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ESAF/WACAF MET Competency standards for Aeronautical Meteorological Personnel

Guidance to States on implementing the Competency Standards

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Presented by: Mahamadou ADAMOU, AMP
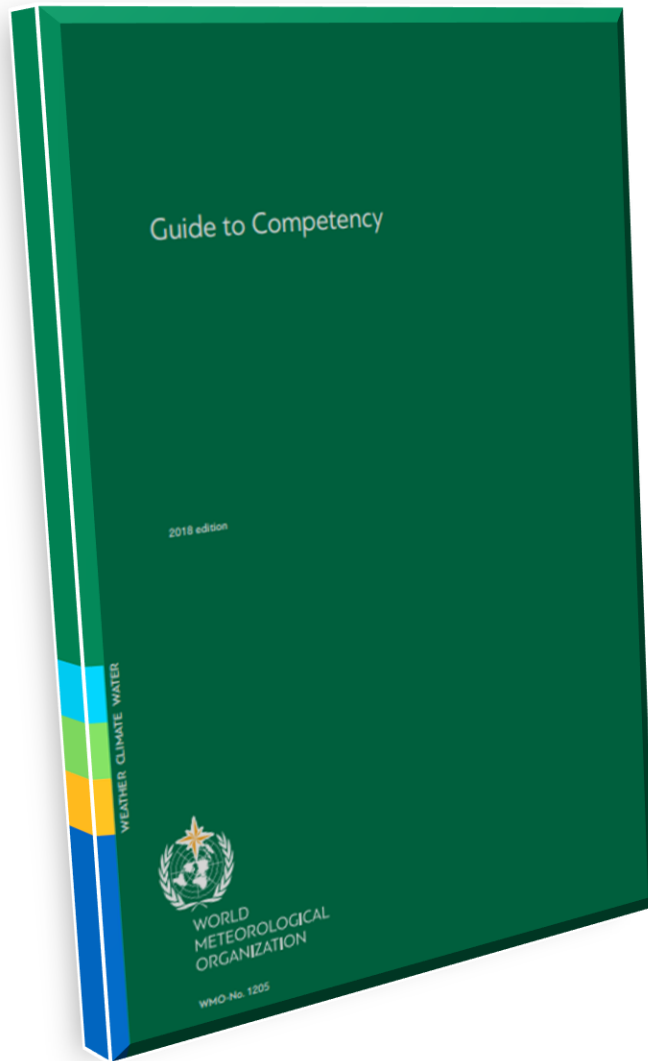Competency Assessor,

ASECNA; MET Project 4 Team Member

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Contents

- Guidance to States in implementing competency standards

- Factors on which customization of WMO competency framework depends

- Competency Assessment

- Competency – Based Training

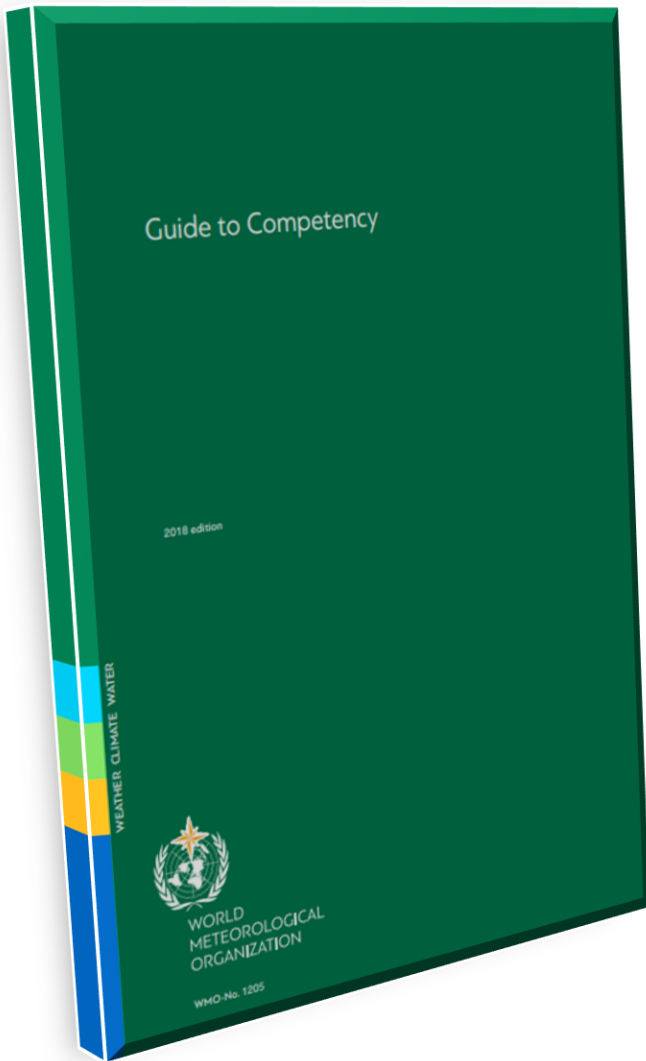- Benefits of a competency framework

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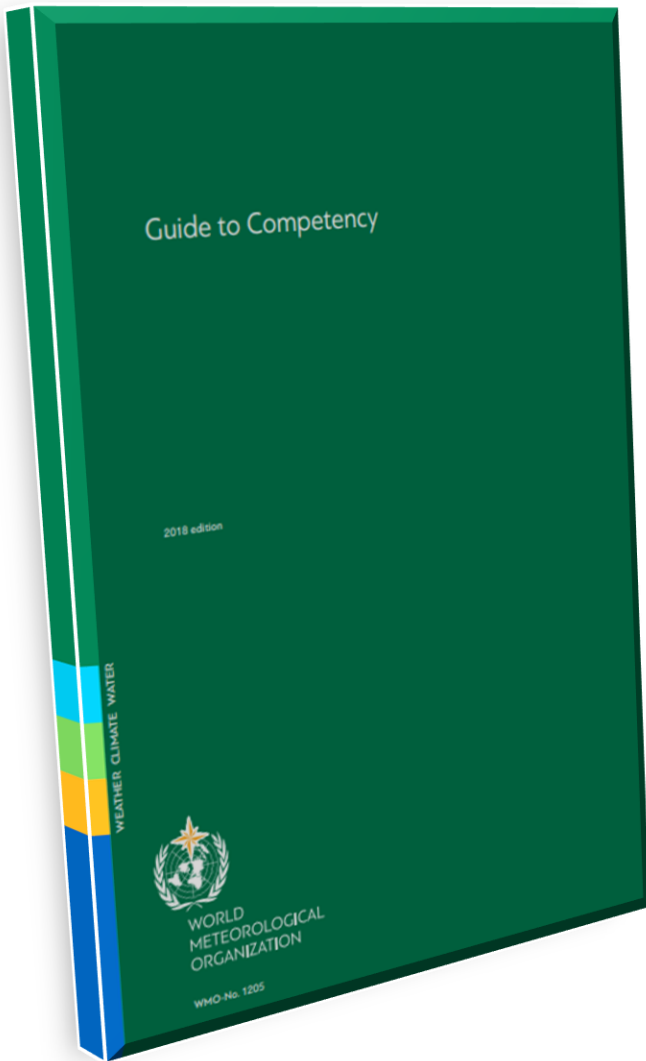# Guidance to States in implementing AMP Competencies (WMO-n°205)

- When implementing AMP competencies,
- the second-level competencies and the performance criteria should first be reviewed and customized to meet specific circumstances,
- taking into account
  - institutional structures and responsibilities,
  - technology,
  - staffing,
  - service levels, and
  - weather phenomena that impact the country or area of responsibility.

Implementing Competency standards

# Guidance to States in implementing AMP Competencies (WMO-n°205)

- The top-level competencies represent internationally agreed WMO regulations,
  - they are mandatory and should not be customized.

- The support of upper-level management is essential to
  - ensure the successful implementation and ongoing management of the competency framework.

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Guidance to States in implementing AMP Competencies (WMO-n°205)

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- All the performance criteria and background skills and knowledge developed in WMO competency framework
  - may not be required.

- Organizations may need to
  - elaborate on or add to the second – level competency information or
  - remove some of the performance criteria.

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Factors on which customization of WMO competency framework depends (WMO-n°205)
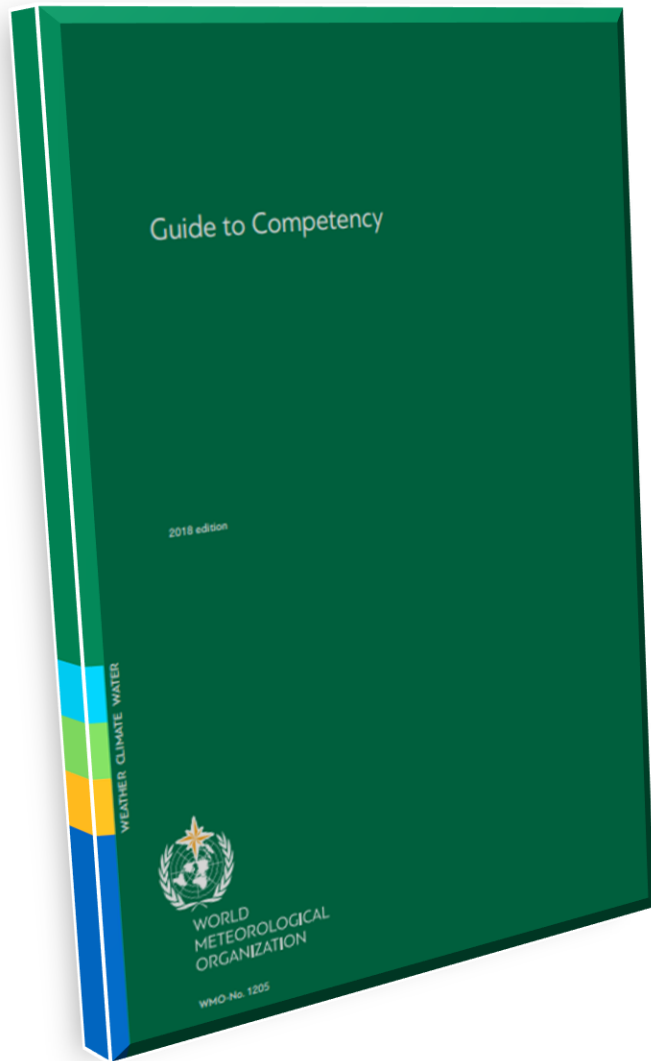
- The organization structure, which determines who in the organization must demonstrate competency;
  - Whether an individual or group needs to demonstrate competency over multiple service areas
    - (aviation, marine, public weather services);
  - Whether an individual or group performs
    - all the functions, some of the functions, or more than the functions described in the second-level competency information;

Implementing Competency standards

Factors on which customization of WMO competency framework depends (WMO-n°205)
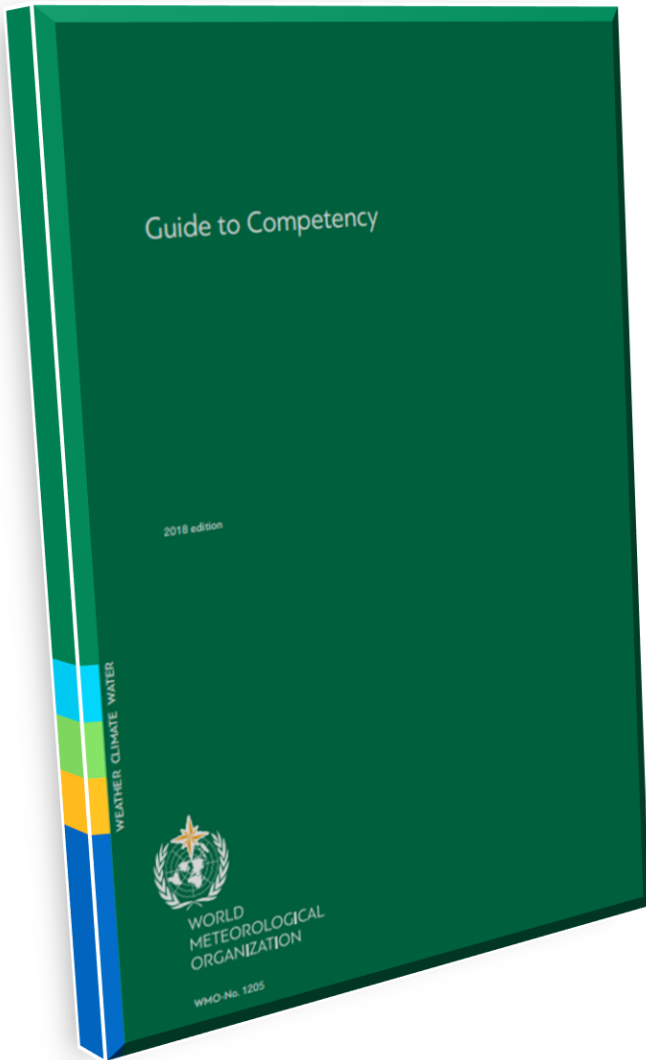
- Whether the competencies are internationally regulated or are recommended practices;

- What resources the organization possesses to manage a competency programme, including training, competency assessment and quality management.

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Competency Assessment (WMO-n°49)
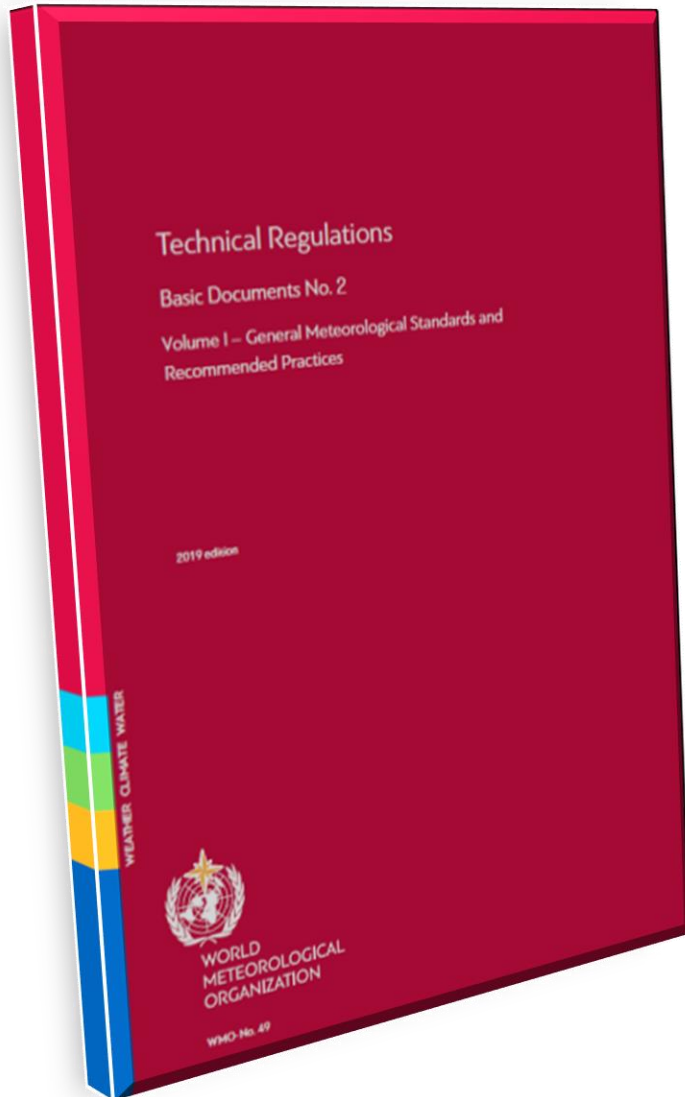
- 1.1.5 Members should establish competency assessment procedures for different categories of operational personnel;
- competency assessments should be
  - repeated at regular intervals defined by the quality management practice of each Member.

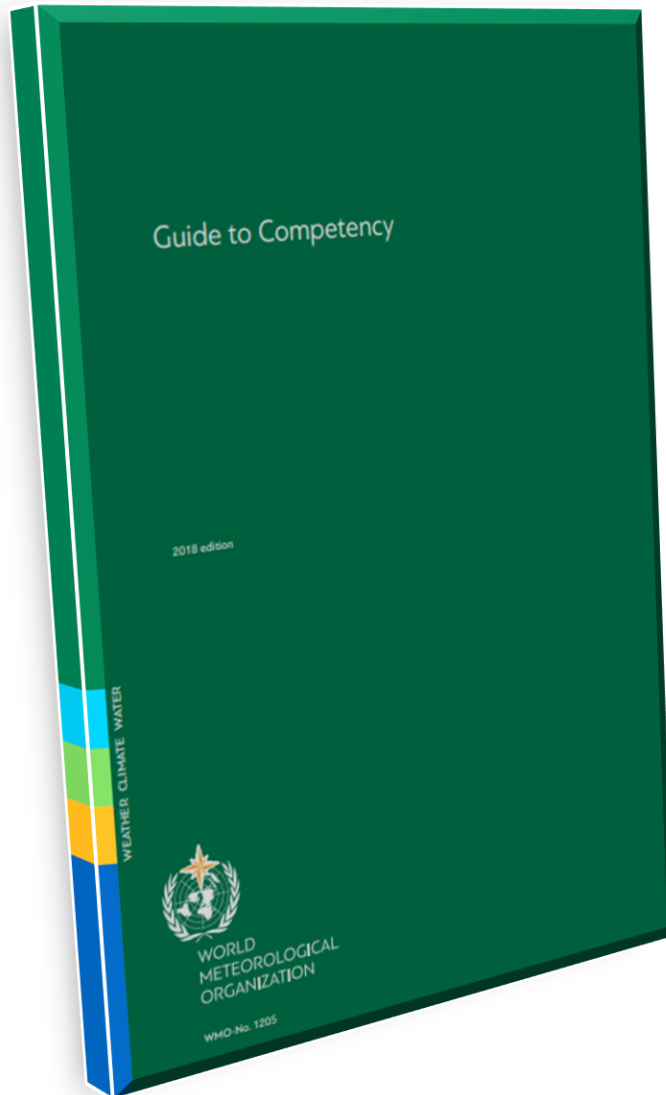**Implementing Competency standards**

Competency Assessment (WMO-n°1205)
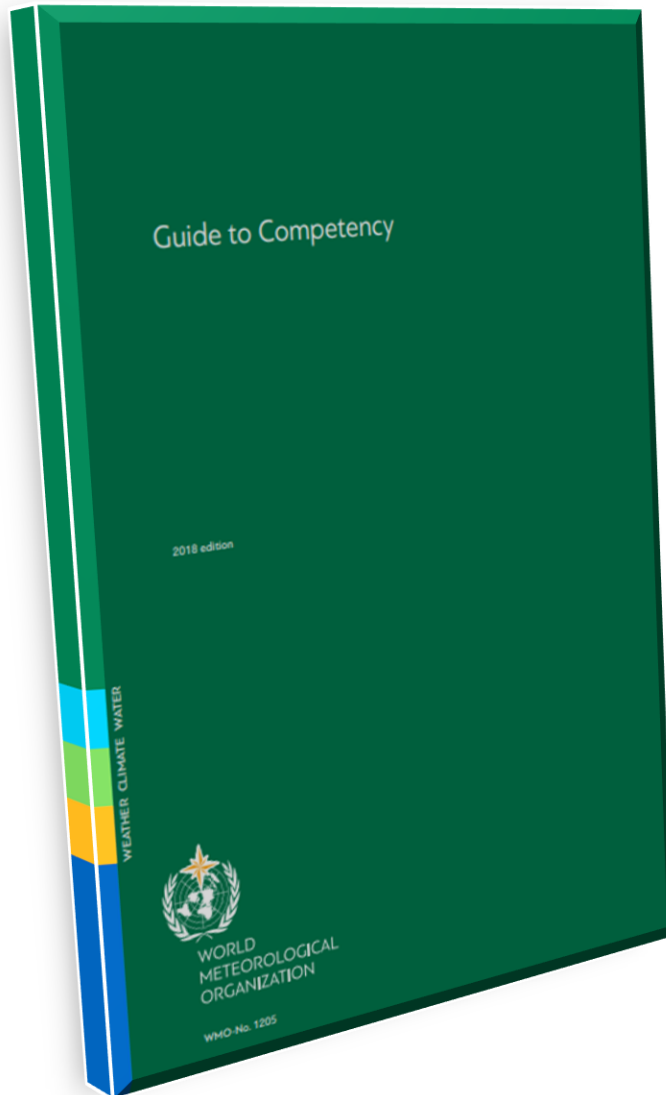
- Competency assessment is conducted to determine if someone can perform the job to the level of skill and knowledge required.

- It is a critical element in implementing competency requirements.

- Competency assessment is required for competency frameworks that are internationally regulated (AMP for instance).

- It is a recommended practice for all other competency frameworks.

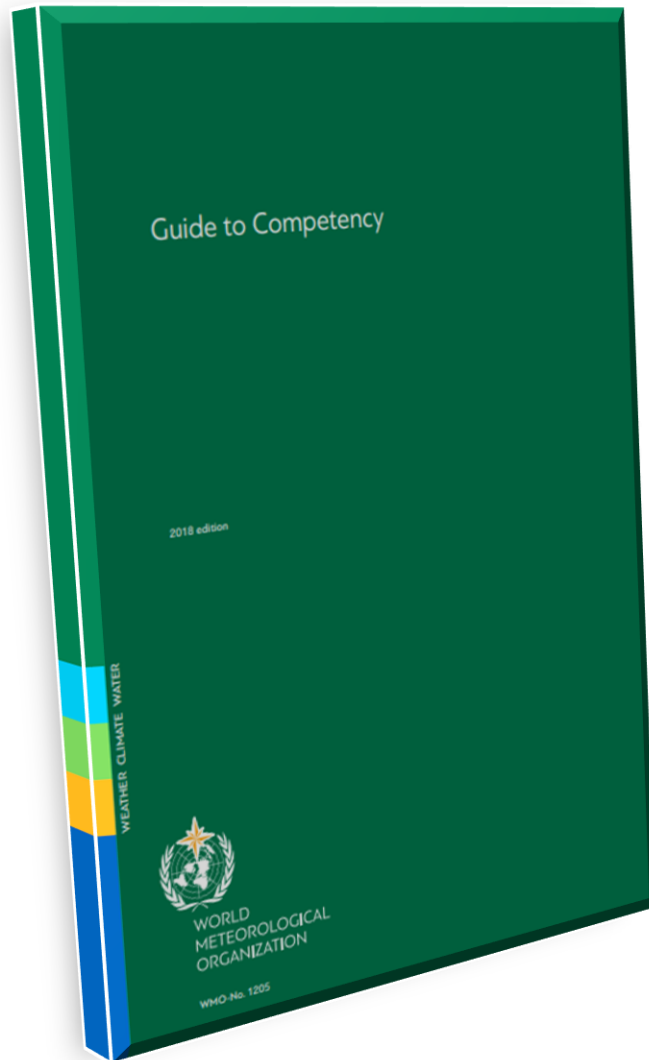**Implementing Competency standards**

Competency Assessment (WMO-n°1205)

- Competency assessment should be conducted on a regular basis documented in the Organization's QMS.

- It is a critical element in implementing competency requirements.

- Competency assessment is required for competency frameworks that are internationally regulated (AMP for instance).

- It is a recommended practice for all other competency frameworks.

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Competency – Based Training (WMO-n°1205)

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- Competency – Based Training should be developped

- Its goal is to focus on specific competencies that an individual must attain or inhance.

- Evidence of change in behaviour and performance following a training should be looked at.

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Benefits of a competency framework (WMO-n°1205)

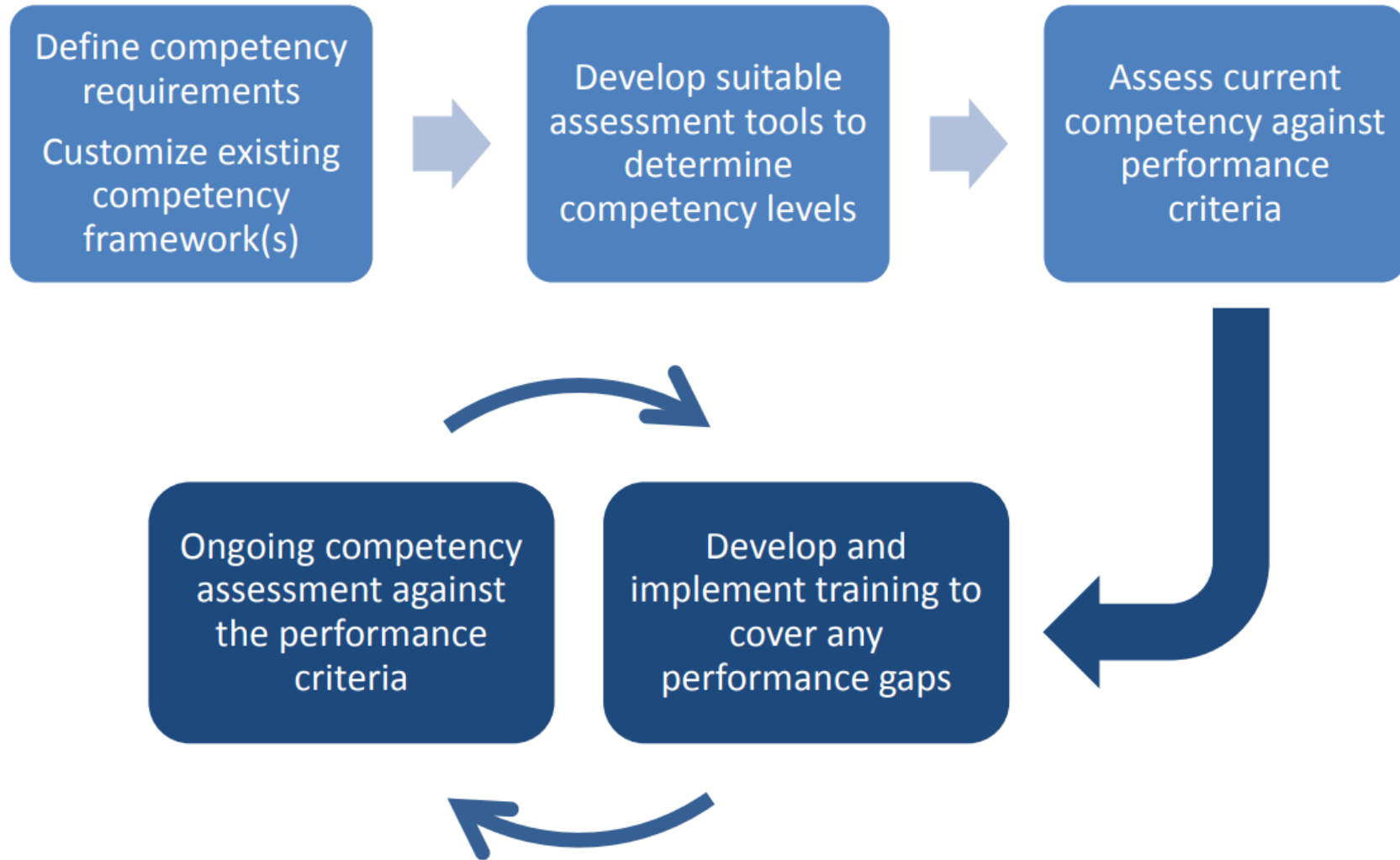## Implemention of a competency framework:

- Improves the quality of service provision by ensuring that personnel meet the defined performance criteria and knowledge required to provide these services;

- Promotes national and international consistency because personnel should be expected to perform at similar levels and have similar skills, whatever their country of service;

- Provides clear expectations by defining standards and measures for an individual and a team;

- Assists organizations in meeting their operational objectives;

- Provides a tool for evaluation by enabling organizations to perform a gap analysis between actual skills, knowledge and behaviours, and desired skills, knowledge and behaviours;

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Benefits of a competency framework (WMO-n°1205)

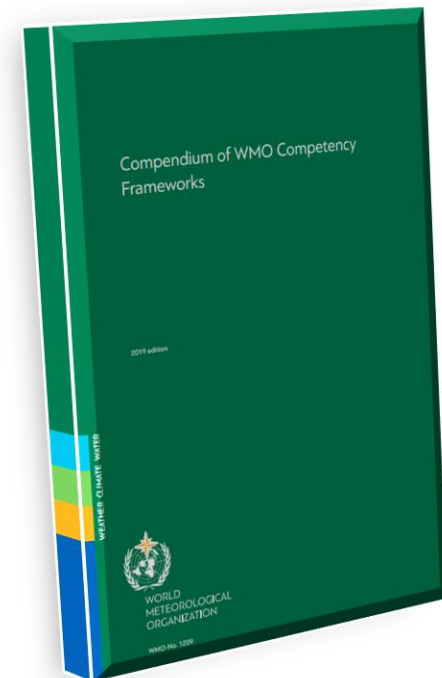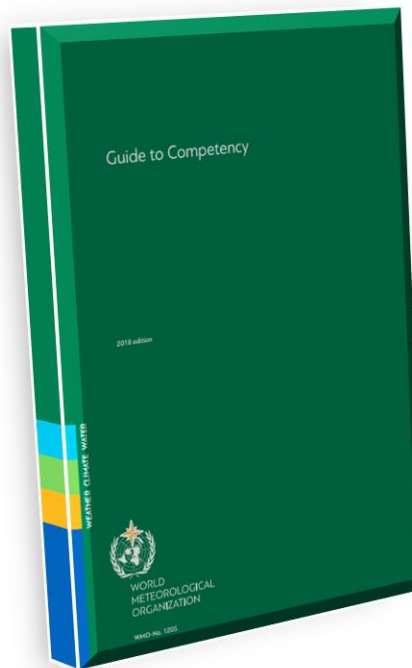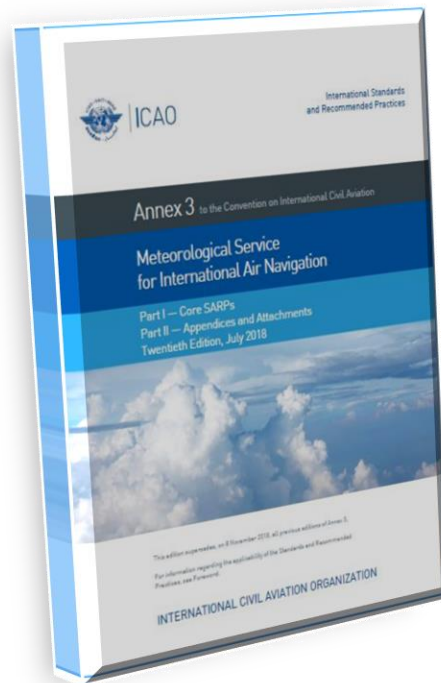Implemention of a competency framework:

- Provides guidelines for coaches/mentors/managers on specific behaviours that need development;

- Enables effective, efficient and targeted training and development of resources;

- Allows organizations to determine their ongoing training needs through periodic assessment of individuals against the required competencies;

- Implementation of a competency framework enables organizations to understand where they are now and what will be required to get them to where they want to go;

- Provides a tool organizations can use to document their quality management process;

- Provides the individual with the motivational reassurance of their own competence to fulfil the role ……….

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Implementing Competency standards

Ongoing competency process (WMO-n°1205)

Define competency requirements

Customize existing competency framework(s)

Develop suitable assessment tools to determine competency levels

Assess current competency against performance criteria

Ongoing competency assessment against the performance criteria

Develop and implement training to cover any performance gaps

Implementing Competency standards

References

https://worldweather.wmo.int/tt_cat/philo.php

Services for Aviation Moodle training portal

Implementing Competency standards