



# **What does competency-based training and assessment means for the Licensing Authority inspectors**

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# Outline

- Differences between traditional training and competency-based training and assessment (CBTA)
- CAA safety oversight of CBTA
- Conclusions



# Differences between Traditional Training & CBTA

- **Traditional training – qualification-based:**

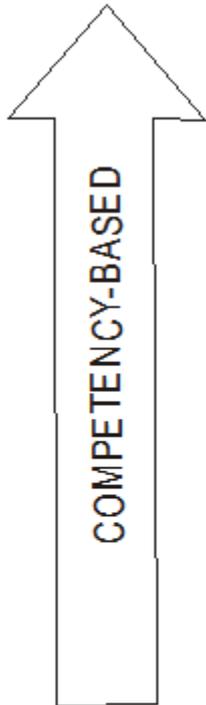
- ❖ Meeting/maintaining the qualifications requirements (Annex 1/National regs)
- ❖ expressed in **quantitative** terms that prescribe training programme “**inputs**” (e.g. required hours of study, hours of practice, etc.)
- ❖ programme design and content are also influenced by the CAA’s testing criteria and methods

- **Competency-based training programme:**



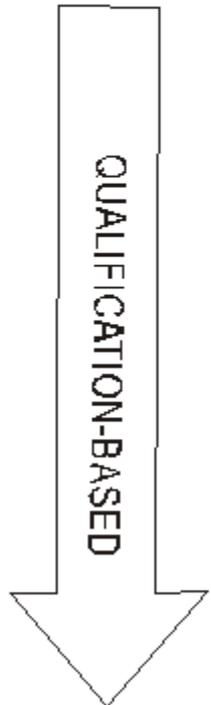
- ❖ an integrated and “**outcomes-focused**” training programme aimed at providing the graduates with the competencies to be safe, highly effective and efficient in the performance of their duties
- ❖ Programme design requirements: training needs analysis; adapted competency model; training and assessment plans; LMS
- ❖ Feedback on training & graduate’s performance is critical for evaluation of course

# Differences between CBTA & Traditional Training



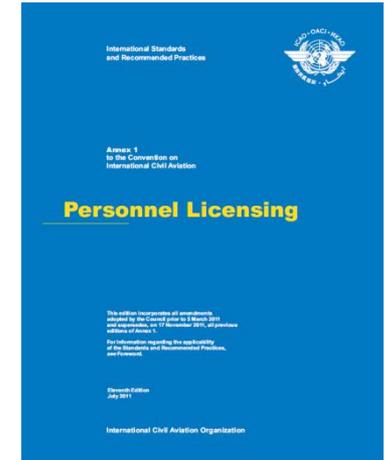
Training designed to ensure that graduates possess the required competencies to safely, efficiently and effectively carry out their assigned duties and responsibilities at the workplace

Training designed to ensure that graduates demonstrate the necessary minimum skill, knowledge and experience levels to meet the qualification requirements of the licence, rating or privilege



# CAA Oversight of CBTA for RPL

- Establish a regulatory framework for the RPL, the related CBTA to be conducted in an ATO, including the ATO's duties and role
- Guidance material to cover:
  - ❖ RPL
  - ❖ CBTA for RPL
  - ❖ conduct of CBTA and final assessment
  - ❖ CBTA instructor qualifications, including assessment
  - ❖ CBTA designated examiner qualifications
  - ❖ CBTA inspector qualifications
  - ❖ inspector procedures for CBTA oversight (approval/surveillance)
  - ❖ Flight simulation training device qualification criteria



No ICAO criteria

# CAA Oversight of CBTA for RPL

- Qualifying inspectors for approving ATO's RPL training programmes: **specific training**

ICAO  
Competency  
Framework  
for Remote  
Pilots

- ❖ Understanding of RPL and RPAS operations – **for examiners qualification on RPAS**
- ❖ CBTA principles in PANS-TRG: generic methodology, ICAO Competency Framework for RPL, adapted competency model - including performance criteria
- ❖ Regulations on RPL and CBTA for RPL
- ❖ Understanding and **use** of CAA guidance material

+ OJT

- ❖ Approval of CBTA training programme: adapted competency model, training and assessment plans, training conduct and course evaluation
- ❖ Approval of qualifications for the CBTA instructors and ATO designated examiners

- Duties: conduct a normal ATO approval process (as for traditional ATOs) PLUS

Proof-of-  
concept  
trial

- ❑ Approve RPL CBTA training, including the adapted competency model and the training and assessment plans, and inspection of actual conduct of CBTA
- ❑ Approve qualifications programmes for CBTA instructors & designated examiners
- ❑ Qualify FSTDs and approve RPA/RPS used for training, if applicable
- ❑ Conduct surveillance of the ATO and its training programme + graduates perfo

# Conclusions

- A new CBTA approach has been created for the RPL
- The burden for the CAA is high in terms of new regulations and producing guidance material
- Inspector training is paramount and significant – CBTA is a new domain
- The inspector job is more complex than for traditional training:
  - No tick box approach
  - Each ATO adapted competency model is different → there is no one-size fits all – and performance criteria are different for each training programme
  - No ICAO criteria for the qualification of the flight simulation training devices
  - On-going surveillance implies good understanding of the adapted competency model developed and used by each individual ATO



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**Thank You**