



Gulf Aviation Academy



03-05 September 2024



Location
Muharraq



Learning Areas
• Aviation



Total Enrolment
2382

Overall effectiveness

Outstanding

Aspect 1:

Assessment and Learners'
Achievement

Aspect 2:

Learners Engagement and
Support for Learning

Aspect 3:

Leadership and
Management

Review Summary

Gulf Aviation Academy (GAA) offers 'Outstanding' training overall, underpinned by well-developed strategic directions, derived from comprehensive performance analysis. This foundation supports continuous improvement and ensures excellence in the provision. The Academy's commitment to quality is evident through its rigorous assessment processes, which precisely evaluate learners' achievement of Intended Learning Outcomes (ILOs) and measure their competency levels. The vast majority of GAA learners gain essential knowledge and substantial vocational skills pertinent to various aviation industry fields. The Academy's success is also attributed to its highly experienced and qualified trainers who offer timely, constructive feedback and effectively utilise a diverse range of learning resources.

Key Positive Features

- Rigorous and well-structured assessment process to evaluate learners' acquisition of the programme's ILOs and measure their competence levels precisely and progressively.
- The vast majority of GAA learners acquire the essential knowledge and demonstrate substantial vocational skills and competencies related to the different fields of the aviation industry.
- The highly experienced and qualified trainers, possessing in-depth and profound knowledge of their subject matter, provide prompt and constructive feedback to learners throughout their learning journey.
- The extensive range and variety of learning resources utilised across all programmes on offer.
- The well-developed strategic directions are grounded on a comprehensive and thorough analysis of the Academy's performance, ensuring continuous improvement in the provision.

Recommendations

- Further enhance training strategies to better engage less active learners and challenge more able ones, especially during theoretical sessions.
- Further improve the assessment moderation process to ensure consistent and formal implementation.

Assessment and Learners' Achievement

Outstanding

- GAA on offer programmes range from 'initial' training for new recruits to the aviation industry to 'recurrent' and 'conversion' training programmes for experienced professionals working within the industry. A few customized programmes have been approved by domestic and overseas aviation regulatory bodies, confirming their credibility and compliance with aviation industry standards, however, they are still in the approval stage by the licensing body.
- The vast majority of GAA offerings are locally, regionally, and internationally recognised achievement programmes (94%). The remaining (6%) of programmes are externally accredited and offered in affiliation with International Air Transport Association (IATA). The 'Pilot Training' programmes constitute the majority of enrolments (68%) considering the programmes' extensive duration and significant number of learning hours required.
- GAA implements a rigorous and well-structured assessment process to evaluate learners' acquisition of the programme's ILOs and measure their competence levels precisely and progressively. The assessments are purposefully scheduled with a formal mechanism to control the administration of the assessment process to maintain its integrity and adherence to the requirements and regulations of affiliated bodies.
- GAA systematically employs a diverse array of purposeful theoretical and practical summative assessment tools, that include theoretical knowledge tests and skills/competency-based evaluations. These assessments are endorsed and approved by both local and international Civil Aviation Authorities and aviation awarding bodies, ensuring their alignment with the programmes' ILOs. Furthermore, it actively, and regularly verifies, reviews, and updates the assessment tools to ensure they comply with regulatory standards and meet client/airline requirements.
- The Academy utilises a robust grading system with clear pre-defined answer keys, evaluation criteria, and rubrics to ensure fair and consistent evaluation of

learners' work and competency levels. Trainers provide individualised and prompt, constructive feedback to the learners throughout their learning journey. This approach is evident in longer programmes, such as Pilot Training, where learners receive continuous feedback on their performance documented in the 'Record of Training'.

- Success rates across different training programmes over the years have been consistently high, and almost all learners meet programmes' requirements and proceed successfully towards their qualifications in a timely manner.
- The vast majority of learners acquire the necessary knowledge and demonstrate substantial vocational skills and competences in different areas of the aviation industry that align with the level and complexity of the programmes. This is evident from their active practical performance and productive engagement during observed sessions. Notably, the majority of learners exhibit proficient critical thinking skills and adeptly apply their understanding of acquired knowledge, particularly in the A320 Type Rating Full Flight Simulator (FFS) sessions.
- Both learners and employers have expressed high levels of exceptional satisfaction with the knowledge, skills, and competences acquired through GAA programmes, underscoring their effectiveness within their respective professions.

Learners Engagement and Support for Learning

Outstanding

- Training at GAA is provided in an exceptionally productive and supportive learning environment, equipped with industry standards resources and state-of-the-art facilities related to aviation. GAA learning environment is both safe and conducive, featuring a comprehensive range of career-based learning resources. This setup significantly enhances the learning experience and fosters strong engagement among the vast majority of learners.
- The Academy's admission arrangements are tailored to each department and are mandated by detailed manuals outlining prerequisites and requirements. These arrangements are implemented fairly and closely monitored by GAA, governing bodies, and employers to ensure that learners unequivocally meet the eligibility criteria for specific programmes.
- Learners receive effective guidance and advice throughout their learning journey. They undergo a thorough induction session, which includes various safety tests at the beginning of practical assessments.
- Learning is supported by purposeful training and robust assessments for learning strategies designed to evaluate learners' understanding and competencies comprehensively. These strategies are meticulously crafted to provide an in-depth evaluation of learners' progress and skill development.
- Trainers demonstrate extensive vocational experience and a deep understanding of their subject matter through the application of diverse training methodologies that address both theoretical and practical aspects of the training sessions. The trainers' expertise is evident in the use of various instructional techniques, ensuring a thorough and comprehensive educational experience.
- Trainers employ highly relevant hands-on practices, enabling learners to engage in simulations within real-world environments in a well-structured learning setting. This approach is particularly effective for scenarios involving real-world competencies, as observed in Full Flight Simulation (FFS), Air Traffic Control (ATC) and cabin crew practical sessions.

- Trainers also use a variety range of learning resources, and materials to engage learners, support their needs, and extend their interests throughout the learning process. For instance, in pilot programmes, trainers employ a syllabus tailored to the specific type of aircraft and airline companies, ensuring relevance and applicability. However, in some cases, the engagement of a few learners was lower compared to the rest of the group.
- The observed sessions are well-managed and conducted progressively and systematically to achieve the established objectives. This structured approach facilitates effective learning and maintains a high standard of instruction throughout the training sessions.
- Instant constructive and written feedback is provided, with a strong emphasis on challenging learners and fostering higher-order thinking skills. Learners gain valuable insights into their strengths and areas for improvement, which significantly contributes to their development of both theoretical knowledge and practical skills. However, in a few instances, the level of challenge of the more able learners was somewhat limited.

Leadership and Management

Outstanding

- The Academy's management team drives a decisive strategic direction, underpinned by focused vision and mission statements, reinforced through a rigorous, continuous self-assessment process. GAA developed four-year strategic plan based on several key pillars, which are meticulously monitored and evaluated to ensure rigorous alignment with the Academy's ambitious objectives.
- Drawing on insights from thorough self-assessment and a deep understanding of Academy's offerings, the GAA's management team has established ambitious initiatives and targets, translated into actionable operational and improvement plans. The team's extensive experience in the aviation sector combined with an understanding of regional trends underpins the ongoing self-assessment process, which is essential for guiding the Academy's strategic direction, sustainability, and growth.
- A well-structured quality assurance process, fully compliant with regulatory requirements, is central to the Academy's commitment to quality improvement. These processes are critical for maintaining high standards and are underpinned by comprehensive policies and procedures that are consistently implemented and updated regularly. The outcomes of these quality assurance activities are effectively utilised to uphold and enhance the overall quality of the Academy's offerings.
- Learners' performance is closely monitored and analyzed, with outcomes driving improvement and supporting decision-making. Accurate and reliable data on learners' performance is diligently maintained. A clearly defined policy is strictly enforced to ensure the security and integrity of this data.
- Data on learners' achievements is rigorously aggregated and analyzed at the programme level, supported by a robust moderation process to ensure grading accuracy. However, issues with the formalization of the moderation process have led to inconsistent implementation and some cases failing to meet established standards.

- The Academy recruits highly qualified staff and trainers to effectively achieve its goals and provide robust support for its initiatives. Structured induction arrangements ensure that newly recruited staff gain a thorough understanding of GAA's vision, plans, programmes, and procedures, and are well-acquainted with their roles in maintaining quality standards.
- In compliance with regulatory requirements, the Academy aligns trainers' qualifications and experience with the vocational areas or subjects they train. Trainers' performance is systematically evaluated through consistency assessments, including regular session observations and annual appraisals.
- Staff performance is reviewed annually, and technical training is provided as part of the induction process. However, the outcomes of these evaluations are not yet being fully utilised to maximise their potential.

Next Actions

Action plans to be submitted by the Institute, within 20 working days from the receipt of the draft report.