Competency Based Training and Assessment

BACKGROUND

Operators and regulators are currently developing and implementing a Competency Based Training and Assessment (CBTA) approach to pilot licensing and training programs as an alternative to traditional training methods.

STATEMENT OF POSITION

IFALPA believes that the concept of Competency Based Training and Assessment can be a reasonable alternative training and assessment method. It should be used only when it is properly developed, implemented, maintained, and contains as a minimum the following elements:

Licensing

- Mutual recognition of licenses amongst States is ensured.

- The National Aviation Authority (NAA) is responsible for defining and providing ongoing oversight of the competency framework, including performance criteria, on a state level.

- The issuance of any license or rating remains the responsibility of the NAA.

Participation

- Regulator (NAA), Operator/ATO and pilot representatives are collectively involved in all aspects of CBTA development, implementation and data sharing.

Equivalency

- To maintain overall safety, the level of pilot knowledge, skills and competence achieved must be equal or better with CBTA compared to the traditional system. Regardless of the training system, every pilot should demonstrate the same required competence and flight proficiencies.

- In a CBTA program there should be no reduction in training amounts (hours or training sessions) as compared to traditional training (ICAO Annex 1 (11th Edition, revision 174).

Clear Criteria

- A clear, unambiguous definition of what is considered "competence" is used.

- Competence is achieved when the performance standards of the competencies are demonstrated consistently.

- Performance Criteria are clear, objective, observable and measurable.

Common Understanding

- Each stakeholder in the process including the pilot, instructor, training organization, operator and regulator has a common understanding of the performance criteria.

- The CBTA program is developed in a manner that includes relevant tasks, maneuvers and scenarios under specified conditions as opposed to a prescribed set of tasks or maneuvers. In order to determine the program's ability to achieve this goal, it should be data driven.
- The NAA must ensure that there is an appropriate level of understanding and training on CBTA for anyone involved in providing regulatory oversight and approvals for CBTA programs.

Knowledge

- As knowledge underpins all competencies, the CBTA program uses suitable training methods, tools, and media, for the development and application of knowledge for each competency.

Data

- Data collection, analysis and sharing is part of CBTA program approval and is conducted continuously.
  - The acceptable level of safety performance to be achieved is established by the NAA through data analysis.

  - A continuous systemic evaluation process of the entire CBTA program is used to ensure the effectiveness of training and its relevance to line operations.

  - Data analysis and confirmation of meeting training objectives is a responsibility of the training provider and is shared with the NAA, Operator and pilot representatives.

  - Data analysis is never used for individual evaluation or monitoring.

- The CBTA program is fully integrated into the training provider's SMS and QMS.
- The CBTA program is fully integrated into the operator's SMS and QMS.

Instructors and Evaluators

- Instructors and Evaluators in a CBTA program require specific additional competencies.
  - It is vital that all Flight Instructors and Evaluators receive training specific to CBTA and demonstrate all pilot competencies as well as all instructor specific competencies.

  - Ground Instructors must receive training specific to CBTA and demonstrate relevant pilot competencies as well as all instructor specific competencies.

- All training providers should utilize a relevant, specific and standardized selection process to select instructors and evaluators.
- CBTA instructors should have successfully completed the approved instructor qualification program of the Training provider.
- Conduct, on regular intervals, instructor training and standardization programs that include line operation familiarity programs and a quality assurance program that ensures the suitability of instructors to train candidates.
- Continuous formal oversight of instructor and evaluator performance should be required to ensure that instructor and evaluator quality is maintained.
- Specific to training for the issuance of license or rating, CBTA designed curricula should include real environment exposure and must comply with all the requirements of ICAO Annex 1.