

A large commercial airplane engine is the central focus, viewed from a low angle looking up. The engine's fan blades are dark and arranged in a circular pattern. The white fuselage of the aircraft is visible on either side of the engine. The background shows a clear blue sky with scattered white clouds. In the distance, an airport tarmac is visible with other aircraft, buildings, and a fence.

# JAA Training Organisation (JAA TO)

Paula Almeida, M.Ed., JAA TO Director

ICAO ANC Talks, Monday 4 May 2020



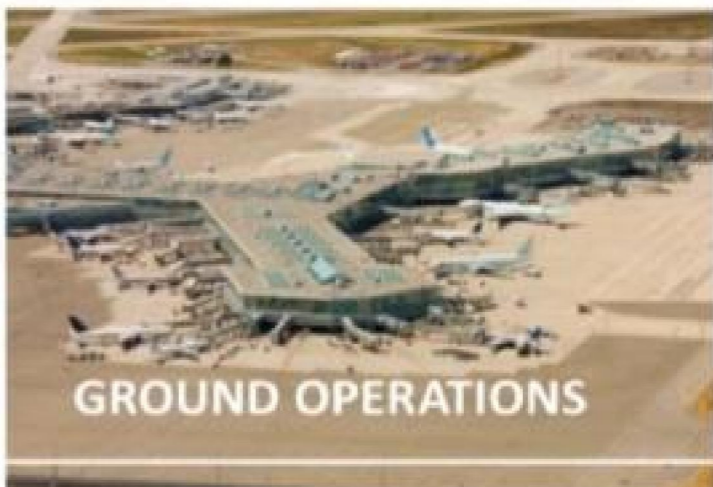


Self-supporting independent from regulators

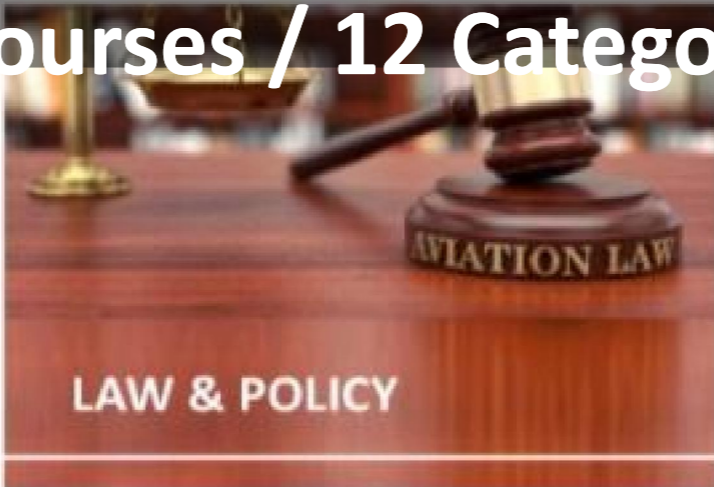
IAA TO is the Associated Body of







**Aviation Regulatory Courses / 12 Categories / 130+ Courses**





ICAO

TRAINAIR  
*PLUS*

REGIONAL CENTRE OF EXCELLENCE



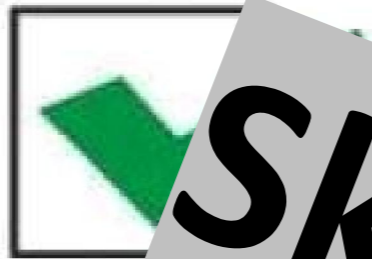
## 2) Competency Based Training



A young man with short brown hair and a light beard, wearing a dark suit jacket over a light blue button-down shirt and a brown leather belt, stands in the center. He is looking directly at the camera with a slight smile. The background is a dark grey chalkboard. On either side of the man, there are white chalk-drawn outlines of muscular arms, flexing their biceps. A semi-transparent grey rectangular box is overlaid across the middle of the image, containing the word "COMPETENT" in large, bold, black, sans-serif capital letters.

**COMPETENT**

**Knowledge**



**Attitudes**

**Skills**



**Competent!**

**K S A**

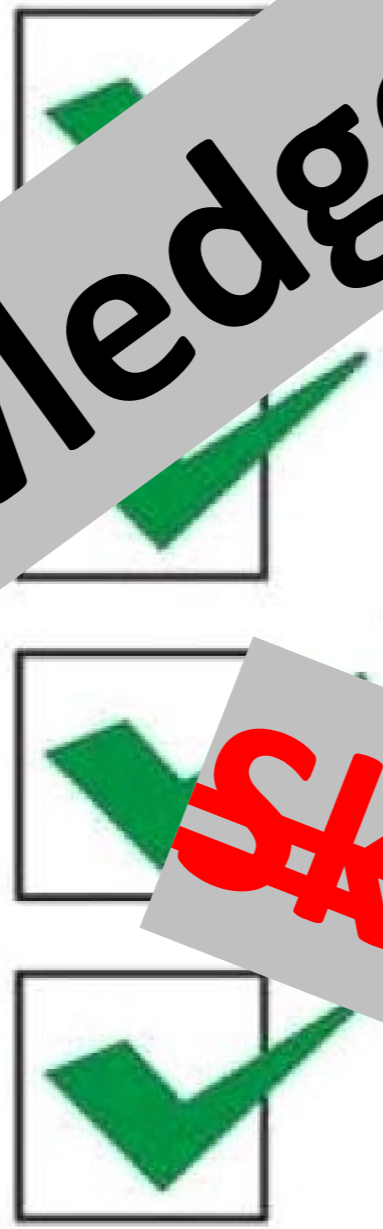
# The Competent Professional

**Knowledge** *knows WHAT*

**Skills** *knows HOW*

**Attitudes** *knows WHY*  
*(and in which way/manner)*

**Knowledge**

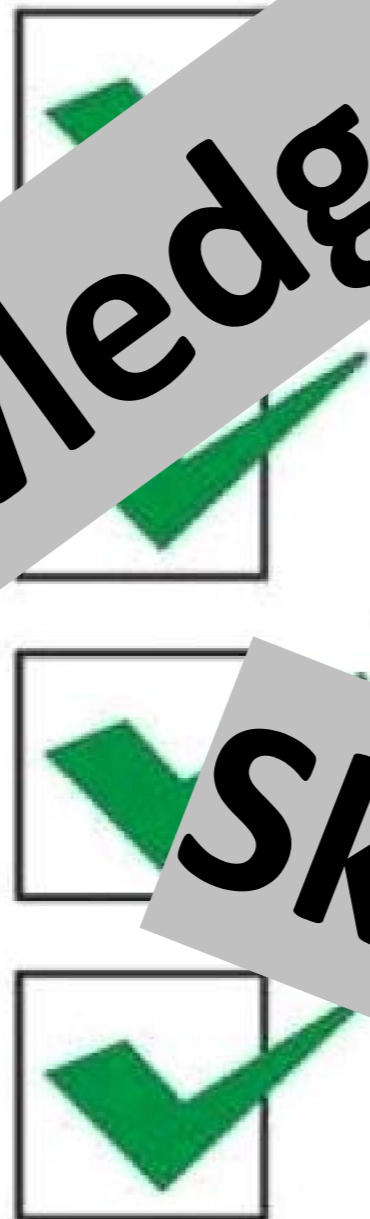


~~**Skills**~~

~~**Attitudes**~~



**Knowledge**



**Skills**

~~**Attitudes**~~





## 3) JAA TO'S Experience: an example



ICAO Doc. 9941 TDG

**TRAINAIR  
PLUS**

REGIONAL CENTRE OF  
EXCELLENCE



**Conducting Technical Assistance Visit  
to CAPSCA Member States and Airports**

**\* with expert collaboration from WHO**

# Basic Approach to Course Development



Analysis

Training Needs

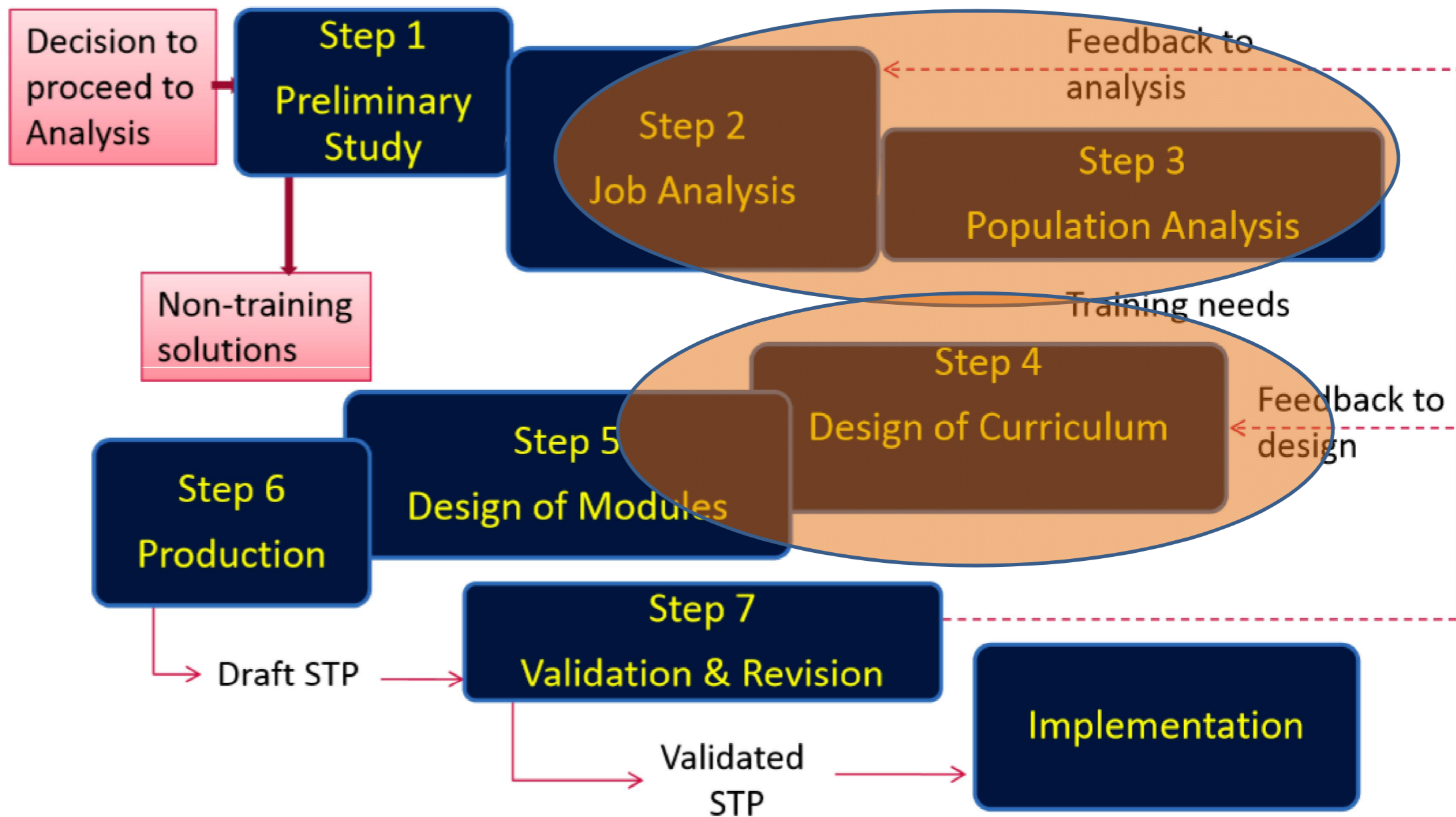
Design and Production

Training Packages

Evaluation



# Training Development Process



# The Job



**CASPCA Technical Advisor**

# The Target Audience



Personnel involved in a CAPSCA Technical Assistance Visit

Personnel CAA, Ministry of Health, Airport, ANSP,  
Tourism, Emergency Response, Experts.

# Training Strategies



# DACUM – Design a Curriculum



**Job Function**

**Tasks**

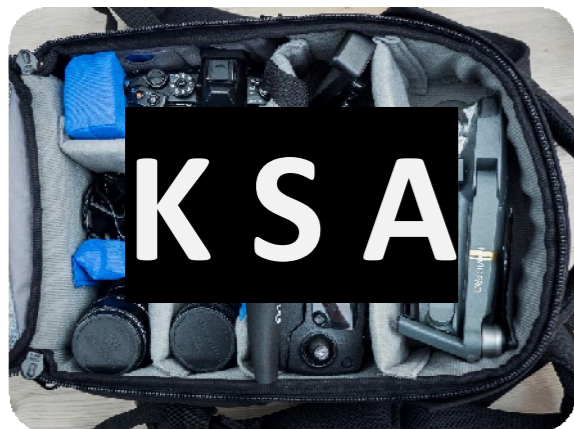
**K S A**

**Frequency**

**Importance**

**Difficulty**

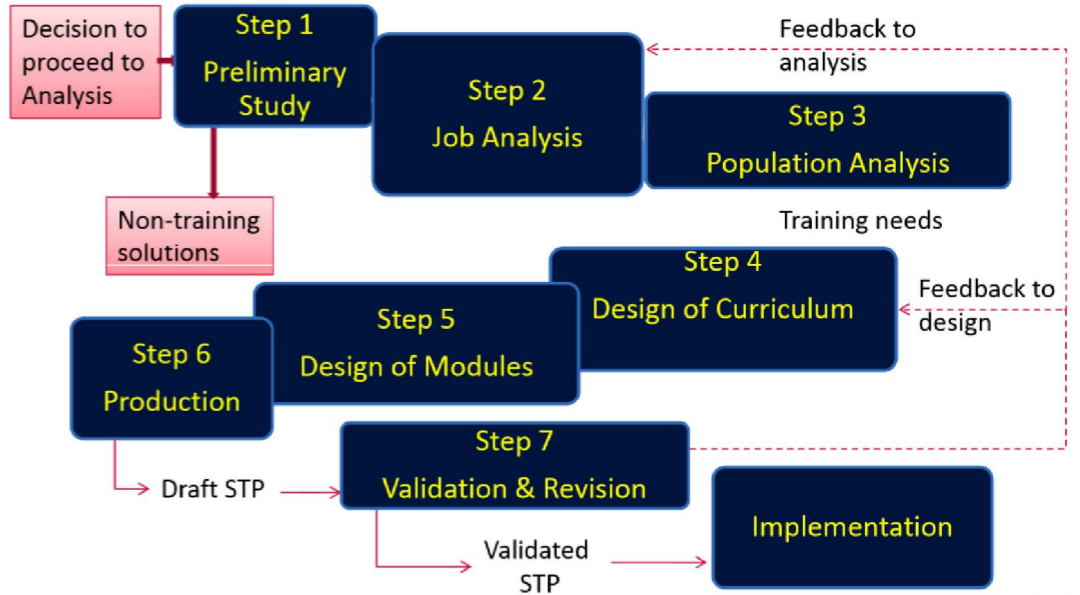
**Cruciality**



**K S A**



# Training Development Process



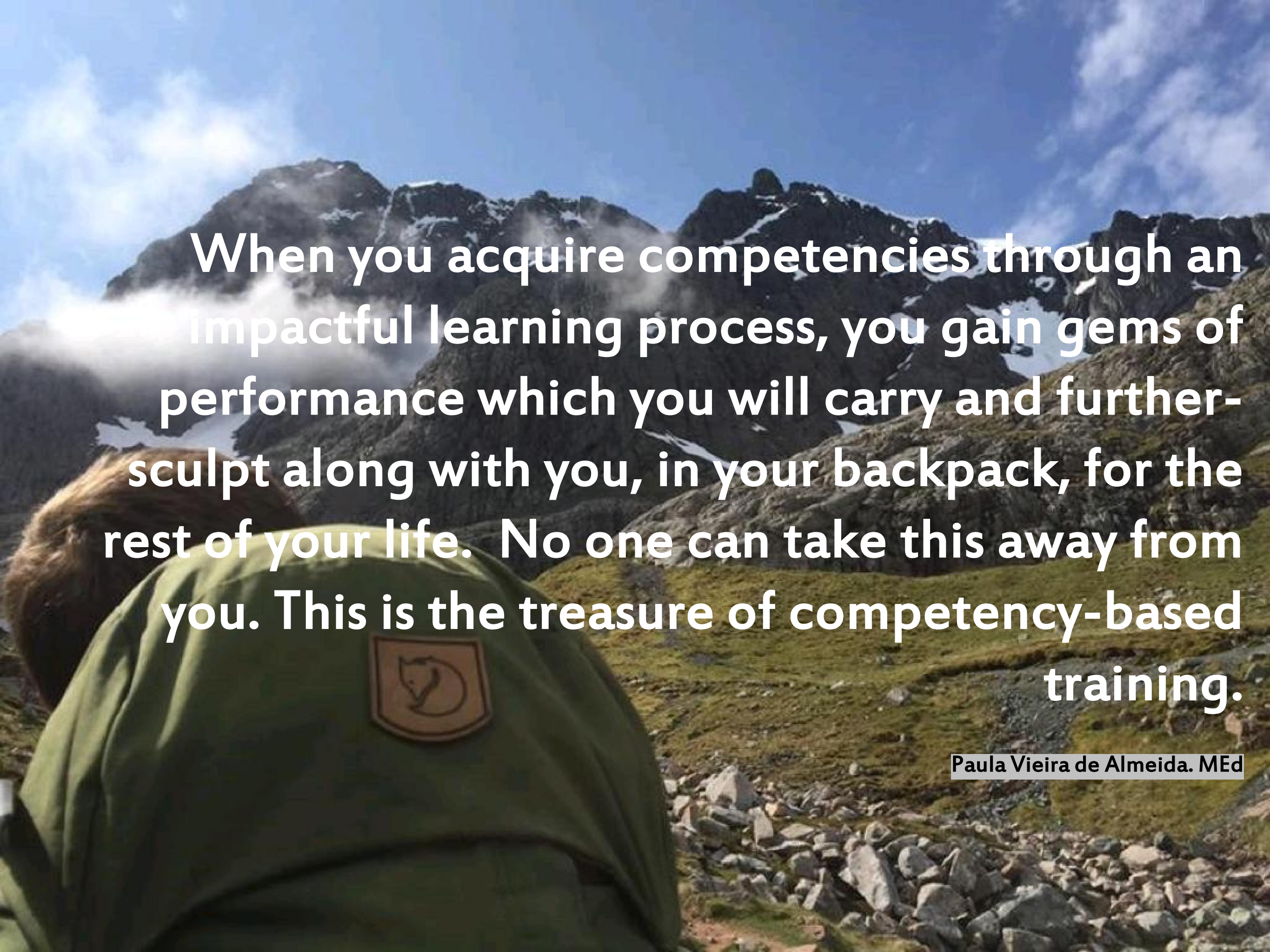
**COMPETENT**

**PERFORMANCE**



# CBT Development Methodology



A person wearing a green jacket with a logo on the back is seen from behind, looking out at a vast mountain range. The mountains are rugged and partially covered in snow, with some clouds drifting around them. The sky is a clear, bright blue. The foreground shows a rocky, grassy path.

**When you acquire competencies through an impactful learning process, you gain gems of performance which you will carry and further-sculpt along with you, in your backpack, for the rest of your life. No one can take this away from you. This is the treasure of competency-based training.**

**Paula Vieira de Almeida. MEd**

Thank you

