**Third African-Indian Ocean (AFI)
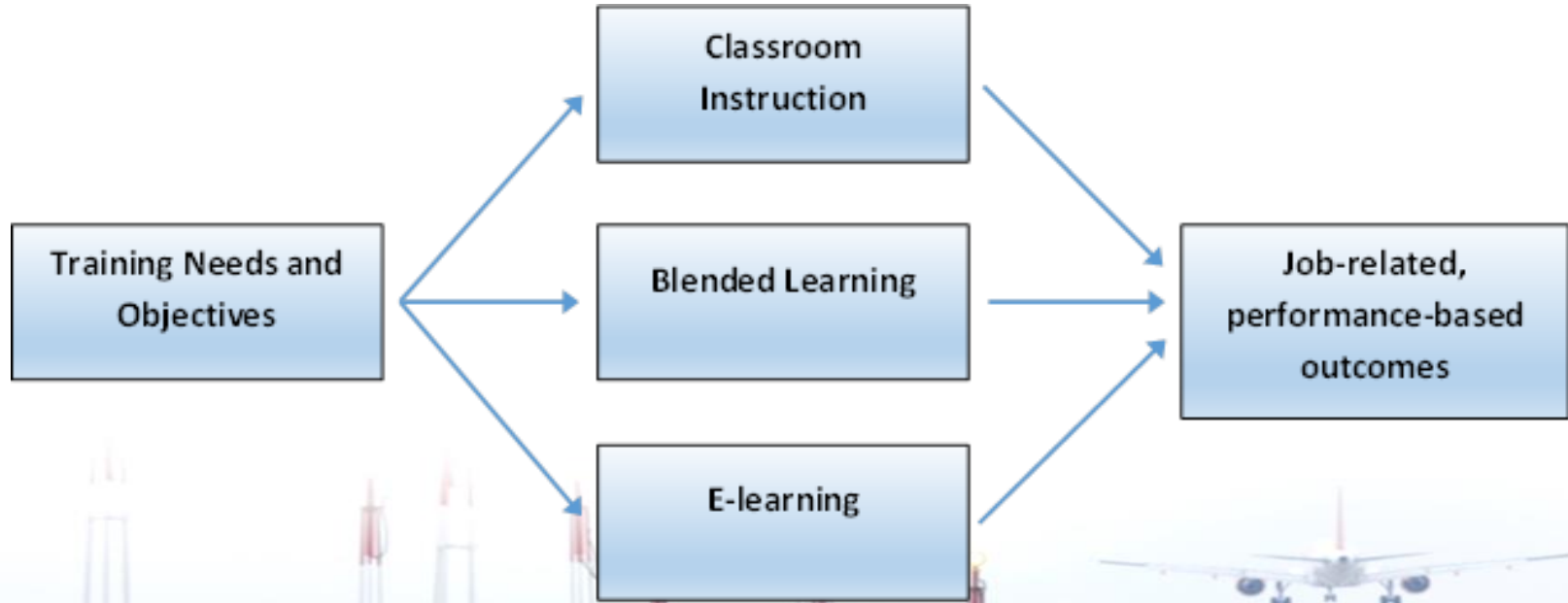Aviation Safety Symposium**

Embracing E-Training for Aviation Security and Facilitation

**Meshesha Belayneh – Acting Chief
Global Aviation Training (GAT)**

Malabo, 27 June 2016

Instructional Taxonomy

```
                          ┌──────────────────┐
                          │    Classroom     │
                          │   Instruction    │
                          └──────────────────┘
  ┌─────────────────┐     ┌──────────────────┐     ┌──────────────────┐
  │ Training Needs  │ ──▶ │ Blended Learning │ ──▶ │   Job-related,   │
  │ and Objectives  │     └──────────────────┘     │ performance-based│
  └─────────────────┘                              │    outcomes      │
                          ┌──────────────────┐     └──────────────────┘
                          │   E-learning     │
                          └──────────────────┘
```

E-Training Rationale

- ❑ **Effective instructional mechanism to reach learners where they are: no travel costs;**

- ❑ **Reduces costs of materials and resources;**

- ❑ **Provides opportunities to instantly access information; and**

- ❑ **Automatic data retrieval from test or course evaluation.**

Technical Aspects

❑ **Designing effective e-training requires :**

➤ **Subject matter experts**

➤ **Instructional designers**

➤ **Courseware developers**

➤ **Learning Management System Experts**

➤ **Specialized instructors**

❏ **E-training can be delivered in different forms :**

➔ **Downloadable application**

➔ **Online via web-based portal**

➔ **Virtual live instruction**

➔ **Group forums**

➔ **"Serious game"…**

Limitations

❑ Technical requirements

❑ Expertise required to create and deliver

❑ Costs of all resources

E-training Outcomes

❑ **Aim of training:**

➤ **Facilitate behavioural change**

➤ **Improve performance outcomes**

- **Different instructional methods used depending on defined performance objective;**

- **E-training designed to develop cognitive skills;**

- **Always critical to provide a live opportunity after e-training (subsequent classroom training, on-the-job training); and**

- **Blended learning (e-training + classroom).**

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UNITING AVIATION

NO COUNTRY LEFT BEHIND

Other Considerations

❑ **E-training is suited to reach large audiences requiring the same knowledge, skills, and attitudes to perform their job**.

❑ **If regional, national, local context differs:**

➤ **Generic e-training to be combined with**

- **Context specific e-training modules**

- **Live training**

E-training is an instructional method to be selected according to:

✈ **Training needs**

✈ **Performance objectives**

✈ **Ability of target audience**

It is best combined with a live training component.

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THANK YOU