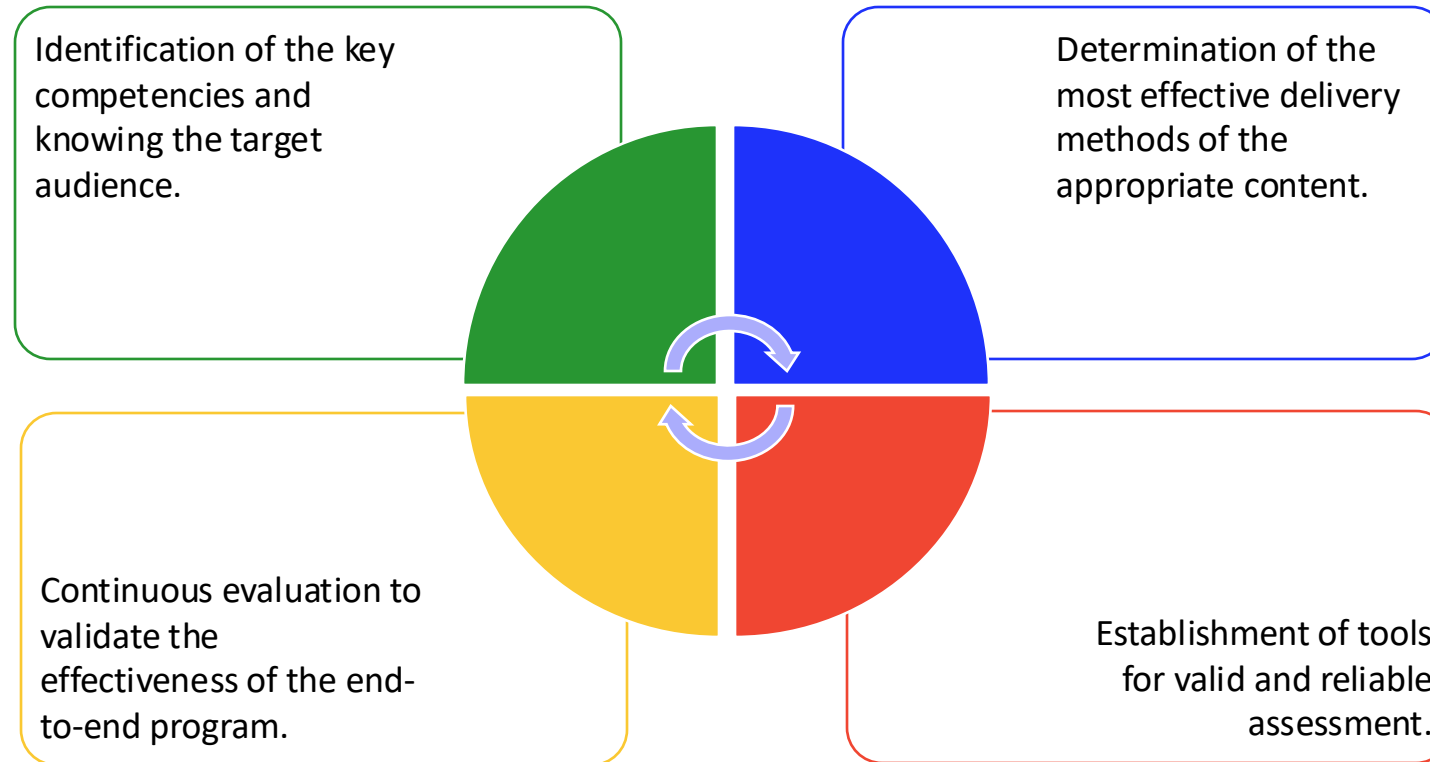




# Advancing Cargo Training with Competency-based Training and Assessment Approach

# What is CBTA?

Competency-Based Training and Assessment is a systematic training methodology to provide focus training to create and maintain competent workforce.



# Competency Components

## Competency Factors

### Knowledge

- Information and concept

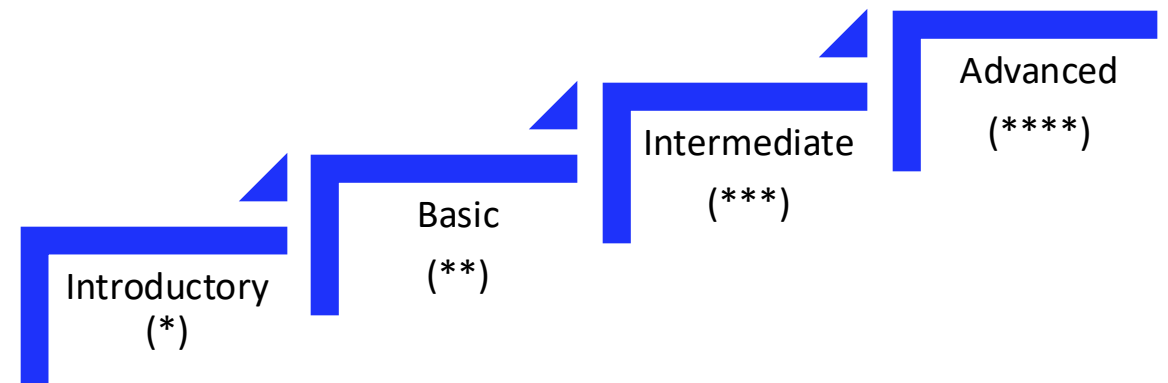
### Skills

- Ability to perform

### Attitude

- Commitment and engagement

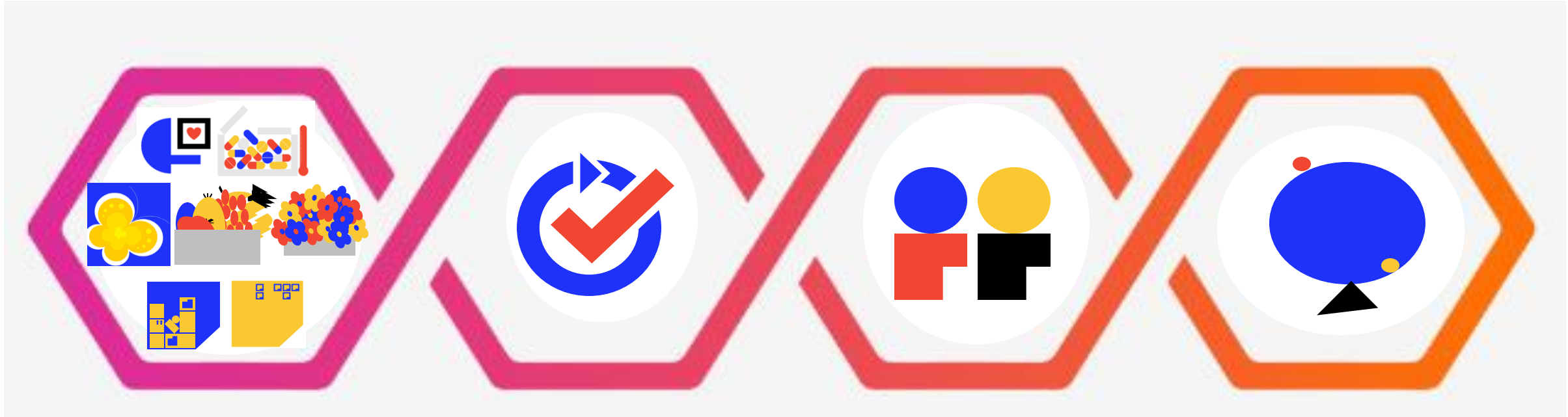
## Level of Proficiency



# CBTA vs. Traditional Learning

Traditional Learning	Competency – Based Approach
<ul style="list-style-type: none"><li>▪ Based on job title</li></ul>	<ul style="list-style-type: none"><li>▪ Based on job function</li></ul>
<ul style="list-style-type: none"><li>▪ Subject driven</li></ul>	<ul style="list-style-type: none"><li>▪ Task(s) and learner profile &amp; pace driven</li></ul>
<ul style="list-style-type: none"><li>▪ Wide scope of knowledge</li></ul>	<ul style="list-style-type: none"><li>▪ Tailored content</li></ul>
<ul style="list-style-type: none"><li>▪ Mostly designed for classroom</li></ul>	<ul style="list-style-type: none"><li>▪ Includes different learning environments</li></ul>
<ul style="list-style-type: none"><li>▪ Mainly delivered by an instructor</li></ul>	<ul style="list-style-type: none"><li>▪ Enriched by technology, enhanced by blended learning</li></ul>
<ul style="list-style-type: none"><li>▪ Generally assessment by written exam only</li></ul>	<ul style="list-style-type: none"><li>▪ Incorporates appropriate assessment methods</li></ul>
<ul style="list-style-type: none"><li>▪ Training success measured by avg. pass rate</li></ul>	<ul style="list-style-type: none"><li>▪ Training effectiveness based on collective applicability</li></ul>
<ul style="list-style-type: none"><li>▪ Gets updated when necessary</li></ul>	<ul style="list-style-type: none"><li>▪ Continuous monitoring, evaluation and updates</li></ul>
<ul style="list-style-type: none"><li>▪ Rigid structure</li></ul>	<ul style="list-style-type: none"><li>▪ Flexible</li></ul>

# Cargo Training Working Group (CTWG)



Cargo Regulations  
CTM, TCR, LAR, PCR  
ICHM, ULDR

Endorsed in  
CSC/45 and  
reporting to  
Cargo Services  
Conference

16 members  
from Airlines,  
GHSP, Freight  
Forwarders,  
Associations and  
Training  
Providers

Balanced  
representation  
from different  
locations

# CTWG Objectives



the development, implementation, maintenance and/or improvement of the **training standards** and **alignment** between cargo training



the development, review and maintenance of the **training programs** **including the material(s)** and any support or guidance document



the development and/or improvement of the **instructor qualification standards**



the incorporation of **technology** to enhance the learning

# Progress



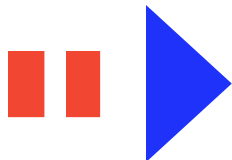
Training Requirements Alignment



Cargo Job Functions and end-to-end Operational Tasks Determination



Competency Framework Development



Instructor Qualification Standards Development





Q & A



# Contact Information



**Pinar Parlak**



**Manager, Dangerous Goods and Cargo  
Training Standards**



**P + 41 22 770 29 45**



**[parlakp@iata.org](mailto:parlakp@iata.org)**



**[iata.org](http://iata.org)**



**International Air Transport Association  
IATA Center, Route de l'Aéroport 33  
P.O. Box 416, Geneva 15 Airport 1215, Switzerland**

