FROM AQP TO xAPI: A new vision for learning
KRISTIANNA FALLOWS, SUPERVISOR LEARNING DESIGN
• Threat & Error Management Class
• Adult CPR MSV
• Security Class

• Evacuations LOE
• Fire eLearning
• Briefing Practice

• A321 Door Drills
• Customers with Disabilities eLearning

• Threat & Error Management Class
• Fire MSV
• Security Class

• Threat & Error Management Class
• Security Class
• Extended Envelope MSV
Traditional learning tech

LMS with SCORM modules

We decide what they need
What is xAPI?

An open source Application Programming Interface about learner experiences

Learning happens everywhere… so track it!

- Who
  - FO12567
  - FA09812

- Did What
  - LOE 3
  - Video 1

- Result
  - Satisfactory – 4 Satisfactory - Complete

- Context
  - First Attempt
  - Watched 3x

They decide what they need
We make meaning from it
How to move toward xAPI

The extremely simple version

Identify learning sources

Identify data sources

Tell a story
Identifying learning resources

Baby steps:
- Open-access content library
- Manuals
- Schoolhouse videos

Moving forward:
- Tracked real-life events (& debriefs)
- Industry videos
- Coaching conversations
Identifying data resources

Baby steps:
- Training performance data
- Existing operational data points

Moving forward:
- Identify validity & feasibility of other data sources – start with need
  - How critical is the data?
  - Is there a proven link to performance?
  - How hard is the data to get?
How can AQP help?
### What is AQP?

**Advanced Qualification Program**

### Common Definitions
- Another acronym to learn
- Alternative to traditional training regulation
- Planned time instead of programmed time
- Customized airline training

### What it REALLY is
- Instructional Design (JTA, objectives)
- A way to prove equivalent learning through data
Equivalent—Better learning with AQP training

285 pilots completed CQT in June 2017

of those 285

7 line checks before
12 line checks after

7 pilots had a line check before attending CQT and 12 pilots had one after

No SOP errors post training

71% errors
0% errors

5 out of 7 pilots who had a line check before CQT made SOP-related errors vs. 0 out of 12 pilots who had a line check afterwards
How to investigate learning needs

1. Look at maneuvers/evaluations that have low performance
2. Do a root cause analysis
3. Plan an appropriate intervention
4. Track data to determine success
Case study
Pilot automation training

**Problem:** Errors in interaction with automation occurred across multiple maneuvers

**Solution:** Increasing systems knowledge of automation increased overall performance across multiple maneuvers
What more could we do in the future with xAPI?
Problem: An increase in blown slides

Analysis:

- Training curriculum & performance hasn’t changed
- Safety reports identify few common variables
- A significant percentage of CMs involved completed training video too quickly

Solution: Set minimum required time on training video & validate with quiz
Telling the story

- Learning Records System (LRS)
- Data analysts
- Dashboards
Key takeaway: Learning tech follows lifestyle tech