



Aircrew Cognitive Training

ROLLOUT ROADMAP — A PHASED IMPLEMENTATION PLAN

A program built on focus, direction, and cognitive cooperation should be rolled out the same way it asks professionals to work — deliberately, in sequence, with each phase evaluated before the next begins. This roadmap follows the same staged logic used across the industry for embedding new competencies: align leadership first, prove the model with an initial group, expand deliberately, then lock the results into permanent training and a standing review cycle.

TODAY — AUG 2026



Phase	Timeframe	Focus
1 — Foundation & Alignment	Aug–Oct 2026	Leadership sign-off, governing documents, baseline data
2 — Pilot Group Launch	Nov 2026–Jan 2027	Fleet-wide pilot rollout, CRM integration, feedback loop
3 — Maintenance Expansion	Feb–Apr 2027	Line/Heavy/Avionics/Inspection rollout, Dirty Dozen integration
4 — Full Integration	May 2027 →	Curriculum embedding, quarterly evidence-based review cycle

This phased structure mirrors the approach ICAO recommends for embedding new competencies at scale: a staged rollout with defined evaluation gates between phases, rather than a single company-wide launch ([ICAO Aviation Training and Capacity-Building Roadmap](#)), and the same evaluate-and-refine discipline used in phased Safety Management System rollouts ([Transport Canada SMS Staff Instruction](#)).

PHASE 1 — FOUNDATION & ALIGNMENT

AUG–OCT 2026

OBJECTIVES

- Finalize the governing documents — vision statement, curriculum framework, and leadership memos.
- Secure sponsorship from the Chief Pilot / Director of Operations, Director of Maintenance, and Safety.
- Identify initial facilitators and champions within each pilot group and maintenance discipline.

**KEY ACTIONS**

- Publish and distribute the vision statement and audience-specific leadership memos.
- Brief department heads and confirm each group's participation window.
- Pull baseline safety data (ASAP trends, LOSA observations, maintenance QA findings) to measure against later.

MILESTONES / SUCCESS METRICS

- Vision statement published; sign-off secured from three or more department heads.
- Baseline data set established and archived for phase-over-phase comparison.

PHASE 2 — PILOT GROUP LAUNCH

NOV 2026–JAN 2027

OBJECTIVES

- Roll the program out to all pilot groups, fleet-wide.
- Embed focus, direction, and cognitive cooperation into recurrent training and line-check debriefs.

KEY ACTIONS

- Distribute the pilot memo and hold live briefings or roadshows at each domicile.
- Integrate program language into CRM sessions and line-check debrief templates.
- Open a standing feedback channel — short survey plus a tie-in to existing ASAP reporting.

MILESTONES / SUCCESS METRICS

- 100% pilot group briefing completion across all domiciles.
- First-cohort survey results collected; no adverse trend in ASAP reports tied to communication or coordination.

PHASE 3 — MAINTENANCE TECHNICIAN EXPANSION

FEB–APR 2027

OBJECTIVES

- Extend the program to Line Maintenance, Heavy Maintenance, Avionics, and Inspection.
- Integrate the human-factors “Dirty Dozen” framework into shift briefings and toolbox talks.

KEY ACTIONS

- Distribute the maintenance memo; train crew leads and inspectors as first-line facilitators.
- Align content with FAA-H-8083-30B and existing A&P recurrent training requirements.
- Establish a maintenance-specific feedback loop through Quality Assurance.

MILESTONES / SUCCESS METRICS

- All maintenance shifts briefed; crew-lead facilitator network established company-wide.
- Measurable reduction in rework tied to communication breakdowns; toolbox-talk adoption tracked.

PHASE 4 — FULL INTEGRATION & CONTINUOUS IMPROVEMENT

MAY 2027 →



OBJECTIVES

- Embed cognitive training permanently into new-hire onboarding, recurrent curricula, and instructor certification.
- Establish a standing review cycle modeled on Evidence-Based Training: evaluate, refine, re-deploy.

KEY ACTIONS

- Formalize curriculum integration with the Training Department.
- Run quarterly data reviews (ASAP, LOSA, maintenance QA trends) against the Phase 1 baseline.
- Refresh content annually against current human-factors research; expand the facilitator network company-wide.

MILESTONES / SUCCESS METRICS

- Program embedded in official training syllabi; first quarterly review completed on schedule.
- Sustained positive trend across safety indicators and completion/engagement rates year over year.

Governance & Ownership

Role	Owner	Responsibility
Program Lead	Khaled M. Alossi, (E170) APD	Overall program design, content, and sponsorship
Flight Ops Sponsor	Chief Pilot / Director of Operations	Pilot group rollout and CRM integration
Maintenance Sponsor	Director of Maintenance	Maintenance technician rollout and QA alignment
Safety Sponsor	ASAP / Safety Program Manager	Data tie-in, metrics tracking, event correlation

Khaled M. Alossi

Founder & Program Lead, (E170) Aircrew Program Designee
121 — Aircrew Cognitive Training — Program
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REFERENCES

ICAO. Aviation Training and Capacity-Building Roadmap. [icao.int](https://www.icao.int)
Transport Canada. Staff Instruction 300-002 — Phased Approach to SMS Implementation. [tc.canada.ca](https://www.tc.canada.ca)
Federal Aviation Administration. Aviation Maintenance Technician Handbook — General, FAA-H-8083-30B. [faa.gov](https://www.faa.gov)