WELCOME to the
Next Generation of Aviation Professionals Symposium Workshop

1 March 2010

Workshop Objectives

- Raise awareness on the benefits of competency-based training

- Disseminate information on work carried out thus far on competency-based training and evidence-based training

- Encourage the active contribution of the aviation community in this work

Workshop Programme

- **Three panels:**
  - Competency-based training
    - *Coffee Break*
  - Evidence-based training
    - *Lunch Break*
  - Competency-based training for maintenance

Competency-based training and assessment

The ICAO Perspective

Outline

- **How ICAO defines competency-based training**
- **The Flight Crew Licensing and Training Panel (FCLTP)**
- **The Multi-Crew Pilot Licence**
- **PANS-Training**
- **Future work**
- **Conclusion**

Definition

- ***Competency-based training and assessment***

   Training and assessment that are characterized by a performance orientation, emphasis on standards of performance and their measurement, and the development of training to the specified performance standards

   (ICAO Doc 9868 – PANS-Training)

Features

- Justification of a training need
- Use of a job and task analysis
- Identification of characteristics of trainees
- Derivation of training objectives from task analysis
- Observable and measurable objectives
- Criterion-referenced
- In line with adult learning principles
- Material-dependent
- Continuous evaluation

The Flight Crew Licensing and Training Panel (FCLTP)

FCLTP Objective

- Assess the compatibility of licensing and training exit requirements with commercial air transportation entry requirements and make recommendations for safer and more efficient training regime for commercial air transportation particularly as it applied to multi-crew operations

FCLTP Achievements

- New structure of Pilot licences
- Multi-crew pilot licence (MPL)
  - Competency-based
  - Includes threat and error management
  - Emphasis on greater use of flight simulation training devices (FSTDs)
- Procedures of Air Navigation Services-Training document (PANS-Trg)
  - Generic guidance on competency-based training
  - Specific guidance for the MPL
- Guidance on approval of training organization
- Guidance on Flight Simulation Training Devices
  - Training needs drive how FSTDs are used

Post-FCLTP Work

- MPL proof of concept

- Competencies for inspectors, instructors and examiners

- Air traffic controllers and maintenance personnel

- Competency frameworks for other licences and ratings

Conclusion

- Work of FCLTP opened new avenues

- IATA Training and Qualifications Initiative (ITQI) and Next Generation of Aviation Professionals (NGAP) Task Force pursuing the work

- Still a lot to be done

Thank you