



Alta Avionics, LLC

**TRAINING PROGRAM MANUAL
(TPM)**

**CRS# JN1R0210
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Alta Avionics, LLC
Training Program Manual (TPM)

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2 Record of Revision – Training Program Manual (TPM)

Revision Identification	Revision Date	Description of Revision	Training Program Manual
1.0	5/2021	Initial Version Complete	See 'List of Effective Pages'

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4 Introduction

Alta Avionics, LLC is an avionics repair facility providing maintenance, repair, and installation of avionics systems for various types of aircraft.

This Training Manual has been prepared in accordance with the current Federal Aviation Regulations (FAR's), and the policies and procedures of Alta Avionics, LLC.

This training program manual describes the policies and procedures practiced by Alta Avionics, LLC to determine its training requirements and to develop its training program. The program ensures each qualified employee has the knowledge and skills to perform assigned maintenance, preventive maintenance, and alteration tasks.

To ensure that training requirements for the Company and Employees are identified, training standards will be established, provided, and reviewed. Any revisions made to this document will be submitted to the FAA for approval.

Alta Avionics, LLC utilizes various forms in all departmental procedures, including maintenance, installation, inspection, and administration. Alta Avionics, LLC, will only recognize handwritten and/or electronic signatures (when available) to all forms in Alta Avionics, LLC Forms Manual, and will be authenticated as described in the Repair Station Manual. All employees will be trained on these procedures at initial training.

Alta Avionics, LLC's training program will consist of the following basic components:

- A training assessment for each qualified employee to identify overall company training needs as well as individual training needs.
- The method for identifying areas of study and/or courses available to each qualified employee
- The method of documenting employee qualifications and training
- The method used to ensure the effectiveness of the training program and to make changes when necessary

The Chief Inspector is responsible for ensuring Alta Avionics, LLC complies with all of the components of this training program.

The General Manager as well as the Chief Inspector has overall authority for the training program. Any changes to the training program will be coordinated with the General Manager as well as the Chief Inspector.

All personnel working for Alta Avionics, LLC will have access to this manual. All personnel are required to thoroughly understand its contents.

5 Manual Control

This manual will be maintained by the FAA Coordinator and will provide a hard copy OR electronic Portable Document Format (PDF) for manual access for all personnel. If an electronic manual is requested a PDF version of this manual will be by provided by link for electronic manual access for any personnel.

Any digital version of this manual will be in PDF and archived in an organized manner easily retrievable for historical record and shall be done so in such a manner so as not to interfere with the most current version of this manual. In the event of hardware failure, a hardcopy, or digital file (remote or local) will be used to restore data.

The General Manager will be notified by a department supervisor in the event this manual is not current, and valid for that department's use, and will identify needed changes using form A-MCR (Manual Change Request). A sample of this form is found in the Forms Manual. The General Manager will have the revisions found necessary, produced in a final form. The proposed revisions will be submitted to the FAA/CHDO (Federal Aviation Administration/Certificate Holding District Office) for acceptance in electronic form (pdf).

The FAA Coordinator will revise manuals as required, and explain the revisions to all employees. An entry into each employee's training record will be added after each employee has been trained to verify and acknowledge the understating of each revision. Upon approval by an authorized Repair Station representative, the repair station will commence operating within the guidelines of the new revision.

The "List of Effective Pages" will reflect the Approval/Acceptance of the current revision. A file will be maintained, showing on a continuous basis, the disposition of each manual change. The FAA/CHDO will be notified each time a revision to this manual is needed. Revised areas within the document will be identified by a vertical bar in the margin.

Revisions found "not acceptable" to the FAA/CHDO, which do not conform to applicable regulations, will be addressed by this repair station as a top priority. The identified procedure or action will cease, and acceptable changes implemented immediately. The maintenance/administrative actions that were performed under revisions found "not acceptable" by the FAA/CHDO will be addressed in the following order:

1. Safety of Flight: Aircraft operator to be notified immediately, and advised that aircraft is to remain on the ground until this repair station can correct the problem, or coordinate with another certified repair station to correct the problem.
2. Procedure/Record Keeping: Aircraft operator to be notified immediately, and advised of the problem. The operator will have the option to operate the aircraft until the problem can be corrected.
3. Problems that do not affect aircraft and/or appliances will be dealt with internally and immediately to correct them.

5.1 Additional Fixed Locations

All additional fixed locations under Alta Avionics, LLC will also be supplied with a direct link on every computer terminal. Each employee will be trained on the procedure to access all the manuals during their initial training. A stored copy will be supplied to each facility in case of computer failure.

6 Training Needs Assessment

Alta Avionics Training Needs Assessment will be broken down into a two-part process. Alta Avionics, LLC's overall training needs, as well as the individual employee training needs.

6.1 Overall Training Needs

To determine Alta Avionics, LLC's overall training needs, the Managers of each Department must review the Operation specification, job description duties and responsibilities listed in the Quality Control Manual (QCM), technical job functions and tasks, current and previous job tasks, employment procedures and policies for hire, and current employment experience levels for each employee under his/her direction.

This needs assessment will result in a description of the knowledge and skill standard for each job position or function.

Alta Avionics, LLC will continually evaluate its overall training needs. Additional revisions or changes will be made to the training program when:

- Managers identify additional training needs
- Changes to Alta Avionics, LLC's ratings, facilities, equipment, or work scope requires additional training

Alta Avionics, LLC may also identify additional training needs through:

- FAA or other external agency oversight findings
- Investigations that lead to voluntary disclosures
- Routine or special quality assurance audits
- Feedback from employees
- The results or findings from audits

6.2 Individual Training Needs Assessment

To determine the individual employee qualifications and training needs while under the direction of Alta Avionics, LLC there will be an overall training needs evaluation. The managers of each department must review each individual's job description duties and responsibilities listed in the Quality Control Manual (QCM), technical job functions and tasks, current and previous job tasks, employment procedures and policies for hire, and current employment experience levels for each employee under his/her direction.

If after this evaluation it is determined that an employee does not possess the capability to perform maintenance, inspection, preventive maintenance, or alteration, appropriate training will be administered.

Alta Avionics, LLC. will continually evaluate its employee training needs. Additional revisions or changes will be made to the training program when:

- Managers identifies additional training needs
- Changes to Alta Avionics, LLC's ratings, facilities, equipment, or work scope requires additional training

Alta Avionics, LLC may also identify additional training needs through:

- FAA or other external agency oversight findings
- Investigations that lead to voluntary disclosures
- Routine or special quality assurance audits
- Feedback from employees
- The results or findings from audits related to maintenance human factors

The General Manager ensures the Departments regularly reviews the results and reports additional training needs.

7 Initial Training

Initial training will vary based on the individual's tasks or assignments.

All employees will be trained to the satisfaction of the Chief Inspector. They must demonstrate a basic knowledge of the items listed below.

- Repair Station Manual
- Quality Assurance Manual
- Training Manual
- Detailed Procedures Manual
- Forms Manual
- Capabilities Manual
- Hazardous Materials
- Human Factors
- Workplace Safety
- 14 CFR 43
- 14 CFR 145
- 14 CFR 91

All new employees will be trained within 90 days from the date of hire. Training of each new employee is the responsibility of the employee's immediate supervisor, and/or the Chief Inspector and/or the Quality Assurance Manager.

Initial training for electronic signature/record keeping will be given to all personnel that qualify. Procedure is outlined in Alta Avionics' Detailed Procedures Manual.

Formal training will be optional and will be determined on a needs basis. On the job training will be the preferred method of training.

Seminars will be attended provided the content is applicable to the tasks assigned or for further development of the individual or Alta Avionics, LLC. Alta Avionics, LLC. will utilize media available for currency, training, and developmental purposes. OEM manuals as well as service bulletins and advisories will be reviewed before performing maintenance.

8 Recurrent Training

Recurrent training will be information that supports, expands, or refreshes initial training areas of study, courses/lessons, or other requirements.

Alta Avionics, LLC requires recurrent training will be conducted periodically as deemed necessary, and documented in the training records.

An annual review will be required by all department supervisors for training compliancy.

9 Remedial Training

Remedial training will be administered for all employees exhibiting performance issues.

The procedures for remedial training will be the same as initial training, except the techniques will vary to provide a greater understanding of the material. When this form of training is required, the employee will be required to demonstrate knowledge and skills in regards to the materials prior to returning to work under Alta Avionics, LLC.

Employees training records will reflect areas where remedial training was applied to meet acceptable standards. This information will be used in the training needs assessment for the employee's future training.

10 Course Definition for Initial & Recurrent Training

Alta Avionics, LLC will supply definition of material covered in the training of all supervisors and employees in each department.

- The Accountable Manager must exhibit a high level of knowledge as well as skill to effectively manage all departments under Alta Avionics, LLC.
- All supervisors must exhibit a high level of knowledge and skill in his/her area to effectively oversee all employees under their supervision.

All employees performing maintenance and/or alterations on aircraft and all products will receive training in the event that a process or procedure is changed.

All employees performing maintenance or alteration of aviation products will be trained on the Repair Station Manual (RSM) and Quality Control Manual (QCM).

Applicable Federal Aviation Regulations (FARs) for the performance of the assigned task are as follows:

1. Manufacturer's Instructions for the Task to be performed.
2. Applicable Airworthiness Directives
3. Appropriate methods for Test and appropriate approval for Return to Service documents.
4. Any issues relating to safety of others and self.
5. Compliance with Hazardous Materials rules.
6. Any other subject deemed necessary by the Accountable Manager.

11 Maintaining Training Records

Records of each type of training performed will be maintained for all employees working on aircraft, aircraft appliances, or any part thereof. Training will be documented in the Required Training Log (Form A-RTL) and on the Employee Training Record (A-ETR). Samples of these forms are found in the Forms Manual (FM). Training records will be maintained in each employee's individual record. Training records shall include the type of training, or the title of the class, the date of completion, where it was performed, and the name of the instructor who performed the training. These records will be retained for a period of no less than two years after the termination of the employee. These records will be maintained and stored by Alta Avionics, LLC.

All personnel that are identified to be certified repairman by the FAA under this Repair Station Certificate, must comply with the requirements defined in Federal Aviation Regulations (FAR) Part 65; Subpart E.

It is the responsibility of each employee to review his/her records for accuracy.

12 Work Performed Under Parts 121 or 135 Operations

Alta Avionics, LLC will train employees that perform maintenance and/or alterations on aircraft and all products under Part 121 and/or Part 135 of the FAR.

- All maintenance performed on aircraft maintained under Part 135 Section 135.411(a)(1) will be performed in accordance with all manufacture's instruction and records in compliance with Alta Avionics, LLC Quality Control Manual.

Maintenance performed in aircraft maintenance under Part 135 or 121 using Continuous Airworthiness Maintenance Program (CAMP) will be performed in accordance with the operator's training requirements, maintenance and administrative procedures and forms.

- Provided the technician is trained on the operator's procedures and practices for the functions provided.
- Use all operator's forms and documents for recording maintenance and alterations.

13 Qualification for Non-Certified Persons

Non-certificated personal must be evaluated in accordance with the training needs assessment program and trained as necessary.

The repair functions performed by the non-certificated person must not be functions that require a certificated person to perform.

- When Alta Avionic, LLC. has trained an employee for the appropriate amount of time they may recommend this individual for a repairmen certificate in accordance with Part 65 of the FAR.

14 Evaluating and Qualifying Instructors

Instructors shall be qualified based upon subject matter knowledge and teaching ability. Subject matter expertise may be established by experience, demonstrated knowledge, and/or certification. The ability to impart information can be determined by observation, demonstration or experience. Evaluation and selection of Instructors is the responsibility of the Accountable Manager.

15 Inspectors

Inspectors are designated by the Accountable Manager.

The Accountable Manager will ensure that inspectors are under the Alta Avionics, LLC.

Certificate and operating specifications are:

1. Thoroughly familiar with the applicable regulations in 14 CFR 43 and 145 including inspection methods, techniques, practices, aids, equipment and tools used to determine the airworthiness of the article on which maintenance, preventive maintenance or alterations are being performed; and
2. Proficient in using various types of inspection equipment and visual inspection aids appropriate for the article being inspected.
- 1.3. Able to understand, read and write English.

The Accountable Manager will review inspection procedures and processes annually and document the review in the Accountable Manager's training records.