



# Training paradigm shift: Innovative philosophy for competency-driven outcomes

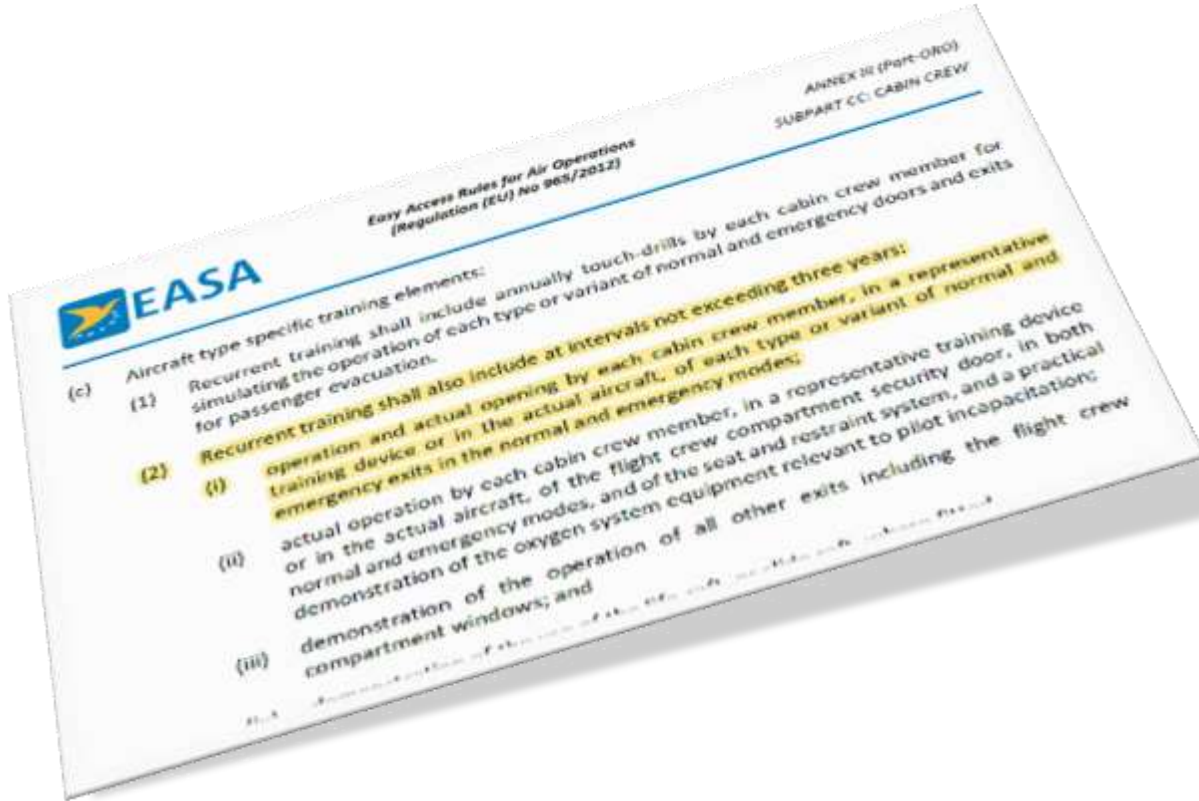
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Birdy Raghoonundun Gunputh EATS 2021

# Training focus



# Standards of accomplishment expressed in quantitative terms



Nr.	Requirements	Implemented
01	Location and handling of safety and emergency equipment	✓ 1 hr
02	The donning of life-jackets, portable oxygen and protective breathing equipment	✓ 0,5 hr
03	Operation and actual opening by each cabin crew member, in a representative training device or in the actual aircraft, of each type or variant of normal and emergency exits in the normal and emergency modes	✓ 1 hr
04	.....	XX hrs

# Issues with quantitative learning



# The real world: need for competencies to face any eventualities



....it was completely different, we had to...

# Making a difference: Competency driven outcomes

## Knowledge

- Systems
- Equipment
- Procedures



## Attitudes

Non-technical skills/  
CRM



## Skills

- Application of procedures
- Ability to operate Equipment/ Systems

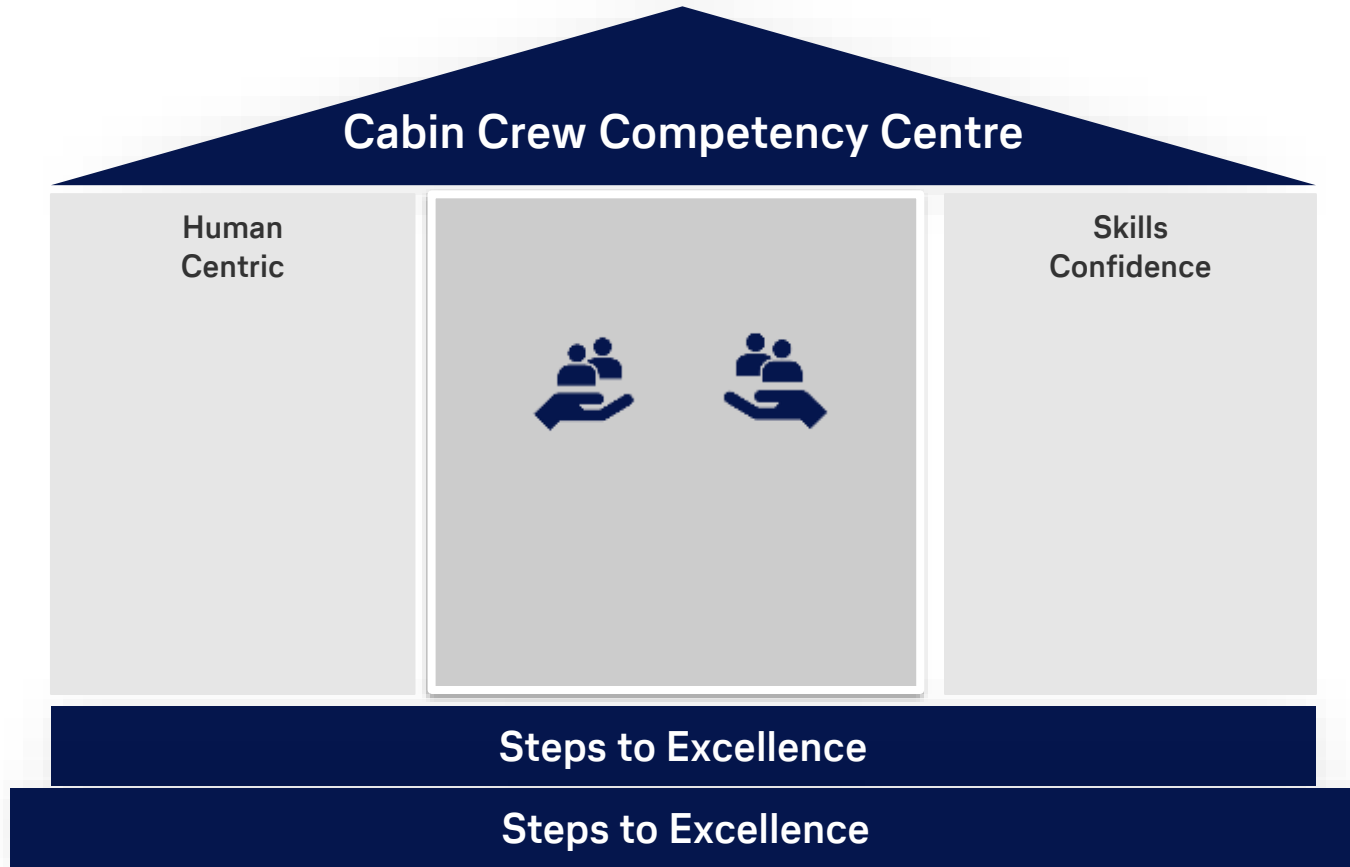


## Competency

# The Training Approach: Silo Thinking



# Holistic Training Approach





Experience it

Learn it

Do it yourself

Reflect upon  
your actions

Increase learning effect through experiential learning

# Immersive Training Opportunities

Aircraft Familiarisation  
Procedures & Simulations  
Systems & Equipment



# Comprehensive & highly interactive CBT



Competency driven

Easy to absorb

Interactive

Fascinating

# Passing the exam v/s attaining the required competencies...



# Combined Training & Checking



Using waiting time more effectively

*Which is the correct pressure of the oxygen portable bottle during pre-flight checks?*

*A 1000 PSI*

*B 1500 PSI*

*C 1800 PSI*

Which is the correct pressure for the pre-flight check?

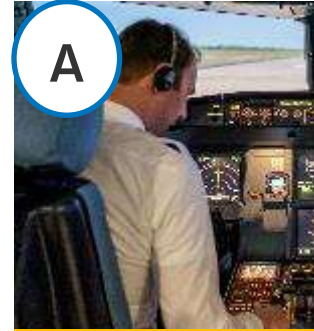


*What is your next step after identifying the red flashing light at the door window?*

- A Inform Flight Crew*
- B Open door to release pressure*
- C Reset pressure at FAP*



What is your next step after identifying the following indication?



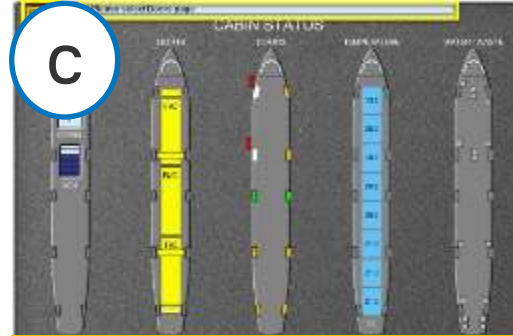
A

**Inform Flight Crew**



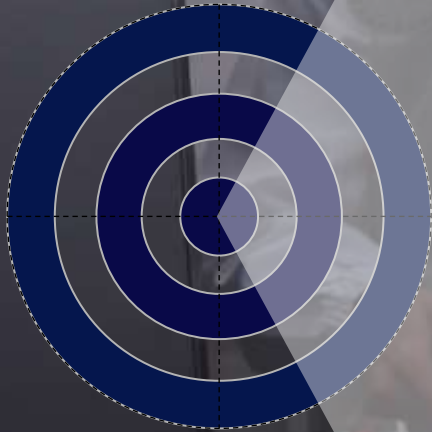
B

**Open door to release pressure**



C

**Reset pressure at FAP**



- 1 | **Enforce a competency-based training**
- 2 | **Align requirements with competencies required**
- 3 | **Increase training effectiveness through innovative methods**
- 4 | **If necessary, apply a disruptive strategy**

“The electric light bulb did not come from the continuous improvement of the candle”

*(Oren Harari)*





Thank you  
for your attention