



Competency-Based Training and Assessment

Instructor Course Design

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AIRBUS



FOREWORD

Is CBTA instructor training necessary ?



Reasons for Change

MANDATORY





Good Trainer: an International Consensus



Pilot Competencies
Same to existing ones.

Management of Learning Environment
Ensures that the instruction, Assessment and evaluation are conducted in a suitable and Safe environment.

Instruction
Conducts training to develop the trainee's competencies

Interaction with Trainee
Supports the trainees' learning and development.

Assessment & Evaluation
Assesses the competencies of the trainee.



Our Journey together...



Our Journey together...





CBTA Instructor Course Should be.... Competency-Based

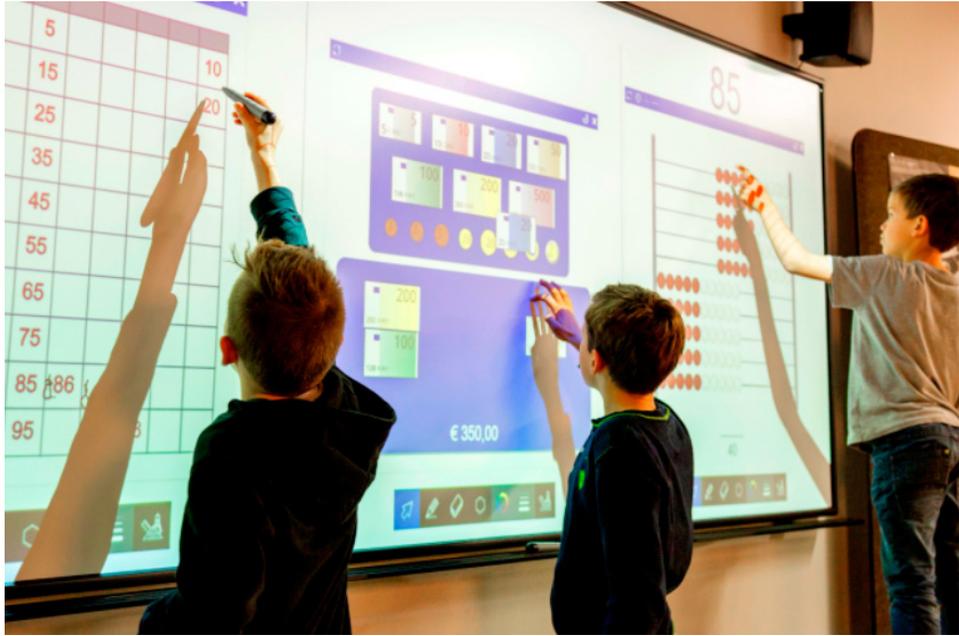




Make it Practical and Interactive

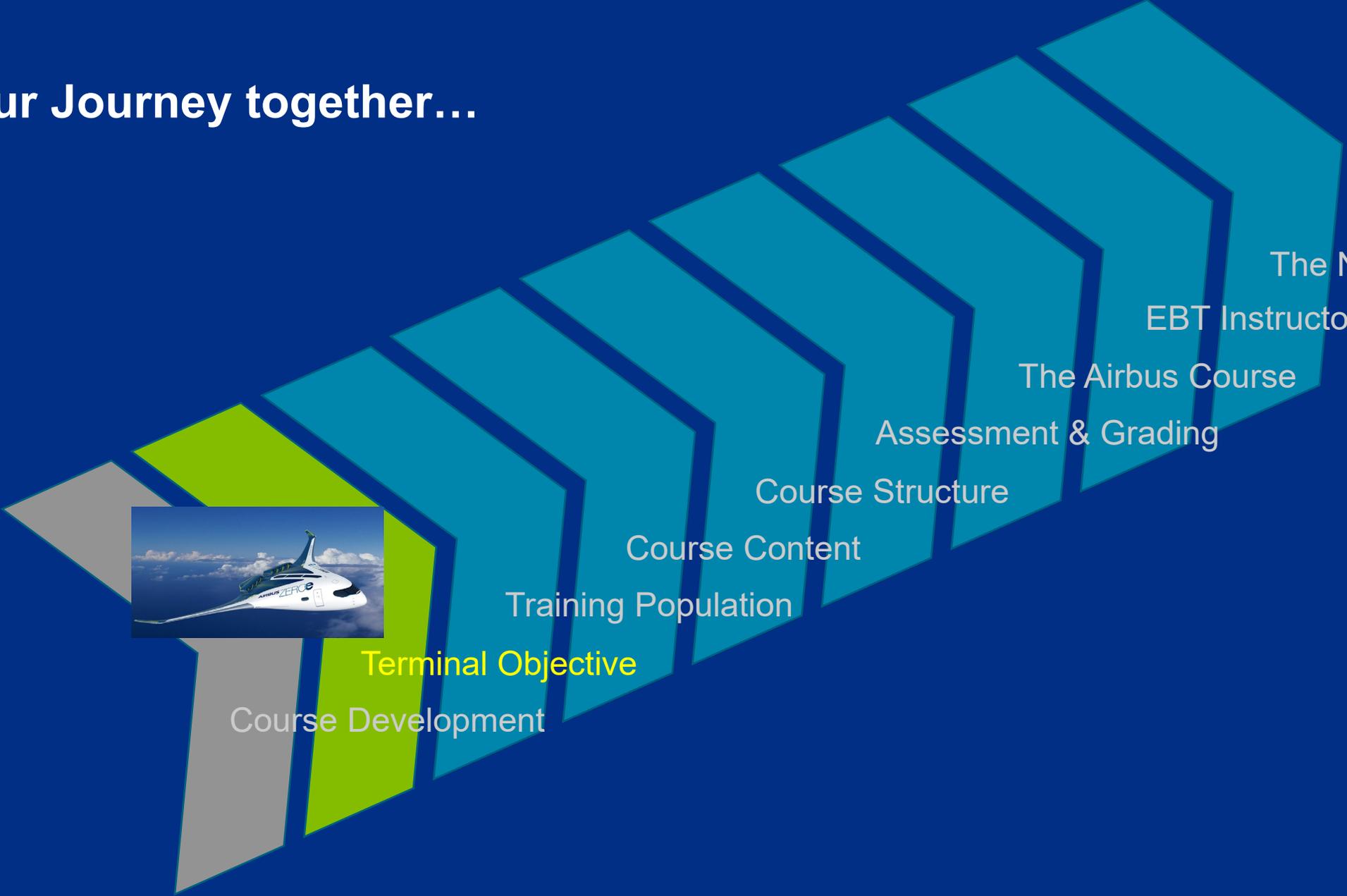


Practical



Interactive

Our Journey together...



Course Development

Terminal Objective

Training Population

Course Content

Course Structure

Assessment & Grading

The Airbus Course

EBT Instructor Course

The New Generation



We train to Develop Competence



Pilot Competencies

Similar to existing ones.



Management of Learning Environment

Ensures that the instruction, Assessment and evaluation are conducted in a suitable and Safe environment.



Instruction

Conducts training to develop the trainee's competencies



Interaction with Trainee

Supports the trainees' learning and development.



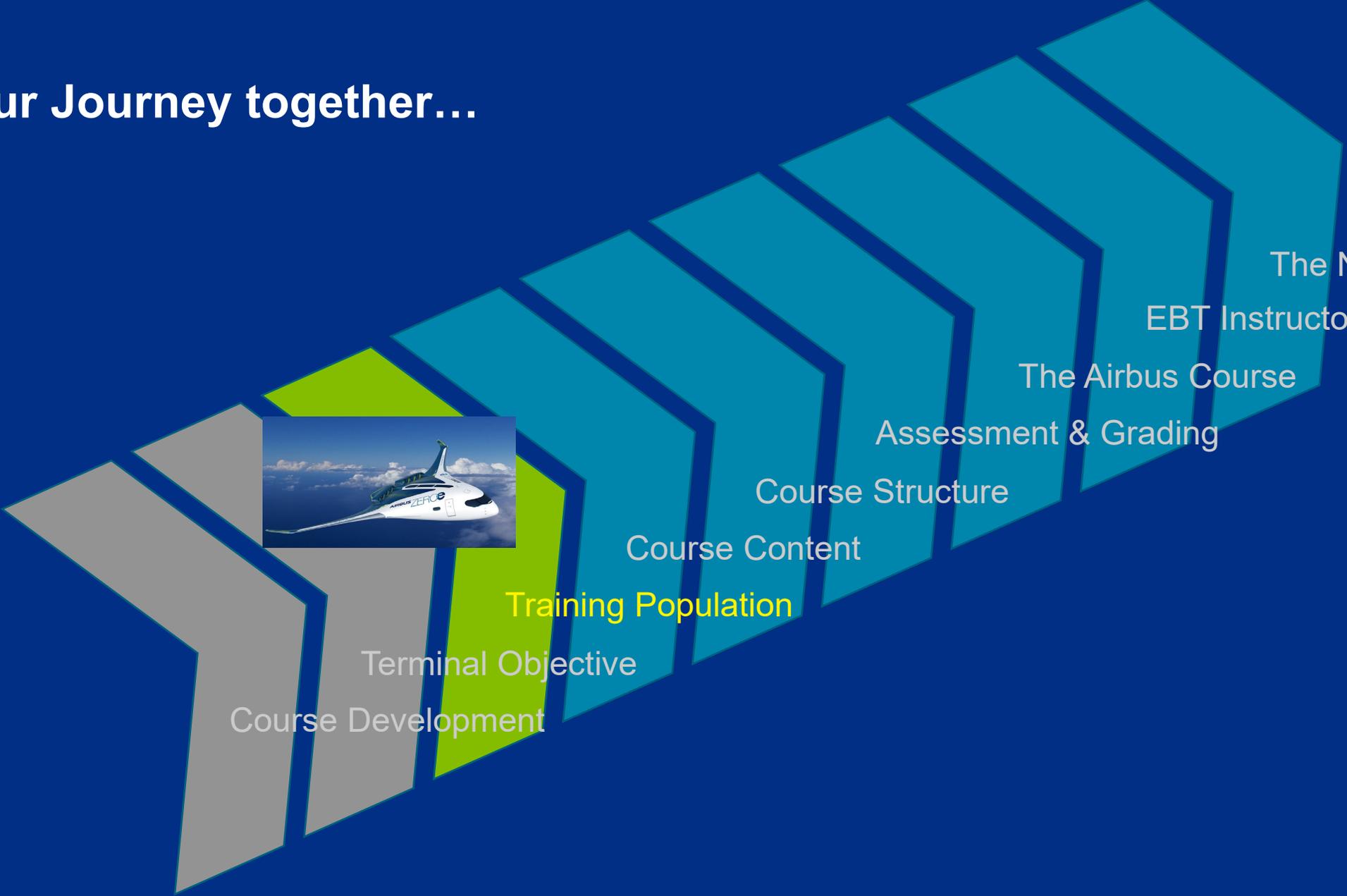
Assessment & Evaluation

Assesses the competencies of the trainee.



At the end of the CBTA instructor training, the instructor applicant should be able to demonstrate effectively the 5 instructor competencies by (at least) **REGULARLY** demonstrating **MOST** of the Instructor Observable Behaviors (IOBs) associated to each instructor competency.

Our Journey together...



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The Airbus Course

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Population to be Trained is a function of...



Pre-requisites

Aptitude Testing (selection)



Future Job



Aptitude Testing



- Pilot Competencies**
Similar to existing ones.
- Management of Learning Environment**
Ensures that the instruction, Assessment and evaluation are conducted in a suitable and Safe environment.
- Instruction**
Conducts training to develop the trainee's competencies
- Interaction with Trainee**
Supports the trainees' learning and development.
- Assessment & Evaluation**
Assesses the competencies of the trainee.



- The level of performance as a pilot
- The potential to support the trainee's learning
- The potential to become a role model
- The potential to pass instructor training

Our Journey together...



The New Generation

EBT Instructor Course

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Course Aim



- Pilot Competencies**
Similar to existing ones.
- Management of Learning Environment**
Ensures that the instruction, Assessment and evaluation are conducted in a suitable and Safe environment.
- Instruction**
Conducts training to develop the trainee's competencies
- Interaction with Trainee**
Supports the trainees' learning and development.
- Assessment & Evaluation**
Assesses the competencies of the trainee.



Mainly a matter of selection

To be developed or reinforced



Course content should address KSA related to IOBs



Management of the Learning Environment

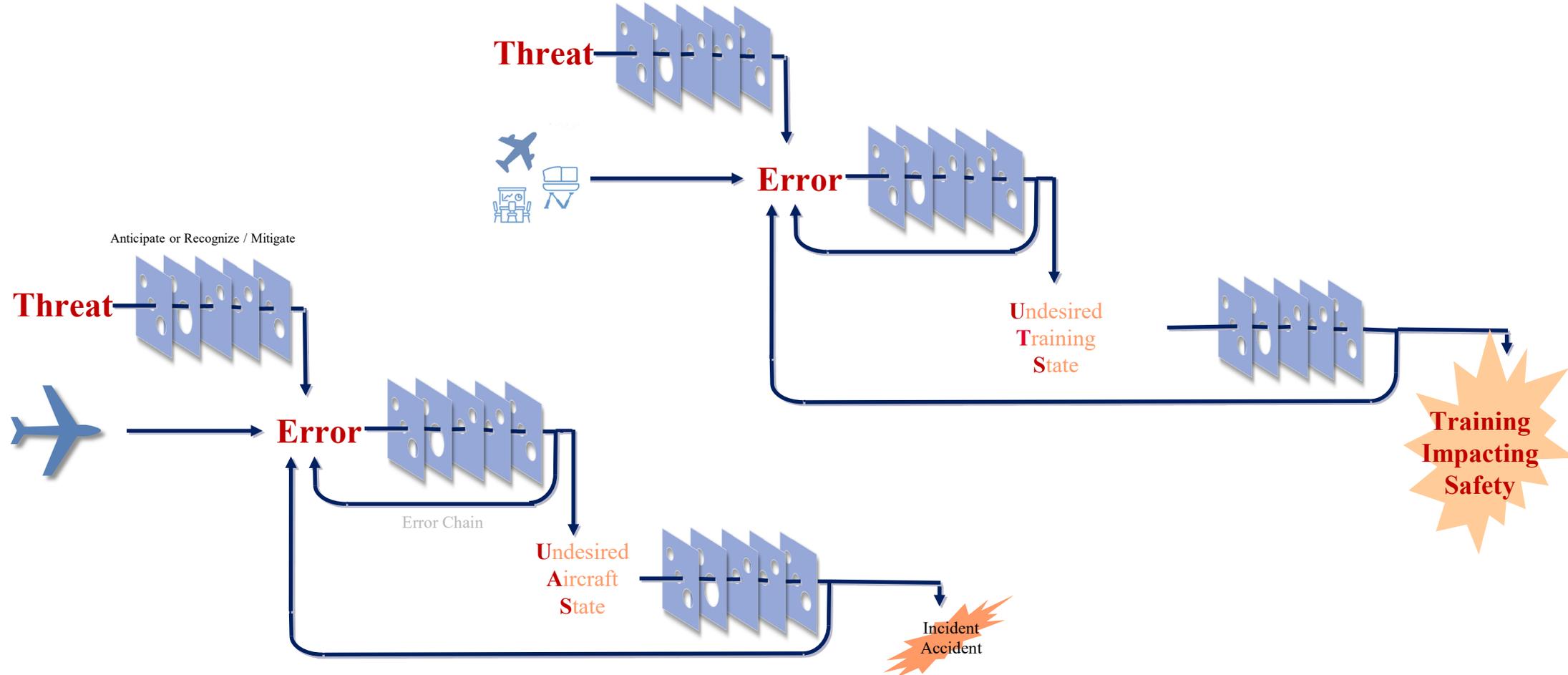


IEC2

Management of the learning environment	
Description:	Ensures that the instruction, assessment and evaluation are conducted in a suitable and safe environment.
IOB 2.1	Applies TEM in the context of instruction/evaluation
IOB 2.2	Briefs on safety procedures for situations that are likely to develop during instruction/evaluation
IOB 2.3	Intervenes appropriately, at the correct time and level (e.g., progresses from verbal assistance to taking over control)
IOB 2.4	Resumes instruction/evaluation as practicable after any intervention
IOB 2.5	Plans and prepares training media, equipment and resources
IOB 2.6	Briefs on training devices or aircraft limitations that may influence training, when applicable
IOB 2.7	Creates and manages conditions (e.g., airspace, ATC, weather, time, etc.) to be suitable for the training objectives
IOB 2.8	Adapts to changes in the environment whilst minimizing training disruptions
IOB 2.9	Manages time, training media and equipment to ensure that training objectives are met



IOB 2.1: Applies TEM in the context of instruction/evaluation





IOB 2.3: Intervenes appropriately, at the correct time and level

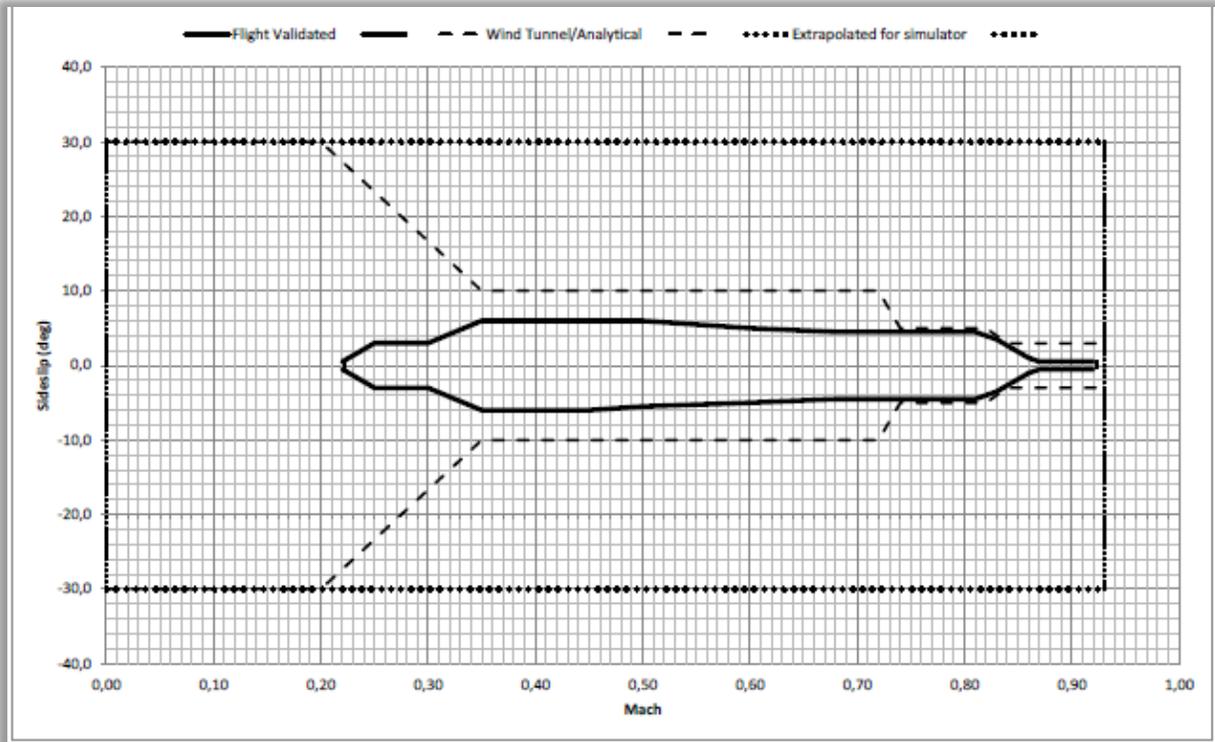


Teaching and Learning

Practical Training



IOB 2.6: Briefs on training devices or aircraft limitations



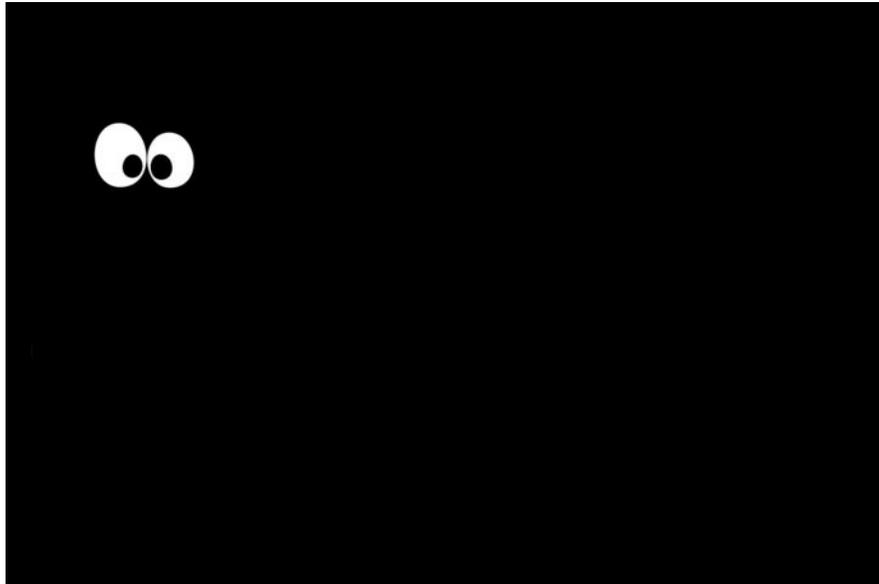
Outside Training Envelope



Negative Training



IOB 2.8: Adapts to changes in the environment whilst minimizing training disruptions



Threat Identification

Practical Adaptation Methods

Protection of training objectives

Additional training if required



Instruction



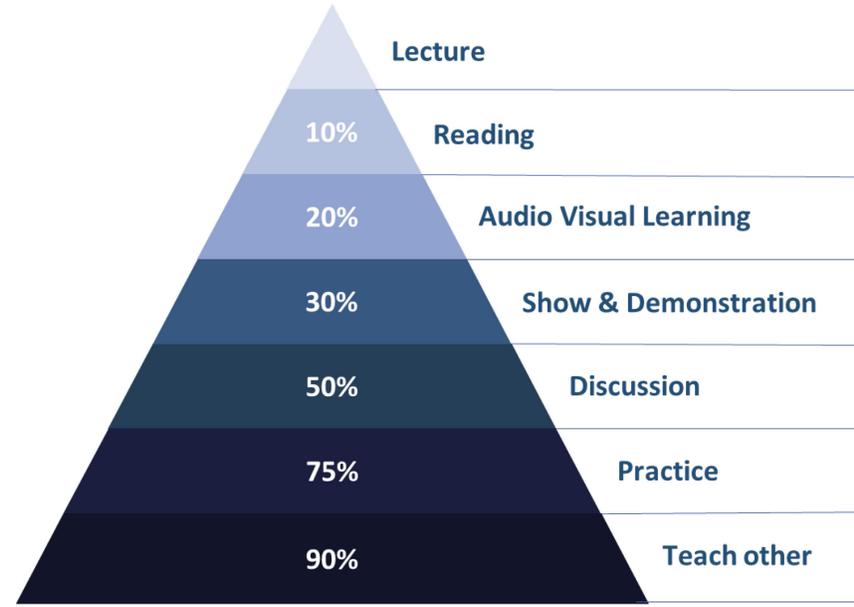
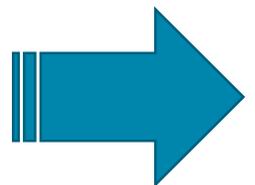
IEC 3

Instruction	
Description:	Conducts training to develop the trainee's competencies.
IOB 3.1	References approved sources (operations, technical, and training manuals, standards and regulations)
IOB 3.2	States clearly the objectives and clarifies roles for the training
IOB 3.3	Follows the approved training program
IOB 3.4	Applies instructional methods as appropriate (e.g., explanation, demonstration, facilitation, discover with assistance, discover without assistance)
IOB 3.5	Sustains operational relevance and realism
IOB 3.6	Adapts the amount of instructor inputs to ensure that the training objectives are met
IOB 3.7	Adapts to situations that might disrupt a planned sequence of events
IOB 3.8	Continuously assesses trainee's competencies
IOB 3.9	Encourages the trainee to self-assess
IOB 3.10	Allows trainee to self-correct in a timely manner
IOB 3.11	Applies trainee-centred feedback techniques (e.g., facilitation, etc.)
IOB 3.12	Provides positive reinforcement



IOB 3.4: Applies instructional methods as appropriate

	Teaching Method
Instructor	Tell, Explain, Remind
Instructor	Show, Demonstrate
Instructor	Facilitate
Trainee	Discover with assistance
Trainee	Discover without assistance



Retention rate in % by different ways of learning



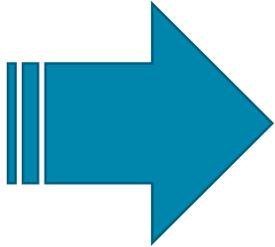
IOB 3.11: Applies trainee-centered feedback techniques (e.g., facilitation, etc.)

Facilitation: “They Figure it out !”





IOB 3.12: Provides positive reinforcement



Interaction with Trainees

IEC 4

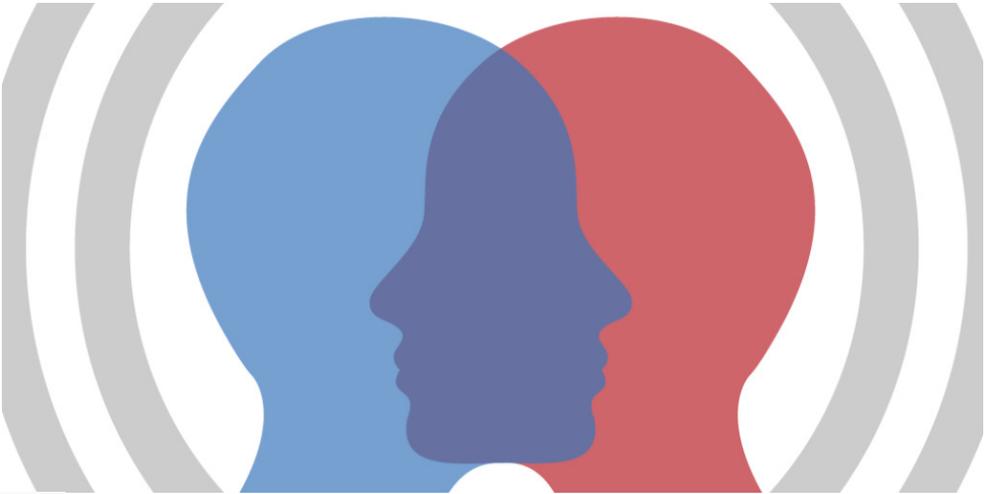
Interaction with the trainees	
Description:	Supports the trainees' learning and development And Demonstrates exemplary behaviour (role model)
	Supports the trainees' learning and development
IOB 4.1	Shows respect for the trainees (e.g., for culture, language, experience)
IOB 4.2	Shows patience and empathy (e.g., by actively listening , reading non-verbal messages and encouraging dialogue)
IOB 4.3	Manages trainees' barriers to learning
IOB 4.4	Encourages engagement and mutual support
IOB 4.5	Coaches the trainees
	Demonstrates exemplary behaviour (role model)
IOB 4.6	Supports the goal and training policies of the Operator/ATO and Authority
IOB 4.7	Shows integrity (e.g., honesty and professional principles)
IOB 4.8	Demonstrates acceptable personal conduct, acceptable social practices, content expertise, a model for professional and interpersonal behaviour
IOB 4.9	Actively seeks and accepts feedback to improve own performance



IOB 4.1 & 4.2: Respect, Patience and Empathy



Behavior is a choice



Showing Empathy



Treating people as equal



IOB 4.1 & 4.2: Respect, Patience and Empathy



Behavior



Body language



IOB 4.5: Coaches the Trainees



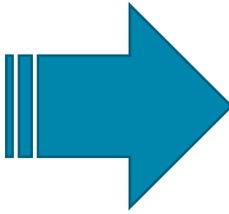


IOB 4.7 & 4.8: Integrity and Role Model





IOB 4.9: Seeks and Accepts Feed-back



Assessment and Evaluation



IEC 5

Assessment and Evaluation	
Description:	Assesses the competencies of the trainee and Contributes to continuous training system improvement
	Assesses the competencies of the trainee
IOB 5.1	Complies with Operator/ATOs and Authority requirements
IOB 5.2	Ensures that the trainee understands the assessment process
IOB 5.3	Applies the competency standards and conditions
IOB 5.4	Assesses trainee's competencies
IOB 5.5	Performs grading
IOB 5.6	Provides recommendations based on the outcome of the assessment
IOB 5.7	Makes decisions based on the outcome of the summative assessment
IOB 5.8	Provides clear feedback to the trainee
	Contributes to continuous training system improvement
IOB 5.9	Reports strengths and weaknesses of the training system (e.g., training environment, curriculum, assessment/evaluation) including feedback from trainees
IOB 5.10	Suggests improvements for the training system
IOB 5.11	produces reports using appropriate forms and media



IOB 5.4 & 5.5: Assesses and Grades the Trainees

9 Pilot Competencies



Competency-framework

Training Type							
Pilot Training	Session type		Trainee's details				
			Customer				
			Lastname				
			Firstname				
		Position					
		Course Number					
		Course Type					
		From/To					
Session date							
Competencies	1	2	3	4	5	N/O	Need extra training
Application of procedures							
Communication							
Flight path management - Automation							
Flight path management - Manual							
Knowledge							
Leadership and teamwork							
Problem solving and decision making							
Situation awareness							
Workload management							
Free text							
<input type="button" value="Validate"/> <input type="button" value="Save without validation"/> <input type="button" value="Unprotect"/>							
<p><i>I confirm that all the required manoeuvres and exercises for this session are either completed or listed in the free text box.</i></p> <p><i>I confirm that the reporting has been presented to the trainee and validated in his/her presence</i></p> <p><i>Note : Any missing/unsatisfied exercise will be notified to the next instructor</i></p>							

Grading system



IOB 5.4 & 5.5: Assesses and Grades the Trainees

9 Pilot Competencies





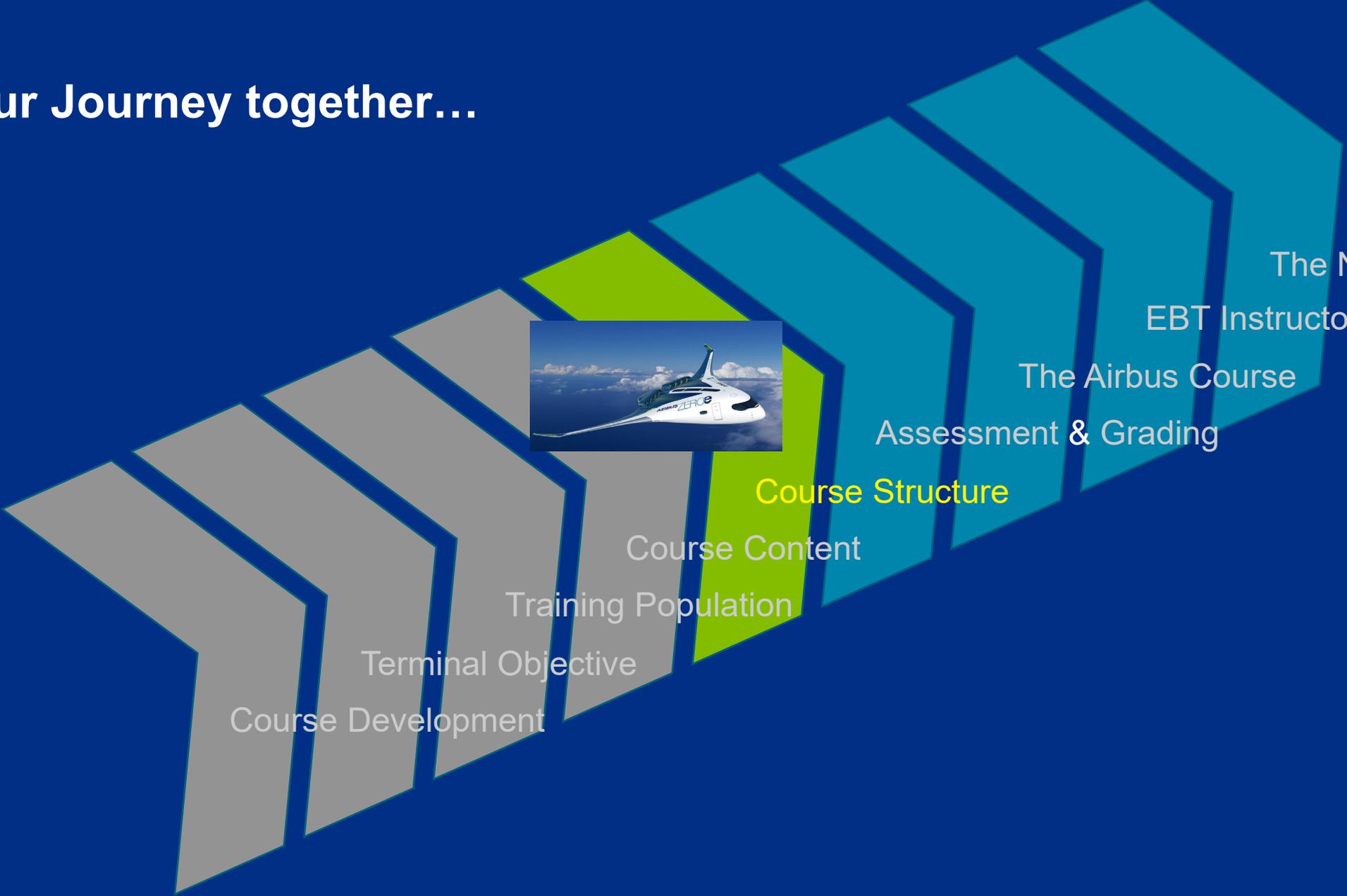
IOB 5.6 & 5.8: Provides Feed-back and Recommendations



Above the surface you see the
Symptoms
of the problem

Dig deeper to find the
Root Cause
of the problem

Our Journey together...



Course Development

Terminal Objective

Training Population

Course Content

Course Structure

Assessment & Grading

The Airbus Course

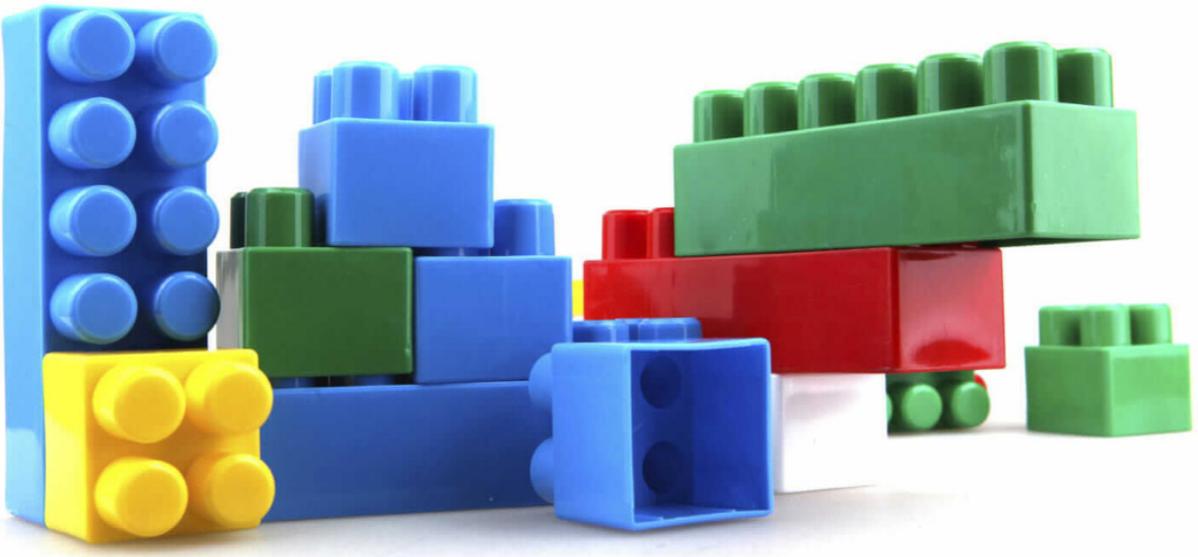
EBT Instructor Course

The New Generation





Make it Modular and Progressive !!!



Step-by-step development of IECs...

Our Journey together...



The New Generation

EBT Instructor Course

The Airbus Course

Assessment & Grading

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Course Development



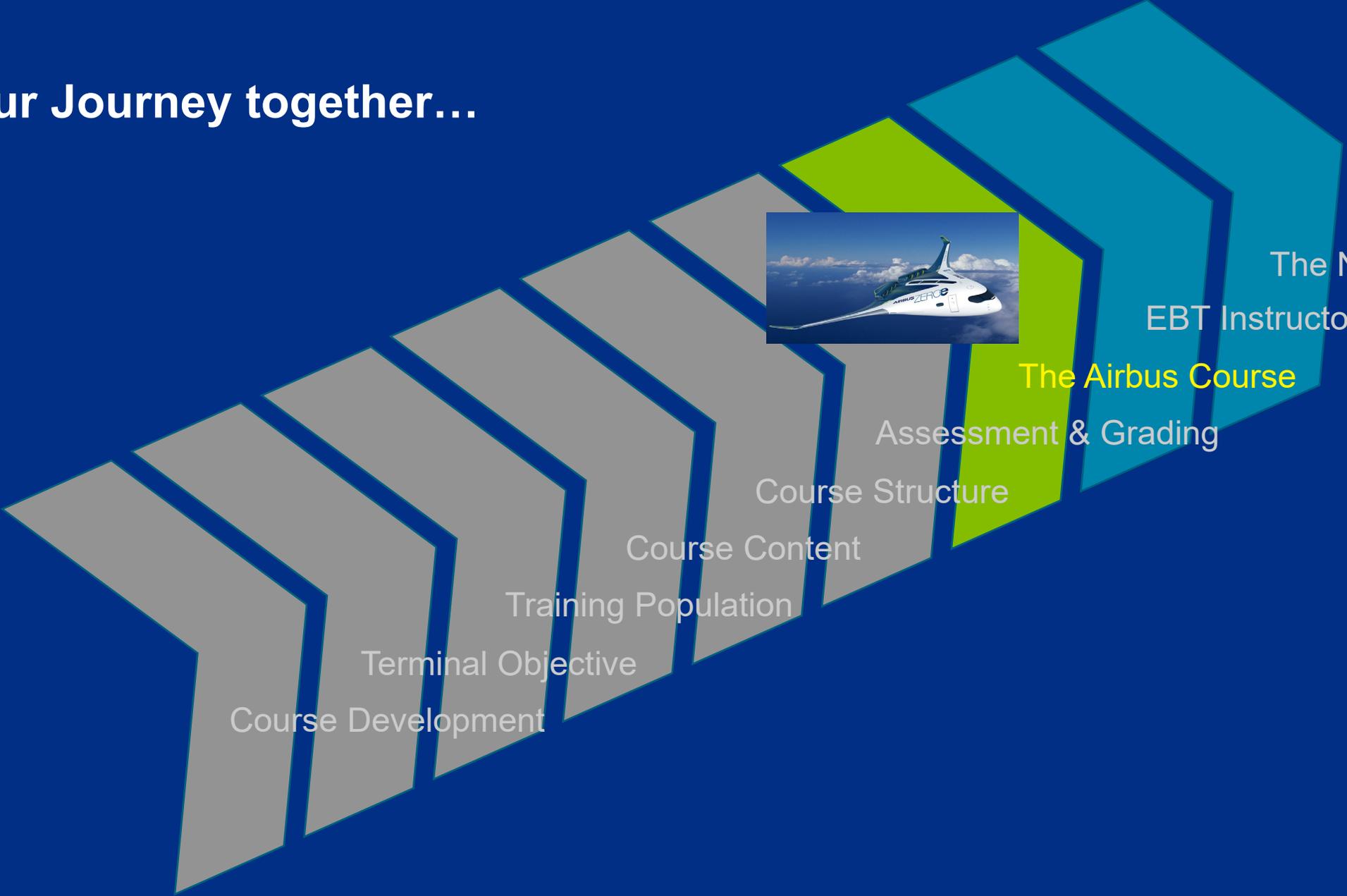
Continuous Instructor Assessment



Based on Instructor Competencies

Formative and Summative

Our Journey together...



The New Generation
EBT Instructor Course

The Airbus Course

Assessment & Grading

Course Structure

Course Content

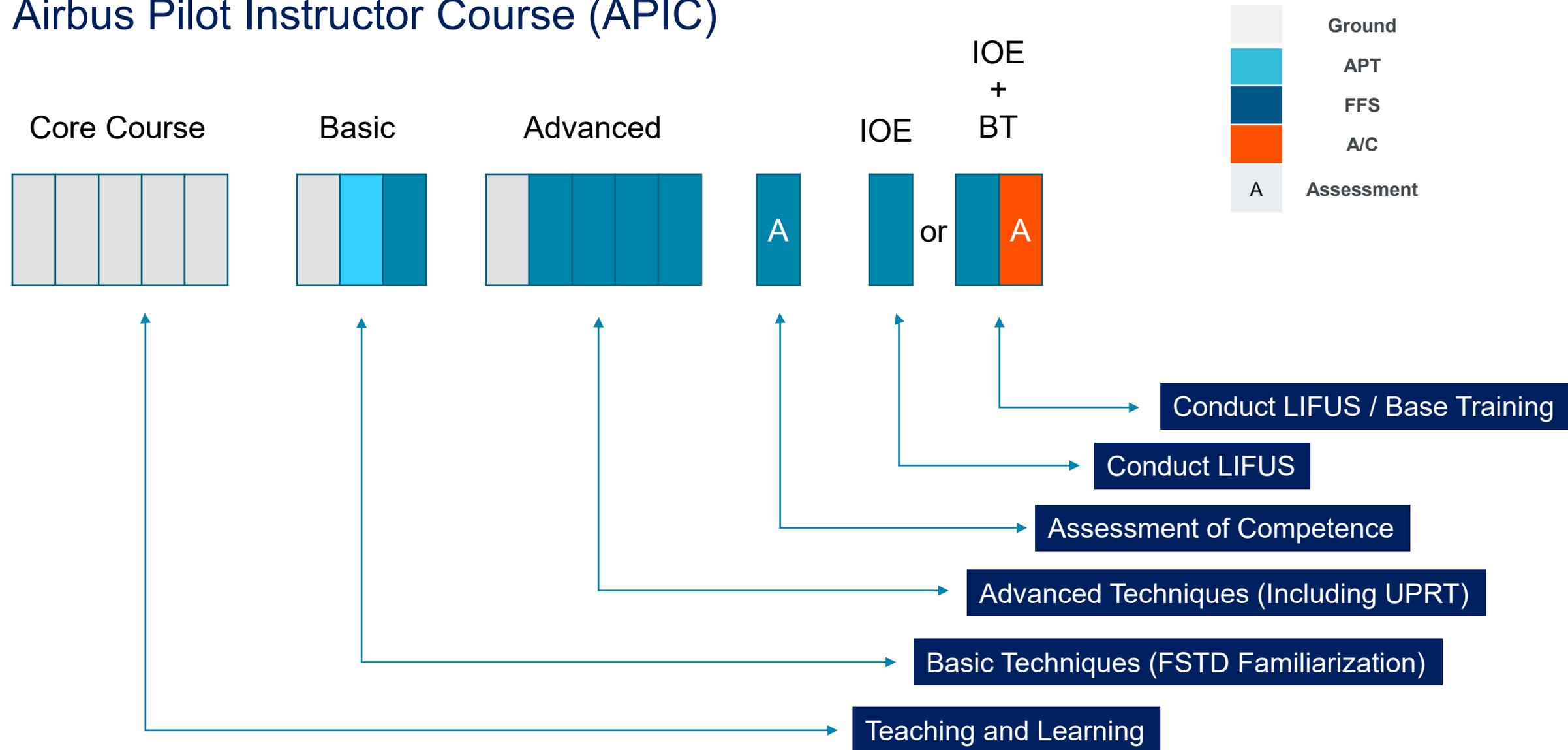
Training Population

Terminal Objective

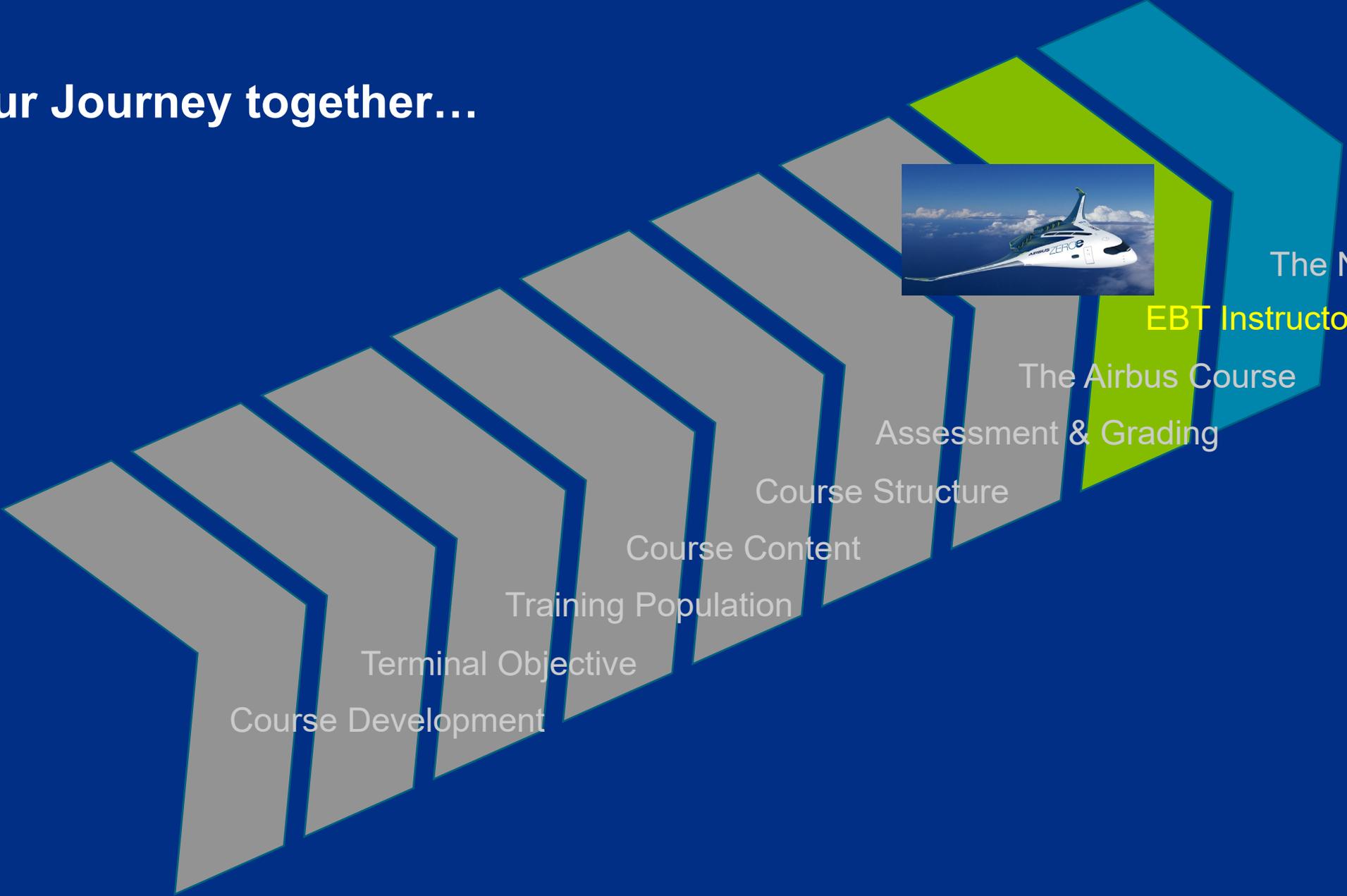
Course Development



Airbus Pilot Instructor Course (APIC)



Our Journey together...



The New Generation

EBT Instructor Course

The Airbus Course

Assessment & Grading

Course Structure

Course Content

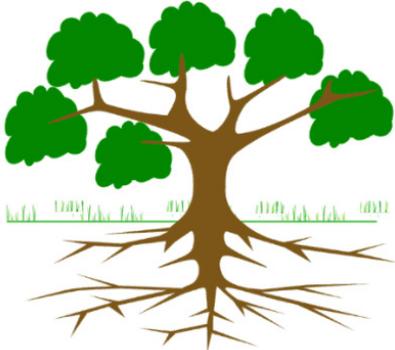
Training Population

Terminal Objective

Course Development

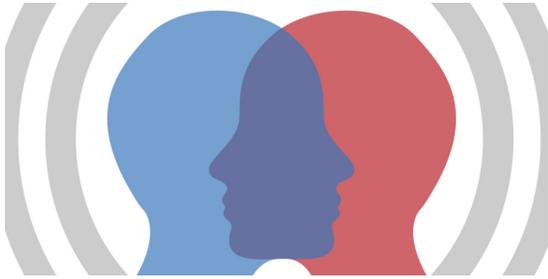


EBT is ... CBTA



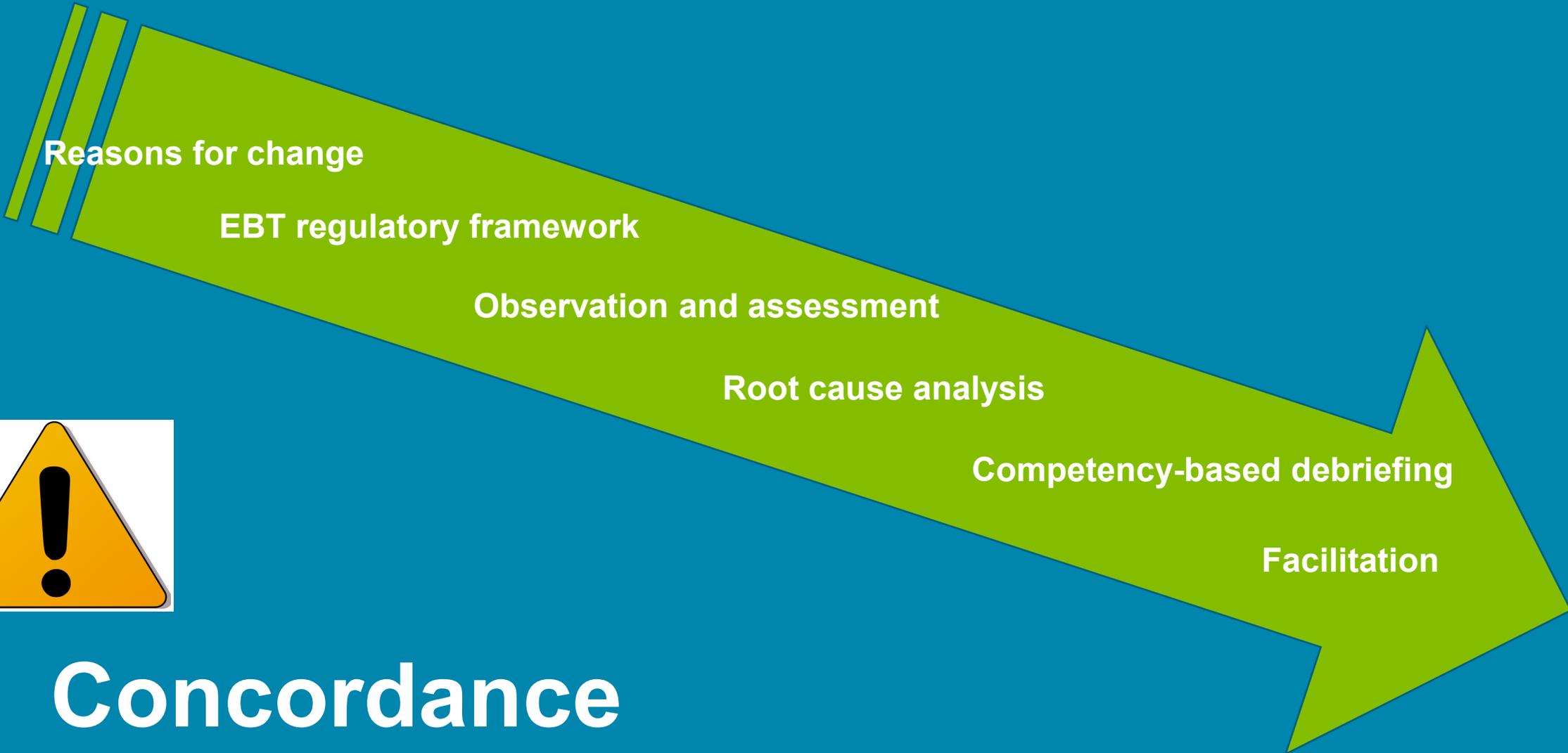
Above the surface you see the **Symptoms** of the problem

Dig deeper to find the **Root Cause** of the problem





EBT Special Emphasis



Concordance

Our Journey together...



The New Generation

EBT Instructor Course

The Airbus Course

Assessment & Grading

Course Structure

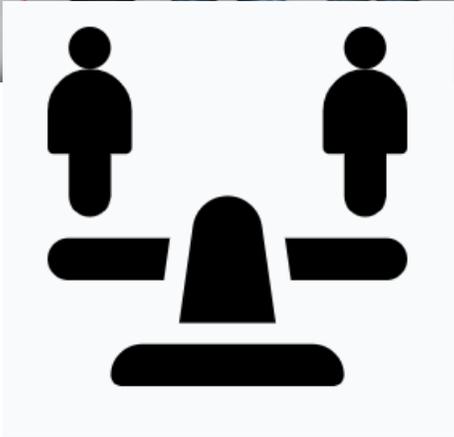
Course Content

Training Population

Terminal Objective

Course Development

Facing the New Generation



Thank You.....