

Next Generation of Aviation Professionals



Federal Aviation
Administration



Competency-based Training in FAA's Flight Standards Service

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Flight Standards' Training Vision is...

A real-time training system that provides competency-based education and training to meet the evolving needs of the Flight Standards' workforce and our stakeholders.



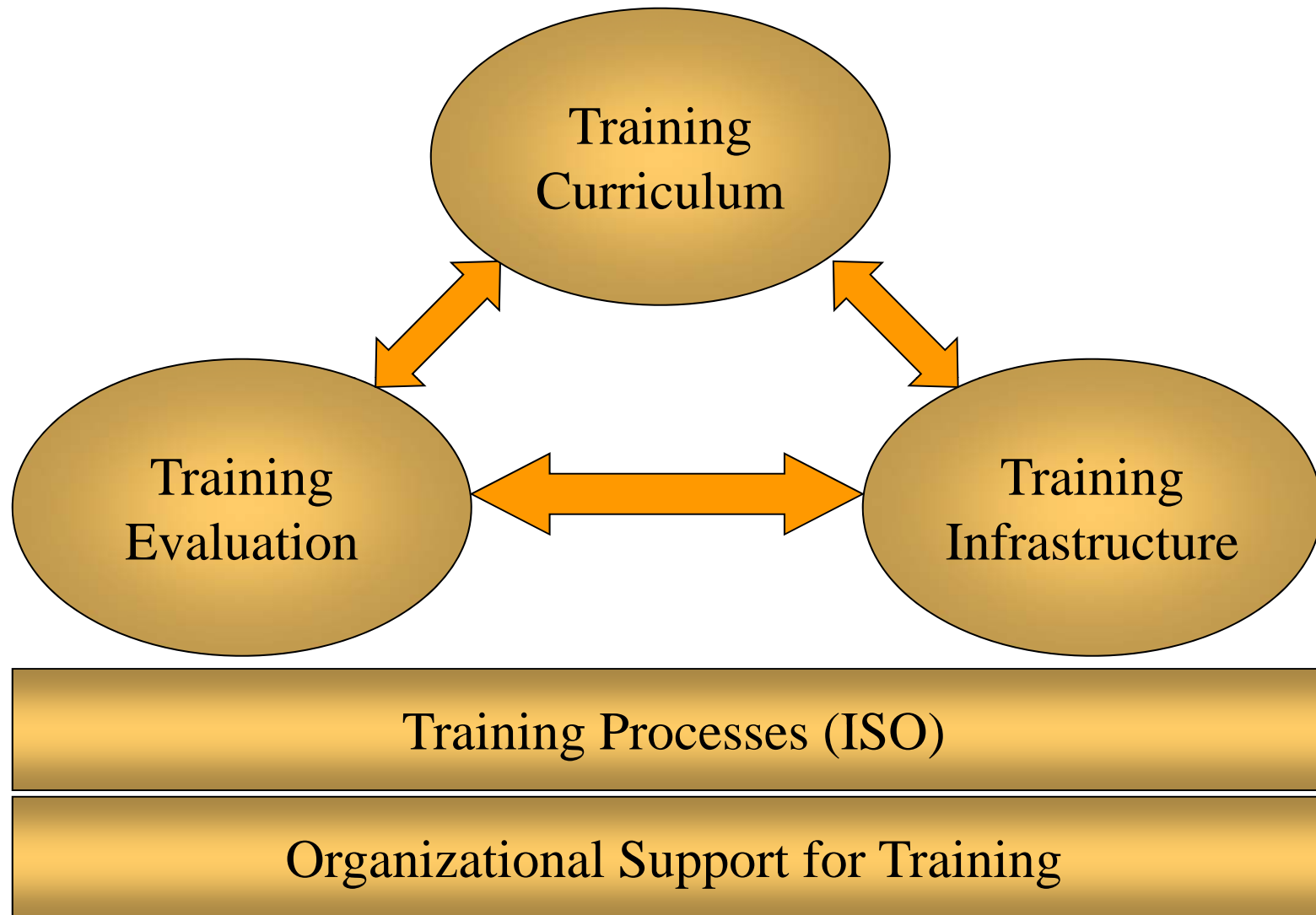
Why competencies?

Background and Evolution of the Flight Standards Training Program

- Job function courses based on current or new regulations/guidance
- Identified need for comprehensive ASI curriculum
- Developed Master Plan for Training
- Established the Flight Standards Service National Training Program



Flight Standards Training Program Foundation



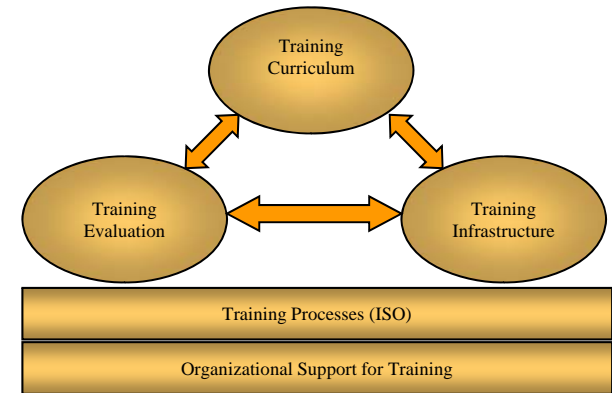
Linkage between Hiring and Training

- Developed competencies
 - Business
 - Interpersonal
 - Technical
- Updated hiring standards



Training Curriculum Transformation

- Defined future curriculum model
- Comprehensive review of existing courses
- Gap analysis
- Developed curriculum to support competencies using blended delivery methods

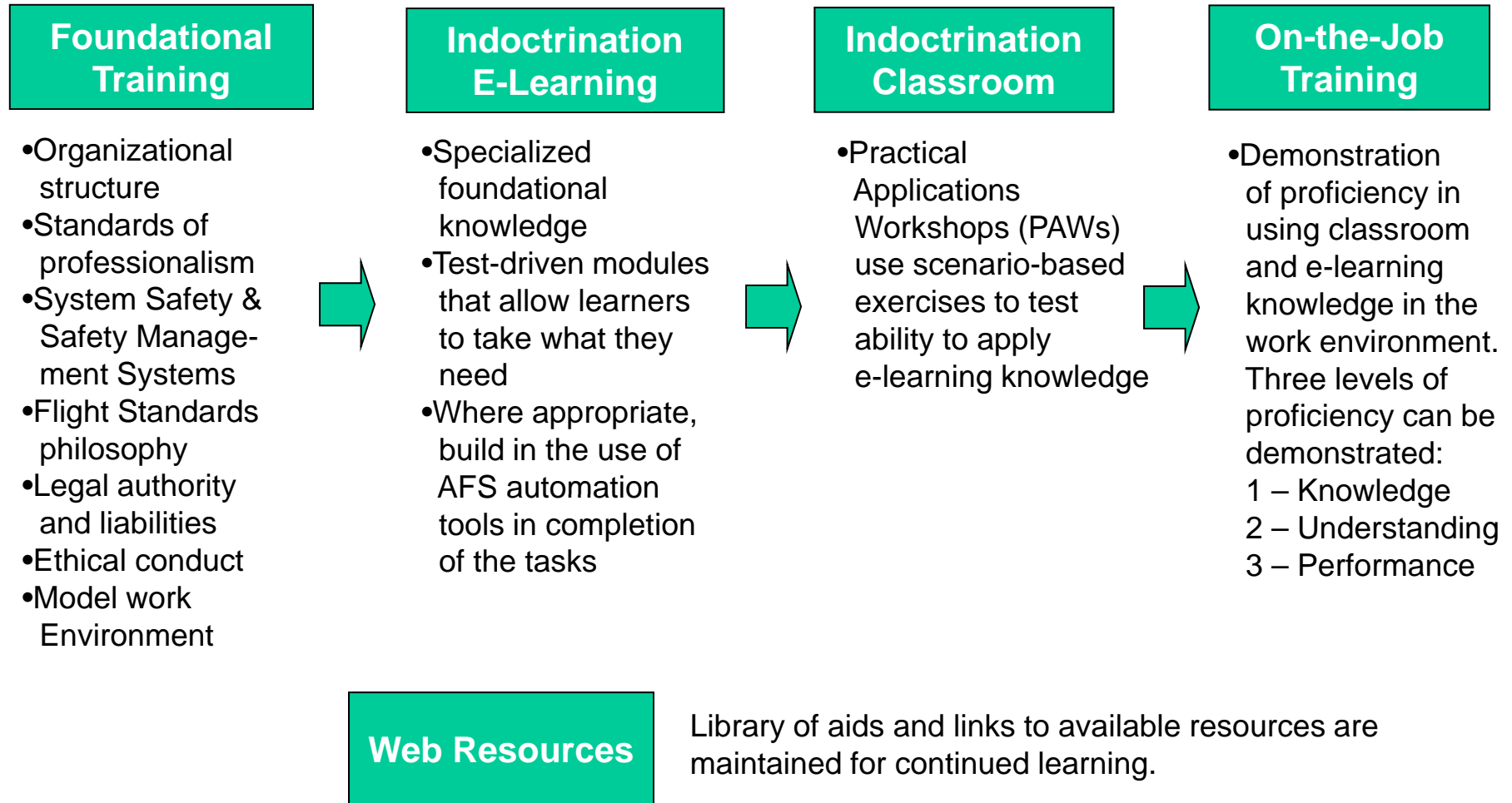


Training that is “Student Centric”

- Tailor training to the individual and recognize their past training and experience
- Develop learning/career paths for all employees
- Improve quality of instructors
- Provide technology training using industry, colleges, and universities to support delivery

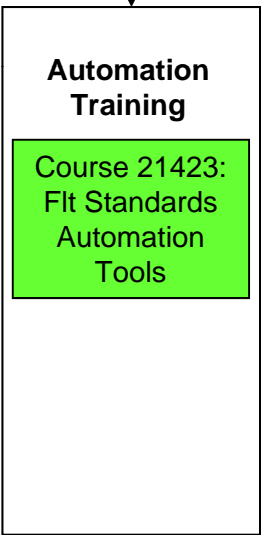
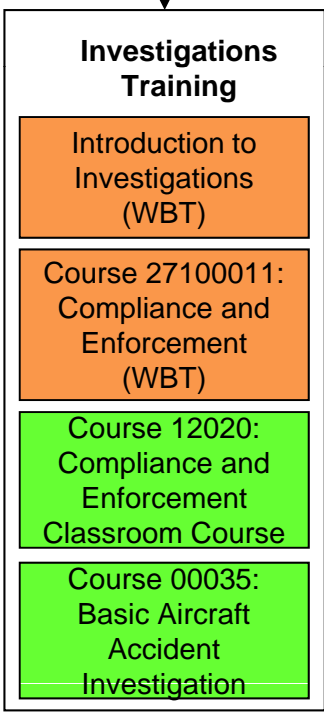
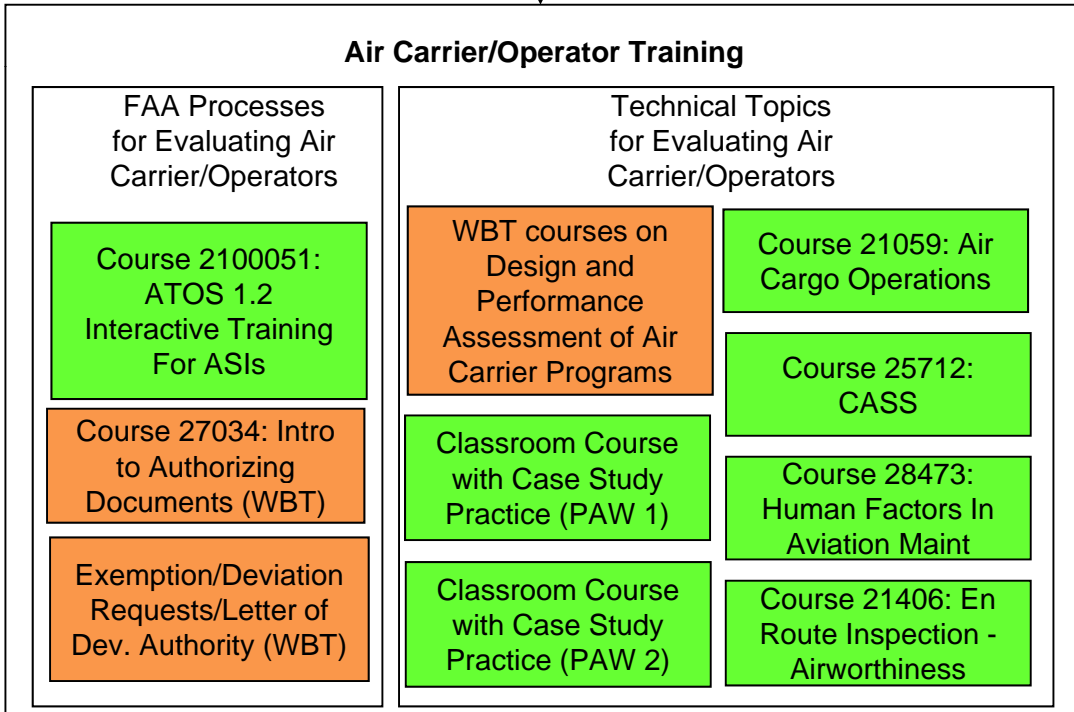
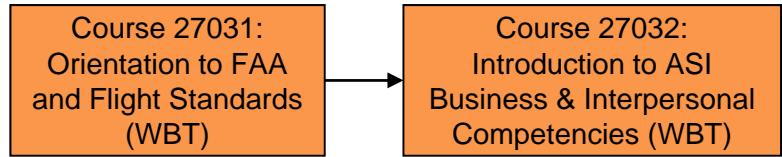


Sample of Competency-Based Curriculum



AC-AW Macro Design

Legend:
 Green = Classroom
 Orange = Web-based



AC-AW Technical Topics Related to Air Carrier/Operator DA and PA

WBT Courses on Design and Performance Assessments of Air Carrier Programs

- Introduction to Manual Management
- Introduction to Maintenance Organization
- Introduction to Air Carrier Maintenance Programs
- General Maintenance Manual
- Maintenance and Inspection Programs
- AD Management
- MEL/CDL/Deferred Maintenance
- Ground De-icing/Anti-icing for Airworthiness ASIs
- Introduction to Evaluation of Vendors
- Short-Term Escalations
- Parts Pooling/Parts Borrowing
- Calibrated Tools and Test Equipment
- Maintenance Facility/Main Base/Line Stations
- Special Maintenance Programs (LLM & RVSM)
- RII
- Engineering/Major Repairs/Alterations
- Parts/Materials Control/SUP
- Fueling
- Weight and Balance
- Engine Condition Monitoring
- Records and Reporting Systems
- Aircraft Airworthiness
- Appropriate Operational Equipment
- Special Flight Permits
- Maintenance Training Program
- Maintenance Personnel Qualifications and Certification Requirements/Key Personnel
- Introduction to ETOPS
- Voluntary Programs
- Safety Program

Legend:
Green = Classroom
Orange = Web-based

AC-AW Practical Applications Workshop Part 1
AC-AW Practical Applications Workshop Part 2

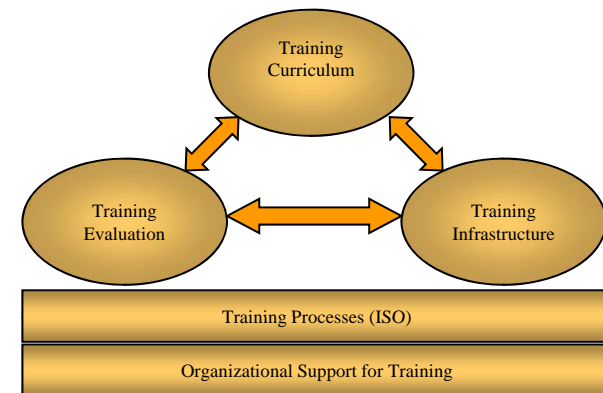


Training Infrastructure



Training Evaluation

- Programmatic Evaluations
- Course Evaluations
 - End-of-Course (EOC)
 - Student Post-course
 - Supervisory Post-course
- Tri-annual evaluation of each course
 - Annual review of course technical content
- Return on Investment



Positive Impacts on Organization

- Provides comprehensive, technical training that eliminates competency gaps
- Incorporates knowledge checks to ensure a more thoroughly trained and better prepared workforce
- Accommodates various learning styles
- Provides a flexible mode of delivery
- Permits consistent presentation of material
- Reduces travel costs and time away from job environment
- Guides professional development



What's Next...

- Utilize tablet personal computers for just in time training
- Podcasts
- RSS (Real Simple Syndication) feeds



We Can Assist...

- Government Safety Inspector (GSI) courses
 - Personal Licensing
 - Operations
 - Airworthiness
- US Inspector courses in support of International Operations in foreign countries



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