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**EXECUTIVE COMMITTEE**

**Agenda Item 18: Capacity Development and Implementation Support – Policy and Activities**

**REMOVAL OF FIXED DURATION LIMITS AND IMPLEMENTATION OF INDIVIDUALIZED TRAINING DURATION UNDER THE COMPETENCY-BASED TRAINING AND ASSESSMENT (CBTA) FRAMEWORK**

(Presented by Türkiye )

**EXECUTIVE SUMMARY**

This paper, presented by Türkiye, gives information about the removal of fixed duration requirements in training programmes and the implementation of individualized training duration based on the principles of Competency-Based Training and Assessment (CBTA). Under CBTA, the focus is on the achievement of defined competencies rather than on the completion of prescribed training hours. A pre-test, followed by tailored instruction and a final test, enables the diagnosis of baseline knowledge, targeted remediation, and verification of outcomes. The approach aligns with ICAO Doc 9868 and Doc 10098, and is conceptually consistent with the evidence-driven safety rationale of Evidence-Based Training (EBT, Doc 9995).

|                                |                                                                                                                                                                                                                                               |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Strategic Goals:</i>        | This Information paper relates to the following Strategic Goals: <i>Every Flight is Safe and Secure and No Country Left Behind.</i>                                                                                                           |
| <i>Financial implications:</i> | a) no additional funding required for ICAO<br>b) implementation to be supported by States through existing training and oversight mechanisms<br>c) efficiency gains expected from optimized use of training resources                         |
| <i>References:</i>             | Doc 9995, <i>Manual of Evidence-Based Training</i><br>Doc 10098, <i>Manual on Competency-Based Training and Assessment to Aircraft Maintenance Personnel</i><br>Doc 9868, <i>Procedures for Air Navigation Services — Training (PANS-TRG)</i> |

**1. INTRODUCTION**

1.1 Under traditional practice, training programmes have been defined with fixed durations, requiring all trainees to complete the same hours regardless of competency. This time-based approach can

lead to inefficiency and unnecessary training. In Türkiye's model, consistent with CBTA principles, training duration is adapted to demonstrate competency rather than fixed time.

## **2. RATIONALE**

2.1 Fixed duration limits restrict flexibility and fail to account for individual learning differences. By applying a sequence of pre-test, tailored instruction, and final test, training becomes more effective and efficient. This model ensures safety consistency by verifying competencies rather than assuming them based on hours completed. It is aligned with ICAO Doc 9868 and 10098 and mirrors the evidence-driven approach of EBT (Doc 9995).

## **3. NATIONAL EXPERIENCE**

3.1 Türkiye implements the pre-test/final-test method for theoretical knowledge examinations under SHT-1TBS (Pilot Theoretical Knowledge Examination Instruction; DGCA's centralized digital education platform for computer-based examinations and a pre-test [10%] + final test [90%] weighting model). This indicates that, without a mandatory fixed-hour requirement, duration can be guided on an advisory basis in line with CBTA principles. In addition, all examination processes are managed via DGCA's centralized digital education platform, with training outcomes — including instructor performance — monitored in real time, ensuring continuous measurement and transparent reporting of trainee progress and training quality.

3.2 The competency-based approach to training duration represents a significant advancement over traditional time-based models. By ensuring that competencies are verified rather than assumed through hours served, the model strengthens safety across all training activities.

3.3 Efficiency is enhanced as training resources are allocated where they add the most value, eliminating unnecessary instruction and optimizing both trainee and instructor time. Transparency is further reinforced through real-time monitoring, which provides full traceability of training outcomes and ensures accountability for all stakeholders.

3.4 In addition, the model fosters higher motivation among trainees by allowing them to progress at their own pace without unnecessary delays.

## **4. CONCLUSION**

4.1 Overall, Türkiye's experience demonstrates that a competency-based approach to training duration not only ensures safety, efficiency, and transparency but also creates a more responsive, adaptive, and motivating training environment that can serve as a model for global implementation.

4.2 In summary, adoption of a guidance that allows training duration to be adapted based on demonstrated competency under the CBTA framework will enhance safety, efficiency, and training quality while aligning with ICAO's global competency-based methodology.

4.3 Türkiye recommends that ICAO Member States adopt guidance that transforms fixed training duration limits into advisory guidance under the CBTA framework and enables training duration to be adapted to demonstrated competency.

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