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**SUDAFAST**  
أكاديمية السودان لعلوم وتكنولوجيا الطيران  
Sudan Academy for Aviation Science & Technology



# **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 (Reality 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 deferent 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





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*Thank You*