setting of SPTs is normally accomplished after considering what is realistically achievable and, where historical trend data are available, the recent performance of the particular SPI.

□ It is not always necessary or appropriate to set or define SPTs as there could be some SPIs that are better monitored for trends rather than against a targeted number. Safety reporting is an example of when having a target could either discourage people not to report (if the target is not to exceed a number) or to report trivial matters to meet a target (if the target is to reach a certain number).

△ Refer to Guidance associated with ORG 1.4.1 (safety objectives) and ORG 1.4.2 (SPIs and SPTs) located in ISM Section 1.

2 Training and Qualification

General Guidance

Many provisions in this subsection specify traditional training program requirements that may be replaced by an equivalent requirement as part of an Advanced Qualification Program (AQP), Alternative Training and Qualification Program (ATQP) or Evidence-based Training (EBT) program in accordance with FLT 2.1.1A and FLT 2.1.1B. AQP, ATQP and EBT are contemporary data-driven training programs that allow for variations in the manner and method by which training and, when applicable, an evaluation is conducted. Additionally, traditional recurrent training intervals may be replaced in accordance with intervals specified in the continuing qualification curriculum that is defined in an operator's AQP, ATQP or EBT (as applicable).

Most provisions contain specifications related to the recurring frequency of training and evaluation events for flight crew members. Such provisions, with a few exceptions, define cycles or intervals for the completion of recurrent training and/or evaluation expressed in months since training was first completed or qualification was first established. It is important to note, however, that for the purpose of conformance with these provisions, such intervals are nominal and that the actual interval may vary slightly. For example, an operator may adjust the frequency of evaluations to minimize overlap, provide scheduling flexibility, preserve the original qualification date, and/or ensure evaluations are consistently completed in accordance with the nominal cycle

set forth by the State and/or applicable authorities. Accommodations of this nature are commonplace and vary widely by regulatory jurisdiction. In all cases, however, the auditor will make the determination of whether or not such accommodations fit within the nominal cycles established in each provision.

Conformance Applicability (CA) Tables embedded in certain provisions indicate how aspects or factors relevant to flight crew training and qualification must be addressed or satisfied for an operator to be in conformity with the provision. Each CA table contains four columns that address the following relevant aspects/factors:

- Specific to Aircraft Type: Indicates whether the training specified in the provision must account for or be tailored to aircraft type or crew position.

- Included in Initial/Transition/Conversion Training: Indicates whether the training specified in the provision must be included as part of initial, transition or conversion training.

- Included in Recurrent Training/Continuing Qualification: Indicates whether the training specified in the provision must be included as part of recurrent training/continuing qualification and, as applicable, specifies the maximum recurrent interval.

- Conformance through AQP/ATQP/EBT: Indicates whether the specified training and/or evaluation, including the associated recurrent training/continuing qualification interval, if any, may be replaced by equivalent requirements as part of, as applicable, the operator's AQP, ATQP or EBT program.

2.1 Training and Evaluation Program

General

FLT 2.1.1A

The Operator shall have a training and evaluation program, approved or accepted by the Authority, that consists of ground and flight training and, when applicable, evaluations to ensure flight crew members are competent to perform assigned duties. The program shall address traditional and, if applicable, advanced,

alternative or evidence-based training and qualification, and ensure training and evaluation is conducted for each type of aircraft in the fleet. Such program shall also, as a minimum, address:

i.	Initial qualification;
ii.	Continuing qualification;
iii.	Re-qualification;
iv.	As applicable, aircraft transition or conversion;
v.	Upgrade to PIC;
vi.	As applicable, other specialized training requirements, including those associated with operations authorized in the AOC;
vii.	As applicable, each traditional training program requirement that is replaced by a requirement under an Advanced Qualification Program (AQP), Alternative Training and Qualification Program (ATQP) or Evidence-based Training (EBT) program. **(GM)**

☐ Documented and Implemented (Conformity)

☐ Documented not Implemented (Finding)

☐ Implemented not Documented (Finding)

☐ Not Documented not Implemented (Finding)

☐ N/A

Auditor Comments:

i) OMD CH.4 Item 4.2. CH.5 Item 5.2

ii) OMD CH.4 Item 4.3 CH.5 Item 5.3

iii) OMD CH.1 Item 1.6 CH.4 Item 4.4 CH5 Item 5.4

iv) OMD CH.4 Item 4.5 CH.5 Item 5.5

v) OMD CH.4 Item 4.6. 4.7 CH.5 Item 5.6, 5.7

vi) OMD CH.4 Item 4.8 CH.5 Item 5.13

vii) N/A

Auditor Actions

☐ **Identified/Assessed** flight crew training/qualification program (focus: program includes each type of aircraft in the fleet).

☐ **Identified/Assessed** AQP/ATQP/EBT elements/regulatory approval (as applicable).

☐ **Interviewed** responsible manager(s) in flight operations.

☐ **Examined** training/qualification course curriculum for selected aircraft types (focus: inclusion of applicable training/qualification courses for each aircraft type).

☐ **Examined** training/qualification records of selected flight crew members (focus: completion of applicable training/qualification courses).

☐ **Other Actions** (Specify)

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Guidance

Refer to the IRM for the definitions of Advanced Qualification Program (AQP), Alternative Training and Qualification Program (ATQP) and Evidence-based Training (EBT).

The intent of this provision is to ensure an operator's training program contains the elements necessary to ensure flight crew members are continuously competent to perform assigned duties.

The initial qualification process provided to newly hired crew members typically includes company indoctrination and initial endorsement on company aircraft types. This presupposes that the newly hired crew member already holds a commercial flying license.

Initial endorsement training may not be required as part of initial qualification if a newly hired crew member already holds a type endorsement acceptable to both the State and the Operator. Company indoctrination training, however, is considered a part of initial qualification.

Continuing qualification includes recurrent or refresher training and also includes any training necessary to meet recency-of-experience requirements.

Transition (conversion) training refers to an aircraft type qualification training and evaluation program for each type of aircraft in the fleet and is not required when an operator only uses one type of aircraft.

Specialized training could also include training on a specific type of new equipment (e.g., ACAS).

AQP/ATQP incorporate the elements and specifications contained in FLT 2.1.1B, Table 2.6 and Table 2.7.

EBT incorporates the elements and specifications contained in FLT 2.1.1B, Table 2.6 and Table 2.8.

Training could be outsourced, in which case services typically range from simple dry lease of a training device to delegation of all training to an external organization (e.g., Authorized Flight Training School).

FLT 2.1.1B

If the Operator conducts training and evaluation in accordance with an AQP, ATQP or EBT program, such program shall be approved or accepted by the Authority and incorporate all of the elements and specifications contained in Table 2.6 and, as applicable, Table 2.7 or Table 2.8. **(GM)**

☐ Documented and Implemented (Conformity)

☐ Documented not Implemented (Finding)

☐ Implemented not Documented (Finding)

☐ Not Documented not Implemented (Finding)

☒ N/A

Auditor Comments:

N/A

Auditor Actions

☐ **Identified/Assessed** flight crew AQP/ATQP/EBT (focus: regulatory approval; requirements for elements/specifications in accordance with Tables 2.6, Table 2.7 or Table 2.8.

☐ **Interviewed** responsible manager(s) in flight operations.

☐ **Examined** selected training/qualification course curricula/syllabi for different aircraft types.

☐ **Examined** selected flight crew member training/qualification records (focus: completion of AQP/ATQP/EBT elements).

☐ **Other Actions** (Specify)

Click or tap here to enter text.