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Formazione del personale: quale, come, perchè. Cpt. Giulio Fini

- **Quale training?**

quale tipologia di addestramento erogare

- **Quanto training?**

quante ore dedicare all'addestramento

- **Come erogarlo?**

dal training *competence-based* a quello *performance-based*

- **Futuro**



Quale training?

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- **Requisiti certificativi:**
 - **Requisiti contrattuali**
 - **Requisiti dell'analisi dei rischi**

Reg. 965 / 2012, COA, CAMO, Part 145, etc. sono sufficienti per ottenere un soddisfacente livello di Safety mantenendo i rischi ad un livello accettabile?

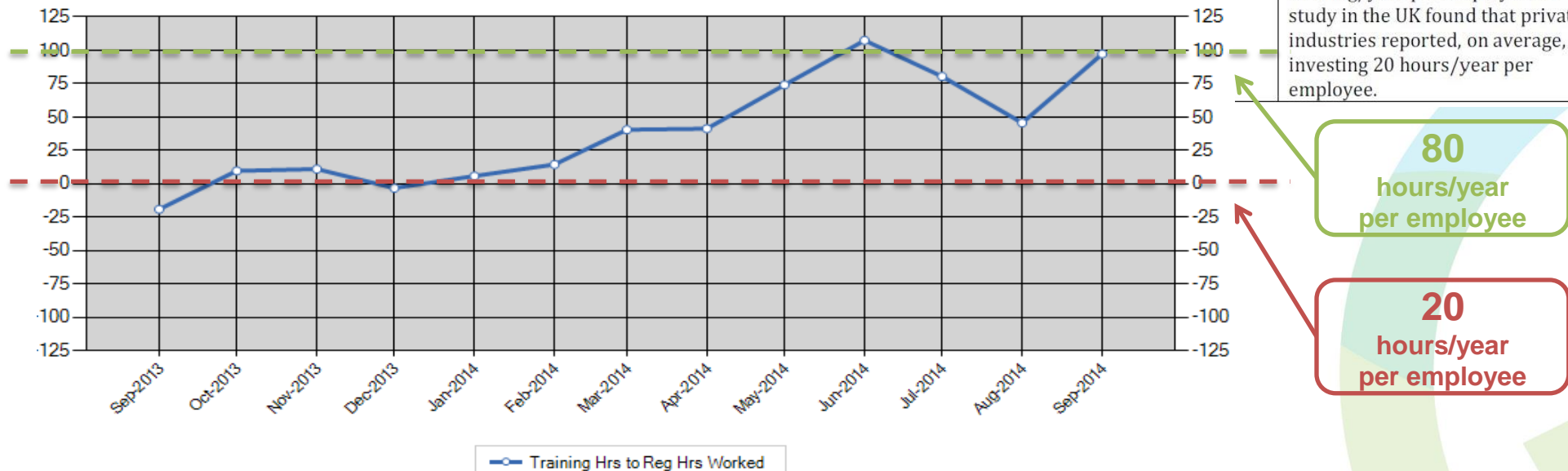
i requisiti dei contratti rispondono alle reali necessità delle basi?

l'analisi degli eventi porta ad una integrazione e ricostruzione dei programmi addestrativi.

Quanto training?

Inaer traccia, all'interno dei suoi indici di performance (KPIs), il rapporto tra ore dedicate all'addestramento (non obbligatorio) e ore lavorate.

No.	SPI	Definition / Explanation	Limits or Targets
21	Training Hrs to Reg Hrs Worked	The hours in a particular month all staff (engineers, maintenance, support, pilots, etc.) spend in training (both external and internal training) divided by the hours all staff worked in that same month.	<p>Targets:</p> <ul style="list-style-type: none"> 100% Performance (outer boundary) is defined to be where the average hours of training, staff receive per year equals 80 hours/year. The Inner Boundary (red section) is defined as being equal to 20 hours per year per employee. <p>Benchmarks for this indicator were difficult to find. One study of companies labeled as "Innovators" or "High Performers" found those companies invested 80 hours training/year per employee. A study in the UK found that private industries reported, on average, investing 20 hours/year per employee.</p>



From *competence-based* to *performance-based* training

ICAO definition of **Competency** is “*a combination of knowledge, skills and attitudes required to perform a task to the prescribed standard*”.

Performance Based Training (PBT) is based on the premises that **assessments**, which are necessary during all forms of training and instruction, as well as evaluation and checking, **should be determined according also to performance and not competency alone.**

The performance has to be assessed against a standard reference system and a grading scale, in order to give a more accurate and effective feedback to the Company.

PBT is a **transition phase** leading to next generation of Evidence Based Training & Checking in which evidences coming out from the assessment of performances combined with data retrieved from Flight Data Monitoring will have training managers focused on **a more appropriate, efficient and accurate training program.**

Il percorso Inaer

- Rivisitazione del corpo istruttori/controllori
- Seminario per esaminatori
- Supervisione esaminatori
- Transizione da evidence a performance-based
- Produzione di nuovi scenari Line-Oriented
- Produzione di un nuovo profilo OPC
- Selezione dei futuri TRI
- Formazione iniziale e monitoring continuo