of an air traffic controller in a control room, viewed through a blue-tinted overlay. The controller is wearing a headset and is looking down at a console. The background shows other control room equipment and a window with a view of the sky.

**SHAPING THE FUTURE  
of  
Air Traffic Control**



# INITIAL TRAINING

Basic training provides the foundation for a career in operational Air Traffic Control, including roles such as ATCO, AFISO, and Apron Controller.

In addition to developing essential technical knowledge and operational skills, our programmes emphasise the responsibility inherent in the profession, as well as the personal satisfaction and fulfilment it offers. This balanced approach is delivered by our experienced international training team, whose extensive operational backgrounds allow trainees to benefit directly from real-world expertise.

## **YOUR BENEFITS @ DAS A<sup>2</sup>**

- Comprehensive, high-quality and time-saving learning programme
- 1:1 Coaching for the best possible support on the way to become an ATCO
- Experience practical learning through high realism simulations
- Integrated competency-based training approach (CBTA)



# ATCO INITIAL

## Shaping the future of Air Traffic Control

Drawing on our experience as a certified ANSP and a leading aviation training academy, DAS A<sup>2</sup> delivers comprehensive, quality-driven initial training designed to optimally prepare ATCOs for unit training at any air traffic services unit.

The training programme is structured in two phases – Basic and Rating – and leads to the award of a Certificate of Completion, which may serve as the basis for the issuance of an ATCO Student Licence, subject to the applicable national regulatory requirements.

All training is conducted using state-of-the-art, highly realistic simulators and is fully compliant with current European Union (EU) regulations.

## ATCO BASIC TRAINING

The Basic Training provides theoretical and practical training designed to impart knowledge and practical skills related to basic operational procedures.

The course contains 12 practical exercises, each in tower and radar environment. In further 10 exercises, you can deepen the knowledge on your own responsibility.

### CONTENT (e.g.)

- Human Factors
- Aviation Law
- Air Traffic Management
- Meteorology
- Navigation
- Aircraft Systems
- Equipment
- Professional Environment

### LENGTH

- 12 weeks

### REQUIREMENTS

- At least 18 years old
- Adequate language proficiency in accordance with the requirements of Regulation (EU) 2015/340

### PARTICULARITIES

- Group size of max. 4 p. per simulator
- 1:1 Coaching

### DATES

Online / Contact us

## ATCO RATING TRAINING (ADC, APS, ACS)

The ATCO Rating Training programme provides comprehensive theoretical and practical instruction, equipping participants with the knowledge and operational skills required for the specific rating.

Participants complete approximately 55-65 simulator-based training exercises (depending on the rating) within the relevant operational environment. In addition, a further 10 advanced exercises allow trainees to consolidate their knowledge and progressively assume greater operational responsibility.

### CONTENT

- See ATCO BASIC INITIAL TRAINING (left)
- Abnormal & emergency situations
- Content of SUR Rating endorsement can be added on demand, course length 10 days

### LENGTH

- 12 - 14 weeks

### REQUIREMENTS

In accordance with Regulation (EU) 2015/340 and ICAO:

- Successfully passed ATCO BASIC INITIAL TRAINING
- Current Student ATCO licence issued
- Current ATCO licence

### PARTICULARITIES

- Group size of max. 4 p. per simulator
- 1:1 coaching in the simulator

### DATES

[Online](#) / [Contact us](#)

A photograph of an air traffic control tower, partially obscured by a blue gradient overlay. The tower is a multi-story structure with a glass-enclosed upper section.

**BASIC & RATING COURSES  
FOR AERODROME,  
APPROACH OR AREA CONTROL  
SERVICES**



# SURVEILLANCE RATINGS

## Surveillance Ratings in approach and/or area control

The Surveillance Rating course, offered for both approach and area control, aims at individuals who currently hold procedural rating/s and wish to convert to surveillance ratings.

The Approach and Area Control Surveillance courses are compliant with ICAO and delivered on a competency based principle using the most recent international updates.

### CONTENT

- Aviation Law
- Air Traffic Management
- Meteorology
- Navigation
- Aircraft
- Human Factors
- Equipment and Systems
- Professional Environment
- Abnormal and Emergency Situations
- Aerodromes
- 40 hours of Practical Simulation

### LENGTH

- 6 to 8 weeks  
(dependent on optional extras)

### REQUIREMENTS

- English Language skills of at least ICAO ELP Level 4
- Hold (or have held) ICAO 053 (for APS) or ICAO 055 (for ACS) ratings

### PARTICULARITIES

- Up to 8 Participants per course

Optional extras:

- Parallel Runway Specialist Exercises
- Flow Control Specialist Exercises
- RPAS BVR Specialist Exercises



# ATC BASICS FOR ARMED FORCES

## Advancing your NATO ATCO career

This specialised training programme for NATO armed forces personnel introduces the fundamental principles of operating within an air traffic control tower environment.

Through realistic simulation exercises, participants are trained to manage air traffic in demanding, non-standard, and high-pressure operational scenarios. Combined with a wide range of complex training situations, the course ensures optimal preparation for the exceptional requirements of air traffic control in a military context.

Tactical operations, austere environments, and challenging weather and terrain conditions form a central focus of this programme.

Picture: envato elements

## CONTENT

### Theoretical part:

- Air Traffic Law
- Air Traffic Phraseology
- Basic knowledge of ATC
- Meteorology
- Navigation
- Principle of flight
- Special military necessities

### Practical part:

- One-to-one Coaching
- Landing Zone controller as target
- Operations according to NATO ATP 3.3.4.3
- Tactical approaches
- Up to 40 different scenarios

## LENGTH

- 8 weeks

## PREREQUISITES

- Created for NATO Armed Forces

## PARTICULARITIES

- Group size of max. 4



# OTHER ATS PERSONNEL (ICAO)

Basic & Rating Course for AFISOs, Apron Operators and other ATS personnel

The Basic and Rating Courses aim at individuals who wish to pursue a career as AFISOs, Apron Operators and others. The courses combine both theoretical and practical learning.

Upon successful completion of both courses, the participants will be awarded with a certificate of competency.

The courses are presented in accordance with ICAO and EASA standards.

## CONTENT

**BASIC - Theoretical Learning**

**RATING - Practical exercises**

- Air Law
- Human Factors
- Meteorology
- Aircraft Systems
- Professional Environment
- Abnormal Situations
- Radio Telephony
- Air Traffic Management
- Flow Control
- Unmanned Aerial Vehicles

## LENGTH

- BASIC: 8 weeks
- RATING: Min. 4 weeks

## REQUIREMENTS

- English language proficiency of at least ICAO ELP level 4
- The Basic Course (or equivalent) is required to attend the Rating Course

## PARTICULARITIES

- ICAO ELP Assessments can be conducted on request.
- Aviation English specific topics can be integrated into the course.



# APRON INITIAL TRAINING

Initial Apron Training to accompany the introduction of Apron Management Services

Our program educates future apron operators and helps improve coordination between ground staff, the aerodrome operator, air traffic control (ATC), and airline operators, reducing risks and improving the overall performance of airport ground operations.

Future operators are trained in aeronautical communications, apron traffic management, human factors, risk management, and the use of advanced technology through theoretical classes, operational simulations, and practical training in real-world environments.

## CONTENT

### Phase 1 - Knowledge:

- Aeronautical Legislation
- Meteorology
- Aircraft
- Navigation, Aerodrome and procedures
- Aeronautical Information Services (AIS)
- Search and Rescue (SAR) and Emergency Plans
- Ground operations, Systems, Devices
- Operational Safety

### Phase 2 - Skills:

- Aeronautical Communication and RTF
- Methods and ATC procedures
- Aeronautical Phraseology in English (and local language)

If requested:

### Phase 3 - Attitudes and practical assimilation:

- Simulation Training
- Human Factors
- Workshop of Human Interaction (Team Resource Management TRM / Threat and Error Management TEM)

## PARTICULARITIES

Course will be adjusted to your individual airport.



# AFISO INITIAL (FSPersAV)

## Basic & Rating Course for Aerodrome Flight Information Service Officers

The AFISO Basic and Rating course provides the theoretical and practical requirements for a career as an AFISO. The training takes place in state-of-the-art tower simulators.

Upon successful completion of both courses, participants receive a certificate with which they can apply for the AFIS trainee license. This is required for starting training at an AFIS location.

The course complies with German (FSPersAV), European (EASA) and ICAO standards.

### CONTENT

#### BASIC - Theoretical Learning

#### RATING - Tower Simulator Exercises

- Operational environment & operating procedures
- Aeronautical radio services
- Air traffic control operating procedures
- Aircraft and aeronautical science
- Aviation English
- Aviation law
- Human factors
- Navigation
- Practical flight data processing
- Exercises of practical procedures in tower simulator
- Technical air traffic control systems

### LENGTH

- BASIC: 20 days
- RATING: 15 days for 4 participants (P), max. 6 P., from 3 P. practical training in 2 groups

### REQUIREMENTS

- Proof of a valid radio telephony certificate I for aeronautical radio service ("BZF 1")
- For the rating course: Proof of successful completion of a BASIC course

### PARTICULARITIES

- The courses are based on each other, but can also be booked individually
- The BASIC course is partly available online (depending on course booking)



# AFISO RADAR TRAINING

## Successful RADAR surveillance in your AFIS environment

The AFIS-RAD course provides AFIS personnel with the required knowledge on the handling of RADAR surveillance in an AFIS working environment. The use of RADAR surveillance will greatly improve situational awareness for AFIS personnel and safety of the flying community within AFIS units.

The course aims at operational personnel that have or will have Primary RADAR (PSR) and or Secondary Surveillance RADAR (SSR) available for use. The training could be introduced in the initial phase of AFIS students or as a refresher training.

Picture: envato elements

## CONTENT

### Theoretical part:

- PSR and SSR principles of operation
- Identification methods
- Information that could be displayed on an air situation display (ASD)
- Navigational support
- Radio telephony application
- Collision identification and avoiding actions
- Emergency procedures and support

### Practical part:

- Exercises related to theoretical content
- 1:1 training during practical phases

- Debriefing after every exercise
- Final practical assessment

## LENGTH

- 1 day for a group of 3 participants, extension for additional people according to the group size

## PREREQUISITES

- As an addition for qualified AFIS personnel who have not covered the topic of radar use in their qualification

## PARTICULARITIES

- Practical phase in a 360/270° simulator training

# YOUR BENEFITS AT DAS A<sup>2</sup>

COMPLIANT  
WITH THE  
LATEST  
STANDARDS &  
REGULATIONS

MAX. 6  
PARTICIPANTS  
PER RATING  
COURSE

STATE-OF-  
THE-ART  
SIMULATORS

PRACTICAL  
TRAINING  
WITH REAL-  
WORLD  
SCENARIOS  
& MAX. 3 P  
PER GROUP

HIGHEST  
QUALITY AT  
ATTRACTIVE  
PRICES

1:1 COACHING  
DURING  
PRACTICAL  
LEARNING

REDUCED  
COURSE LENGTH  
FOR PRE-  
QUALIFICATIONS  
\*

REDUCED  
ATTENDANCE  
REQUIRED DUE  
TO GROUP  
SPLITTING

ICAO ENGLISH  
LEVEL  
CERTIFICATE  
CAN BE  
ACQUIRED IN  
PARALLEL

\* Accreditation of existing qualifications according to BAF

"Thanks to DAS, we could successfully train our new ATCOs. They understood our challenges and needs immediately, and the training was successful and beneficial."

Vlado Bagarić, Director General,  
Croatia Control



# CONTINUATION/ REFRESHER TRAINING

Our refresher training programmes are designed to maintain operational knowledge and competence, while also providing valuable practice in handling infrequent, non-routine, and complex operational situations. The structure of each course is based on the latest regulatory requirements and incorporates practical scenarios drawn from real operational experience.

To meet the individual needs and current challenges of each ANSP, we are pleased to tailor course content to your specific operational environment and training objectives, or to develop a fully customised training programme. By choosing us, you benefit from the extensive international experience and expertise of our highly qualified training team.



# COMPETENCE TRAINING

## Maintain ATC standards and competences through effective and individual training

This continuation course enables operational ATCOs to maintain the validity of their licence or enhance their existing competences.

Whether your ATCOs need practical experience in high-paced and complex traffic or need to comply with regulation for standards maintenance, we offer a tailored competence training.

State-of-the-art simulators and internationally qualified instructors with experience in complex and high-traffic airspaces allow us to design, adapt and deliver an environment that closely represents actual operational circumstances.

### CONTENT

- Can be tailored to your unique requirements
- E.g. enhance existing competencies for training in the areas of emergencies and unusual situations, human factors or traffic volume and/or complexity

### LENGTH

- Customised training plan

### PARTICULARITIES

- Available at our/your premises or via virtual classroom and PC based simulation
- Simulated scenarios based on your complexity and traffic volume
- Designed to focus on areas such as sequencing, vectoring, speed control, runway capacity enhancement, movement control, etc.
- Abnormal situation integration such as unmanned aerial vehicles, beyond visual range UAV, military and civilian cooperation, etc.
- Selection from a pool of internationally experienced instructors/mentors



# HUMAN FACTORS REFRESHER

## Contain and control human error

To contain and control human error, one must understand its nature.

The refresher course for human factors aims to maintain skills in a competence programme so that the existing knowledge and skills of air traffic controllers are checked, expanded or improved on.

The objective of the course is to be able to apply the knowledge gained about team resource management in operational service and know the symptoms and causes of stress and fatigue and be able to take countermeasures.

## CONTENT

- Team Resource Management (TRM)
  - Enhanced task efficiency
  - Working as a part of a larger and more efficient team
- Stress Management (SM)
  - Human Performance and Limitations
  - Impact of environmental effects
- Fatigue Management (FM)
  - Preparing for Shift Work
  - Fatigue management before and after a shift

## LENGTH

- Min. 1 day

## PARTICULARITIES

- Can be designed to your needs



# EMERGENCY SITUATION REFRESHER

## Successfully deal with unexpected events and emergency situations

A fundamental element for maintaining competence is the regular training and refreshing of air traffic control's appropriate and timely response to emergency situations.

Controllers are not exposed to abnormal or emergency situations in their day-to-day duties. It is understandable that there is a need to practice and assess in a simulated environment. This approach helps not only to retain actions from memory but also to review current procedures and checklists.

## CONTENT

- Situational awareness
- Emergency control and coordination
- ICAO procedures for emergencies

## LENGTH

- Min. 1 day
- Depending on topics and simulation required
- Can be designed to your needs

## PARTICULARITIES

- Our experts can assess your current published emergency procedures and make recommendations in respect of improvement and compliance



# ASSESSOR REFRESHER/ RENEWAL

## Perform competence assessments of air traffic controllers

Assessors for air traffic controllers regularly need to renew and update their skills and qualities.

In this course we focus on assessment skills and current operational practices in order to either extend or renew an assessor's endorsement in order with Regulation (EU) 2015/340 or ICAO.

The course combines classroom-based lessons with practical exercises/simulations.

### CONTENT

- Human Factor Considerations
- Assessment Types
- Competency Assessments
- Assessor Qualifications

### LENGTH

- Depending on number of practical exercises required:
  - Refresher training: min. 1,5 days
  - Renewal training: min. 4 hours
  - Can be extended

### PARTICULARITIES

- Course is also available to ICAO standards



# OJTI REFRESHER/RENEWAL

## On-the-job-training for instructors' competency maintenance and renewal

In order to extend the endorsement for ATCO instructors according to Regulation (EU) 2015/340, instructors need to regularly update their theoretical knowledge and practical skills.

The OJTI refresher and renewal training is preceded by a valuable short self-study section before the training day. The training itself is divided into a classroom-based part, in which the theoretical knowledge, skills and behaviours are refreshed, a written performance check on the topics covered as well as a practical part.

The practical part is carried out using a highly professional PC-based simulation. This includes the provision of a PC with the simulation software and locations that allow both the OJT (participant with trainee) and the OJTI to be observed by the assessor.

### CONTENT

- Short self study part in advance
- Classroom-based part with lectures, group work and discussions:
  - Current regulations
  - Structure of training
  - Training and feedback techniques
  - OJTI exchange of experience

### LENGTH

- Between 1 and 3 days

### PARTICULARITIES

- Course is also available to ICAO standards



# LANGUAGE PROFICIENCY TESTING

## Initial and Proficiency testing in accordance with ICAO and EU requirements

Adequate language skills are essential for aeronautical radio communication. Therefore, air traffic services personnel, pilots and other flight crew members require a language proficiency endorsement in order to ensure understandable and safe communication. The proof of language skills must also be regularly refreshed.

We offer qualified language proficiency testing for English or German according to the International Civil Aviation Organization (ICAO) requirements.

### CONTENT

- Contains three testing sections:
  - Listening assessment of understanding
  - Speaking assessment of pronunciation, familiarity, structure and vocabulary
  - Interaction

### LENGTH

- Approx. 60 minutes

### PARTICULARITIES

- Testing on site at selected locations in Germany available



# SPECIFIC SKILL TRAINING

Are you seeking training that develops the specific skills and knowledge required to perform effectively as an air traffic controller or within the support areas of an ANSP?

Would you like to provide your personnel with the competencies needed for particular tasks, processes, and responsibilities – for example, in the field of safety management?

You will find the relevant information within this section.

Should your requirements extend beyond the scope of the courses presented here, we would be pleased to discuss your individual training needs and develop a tailored solution.



**SAFETY IN THE SKIES**  
**starts with training**  
**on the ground**



# SAFETY MANAGEMENT SYSTEMS TRAINING

**SMS training builds confidence. It raises awareness. It connects people across roles.**

SMS Training is essential for aviation professionals and organisations to meet international safety standards and effectively manage risks. Safety is everyone's responsibility and affects every person within the organisation – from top management to operators on the ground. And as systems grow more complex and expectations continue to rise, organisations need people who not only understand safety but can uphold it with confidence.

Our Safety Management System (SMS) courses bring this to life. They translate regulatory requirements and ICAO Doc 9859 guidance into practical skills, shared language, and a mindset that enables everyone to identify risks early, communicate clearly, and strengthen the safety culture:

We recommend our **Safety Management Systems Basic Course (P. 42)** for everyone involved with Safety Management Systems, including safety auditors, inspectors, and operational stakeholders.

Our **Safety Management Systems Advanced Course (P. 43)** is aimed at experienced ATCOs, supervisors, and safety managers who play an active role in safety management supervision, safety oversight, or related functions, and who have already completed the basic course or obtained an equivalent qualification.

If you are exploring SMS training for your senior management, please contact us so we can identify the most suitable option together.



# SAFETY MANAGEMENT SYSTEMS (BASIC COURSE)

## Preparing your staff to manage safety with confidence

A strong Safety Management System (SMS) is vital for any organisation, especially in safety critical fields like air traffic control. However, its effectiveness depends not only on well designed structures but also on staff who understand and apply safety principles.

This course introduces the foundational concepts of aviation safety management, including SMS structure, regulatory frameworks, safety risk management, performance monitoring, and safety data handling. By the end of the course, participants will be able to explain, implement, and assess safety processes, enabling them to effectively support their responsibilities as safety auditors, inspectors, or operational stakeholders.

Picture: envato elements

### CONTENT

- Key principles of SMS and the related ICAO framework
- Safety Risk and Performance Management, Safety Data Analysis
- Protection of Safety Data and Information
- Culture and Human Factors in Safety
- Accident Causation Models
- Safety Assurance & Audits
- State Safety Management & Annex 19

### LENGTH

- 5 days

### PREREQUISITES

- Understanding of aviation operations and terminology
- Proficiency in English

### PARTICULARITIES

- A blend of lectures, group discussions, case studies, simulations, and hands-on exercises engages learners in applying theory to practical scenarios



# SAFETY MANAGEMENT SYSTEMS ADVANCED COURSE

## Empowering leaders for tomorrow's safety challenges

This advanced course builds on participants' prior knowledge of Safety Management Systems (SMS) and focuses on advanced methodologies, integration with operational decision-making, and organizational safety leadership.

Designed for experienced ATCOs, supervisors, and ANSP safety managers, the course emphasizes complex risk scenarios, proactive and predictive safety performance management, advanced safety data analytics, organizational culture maturity assessment, and preparation for internal and external safety audits and oversight activities.

### CONTENT

- Advanced SMS in the ATM Context
- Complex Risk Management & Predictive Safety
- Safety Performance & Advanced Data Analytics
- Human Factors, Culture & Systemic Safety
- Safety Audits, Investigations & Oversight

### LENGTH

- 5 days

### PREREQUISITES

- Basic Safety Management Systems (SMS) course or equivalent qualification
- Active role in air traffic control operations, safety management, supervision, or safety oversight
- Proficiency in English

### PARTICULARITIES

- Emphasis on advanced application, critical analysis, peer learning, and real-world operational relevance



# MANAGING SAFETY EXCELLENCE

## Empower your Safety Management System (SMS)

Traditionally, many ANSPs manage their safety with SAFETY 1 concepts, focussing on unsafe system operation, identifying the causes of adverse outcomes, while risk assessments are employed to determine their likelihood. But why not bring your SMS to even more power, value and brilliance?

Introducing performance excellence systems-thinking concepts, such as the SAFETY 2 concept may assist in such efforts. By teaching resilience-engineering-based SAFETY 2 concepts, the users learn how to continuously anticipate developments, occurrences and steady system improvements. The SAFETY 2 concept does not ignore the existing Safety Management of an ANSP, it rather complements those current strategies and methodologies, with an emphasis on performance excellence.

DAS has developed an empirical-supported learning programme aimed to assist ANSPs to understand, review and incorporate a SAFETY 2 concept and its associated initiatives.

Picture: envato elements

### CONTENT

- Understand performance excellence and its role in safety management
- Comprehend the evolution from Safety 1 to Safety 2 concepts
- Recognise safety change management expectations envisaged for an ANSP
- Appreciate the benefits of positive psychology in a safety-critical environment
- Attain a transition from human factors to human performance
- Ensure ICAO, EASA, Eurocontrol compliance

- Demonstrate knowledge, skills and attitudes required to integrate Safety 2 concepts into your organisation's SMS

### LENGTH

- 1 day course for executive management levels (introduction to the concept)
- 5 day course for line management and safety personnel (e.g. safety dept.)

### PREREQUISITES

- Safety management experience

### PARTICULARITIES

- 5 to 8 participants per course



# ATM INCIDENT INVESTIGATOR

## Handle incidents properly and competently

The ATM Incident Investigator Course is a five-day advanced training program designed to prepare aviation professionals to competently conduct structured, regulatory-compliant investigations into air traffic management (ATM) incidents.

Building on prior Safety Management System (SMS) training and leveraging participants' formal qualifications in air traffic control, ATSEP, or safety management, this course equips attendees with the knowledge, tools, and techniques to analyse occurrences, identify contributing factors, and make actionable safety recommendations.

Through a balance of theoretical instruction, case studies, and practical application, participants develop the ability to manage the entire investigation process – from evidence collection to report writing – while applying international best practices and fostering a Just Culture approach.

## CONTENT

- Introduction
- Aviation Safety
- Regulatory Requirements
- Investigation Process
- Collection of Data
- Investigation Techniques
- Investigation Findings

## LENGTH

- 5 days (full-time, classroom-based delivery with interactive elements)

## PREREQUISITES

- Recognized SMS qualification
- Formal qualification in Air Traffic Control, ATSEP, or Safety Management functions
- English language proficiency at minimum ICAO Level B2

## PARTICULARITIES

- Continuous assessment throughout the course (knowledge checks, practical tasks, and case-based evaluations)



# CISM PEER EDUCATION PROGRAM

## Supporting people after a critical incident

CISM is a peer-based support programme designed to assist individuals following a critical incident. Its primary objective is to help people return to normal functioning, promote recovery and resilience, and provide structured, practical support.

The foundation of the programme lies in the availability of well-trained peers from the same professional field who offer support to colleagues, leaders, co-workers, and families in the aftermath of a critical event.

All courses are delivered in accordance with ICISF standards and course requirements. Each programme is conducted by ICISF-approved trainers and certified by the ICISF.

The training is suitable for organisations operating in high-risk or high-stress environments and for professionals who regularly manage critical or stressful situations.

## CONTENT

Education program consists of 4 courses:

- Individual Crisis Intervention
- Group Crisis Intervention
- Advanced Group Crisis Intervention
- Strategic response to crisis

## LENGTH

- All courses last for 2 days each, are comprehensive and build on each other.

## PREREQUISITES

- Service providers that are implementing a CISM-System in accordance to requirements out of VO(EU) 2017/373 or following the ICAO regulation Annex 13

## PARTICULARITIES

- Courses can be booked as a full program or single courses.
- Delivery can be spread over a period according to customer's request.
- Courses can be delivered at customer's facilities or in our academy.
- Open courses conducted collaboratively with various clients or offered on an individual basis.

# CONTENT

## 1) INDIVIDUAL CRISIS INTERVENTION

- The concept of CISM as a comprehensive crisis intervention program
- the role of the individual crisis intervention in the comprehensive CISM program

## 2) GROUP CRISIS INTERVENTION

- Relevant research findings & recommendations to practise special techniques for group crisis

## 3) ADVANCED GROUP CRISIS INTERVENTION

- Managing complex group oriented crisis interventions
- Concepts of enhanced group processes

## 4) STRATEGIC RESPONSE TO CRISIS

- Strategic planning as it applies to crisis intervention
- Management System and crisis intervention
- planning tools & process

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## SPECIALISED TRAINING

### MANAGEMENT COURSES

- The management course is a 1,5-2 day course addressing the needs of management involvement in critical events
- Delivers basic principles of peer based crisis intervention

### REFRESHER COURSES

- It is recommended to regularly conduct refresher courses for the trained Peers
- The refresher course is customised to the customer needs



# CONVERSION TRAINING

## Remain competent in a fast changing ATM environment

Any changes to the operational environment, system upgrades, or adjustments to regulations and procedures create a need for training to ensure that air traffic personnel remain efficient and maintain the highest safety standards. The need for conversion training is typically determined by measuring the impact of the change on the ability of staff to continue to perform their tasks competently.

We design training specifications and objectives based on your requirements or, if desired, conduct an analysis to deliver the most efficient and comprehensive solution.

Our conversion training aims at maintaining current competences while using new systems or procedures implemented by the service provider. The range of services offered in our training programme spans from classroom-based briefings to true-to-life advanced simulations with the option of custom scenarios and traffic patterns.

## CONTENT

- Individually determined by the type and scope of the change in operations
- For example upgrade or change in ATM surveillance system or redesign of airspace

## LENGTH

- Determined by the scope of training required
- A training plan is created in consultation with you

## PREREQUISITES

- Service providers that are implementing a change in operational procedures or updating or replacing an ATM system

## PARTICULARITIES

- There is an additional train-the-trainer programme to qualify your own instructors for further in-house conversion courses.

## BENEFITS

- **Tailored to operational change:** The curriculum specifically addresses training needs arising from operational adjustments, focusing on pre-identified key areas and clear objectives
- **Minimal operational impact:** Training plans are aligned with operational requirements, ensuring minimal disruption to day-to-day activities
- **Flexible learning options:** Distance learning available via virtual classrooms and remote simulation
- **Expert instruction:** Access to our international team of experienced in-house instructors (civilian and military) Train-the-trainer programme available to empower your own instructors
- **Empower your team:** Train-the-trainer program available to strengthen your own instructional capabilities
- **State-of-the-art facilities:** Potential use of advanced simulators at our training academy, providing a realistic, true-to-life training environment



Conversion training must keep pace with change!

As a certified ANSP, we understand that implementing new systems often leads to subsequent changes at various project milestones, for example SAT.

Our training programs are continuously updated and closely monitored to ensure the syllabus remains aligned with your project requirements.



# COMPETENCY-BASED TRAINING

## Ensure ATC standards and competence through individual training

In recent years, the aviation industry has transitioned from traditional, standardised training models to competency-based training approaches. Driven by increasing demands on ANSP resources, this shift has resulted in a highly qualified workforce capable of adapting to an ever-evolving operational environment.

Competency-based training and assessment apply a systematic methodology with a strong emphasis on the development of specific skills and competencies, rather than reliance on fixed training programmes. With a clear focus on each trainee's unique knowledge, abilities, and experience, the instructors of DAS A conduct detailed training needs analyses and design tailored learning pathways, enabling students to meet the complex demands of modern Air Traffic Management operations.

## CONTENT

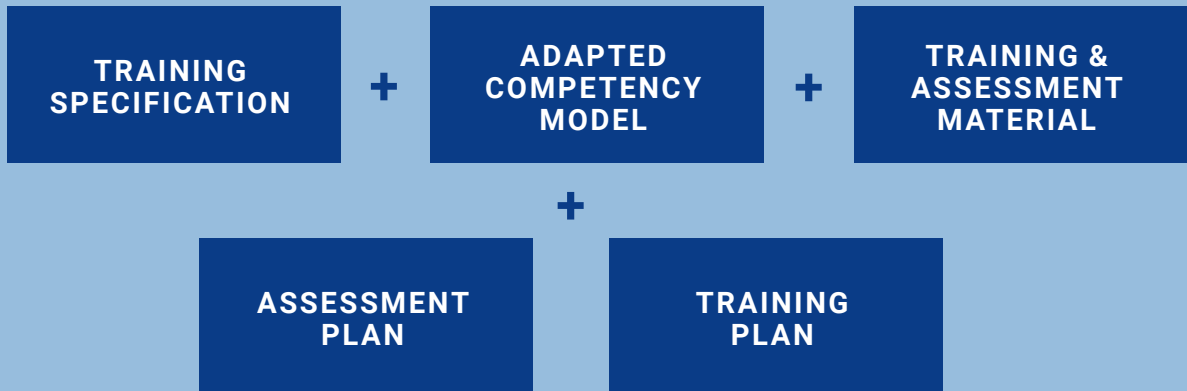
DAS is able to either

- Design a tailored competency-based training and assessment program for you
- Modernise your current training programme based on competency-based training principles

## PARTICULARITIES

- We provide train-the-trainer programmes to enable your current pool of instructors to make more effective use of competency-based training techniques
- The objectives and content described can be implemented either as part of a course consisting of several modules or as an accompanying consultation for your in-house process

# COMPONENTS (COMPETENCY-BASED TRAINING)



## BENEFITS





# ASSESSOR QUALIFICATION TRAINING

## Become an Assessor

The Assessor Course delivered by DAS A<sup>2</sup> provides a comprehensive, competency-based training programme designed to prepare qualified Air Traffic Control Officers (ATCOs) to perform the role of assessor in full compliance with EASA regulatory requirements.

The programme develops participants' ability to plan, conduct, and document reliable, valid, and unbiased assessments that support licensing, ratings, unit endorsements, and ongoing competence evaluation. Through a combination of structured theoretical instruction, guided practical exercises, scenario-based training, and full-cycle mock assessments, participants acquire the regulatory knowledge, observation skills, questioning techniques, and feedback competencies required to conduct standardised and impartial assessments in operational ATS environments.

## CONTENT

- Introduction
- Assessor Role & Regulatory Framework
- ATCO Competence & Assessment Planning
- Assessment Techniques
- Practical Application / Mock Assessments
- Assessor Competence Assessment & Continuous Development

## LENGTH

- 5 days

## PREREQUISITES

- ATCO qualification

- Proficiency in English is required
- Strong communication skills, professional judgement, and foundational knowledge of operational procedures.

## PARTICULARITIES

- To successfully complete the Assessor Course, participants must demonstrate competence through multiple assessment components, which may include:
  - Summative Practical Assessment
  - Formative Exercises and Feedback
  - Portfolio of Evidence (POE)
  - Overall Assessment Policy



# OJTI QUALIFICATION COURSE

## On-the-Job Training Instructor (OJTI) Course

The On-the-Job Training Instructor (OJTI) Course offered by DAS A<sup>2</sup> provides a comprehensive, competency-based development programme for Air Traffic Control Officers (ATCOs) preparing to become qualified OJTI instructors.

Through a carefully structured blend of asynchronous e-learning, classroom instruction, and high-fidelity simulator training, the programme equips participants with the instructional, coaching, and assessment skills required to guide trainees safely and effectively within the operational air traffic environment.

### CONTENT

- Introduction
- Human Factors (Theory)
- Training Techniques (Theory)
- Assessment Methods
- Written Examination & Simulator Orientation
- Practical Simulator Exercises (Parts 1 & 2)
- Summative Simulator Assessment
- Portfolio of Evidence (POE)

### LENGTH

- 10 days:
  - Days 1–5: Asynchronous online self-study
  - Days 6–10: In-person classroom & simulator-based training at DAS HQ

### PREREQUISITES

- ATCO with min. 2 years operational experience
- Foundational instructional knowledge and strong communication and teamwork skills.
- Proficiency in English is required

### PARTICULARITIES

- The course requires successful completion of three mandatory summative components:
  - Summative Written Exam (MCQ)
  - Summative Practical Assessment
  - Portfolio of Evidence (POE)
  - Overall Assessment Policy



# TRAIN-THE-TRAINER

## Conduct targeted training and development

The purpose of this course is to equip instructors and trainers with the most effective methods for transferring knowledge. Designed for both experienced and new instructors, as well as subject-matter experts, the program focuses on improving the design, delivery, and evaluation of training events.

It also covers key aspects of facilitating group-based sessions and provides strategies to maximise knowledge retention and participant engagement.

### CONTENT

- Introduction to education and training development history
- Concepts and principles associated with the theory of learning
- Characteristics and learning styles of adult learners
- Essential skills required by facilitators
- Variety of established learning facilitation methodologies
- Use of media
- Development of training materials and learning aids
- Assessment criteria and tools

- Preparation of lesson plans
- Training administration and evaluation

### LENGTH

- 5 days

### PARTICULARITIES

- Develop the knowledge, skills and attitude to conduct targeted training and development using given methodologies, including group training, group facilitation and presentations



# MANAGEMENT TRAINING

Managers are required to demonstrate both strong technical expertise and effective leadership capabilities. In the field of Air Traffic Control, many managers have progressed from operational roles as air traffic controllers. While this background provides valuable experience, it does not in itself fully prepare individuals for the broader responsibilities of management.

Areas such as operational and capacity planning, performance management, training development, and the maintenance of professional standards demand additional competencies. Furthermore, leadership challenges associated with working with diverse individuals, as well as guiding and developing personnel who are expected to demonstrate ownership and accountability in their daily responsibilities, must be addressed effectively.

Contact us to identify the most suitable training for your management team.



# ATS SUPERVISOR TRAINING

## Manage day-to-day operations

In today's ATM environment, ATS supervisors serve as the crucial link between air traffic controllers and ATM managers. ATS supervisors maintain safety and efficiency in an operational and tactical environment. Often called upon to make critical and on-the-spot decisions, ATS supervisors require high-quality and focused training.

This training provides potential and existing ATS supervisors with the skills to maintain situational awareness in a dynamic environment while applying best-practice leadership principles. The participants also gain insight into specialist topics relevant to supervisory roles, complementing operational oversight.

### CONTENT

- Principles of managing an operational environment
- Conflict resolution and team resource management (TRM) in a multi-discipline ATS environment
- Management of ATS licence currency and best practice
- Duty scheduling and human resource management, taking into account the essentials of fatigue management
- Pro-active and re-active threat and error management

### LENGTH

- Up to 5 days depending on your needs

### PREREQUISITES

- Classroom training on site at our premises

### PARTICULARITIES

- The course can be extended to include management topics for supervisors with disciplinary responsibility



# ATS MANAGEMENT TRAINING

Enable success through quality-trained leaders

Managers and potential managers in air traffic services (ATS) continuously need to broaden their knowledge base and potential for problem solving and finding innovative strategies and tools to be applied in ATM.

We offer management training that combines classroom-based lectures with interactive discussions on current challenges and solutions in ATM with experts and managers. The course explores key management principles and their application in the ATM environment.

Picture: envato elements

## CONTENT

- Current operational topics
- Recent developments in managing change and the related impact on human resources
- Latest developments in structures applied in ATM

## LENGTH

- 2 days

## PREREQUISITES

- Created for unit managers (center & tower) and general ATS managers



# STAFF SELECTION SERVICE

Selecting personnel is one of the key drivers of organisational success. In the field of Air Traffic Control, this depends not only on technical skills, knowledge, and regulatory compliance, but also on the individual attitude and motivation of each employee – factors that ultimately make the difference.

We support you in identifying suitable candidates for your organisation by combining legal and regulatory requirements, validated research findings, and our extensive experience as an air navigation service provider. Our services include:

## **Our services:**

- Selection or support in the selection of ATCOs or AFISOs
- Assessment of previous competence (ATCO)
- Competency check (AFISO)



# CUSTOMISED TRAINING

Haven't found a suitable training course yet?

Finding the right training for your unique needs isn't always easy.

We are more than happy to listen to your specific training goals and to provide you a tailored concept. Doesn't matter if you are looking for a one day training course or a longer lasting training project.

**Contact us to find the best solution for your training needs:**

**[training@dfs-as.aero](mailto:training@dfs-as.aero)**

**+49 (0)6103 3748-001**

# See you at DAS A<sup>2</sup>!



**DFS** Aviation Services

**YOU FLY – WE CARE**

Managing Air Traffic Worldwide.

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