EASA
European Union Aviation Safety Agency

Product Certification and Design Organisation Approval Workshop 2019

Feedback from side meeting "Competence"

Frank KAISER / Stephane BOUSSU

20/11/2019

Your safety is our mission.

An Agency of the European Union

Introduction

→ Defining and managing competence is a key element to ensure continued performance of DOA throughout its existence at a level necessary to the products it delivers and is responsible for.

→ No unique Model for all DOAs

Introduction

All DOAHs have shown their capacity to manage Competence (qualified people at the right place with the right means).

→Why would we need more ?

- **New generation / loss of experienced people**
- **New technologies**
- **New regulations**
- **Industry to prepare its future**

Main points of discussion

Group Consensus

- → “Competence” is not limited to CVE!
- → Classroom/ years of experience / number of projects might not be on their own sufficient.

Actions identified

→ Further guidance / best practices should be shared to facilitate DOA's management of competences on the topics identified :

- during the side meeting discussion (see back-up slides), and
- group recommendation

→ Find synergy with EASA team in charge of competence

→ Find synergy with ASD DOA TT WG 13 "Competence"

Group recommendation

- Check if your Competence Management System is robust against this new risks:
  - Loss of experienced people
  - Fail to build Competence to New Generation
  - Fail to adapt to New Technologies
  - Fail to adapt to New Regulations
  - Higher Complexity / Data-information overflow

What did work well

- → Diversity of DOAH representatives
- → Early sharing of topic
- → Active participation of both Industry and EASA

EASA
European Union Aviation Safety Agency

easa.europa.eu/connect

Your safety is our mission.

An Agency of the European Union

EASA
European Union Aviation Safety Agency

Back Up slides

Side Meeting WG4 Competences

Main points of discussion

- How to define the competence ? Is it measurable / should it be measurable ? When defined, how to use/ensure adherence ? - Should we measure the competences or the deliverables ?
- “Competence” needs to cope with Technology/Regulatory evolution. Competent Right First Time. - How shall I adjust my competences ?
- How to acquire competences when required and not available in house ?

Main points of discussion

- → Which level of competence is required to assess competence ?
- → Which elements of competences must be secured for Continued Airworthiness ?
- → Interface with DOAH Human Resources Dpt