



Challenges in the Design & Development of Competency Based Training

July 2, 2014



James (Yong Ki) Yi

ICAO TRAINAIR PLUS Course Developer & TDC instructor

Deputy Director

Incheon Airport Aviation Academy (IAAA)

Feedback

- ✓ Course developers continuously need **to learn and experience course development new trend** and **refresh intellectual skills.**
- ✓ High quality STPs are up to **cooperative SMEs' dedication.**
- ✓ Training Managers' **understanding can motivate Course Developers commitment.**



Challenges to overcome

Course Developers

- ✓ **No budget for Course Developers**
constant training since course development initial training (TDC)
- ✓ **Minor investments, but great demands for high quality STPs**
- ✓ **Lack of Senior Course Developers** development programme



Challenges to overcome

Subject Matter Experts (SMEs)



- ✓ **No practical benefits for STP**
development



(hard to avail their expertise and experience)

- ✓ **Little prior information and training** on Course Development
- ✓ **Easily motivated by ICAO recognition** (e.g. certificate, ICAO experts pool and etc.)

Training Managers

- ✓ **High expectation** for high quality STPs,
but less understanding Course Developers efforts
- ✓ **Need for the ICAO Communication channel**



between Training Managers,
Course Developers and Instructors

Solutions to the challenges

Training and Communication Platform for Course Developers

✓ Systematic and step-by-step training programme

Training	When	Training Contents
Initial Training	Once	TDC
Recurrent Training	Every 2 years	TDC + TIC (1 week)
Advanced Training	More than 2 STPs	TDC + New Trend (1 week)

✓ Web-based communication and information sharing platform (e.g. SNS, Face-book and etc.)



Solutions to the challenges

ICAO recognition for qualified SMEs

- ✓ **Prior Course Development Training** for STP development (2or 3 days)
- ✓ **ICAO recognition certificate** for qualified SMEs
(Issuance for the ICAO SME STP development code)
(e.g. ICAO instructor Pool candidates : potential ICAO instructors)

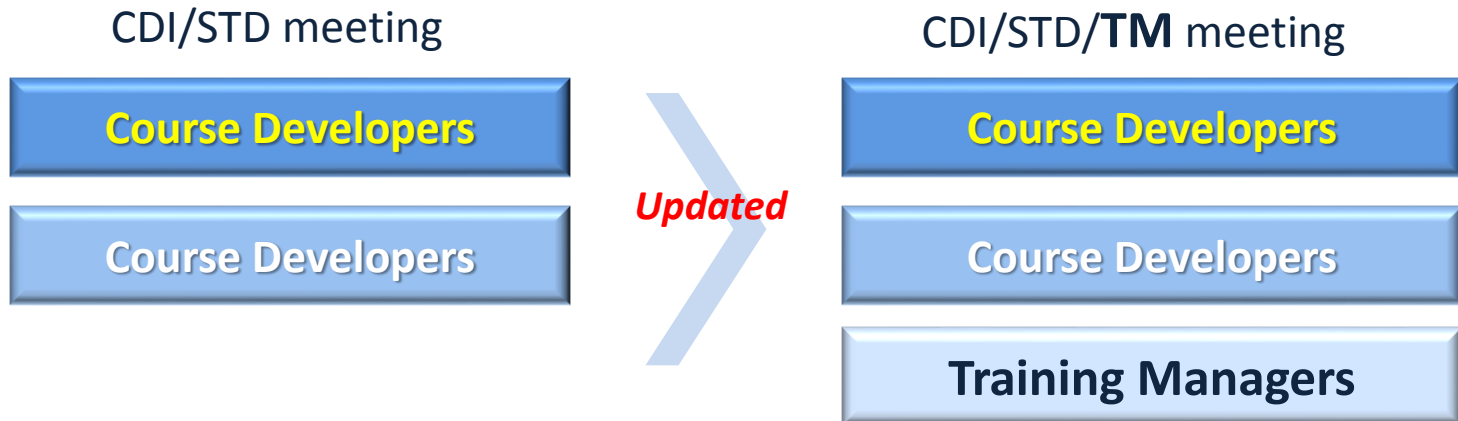


Solutions to the challenges

Meeting for Course Developers, Instructors and Training Managers

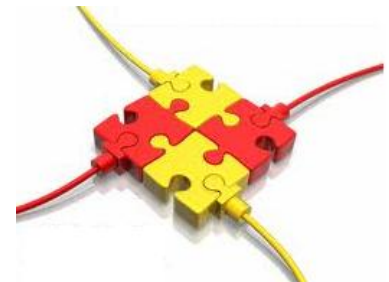


- ✓ **Technical meeting between Course Developers, Instructors and Training Managers (subsequent meeting after CDI/STD)**



Conclusion

- ✓ **Course Developers** : constant training and communication network
- ✓ **Subject Matter Experts**: ICAO recognition and certification programme
- ✓ **Training Managers** : Technical meetings with Course Developers and Instructors





Thank you for your attention

