

ICAO REGIONAL COURSE DEVELOPERS AND INSTRUCTORS  
STANDARDIZATION MEETING  
Training Tactics and Sustainable Strategies



# Maintain Instructor Competencies

Bogota, Colombia

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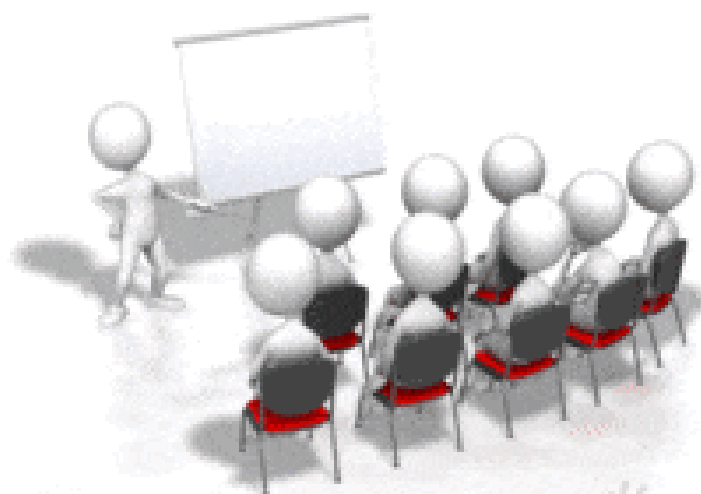
Hosted by the Centro de Estudios de  
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# Course Delivery



PresenterMedia

# Every Instructor needs to be competent



# Standardize Instructional Delivery?



# ICAO Instructor Competency Framework



# ICAO Instructor Competency Framework

- Prepare the training environment
- Manage the trainee
- Conduct training
- Perform trainee assessment
- Perform course evaluation
- Continuously improve performance

# Prepare the training environment

Assist in making sure the training environment is conducive to learning



# Manage the trainee

No two trainee is the same but you can evaluate the group of trainees and take a position to include the majority.

## Consider Learning Styles vs Teaching styles

As an Instructor do you rely on the majority's learning styles or your strength in teaching styles?



# References for Teaching Styles

<http://old.biz.colostate.edu/mti/tips/pages/WhatisYourTeachingStyle.aspx>

<http://education.cu-portland.edu/blog/teaching-strategies/5-types-of-classroom-teaching-styles/>

## Conduct training

Establishes and maintains credibility

Demonstrates effective presentation skills

Listen actively and read non-verbal messages **correctly**

Provide practical cases & professional experience

Allocate time appropriately on activities

# Perform trainee assessment

Compare trainee's performance outcomes to defined objectives



# Perform course evaluation

It is important to receive feedback in the following areas :

Training material

Instructor Delivery

Training environment

## SELECTION OF INSTRUCTOR

What are the criteria that some institution use to select instructors

1. Experience in the field (Controller, Pilot, etc.)  
(years of service)
2. Knowledge of the subject matter  
(good at the job in operations – practical skills)
3. Little or no focus on teaching capabilities  
(able to transfer knowledge)

## CHALLENGE

STP and all aviation instructors should be qualified in ICAO instructional competencies in order to standardize the quality of instructional delivery in a training organization

### What are your thoughts?

In your Workgroups discuss the challenges maintaining instructor competencies, then decide on solutions or best practice to execute the Strategy

## Instructions: 20min

### Select a spokesperson to present

1. Discuss the challenges of maintaining instructor competencies ;
2. Decide on solutions and best practices
3. Present your solution

# JAMAICA

## SELECTION OF INSTRUCTOR

1. Experience
2. All instructors have successfully completed the ICAO TIC
3. They are provided with Instructor & Course Development training.
4. They are expected to do additional reading on the subject or lessons they are assigned to teach



# Maintaining Instructor Competency

## 1. Acquire:

- the required experience in the area to teach
- Successful completion of TIC part 1 & 2

## 2. Utilize your instructional skills

- Teach on a regular basis

## 3. Evaluate & improve

- do refresher training and assessment both theoretical & practical

# Why maintain Instructor Competency?

For Standardization

This is the only way to maintain the level of instruction.

By

Establishing it, approving it and maintaining it

# THE END

## Thank you for your attention and participation

