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GLOBAL AVIATION TRAINING

TRAINAIR PLUS™

The Way to Achieve Competency-based Training

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Outline

- ❑ What is competency-based training?
- ❑ How to validate a competency-based course?
- ❑ What are the challenges?
- ❑ How to overcome the challenges?

What is competency-based training?

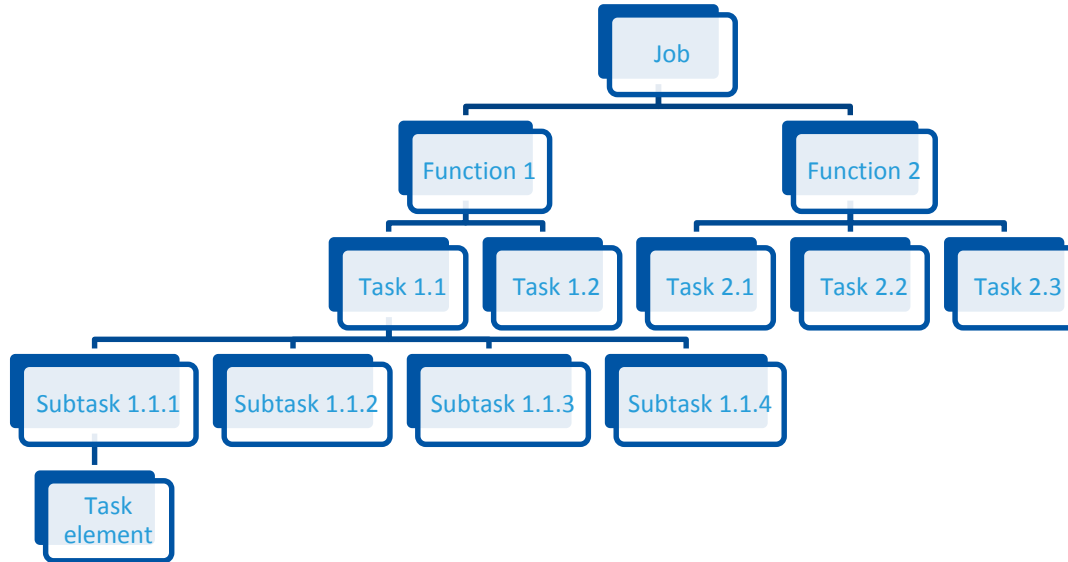
Training characterized by:

performance orientation, emphasis on standards of performance and their measurement and the development of training to the specified performance standards.



How to validate a competency-based course?

❑ Exhaustive Job Analysis – DACUM



How to validate a competency-based course?

□ Clear Course Objective

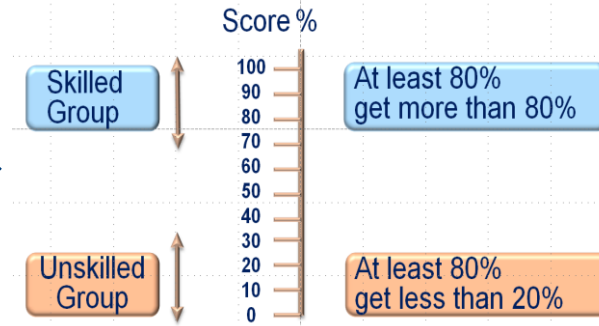
- Conditions
- Performance
- Standard



How to validate a competency-based course?

❑ High-quality Training Package

➔ Complete and consistent



What are the challenges?

- ❑ Course Objectives
 - ➔ Measureable or observable?
 - ➔ Post-training objective?



What are the challenges?

□ Target Population

- Primary target population?
- Secondary target population?
- Entry test?



What are the challenges?

- ❑ Intermediate Objectives
 - Relevant and sufficient?
 - Measureable or observable?



What are the challenges?

❑ Mastery Test

- ➔ Valid and reliable?
- ➔ On-the-Job Training (OJT)?



What are the challenges?

□ Course Material

- Production?
- Technical Review?
- Proofreading?



How to overcome the challenges?

- ❑ Competent Course Developers
- ❑ Valid and Current Subject-Matter Experts
- ❑ Teamwork and collaboration
- ❑ Realistic course development schedule
- ❑ Favorable course development conditions



Way to Success

*Give me six hours to chop down a tree,
and I will spend the first four sharpening the axe.*

- Abraham Lincoln





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Thank you for your attention!

