ICAO-Course Developers &
Instructors Standardization Meeting
Nairobi 17-19 October 2016

Establishment of CDU as an Organizational Strategy
Outlines

- Overview
- Objectives
- CDU Strategy
- The Challenges Facing Training Providers
- why there are challenges
- The benefits of overcoming the challenges
Overview

Successful implementation of the competency-based training methodology depends to a large extent on the support of the systematic approach at all levels of the Training Organization.
Objectives

- Identify challenges facing training providers
- Highlighting the advantages resulting from the overcoming of challenges
CDU Strategy

CDU within the integral structure of training Centre plans - *How to utilize and orient all resources and opportunities to:*

- Become master of analysis and consultant for other departments, organizations, CAAs, and aviation training academies in the region
- Provide competency-based training
CDU Strategy

CDU within the integral structure of training Centre plans - How to utilize and orient all recourses and opportunities to:

- Consolidate training centre’s approach to course development targeting to solve performance problems
- Become a recognized competency-based training expert provider
Some facts

- Training today has become vital for an organization’s success

- Increasing pressure on aviation professionals due to fast aviation expansion, competition, and constant changes in the aviation industry
Some facts

• Aviation activities carried out by multicultural workforce
• Design adapt to reality (Realty won’t adapt to design)
The Challenges Facing Training Providers

- Global expansion of civil aviation activities (multicultural workforce)
- Inconsistent Training
- Flexible and Mobile Workforce
- Reach Global Employees
The Challenges Facing Training Providers

- Meeting Stipulated Timelines
- Appeal to New-Age Learners
- High Training Cost
- Lack of In-house Expertise
The importance of complying with the methodology for best results

- Training matches needs
  - real needs and environment
  - decisions will be based on a systemic analysis
  - Available resources and learning characteristics
The importance of complying with the methodology for best results

- Team approach to training development
  - Each specialist must be aware of the reasons for decision taken by others
- Planned development
- More effective training managers
The importance of complying with the methodology for best results

- Improved feedback
  - improve communication between course developers and both operational and training managers and between different training teams
  - a standard form and common terminology
The importance of complying with the methodology for best results

• Planned development
  - Indicates where the course development is ahead and what resources are required and what results are expected
The importance of complying with the methodology for best results

- Helps training managers to:
  - Ensure that the training material will be effective
  - Justify the needs for resources
  - Know when, and to what degree the objectives are achieved
  - Identify bottlenecks and take corrective action
why there are challenges

- Global expansion of civil aviation activities (multicultural workforce)
- How we evolve the worldwide air transport system in order to safely and efficiently manage the doubling of air traffic capacity being projected through 2030
- The need to fill the training gap in different areas of civil aviation
The benefits of overcoming the challenges

Training Organization

- Will have enough qualified course developers and validators
- Will link to Strong training institutions and will be subject to comprehensive assessments
- Occurrence of organizational culture change
- Will start planning to upgrade its current CDU to ISDU
The benefits of overcoming the challenges

Industry

- Comprehensive analysis prior to establishment of any STP
- Training will be directly oriented to the needs
- High quality training materials
Workgroups

Instructions: 20 minutes
Select a spokesperson to present

a. Discuss the challenges and the Strategy;
b. Decide on solutions and best practices to execute the Strategy;
c. Present your solution
Some Solutions

Partnership

• Looking for more co-operation with other partners
• excellent introducing of your CATC to the aviation industry
• try to satisfy the end user’s expectations
Some Solutions

Training Organization

- Expand Visibility
  - open minded thinking
  - thing out of the box

- Creative
  - well managing on reduce the cost
  - let the processes more easy and in hand
Thank You