

Establishing in house training capabilities



Does CAA need in-house training capabilities and why?



Why CAA need in-house training capabilities?

- Target – to minimize the initial training period (pre-requisite for performing safety oversight duties)
- Difficulties in availability of relevant training courses
- Part of training is not generic in nature (enforcement)
- Budget constraints

out-sourced courses



Pros :

- Exposure to foreign best practices
- networking opportunities
- Adequate for individual training needs

Cons:






- require bridging training to adapt to CAAI specific regulations and characteristics
- Fixed schedule based on training organization availability
- Expensive
- Does not cover all training areas and requirements
- Enforcement training need to be tailored for the specific State's law-system

Internal courses

- Keeps a training autonomy for the CAA
- Enhance knowledge preservation within CAA
- Enhance directives currency
- Improves work methods and processes
- Establish the instructors cadre as highly skilled professionals
- Enhance the learning organization culture

Development of instructors & trainers cadre



- CASIs as the source for instructors and OJT trainers – as “extra duty”
- Instructors/ trainers selection based on
 - knowledge in the relevant area
 - experience in training
 - personal qualifications
- Motivation
 - No extra compensation 
 - professional status  
 - Annual DG award in a dedicated event  

Establishing in house training capabilities

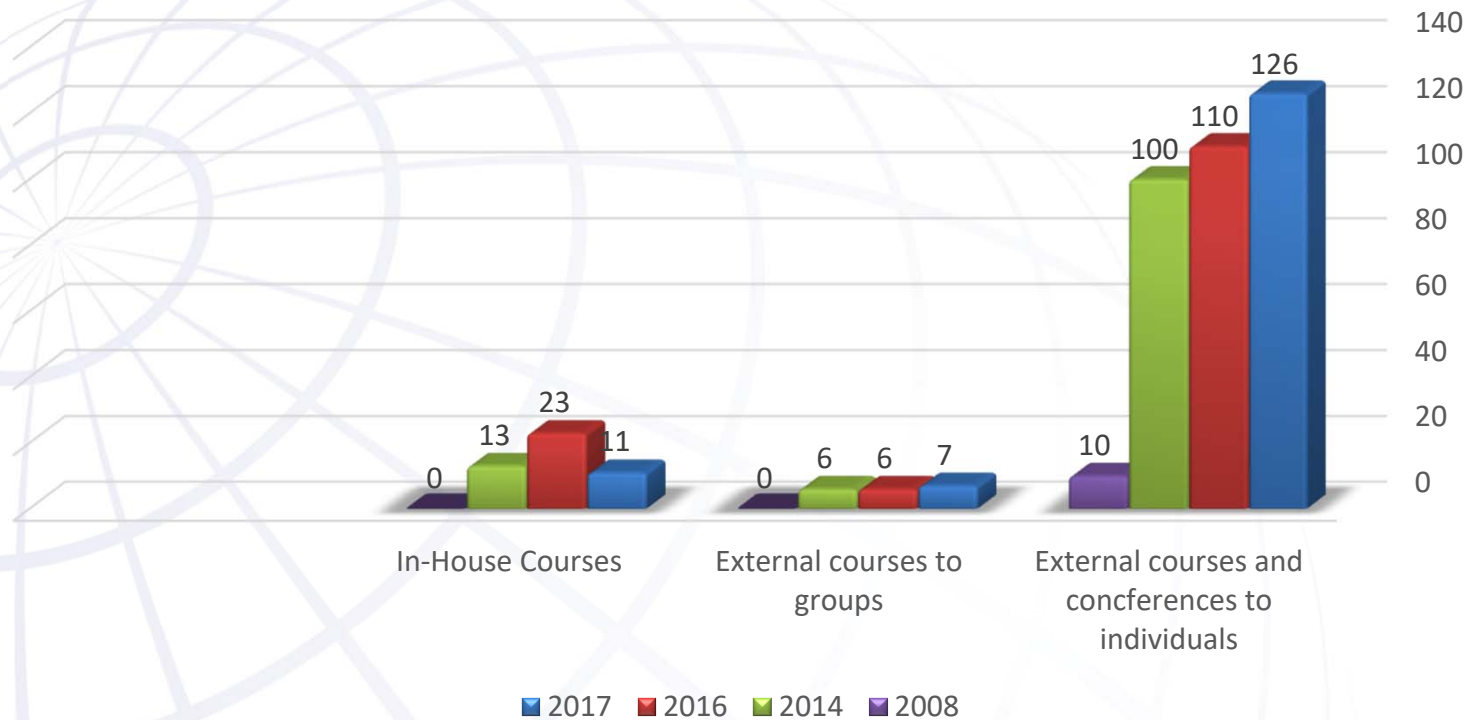


- ❑ 2010 - Out sourced instructor general training –
 - ❑ Instruction principals & methodology
 - ❑ Instruction development
 - ❑ Facing audience
 - ❑ Instruction tools (simulations, presentations, discussions, practice, tests)
- ❑ 2010 – establishment of training class room in CAA new facility
- ❑ Approved guidance material as a pre-condition for effective training
- ❑ “Grand-father rights” for CASI that participated in drafting the relevant GM

In-house	Out sourced
Indoc. surveillance , enforcement	Certification Job skills (LVO, MEL)

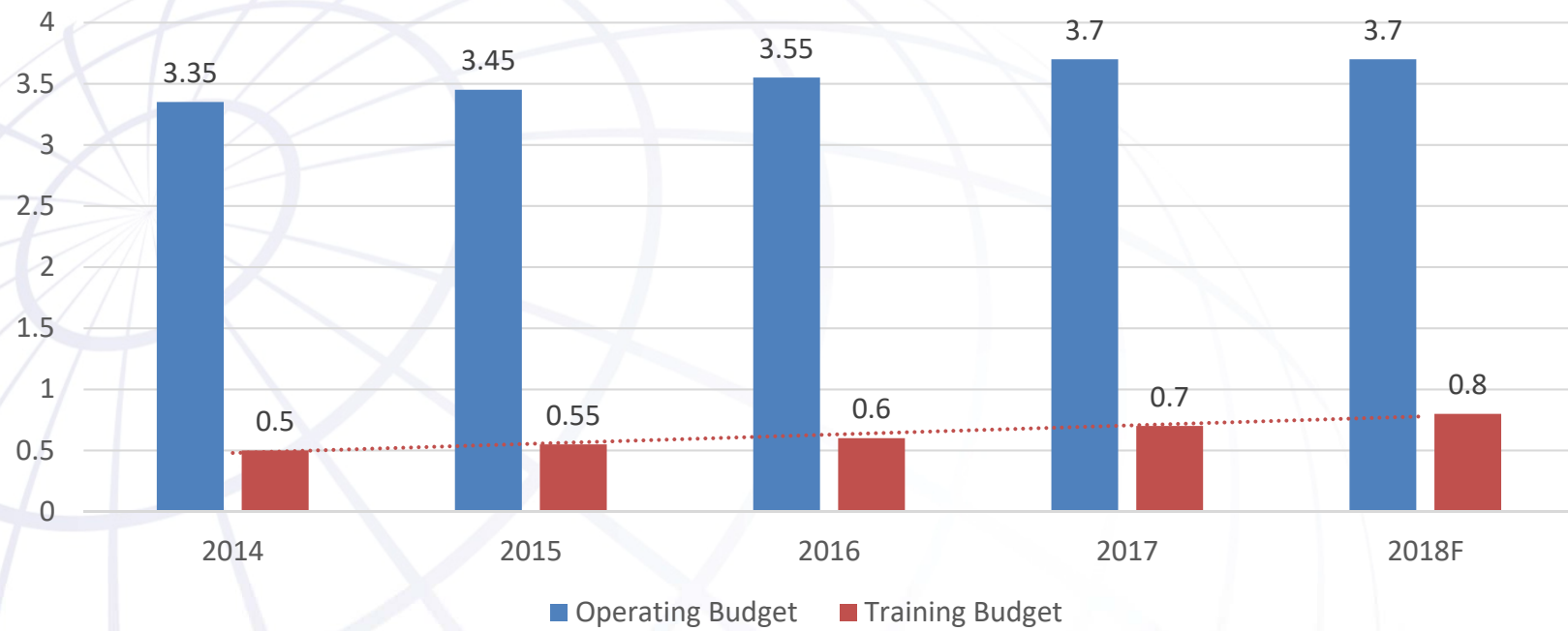


Formal Courses Training



- 1400 training days in 2014
- 1680 training days in 2016

Operating Budget vs. Training Budget





End

