



Agenda Item 9: Other business

AIM training and performance-based assessment

(Presented by the Secretariat)

SUMMARY	
This working paper presents the guidelines to be taken into account when drafting a competence-based training plan for AIS/AIM personnel.	
REFERENCES	
<ul style="list-style-type: none">• Annex 15 to the Convention on International Civil Aviation• Doc 8126 – Aeronautical information services manual• Doc 9868 – PANS – TRG	
ICAO strategic objectives:	<i>A - Safety</i> <i>B – Air navigation capacity and efficiency</i> <i>E – Environmental protection</i>

1. Introduction

1.1 Annex 15, Chapter 3, 3.7.4 states that, for the implementation of the AIM quality management system, within the context of the established quality management system, it will be necessary to identify the competencies, qualifications, skills and associated knowledge required for each function, and provide proper training to the personnel assigned to perform such functions.

1.2 Doc 8126, Chapter 3, 3.3.2 states that, although the operational environment and tasks of AIS staff may vary from State to State, it is necessary to set a common standard for the level of depth and extent of the knowledge, skills and capabilities to be attained by all AIS technical officials.

1.3 Doc 9868, PANS-TRG, sets forth the approach to competence-based training and assessment.

2. Discussion

2.1 Doc 9868 defines competence as a dimension of human performance, used for reliably predicting good performance at work. Competence is expressed and observed through behaviours that build upon the relevant knowledge, skills and attitudes for the performance of activities or tasks under specified conditions.

2.2 The same document defines the **ICAO competence framework** as the competence framework developed by ICAO that lists a set of competencies for a given aviation discipline. Each competence has a description and observable behaviours associated to it.

2.3 Competence-based training and assessment will be based on a systematic approach whereby competencies and their performance criteria are defined, training is based on the identified competencies, and assessments are made to determine whether competencies have been achieved. Competence-based training and assessment may be provided by a training organisation or an air navigation service provider (ANSP), or a combination of both.

2.4 The competence-based training and assessment principles are as follows:

- ✓ Clear definition of relevant competencies.
- ✓ Common understanding of competence requirements.
- ✓ Competencies can be consistently taught, observed and assessed in a broad range of contexts.
- ✓ The training provider establishes clear performance criteria to assess competence.
- ✓ Evidence of competent performance is valid and reliable.
- ✓ Connection between competencies and training, required performance and assessment.

2.5 There are many benefits derived from competence-based training and assessment. A list is provided:

- ✓ It allows individuals to reach their highest operational capacity while ensuring a basic level of competence as a minimum standard.
- ✓ It allows technicians to address foreseeable and unforeseeable situations.
- ✓ It is relevant to the work and the context in which work will be performed.
- ✓ It is oriented towards learning rather just passing a test.
- ✓ It takes advantage of available training tools and methodologies.
- ✓ It supports continuous learning and performance improvement.

2.6 The AIM Training Manual will be developed following the new competence-based training and assessment methodology, in accordance with the guidance provided in Amendment 5 to the PANS-TRG. The objective is to define competencies for the different areas of AIS/AIM, such as:

- ✓ Data collector or originator
- ✓ Quality manager
- ✓ Cartographer
- ✓ Data manager
- ✓ Procedure designer

2.7 The ICAO Competence Framework for AIS/AIM functions to be included in the AIS/AIM Training Manual will mainly focus on:

- ✓ Information awareness
- ✓ Coordination
- ✓ Communication
- ✓ Workload management
- ✓ Application of procedures
- ✓ Technical experience
- ✓ Leadership and team work
- ✓ Information engineering
- ✓ Non-routine situation management
- ✓ Problem-solving and decision-making

- ✓ Self-management and continuous learning
- ✓ Service provision

2.8 The target date for drafting the AIM manual is the last four months of 2018.

3. **Conclusion**

3.1 The development of an AIM Training Manual aligned with Amendment 5 to the PANS-TRG will be beneficial for the training of AIS/AIM personnel in the competencies required for exercising their duties.

3.2 The competence framework to be created for AIM shall support the establishment of a systematic approach, as mentioned in 2.3, to provide a generic model that should be adapted to the range of situations that exist at global level in AIM.

4. **Suggested action**

4.1 The Meeting is invited to:

- a) review the information provided in this working paper;
- b) take note of the date in which the Manual will likely be available; and
- c) take any other action it may deem appropriate.