

AVIATION SECURITY FUNCTION SPECIFIC TRAINING – COMPETENCY-BASED TRAINING

1 Introduction

1.1 This guidance material can be used by Appropriate Authorities as a single reference source for competency profiles for aviation security functions and competency-based training, complementing the guidance material in Chapter 8 of the ICAO Aviation Security Manual. The competency profiles can be used to support and enable the creation and update of National Aviation Security Training Programmes (NCASTP), including the development of function specific training and standardization across different training programmes.

2 Definitions

Generic competencies: A set of knowledge, skills and attitudes that allow the person to complete a task in a given context, when applied in an integrated manner. (Frumkin & Gonzalez, 2016)

Function specific competencies: learning for the purpose of gaining specialized competencies and/or job credentials, certification, authority, including training on technologies required for a specific function.

3 Competency-based training

3.1 The goal of competency-based training and assessment is to produce a competent workforce by providing focused training. It does so by identifying key competencies that need to be achieved, determining the most effective way of achieving them and establishing valid and reliable assessment tools to evaluate their achievement (ICAO Doc 10147, 2021).

3.2 Personnel must be trained commensurate with the functions for which they are responsible. These responsibilities are determined by the specific functions the personnel perform and not by their job titles. Concentrating on functions and responsibilities rather than a job title or job description ensures that a person is competent to perform assigned functions or responsibilities to an acceptable level (ICAO Doc 10147, 2021).

3.3 Personnel may perform many functions such as screening (screeners) of persons (passengers and staff), baggage (cabin and hold baggage), items carried and air cargo and main. They would need to be trained to perform all of these functions competently. Personnel may perform only a small number of functions. They would need to be trained only to perform those specific functions competently.

3.4 The main benefit of a competency-based approach to training and assessment is its potential to encourage and enable personnel to reach their highest level of capability while ensuring a basic level of competence as a minimum standard (ICAO Doc 10147, 2021). It does this by:

- a) targeting specific training needs;
- b) supporting continuous learning and performance improvement;
- c) gearing towards learning rather than simply passing a test;
- d) ensuring the integration of the knowledge, skills and attitudes (KSA) needed to perform effectively; and
- e) establishing sufficient, well-trained and competent instructors.

3.5 Ensuring personnel are able to perform their functions competently is critical to any organization. A competent workforce mitigates the external and insider threats and reduces the risks for the aviation security system caused by poor performance or miscommunication of job expectations. The consequences of employing an incompetent workforce can be especially damaging, as this could result in costs and delays, and even more critically, it could result in the introduction of security risks. A competency-based approach to training and assessment ensures that trainees know what tasks they are expected to perform competently, and evaluators know what performance to assess.

4 Knowledge, skills and attitudes (ICAO Doc 10147, 2021)

4.1 **Knowledge.** Knowledge is specific information required to enable a learner to develop and apply the skills and attitudes to recall facts, identify concepts, apply rules or principles, solve problems, and think creatively in the context of work. Knowledge is an outcome of the learning process, whether learning occurs in formal or informal. There are different types of knowledge: declarative (e.g. facts and raw data), procedural (e.g. categorized/contextualized and application of conditional if-then rules), strategic (e.g. synthesis, inference to guide resource allocation for decision making, problem solving and behavioural action), and adaptive (e.g. generalization, innovation, and invention).

4.2 **Skills.** A skill is an ability to perform an activity or action. It is often divided into three types: motor, cognitive and metacognitive skills. A motor skill is an intentional movement, involving a motor or muscular component, that must be learned and voluntarily produced to proficiently perform a goal-oriented task. A cognitive skill is any mental skill used in the process of acquiring knowledge, such as reasoning, perception and intuition. A metacognitive skill relates to the ability of learners to monitor and direct their own learning processes (“thinking about thinking”); for example, planning how to approach a given learning task, monitoring comprehension and evaluating progress toward the completion of a task.

4.3 **Attitudes.** Attitude is a persistent internal mental state or disposition that influences an individual’s choice of personal action toward some object, person or event and that can be learned. Attitudes have affective components, cognitive aspects and behavioural consequences. To demonstrate the “right” attitude, a learner needs to “know how to be” in a given context.

5 Principles of competency-based training and assessment

5.1 A competency-based approach to training and assessment is based on the following principles (ICAO Doc 10147, 2021):

- a) relevant competencies are clearly defined for a particular role;
- b) there is an explicit link between competencies and training, required performance on the job, and assessment;
- c) competencies are formulated in a way that ensures they can be trained for, observed and assessed consistently in a wide variety of work contexts for a given role;
- d) trainees successfully demonstrate competency by meeting the associated competency standard;
- e) each stakeholder in the process including the employer instructor, trainee, training organization and Appropriate Authority has a common understanding of the competency standards;
- f) clear performance criteria are established for assessing competence;
- g) evidence of competent performance is valid and reliable;
- h) instructors’ and assessors’ judgements are calibrated to achieve a high degree of inter-rater reliability;
- i) assessment of competencies is based on multiple observations across multiple contexts; and
- j) to be considered competent, an individual demonstrates an integrated performance of all the required
- k) competencies to a specified standard.

6 Aviation security functions and responsibilities

6.1 This paragraph contains the identification of aviation security functions or responsibilities of the aviation security personnel.

Table 6-1. List of aviation security functions and responsibilities of the aviation security personnel.

Categories	Sub-Categories	Functions/Responsibilities
<p>1. Security Managers</p>	<p>1.1 Airport Security Managers</p>	<p>1.1.1. Person with general responsibility at local level for ensuring that the airport security programme and its implementation meet all legal provisions.</p>
	<p>1.2 Air Carrier Security Managers</p>	<p>1.2.1. Person with general responsibility for ensuring that the air carrier security programme and its implementation meet all legal provisions.</p>
	<p>1.3. Cargo Security Managers (Regulated Agent and Known Consignors)</p>	<p>1.3.1. Regulated Agent Security Manager: Person at each site who shall be responsible for the implementation of the submitted regulated agent security programme and its implementation meet all legal provisions.</p> <p>1.3.2 Known Consignor Security Manager: Person at each site who shall be responsible for the application and supervision of the implementation of security controls at that site.</p>
	<p>1.4 In-flight and Airport Suppliers Security Managers</p>	<p>1.4.1 Person at each site who shall be responsible for the application and supervision of the implementation of security controls applied by an approved in-flight supplier or an approved airport supplier.</p>
	<p>1.5 Security managers of other entities responsible for implementing security measures</p>	<p>1.5.1 Person who shall be responsible for the application and supervision of the implementation of security controls.</p>
<p>2. Supervisors</p>		<p>2.1 Persons directly supervising persons (screeners and other security staff) implementing security controls.</p>
<p>3. Screeners</p>	<p>3.1 Screeners - persons, baggage, items carried.</p>	<p>3.1.1 Persons implementing screening of persons (passengers and staff), baggage (cabin and hold baggage) and items carried.</p>
	<p>3.2 Screeners – Cargo and Mail</p>	<p>3.2.1 Persons implementing screening of cargo and mail.</p>
	<p>3.3 Screeners – in-flight supplies, airport supplies, air carrier mail and materials.</p>	<p>3.3.1 Persons implementing screening of in-flight supplies, airport supplies, air carrier mail and materials.</p>
<p>4. Access Control of Persons (passengers and staff) and Vehicles</p>		<p>4.1 Persons implementing access control of persons and vehicles.</p>
<p>5. Examination of Vehicles</p>		<p>5.1 Persons performing vehicle examinations.</p>
<p>6. Surveillance and Patrols</p>		<p>6.1 Persons implementing surveillance and patrols.</p>

7. Aircraft Security	7.1 Aircraft Search	7.1.1 Persons implementing aircraft security searches.
	7.2 Aircraft Protection	7.2.1 Persons implementing aircraft protection.
	7.3 In-flight Security	7.3.1 Persons implementing in-flight security measures ¹ .
8. Hold baggage Reconciliation		8.1 Persons implementing hold baggage reconciliation
9. Security controls other than screening	9.1 Cargo and Mail	9.1.1 Persons implementing security controls for cargo and mail other than screening.
	9.2 In-flight supplies, airport supplies, air carrier mail and materials.	9.2.1 Persons implementing security controls for air carrier mail and materials, in-flight supplies and airport supplies other than screening.
10. Instructors		10.1 Persons developing and/or delivering aviation security training.
11. Inspectors and Auditors		11.1 Persons conducting a range of inspections and audit activities to ensure aviation security compliance, quality control and oversight activities.

6.2 The list in the Table 6-1, should be considered as a reference. States can add additional functions or responsibilities as identified by the State and/or the appropriate authority.

7 Aviation security competency profiles

7.1 The Aviation Security Function Mapping Table (Attachment A to Appendix 8) defines for each specific function a required competency profile composed by a generic competencies and function specific competencies to perform assigned functions or responsibilities to an acceptable level.

7.2 The Aviation Security Function Mapping Table (Attachment A to Appendix 8) groups main function together as categories, before splitting these down into sub-categories and specific functions or responsibilities. This allows the document to be used as a reference tool for reviewing the training targeted for specific functions or responsibilities, whilst harmonizing the training across all functions through the use of standardized competencies.

7.3 The generic and function specific competencies defined in the Aviation Security Function Mapping Table (Attachment A to Appendix 8), should be considered as a minimum reference. States can add additional competencies as identified by the State and/or the appropriate authority.

8 Development of aviation security function specific training based on competency profiles

8.1 The development of function specific training across the different categories and sub-categories should ensure that, at the end of the training completion, all personnel is competent to perform their assigned functions to an acceptable level.

8.2 For persons performing more than one specific function the development of training should take in consideration the equivalence between the generic and function specific competencies of each category or sub-

¹ Not applicable to in-flight security officers, for information on criteria refer to Chapter 12, paragraph 12.4.

category. For example, the development of training for personnel who performs screening (screeners) of persons (passengers and staff), baggage (cabin and hold baggage), items carried and air cargo and mail should take into consideration the following equivalences between competencies:

<p style="text-align: center;">3.2 Screeners or air cargo and mail</p>	<p>3.1 Screeners of persons (passengers and staff), baggage (cabin and hold baggage),</p>
<p>3.1a)-3.2a); 3.1b)-3.2b); 3.1f)-3.2c); 3.1e)-3.2d); 3.1i)-3.2e); 3.1j)-3.2f); 3.1m)-3.2h); 3.1n)-3.2i); 3.1o)-3.2j); 3.1q)-3.2n); 3.1r)-3.2o); 3.1t)-3.2p); 3.1u)-3.2q); 3.1x)-3.2t)</p>	

Legend: Equivalent competencies; Partially equivalent competencies

Example pair of equivalence: 3.1a)-3.2a); the numbers are the sub-categories and the letters are the competencies referring to each sub-category.

8.3 For the example above, the function specific training for screeners of persons (passengers and staff), baggage (cabin and hold baggage), items carried and air cargo and mail should be based on competency profiles composed by of all competencies listed in sub-categories 3.1 and 3.2 and should not repeat the competencies mentioned in the pairs of equivalences, only one of the competencies in each pair should be considered.

8.4 For partially equivalent competencies the training should be adapted to the specificities of each specific function. Partially equivalent competencies of functions of greater complexity and/or responsibility may be considered as equivalent competencies in relation to functions of less complexity, for example the equivalence between the Security Managers and Supervisors or Supervisors and persons to be supervised.

8.5 All pair of equivalences between all categories and sub-categories listed in the Aviation Security Function Mapping Table (Attachment A to Appendix 8) are identified in the Matrix of Equivalences (Attachment B to Appendix 8).

8.6 More information about the development of a training program, can be found in the paragraph 8.3.2 of the Chapter 8.

References

ICAO Doc 10147. (2021). *Guidance on a Competency-based Approach to Dangerous Goods Training and Assessment DOC 10147* (First Edition ed.). Montreal, Canada: ICAO.

Frumkin, R., & Gonzalez, K. (2016). *Handbook of Research on Effective Communication in Culturally Diverse Classrooms*. Harrisburg, PA, United States: Idea Group, U.S.

AVIATION SECURITY FUNCTION MAPPING TABLE

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
1. Security Managers	1.1 Airport Security Managers	1.1.1. Person with general responsibility at local level for ensuring that the airport security programme and its implementation meet all legal provisions.	<p>Generic competencies</p> <ul style="list-style-type: none"> a) Relate to the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Be able to interpret and apply the aviation security legislative framework and relate to aviation security programmes, including the understanding of the obligations and responsibilities of persons implementing security controls, including those in the supply chain (cargo, inflight and airport supplier security managers); c) Explain access control systems, processes and procedures; d) Produce risk assessments and implement mitigation strategies to manage risk; e) Apply conflict management and decision-making skills; f) Outline and apply procedures for challenging persons and of circumstances in which persons should be challenged or reported; g) Outline and apply reporting procedures in accordance with local and national requirements; h) Associate how human behavior and responses can affect security performance; i) Apply clear and confident communication techniques in writing, speaking, listening and gesturing; j) Demonstrate project management, financial and human resources skills, including selection criteria and recruitment principles; k) Be able to lead, manage and motivate others; l) Identify elements to the establishment of a robust and resilient security culture in the workplace, security campaigns and awareness training; m) Identify prohibited articles; n) Describe and recognize how prohibited articles may be concealed; and o) Identify and address insider threats by conducting risk assessments. <p>Function specific competencies</p> <p><u>Airport Security Manager:</u></p> <ul style="list-style-type: none"> p) Knowledge of oversight management of safeguards and security control procedures; q) Working knowledge of screening requirements, configurations of screening checkpoints and screening process, capabilities and limitations of security equipment and/or screening methods used;
	1.2 Air Carrier Security Managers	1.2.1. Person with general responsibility for ensuring that the air carrier security programme and its implementation meet all legal provisions.	
	1.3. Cargo Security Managers (Regulated Agent and Known Consignors)	<p>1.3.1. <u>Regulated Agent Security Manager:</u> Person at each site who shall be responsible for the implementation of the submitted regulated agent security programme and its implementation meet all legal provisions.</p> <p>1.3.2 <u>Known Consignor Security Manager:</u> Person at each site who shall be responsible for the application and supervision of the implementation of security controls at that site.</p>	
	1.4 In-flight and Airport Suppliers Security Managers	1.4.1 Person at each site who shall be responsible for the application and supervision of the implementation of security controls applied by an approved in-flight supplier or an approved airport supplier.	
	1.5 Security managers of other entities responsible for implementing security measures	1.5.1 Person who shall be responsible for the application and supervision of the implementation of security controls.	

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<ul style="list-style-type: none"> r) Be able to interpret and apply internal, national, regional and international quality control measures; s) Apply security incident management principles and apply them in, contingency planning and security exercises; t) Be able to detect, prevent, respond and recover from security related incidents; and u) Ability to interpret and apply requirements for Security Tamper Evident Bags (STEBs). <u>Air Carrier Security Manager:</u> v) Demonstrate knowledge of principles of hold baggage reconciliation and document verification procedures; w) Define measures for aircraft protection and searching processes; x) Demonstrate knowledge on threat risk assessment, response procedures and incident management; y) Apply and explain processes and procedures in respect to inflight security and inflight supplies, catering and cargo and mail; z) Apply and explain procedures for carriage of firearms; aa) Ability to interpret and apply requirements for Security Tamper Evident Bags (STEBs); and bb) Be able to detect, prevent, respond and recover from security related incidents. <u>Cargo and Known Consignor Security Managers</u> cc) Identify the principles and processes of secure supply chain; dd) Demonstrate knowledge of selection and application of appropriate security controls, including but not limited to screening methodologies; and ee) Demonstrate and explain the requirements for high risk and high value cargo and mail. <u>Inflight and Airport Supplies Security Managers (as applicable)</u> ff) Identify the principles and processes of secure supply chain; gg) Demonstrate knowledge of selection and application of appropriate security controls, including but not limited to screening methodologies; and hh) Be able to detect, prevent, respond and recover from security related incidents.
2. Supervisors		<p>2.1 Persons directly supervising persons (screeners and other security staff) implementing security controls.</p>	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls;

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<p>c) Apply and describe access control systems, processes and procedures;</p> <p>d) Apply and explain procedures to challenge persons and circumstances in which persons should be challenged or reported;</p> <p>e) Apply and explain reporting procedures;</p> <p>f) Apply and explain ways and techniques to identify prohibited articles;</p> <p>g) Associate how human behavior and responses can affect security performance;</p> <p>h) Be able to demonstrate clear and confident communication skills whether that be in writing, speaking, listening or gesturing;</p> <p>i) Identify elements to the establishment of a robust and resilient security culture in the workplace, security campaigns and awareness training; and</p> <p>j) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p><u>Function specific competencies</u></p> <p><u>In addition to the competencies of the persons to be supervised:</u></p> <p>k) Apply supervisory tasks, including customer service and de-escalation techniques, such as for roistering;</p> <p>l) Apply the relevant legal requirements and explain how they should be met;</p> <p>m) Ability to interpret and apply internal quality control procedures;</p> <p>n) Be able to respond appropriately to the detection of prohibited articles;</p> <p>o) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents; and</p> <p>p) Be able to mentor, provide on-the-job training and to motivate others.</p> <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <p>q) Demonstrate knowledge of conflict management and decision-making skills;</p> <p>r) Working knowledge of capabilities and limitations of security equipment and/or screening methods used;</p> <p>s) Be able to implement standard operating procedures;</p> <p>t) Apply alarm resolutions processes;</p> <p>u) Identify and address insider threats and conduct mitigation methods;</p> <p>v) Associate how human factors can affect security performance;</p> <p>w) Be able to apply behavior detection principles/techniques; and</p> <p>x) Demonstrate knowledge of personnel performance management.</p>

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
<p>3. Screeners</p>	<p>3.1 Screeners - persons, baggage, items carried.</p>	<p>3.1.1 Persons implementing screening of persons (passengers and staff), baggage (cabin and hold baggage) and items carried.</p>	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls; c) Identify and describe access control systems, processes and procedures; d) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported; e) Apply reporting procedures; f) Be able to identify prohibited articles; g) Associate how human behavior and responses can affect security performance; h) Be able to demonstrate clear and confident communication skills whether that be in writing, speaking, listening or gesturing; i) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and j) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms. <p><u>Function specific competencies</u></p> <ul style="list-style-type: none"> k) Describe the configuration of the screening checkpoint and the screening process; l) Be able to detect prohibited articles; m) Be able to respond appropriately to the detection of prohibited articles; n) Working knowledge of capabilities and limitations of security equipment and/or screening methods used; and o) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents. <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <ul style="list-style-type: none"> p) Apply effective clear and confident communication techniques, in particular when dealing with cultural differences or with potentially disruptive passengers; q) Describe the hand searching techniques; r) Be able to carry out hand searches to a standard sufficient to reasonably ensure the detection of concealed prohibited articles; s) Explain exemptions from screening and special security procedures; t) Be able to operate the security equipment used; u) Be able to correctly interpret images produced by security equipment;

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			v) Explain the protection requirements for hold baggage; w) Describe dangerous goods and their impact on the safety and security of flights; and x) Be able to resolve alarms that arise during the screening process. <u>In addition, where the designated tasks of the person concerned so require:</u> y) Be able to apply behavior detection principles/techniques.
	3.2 Screeners – Cargo and Mail	3.2.1 Persons implementing screening of cargo and mail.	<p><u>Generic competencies</u></p> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Recognize the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls in the supply chain; c) Be able to identify prohibited articles; d) Apply reporting procedures; e) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and f) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms. <p><u>Function specific competencies</u></p> g) Describe and recognize how prohibited articles may be concealed h) Be able to respond appropriately to the detection of prohibited articles; i) Working knowledge of capabilities and limitations of security equipment and/or screening methods used; j) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents; k) Describe the protection requirements for cargo and mail; and l) Ability to interpret and apply screening requirements for cargo and mail, including exemptions and special security procedures. <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> m) Describe the screening methods appropriate for different types of cargo and mail; n) Describe the hand searching techniques; o) Be able to carry out hand searches to a standard sufficient to reasonably ensure the detection of concealed prohibited articles; p) Be able to operate the security equipment used; q) Be able to correctly interpret images produced by security equipment;

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<ul style="list-style-type: none"> r) Explain the transportation requirements; s) Describe dangerous goods and their impact on the safety and security of flights; and t) Be able to resolve alarms that arise during the screening process.
	<p>3.3 Screeners – in-flight supplies, airport supplies, air carrier mail and materials.</p>	<p>3.3.1 Persons implementing screening of in-flight supplies, airport supplies, air carrier mail and materials.</p>	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Recognize the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls in the supply chain; c) Be able to identify prohibited articles; d) Apply reporting procedures; e) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and f) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms. <p><u>Function specific competencies</u></p> <ul style="list-style-type: none"> g) Describe and recognize how prohibited articles may be concealed; h) Be able to respond appropriately to the detection of prohibited articles; i) Working knowledge of capabilities and limitations of security equipment and/or screening methods used; and j) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents. <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <ul style="list-style-type: none"> k) Describe the hand searching techniques; l) Be able to carry out hand searches to a standard sufficient to reasonably ensure the detection of concealed prohibited articles; m) Be able to operate the security equipment used; n) Be able to correctly interpret images produced by security equipment; o) Explain the protection and transportation requirements; and p) Describe dangerous goods and their impact on the safety and security of flights; q) Be able to resolve alarms that arise during the screening process.

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
4. Access Control of Persons (passengers and staff) and Vehicles		4.1 Persons implementing access control of persons and vehicles.	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls; c) Identify and describe access control systems, processes and procedures; d) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported; e) Apply reporting procedures; f) Be able to identify prohibited articles; g) Associate how human behavior and responses can affect security performance; h) Be able to demonstrate clear and confident communication skills whether that be in writing, speaking, listening or gesturing; i) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and j) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms. <p><u>Function specific competencies</u></p> <ul style="list-style-type: none"> k) Be able to interpret and apply legal requirements for access control, including exemptions and special security procedures; l) Be and use the access control systems available at an airport; m) Be able to recognize and identify authorizations, including identification cards and vehicle passes, providing access to airside areas; n) Be able to respond appropriately to the detection of prohibited articles; o) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents; and p) Apply effective interpersonal skills, in particular how to deal with cultural differences and with potentially disruptive passengers. <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <ul style="list-style-type: none"> q) Be able to apply behavior detection principles/techniques.
5. Examination of Vehicles		5.1 Persons performing vehicle examinations.	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<ul style="list-style-type: none"> b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls; c) Identify and describe access control systems, processes and procedures; d) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported; e) Apply reporting procedures; f) Be able to identify prohibited articles; g) Associate how human behavior and responses can affect security performance; h) Be able to demonstrate clear and confident communication skills whether that be in writing, speaking, listening or gesturing; i) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and j) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms. <p><u>Function specific competencies</u></p> <ul style="list-style-type: none"> k) Be able to interpret and apply legal requirements for vehicle examinations, including exemptions and special security procedures; l) Describe and recognize how prohibited articles may be concealed; m) Be able to respond appropriately to the detection of prohibited articles; n) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents o) Define the vehicle examination techniques; and p) Be able to demonstrate vehicle examinations to a standard sufficient to reasonably ensure the detection of concealed prohibited articles. <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <ul style="list-style-type: none"> q) Be able to apply behavior detection principles/techniques.
<p style="text-align: center;">6. Surveillance and Patrols</p>		<p>6.1 Persons implementing surveillance and patrols.</p>	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls; c) Identify and describe access control systems, processes and procedures; d) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported;

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<p>e) Apply reporting procedures;</p> <p>f) Be able to identify prohibited articles;</p> <p>g) Associate how human behavior and responses can affect security performance;</p> <p>h) Be able to demonstrate clear and confident communication skills whether that be in writing, speaking, listening or gesturing;</p> <p>i) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and</p> <p>j) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p>Function specific competencies</p> <p>k) Be able to interpret and apply the legal requirements for access control, including exemptions and special security procedures;</p> <p>l) Identify and use the access control systems available at an airport;</p> <p>m) Be able to recognize and identify authorizations, including identification cards and vehicle passes, providing access to airside areas;</p> <p>n) Apply standard procedures for patrolling, including challenging persons and circumstances in which persons should be challenged or reported;</p> <p>o) Be able to respond appropriately to the detection of prohibited articles;</p> <p>p) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents; and</p> <p>q) Apply effective clear and confident communication techniques, in particular when dealing with cultural differences or with potentially disruptive passengers.</p> <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <p>r) Be able to apply behavior detection principles/techniques.</p>
7. Aircraft Security	7.1 Aircraft Search	7.1.1 Persons implementing aircraft security searches.	<p>Generic competencies</p> <p>a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;</p> <p>b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls;</p> <p>c) Identify and describe the access control and relevant screening systems processes and procedures;</p> <p>d) Apply reporting procedures;</p> <p>e) Be able to identify prohibited articles;</p> <p>f) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and</p>

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<p>g) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p><u>Function specific competencies</u></p> <p>h) Be able to interpret and apply the legal requirements for aircraft security searches;</p> <p>i) Be familiar with the configuration of the type(s) of aircraft on which the person is to implement aircraft security searches;</p> <p>j) Describe and recognize how prohibited articles may be concealed;</p> <p>k) Be able to respond appropriately to the detection of prohibited articles;</p> <p>l) Be able to conduct aircraft security searches to a standard sufficient to reasonably ensure the detection of concealed prohibited articles; and</p> <p>m) Describe dangerous goods and their impact on the safety and security of flights.</p>
	7.2 Aircraft Protection	7.2.1 Persons implementing aircraft protection.	<p><u>Generic competencies</u></p> <p>a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;</p> <p>b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls;</p> <p>c) Identify and describe the access control and relevant screening systems processes and procedures;</p> <p>d) Apply reporting procedures;</p> <p>e) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and</p> <p>f) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p><u>Function specific competencies</u></p> <p>g) Apply measures to protect and prevent unauthorized access to aircraft;</p> <p>h) Apply procedures for sealing aircraft, if applicable for the person to be trained;</p> <p>i) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported; and</p> <p>j) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents.</p> <p><u>In addition, where the designated tasks of the person concerned so require:</u></p> <p>k) Be able to apply behavior detection principles/techniques.</p>

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
	7.3 In-flight Security	7.3.1 Persons implementing in-flight security measures ² .	<p><u>Generic competencies</u></p> <p>Generic competencies should focus on the applicable security requirements and procedures contained in the air carrier security program.</p> <p><u>At minimum, they should include the following competencies:</u></p> <ul style="list-style-type: none"> a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Identify the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls; and c) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms. <p><u>Function specific competencies</u></p> <ul style="list-style-type: none"> d) Be able to assess the seriousness of the occurrence; e) Demonstrate capacity for communication and coordination capacity; f) Identify and demonstrate appropriate self-defence responses; g) Demonstrate correct use of non-lethal protective devices authorized by the Contracting State; h) Identify the behavior of terrorists so as to facilitate the ability to cope with hijacker behavior and passenger responses; i) Be able to deal with different types of threat, acquired through the simulation of possible real threat situations on board an aircraft; j) Be able to interpret and apply the protection procedures and access to the cockpit; k) Be able to conduct aircraft search procedures, including identification of prohibited articles; l) Describe applicable procedures and demonstrate ability to deal with a bomb threat; m) Describe the guidance on the least risk bomb locations; n) Apply reporting procedures; o) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported; p) Apply effective interpersonal skills, in particular how to deal with cultural differences and with potentially disruptive passengers and unruly passengers; and q) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain. <p><u>In addition, where the designated tasks of the person concerned so require:</u></p>

² Not applicable to in-flight security officers, for information on criteria refer to the Chapter 12, paragraph 12.4.

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			r) Demonstrate the correct use of additional protective devices as authorized by the Contracting State.
8. Hold baggage Reconciliation		8.1 Persons implementing hold baggage reconciliation	<p><u>Generic competencies</u></p> <p>a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;</p> <p>b) Recognize the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls;</p> <p>c) Describe the configuration of the screening checkpoint and the screening process;</p> <p>d) Identify and describe the access control and relevant screening systems processes and procedures;</p> <p>e) Apply reporting procedures;</p> <p>f) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and</p> <p>g) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p><u>Function specific competencies</u></p> <p>h) Be able to respond appropriately to the detection of prohibited articles;</p> <p>i) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents;</p> <p>j) Be able to interpret and apply passenger and hold baggage reconciliation requirements and techniques; and</p> <p>k) Be able to interpret and apply protection requirements for air carrier materials used for passenger and baggage processing.</p>
9. Security controls other than screening	9.1 Cargo and Mail	9.1.1 Persons implementing security controls for cargo and mail other than screening.	<p><u>Generic competencies</u></p> <p>a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;</p> <p>b) Recognize the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls in the supply chain;</p> <p>c) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported;</p> <p>d) Apply reporting procedures;</p> <p>e) Be able to identify prohibited articles;</p> <p>f) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and</p>

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<p>g) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p><u>Function specific competencies</u></p> <p>h) Describe and recognize how prohibited articles may be concealed;</p> <p>i) Be able to respond appropriately to the detection of prohibited articles;</p> <p>j) Be able to interpret and apply protection requirements for cargo and mail; and</p> <p>k) Be able to interpret and apply transportation requirements of cargo and mail, if applicable.</p> <p><u>In addition, where the person holds an airport identification card:</u></p> <p>l) Identify the configuration of the screening checkpoint and the screening process;</p> <p>m) Identify and describe the access control and relevant screening systems processes and procedures; and</p> <p>n) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents.</p>
	<p>9.2 In-flight supplies, airport supplies, air carrier mail and materials.</p>	<p>9.2.1 Persons implementing security controls for air carrier mail and materials, in-flight supplies and airport supplies other than screening.</p>	<p><u>Generic competencies</u></p> <p>a) Recognize the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;</p> <p>b) Recognize with the aviation security legislative framework and relate to aviation security programmes, including the understanding of the responsibilities of persons implementing security controls in the supply chain;</p> <p>c) Apply procedures for challenging persons and of circumstances in which persons should be challenged or reported;</p> <p>d) Apply reporting procedures;</p> <p>e) Be able to identify prohibited articles;</p> <p>f) Describe the elements required to contribute to the establishment of a robust and resilient security culture in the workplace in the aviation domain; and</p> <p>g) Recognize suspicious behaviours indicative of insider threat and understand reporting mechanisms.</p> <p><u>Function specific competencies</u></p> <p>h) Describe and recognize how prohibited articles may be concealed;</p> <p>i) Be able to respond appropriately to the detection of prohibited articles;</p> <p>j) Be able to interpret and apply protection requirements for air carrier mail and materials, in-flight supplies and airport supplies, as applicable; and</p> <p>k) Be able to interpret and apply transportation requirements, if applicable.</p> <p><u>In addition, where the person holds an airport identification card:</u></p>

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<ul style="list-style-type: none"> l) Identify the configuration of the screening checkpoint and the screening process; m) Identify and describe the access control and relevant screening systems processes and procedures; and n) Be able to demonstrate the appropriate response emergency procedures and respond appropriately to security related incidents.
10. Instructors		10.1 Persons developing and/or delivering aviation security training.	<p><u>Generic competencies</u></p> <ul style="list-style-type: none"> a) Relate to the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats; b) Be able to illustrate the aviation security legislative framework and relate to aviation security programmes; c) Be able to identify and explain security technologies and techniques; d) Explain access control systems, processes and procedures; e) Clearly explain procedures for challenging persons and circumstances in which persons should be challenged or reported; f) Clearly explain reporting procedures; g) Outline and explain emergency procedures and how to respond appropriately to security related incidents; h) Explain ways and techniques to identify prohibited articles; i) Demonstrate how human behavior and responses can affect security performance; j) Apply clear and confident communication techniques in writing, speaking, listening and gesturing; k) Define elements to establish a robust and resilient security culture in the workplace, by implementing security campaigns and awareness training; and l) Explain how to identify insider threats, including methods of reporting. <p><u>Function specific competencies</u></p> <ul style="list-style-type: none"> m) Apply a system's approach to the analysis, design, development, delivery and evaluation of training; n) Demonstrate proficiency in the subject matter of the training programme; o) Be able to share information that captures the learner's interest taking into account the different learning styles and abilities; p) Apply instructional aids such as equipment, techniques and other resources to make an environment that is conducive to adult learning; q) Be able to design and carry-out authentic scenario-based exercises relating to the subject matter; r) Be able to work collaboratively with others in order to optimize the learning experience; and

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			<p>s) If applicable, competency in instructional techniques, recognized by the appropriate training authority of the Contracting State.</p> <p><u>In addition, where the designated tasks of the person to be trained concerned so require:</u></p> <p>t) Be able to explain and demonstrate behavior detection and techniques;</p>
<p>11. Inspectors and Auditors</p>		<p>11.1 Persons conducting a range of inspections and audit activities to ensure aviation security compliance, quality control and oversight activities.</p>	<p><u>Generic competencies</u></p> <p>a) Relate to the impact of previous acts of unlawful interference against civil aviation, including but not limited to current and evolving threats;</p> <p>b) Be able to interpret and apply the aviation security legislative framework and relate to aviation security programmes;</p> <p>c) Be able to identify and explain security technologies and techniques;</p> <p>d) Explain access control systems, processes and procedures;</p> <p>e) Apply procedures for challenging persons and circumstances in which persons should be challenged or reported;</p> <p>f) Apply reporting procedures;</p> <p>g) Apply emergency procedures during security incidents and respond appropriately to security related incidents;</p> <p>h) Apply techniques to identify prohibited articles;</p> <p>i) Associate how human behavior and responses can affect security performance;</p> <p>j) Apply clear and confident communication techniques in writing, speaking, and listening;</p> <p>k) Assess security campaigns and awareness training for a robust and resilient security culture;</p> <p>l) Identify and address insider threats by conducting risk assessments; and</p> <p>m) Be able to influence stakeholders to adhere to regulatory requirements and address security concerns.</p> <p><u>Function specific competencies</u></p> <p>n) Perform quality control activities, inspections and audits to address compliance matters;</p> <p>o) Assess the establishment, implementation and maintenance of national programmes;</p> <p>p) Describe current applicable security measures and how they are applied to the operations being examined;</p> <p>q) Working knowledge of security technologies and techniques;</p> <p>r) Apply compliance monitoring principles, procedures, techniques and risk based approach;</p>

Categories	Sub-Categories	Functions/Responsibilities	Required competency profile
			s) Describe the role and powers of the inspector/auditor; and t) Be able to deal with security issues and incidents as they emerge. <u>In addition, where the designated tasks of the person to concerned so require:</u> u) Apply behavior detection and techniques during inspections, surveys, audits and testing.

Equivalences between competencies	1. Security Managers					2. Supervisors	3. Screeners			4. Access Control of Persons (passengers and staff) and Vehicles	5. Examination of Vehicles	6. Surveillance and Patrols	7. Aircraft Security			8. Hold baggage Reconciliation	9. Security controls other than screening		10. Instructors	11. Inspectors and Auditors	
	1.1	1.2	1.3	1.4	1.5		3.1.	3.2	3.3				7.1	7.2	7.3		9.1	9.2			
3.1.	1a)-3.1a); 1b)-3.1b); 1c)-3.1c); 1f)-3.1d); 1g)-3.1e); 1h)-3.1.g); 1m)-3.1f); 1l-3.1i); 1q)-3.1k); 1q)-3.1n); 1i)-3.1p)	1a)-3.1a); 1b)-3.1b); 1c)-3.1c); 1f)-3.1d); 1g)-3.1e); 1h)-3.1.g); 1m)-3.1f); 1l-3.1i); 1q)-3.1p); 3.1o)	1a)-3.1a); 1b)-3.1b); 1c)-3.1c); 1f)-3.1d); 1g)-3.1e); 1h)-3.1.g); 1m)-3.1f); 1l-3.1i); 1q)-3.1p)	1a)-3.1a); 1b)-3.1b); 1c)-3.1c); 1f)-3.1d); 1g)-3.1e); 1h)-3.1.g); 1m)-3.1f); 1l-3.1i); 1q)-3.1p); 3.1o)	1a)-3.1a); 1b)-3.1b); 1c)-3.1c); 1f)-3.1d); 1g)-3.1e); 1h)-3.1.g); 1m)-3.1f); 1l-3.1i); 1q)-3.1p)	2a)-3.1a); 2b)-3.1b); 2c)-3.1c); 2d)-3.1d); 2e)-3.1e); 2f)-3.1f); 2g)-3.1g); 2h)-3.1h); 2i)-3.1i); 2j)-3.1j); 2n)-3.1m); 2o)-3.1o); 2r)-3.1n); 2t)-3.1x); 2w)-3.1y)		3.1a)-3.2a); 3.1b)-3.2b); 3.1f)-3.2c); 3.1e)-3.2d); 3.1i)-3.2e); 3.1j)-3.2f); 3.1m)-3.2h); 3.1n)-3.2i); 3.1o)-3.2j); 3.1q)-3.2n); 3.1r)-3.2o); 3.1t)-3.2p); 3.1u)-3.2q); 3.1x)-3.2t)			All generic competencies; 3.1m)-4n); 3.1o)-5m); 3.1o)-5q)	All generic competencies; 3.1m)-6o); 3.1o)-6p); 3.1p)-6q); 3.1y)-6r)	3.1a)-7.1a); 3.1b)-7.1b); 3.1c)-7.1c); 3.1e)-7.1d); 3.1f)-7.1e); 3.1j)-7.1g); 3.1k)-7.1c); 3.1m)-7.1k)	3.1a)-7.2a); 3.1b)-7.2b); 3.1c)-7.2c); 3.1e)-7.2d); 3.1i)-7.2e); 3.1j)-7.1f); 3.1o)-7.2j); 3.1y)-7.2k)	3.1a)-7.3a); 3.1b)-7.3b); 3.1e)-7.3n); 3.1i)-7.3q); 3.1j)-7.3c)	3.1a)-8a); 3.1b)-8b); 3.1c)-8d); 3.1e)-8e); 3.1i)-8f); 3.1j)-8g); 3.1k)-8c); 3.1m)-8h); 3.1o)-8i)	3.1a)-9.1a); 3.1b)-9.1b); 3.1c)-9.1m); 3.1d)-9.1c); 3.1e)-9.1d); 3.1f)-9.1e); 3.1i)-9.1f); 3.1j)-9.1g); 3.1m)-9.1i); 3.1o)-9.1n)	3.1a)-9.2a); 3.1b)-9.2b); 3.1c)-9.2m); 3.1d)-9.2c); 3.1e)-9.2d); 3.1f)-9.2e); 3.1i)-9.2f); 3.1j)-9.2g); 3.1m)-9.2i); 3.1o)-9.2n)	3.1a)-10a); 3.1b)-10b); 3.1c)-10d); 3.1d)-10e); 3.1e)-10f); 3.1f)-10h); 3.1h)-10j); 3.1i)-10k); 3.1o)-10g)	3.1a)-11a); 3.1b)-11b); 3.1c)-11d); 3.1d)-11e); 3.1e)-11f); 3.1f)-11h); 3.1g)-11i); 3.1h)-11j); 3.1o)-11g)	
3.2	1a)-3.2a); 1b)-3.2b); 1m)-3.2c); 1g)-3.2d); 1i)-3.2e); 3.2e); 1n)-3.2g); 1n)-3.2g); 1q)-3.2i)	1a)-3.2a); 1b)-3.2b); 1m)-3.2c); 1g)-3.2d); 1i)-3.2e)	1a)-3.2a); 1b)-3.2b); 1m)-3.2c); 1g)-3.2d); 1i)-3.2e)	1a)-3.2a); 1b)-3.2b); 1m)-3.2c); 1g)-3.2d); 1i)-3.2e)	1a)-3.2a); 1b)-3.2b); 1m)-3.2c); 1g)-3.2d); 1i)-3.2e)	2a)-3.2a); 2b)-3.2b); 2e)-3.2d); 2f)-3.2c); 2i)-3.2e); 2j)-3.2f); 2n)-3.2h); 2o)-3.2j); 2r)-3.2i)		3.1a)-3.2a); 3.1b)-3.2b); 3.1f)-3.2c); 3.1e)-3.2d); 3.1i)-3.2e); 3.1j)-3.2f); 3.1m)-3.2h); 3.1n)-3.2i); 3.1o)-3.2j); 3.1q)-3.2n); 3.1r)-3.2o); 3.1t)-3.2p); 3.1u)-3.2q); 3.1x)-3.2t)			3.2a)-4a); 3.2b)-4b); 3.2c)-4f); 3.2d)-4e); 3.2e)-4i); 3.2f)-4j); 3.2h)-4n); 3.2 j)-4o)	3.2a)-5a); 3.2b)-5b); 3.2c)-5f); 3.2d)-5e); 3.2e)-5i); 3.2f)-5j); 3.2h)-5m); 3.2j)-5n)	3.2a)-6a); 3.2b)-6b); 3.2c)-6f); 3.2d)-6e); 3.2e)-6i); 3.2f)-6j); 3.2h)-6o); 3.2j)-6p)	3.2a)-7.1a); 3.2b)-7.1b); 3.2c)-7.1e); 3.2d)-7.1d); 3.2e)-7.1f); 3.2f)-7.1g); 3.2g)-7.1j); 3.2h)-7.1k)	3.2a)-7.2a); 3.2b)-7.2b); 3.2d)-7.2d); 3.2f)-7.2f); 3.2j)-7.2j)	3.2a)-8a); 3.2b)-8b); 3.2d)-8e); 3.2e)-8f); 3.2f)-8g); 3.2h)-8h); 3.2j)-8i)	3.2a)-9.1a); 3.2b)-9.1b); 3.2c)-9.1e); 3.2d)-9.1d); 3.2e)-9.1f); 3.2f)-9.1g); 3.2h)-9.1i); 3.2j)-9.1n)	3.2a)-9.2a); 3.2b)-9.2b); 3.2c)-9.2e); 3.2d)-9.2d); 3.2e)-9.2f); 3.2f)-9.2g); 3.2h)-9.2i); 3.2j)-9.2n)	3.2a)-10a); 3.2b)-10b); 3.2c)-10h); 3.2d)-10f); 3.2e)-10k)	3.2a)-11a); 3.2b)-11b); 3.2c)-11h); 3.2d)-11f); 3.2j)-11g)	
3.3.	1a)-3.3a); 1b)-3.3b); 1m)-3.3c); 1n)-3.3g); 1g)-3.3d); 1i)-3.3e); 3.3e); 1q)-3.3i)	1a)-3.3a); 1b)-3.3b); 1m)-3.3c); 1n)-3.3g); 1g)-3.3d); 1i)-3.3e); 3.3e); 1q)-3.3i)	1a)-3.3a); 1b)-3.3b); 1m)-3.3c); 1n)-3.3g); 1g)-3.3d); 1i)-3.3e); 3.3e); 1q)-3.3i)	1a)-3.3a); 1b)-3.3b); 1m)-3.3c); 1n)-3.3g); 1g)-3.3d); 1i)-3.3e); 3.3e); 1q)-3.3i)	1a)-3.3a); 1b)-3.3b); 1m)-3.3c); 1n)-3.3g); 1g)-3.3d); 1i)-3.3e)	2a)-3.3a); 2b)-3.3b); 2e)-3.3d); 2f)-3.3c); 2i)-3.3e); 2j)-3.3f); 2n)-3.3h); 2o)-3.3j)		3.1a)-3.3a); 3.1b)-3.3b); 3.1e)-3.3d); 3.1f)-3.3c); 3.1i)-3.3e); 3.1j)-3.3f); 3.1m)-3.3h); 3.1n)-3.3i); 3.1o)-3.3j); 3.1q)-3.3k); 3.1r)-3.3l); 3.1t)-3.3m); 3.1u)-3.3n); 3.1x)-3.3q)			3.3a)-4a); 3.3b)-4b); 3.3c)-4f); 3.3d)-4e); 3.3e)-4i); 3.3f)-4j); 3.3h)-4n); 3.3 j)-4o)	3.3a)-5a); 3.3b)-5b); 3.3c)-5f); 3.3d)-5e); 3.3e)-5i); 3.3f)-5j); 3.3h)-5m); 3.3j)-5n)	3.3a)-6a); 3.3b)-6b); 3.3c)-6f); 3.3d)-6e); 3.3e)-6i); 3.3f)-6j); 3.3h)-6o); 3.3j)-6p)	3.3a)-7.1a); 3.3b)-7.1b); 3.3c)-7.1e); 3.3d)-7.1d); 3.3e)-7.1f); 3.3f)-7.1g); 3.3g)-7.1j); 3.3h)-7.1k)	3.3a)-7.2a); 3.3b)-7.2b); 3.3d)-7.2d); 3.3f)-7.2f); 3.3j)-7.2j)	3.3a)-7.3a); 3.3b)-7.3b); 3.3d)-7.3d); 3.3e)-7.3q)	3.3a)-8a); 3.3b)-8b); 3.3d)-8e); 3.3e)-8f); 3.3f)-8g); 3.3h)-8h); 3.3j)-8i)	3.3a)-9.1a); 3.3b)-9.1b); 3.3c)-9.1e); 3.3d)-9.1d); 3.3e)-9.1f); 3.3f)-9.1g); 3.3h)-9.1i); 3.3j)-9.1n)	3.3a)-9.2a); 3.3b)-9.2b); 3.3c)-9.2e); 3.3d)-9.2d); 3.3e)-9.2f); 3.3f)-9.2g); 3.3h)-9.2i); 3.3j)-9.2n)	3.3a)-10a); 3.3b)-10b); 3.3c)-10h); 3.3d)-10f); 3.3e)-10k)	3.3a)-11a); 3.3b)-11b); 3.3c)-11h); 3.3d)-11f); 3.3j)-11g)
4.	1a)-4a); 1b)-4b); 1c)-4c); 1g)-4e); 1f)-4d); 1h)-4g); 1m)-4f); 1i)-4h); 1j)-4i); 1l)-4i);	1a)-4a); 1b)-4b); 1c)-4c); 1g)-4e); 1f)-4d); 1h)-4g); 1m)-4f); 1i)-4h); 1j)-4i); 1l)-4o)	1a)-4a); 1b)-4b); 1c)-4c); 1g)-4e); 1f)-4d); 1h)-4g); 1m)-4f); 1i)-4h); 1j)-4i); 1l)-4i)	1a)-4a); 1b)-4b); 1c)-4c); 1g)-4e); 1f)-4d); 1h)-4g); 1m)-4f); 1i)-4h); 1j)-4i); 1l)-4o)	1a)-4a); 1b)-4b); 1c)-4c); 1g)-4e); 1f)-4d); 1h)-4g); 1m)-4f); 1i)-4h); 1j)-4i); 1l)-4i);	2a)-4a); 2b)-4b); 2c)-4c); 2d)-4d); 2e)-4e); 2f)-4f); 2g)-4g); 2h)-4h); 2i)-4i); 2j)-4j); 2n)-4n); 2o)-4o); 2w)-4q); 2c)-4l)		All generic competencies; 3.1m)-4n); 3.1o)-4o); 3.1p)-4p); 3.1y)-4q)			All generic competencies; 4n)-5m); 4o)-5p); 4q)-5q)	All generic competencies; 4k)-6k); 4l)-6l); 4m)-6m); 4n)-6o); 4o)-6p); 4q)-6r)	4a)-7.1a); 4b)-7.1b); 4c)-7.1c); 4e)-7.1d); 4f)-7.1e); 4i)-7.1f); 4j)-7.1g); 4n)-7.1k)	4a)-7.2a); 4b)-7.2b); 4c)-7.2c); 4d)-7.2i); 4e)-7.2d); 4i)-7.2e); 4j)-7.2f); 4o)-7.2j); 4q)-7.2k)	4a)-7.3a); 4b)-7.3b); 4d)-7.3o); 4e)-7.3n); 4i)-7.3q); 4j)-7.3c)	4a)-8a); 4b)-8b); 4c)-8d); 4e)-8e); 4i)-8f); 4j)-8g); 4n)-8i)	4a)-9.1a); 4b)-9.1b); 4c)-9.1m); 4d)-9.1c); 4e)-9.1d); 4f)-9.1e); 4i)-9.1f); 4j)-9.1g); 4n)-9.1i); 4o)-9.1n)	4a)-9.2a); 4b)-9.2b); 4c)-9.2m); 4d)-9.2c); 4e)-9.2d); 4f)-9.2e); 4i)-9.2f); 4j)-9.2g); 4n)-9.2i); 4o)-9.2n)	4a)-10a); 4b)-10b); 4c)-10d); 4d)-10e); 4e)-10f); 4f)-10h); 4g)-10i); 4h)-10j); 4i)-10k); 4o)-10g)	4a)-11a); 4b)-11b); 4c)-11d); 4d)-11e); 4e)-11f); 4f)-11h); 4g)-11i); 4h)-11j); 4o)-11g)	
5.	1a)-5a); 1b)-5b); 1c)-5c); 1f)-5d); 1g)-5e); 1h)-5g); 1m)-5f); 1i)-5h); 1n)-5l); 1i)-5i)	1a)-5a); 1b)-5b); 1c)-5c); 1f)-5d); 1g)-5e); 1h)-5g); 1m)-5f); 1i)-5h); 1n)-5l); 1i)-5i); 1bb)-5n)	1a)-5a); 1b)-5b); 1c)-5c); 1f)-5d); 1g)-5e); 1h)-5g); 1m)-5f); 1i)-5h); 1n)-5l); 1i)-5i)	1a)-5a); 1b)-5b); 1c)-5c); 1f)-5d); 1g)-5e); 1h)-5g); 1m)-5f); 1i)-5h); 1n)-5l); 1i)-5i); 1hh)-5n)	1a)-5a); 1b)-5b); 1c)-5c); 1f)-5d); 1g)-5e); 1h)-5g); 1m)-5f); 1i)-5h); 1n)-5l); 1i)-5i)	2a)-5a); 2b)-5b); 2c)-5c); 2d)-5d); 2e)-5e); 2f)-5f); 2g)-5g); 2h)-5h); 2i)-5i); 2j)-5j); 2n)-5n); 2o)-5n); 2w)-5q)		All generic competencies; 3.1m)-5m); 3.1o)-5n); 3.1y)-5q)			All generic competencies; 4n)-5m); 4o)-5p); 4q)-5q)	All generic competencies; 5m)-6o); 5n)-6p); 5q)-6r)	5a)-7.1a); 5b)-7.1b); 5c)-7.1c); 5e)-7.1d); 5f)-7.1e); 5i)-7.1f); 5j)-7.1g); 5l)-7.1j); 5m)-7.1k)	5a)-7.2a); 5b)-7.2b); 5c)-7.2c); 5d)-7.2i); 5e)-7.2d); 5i)-7.2e); 5j)-7.2f); 5n)-7.2i); 5q)-7.2k)	5a)-7.3a); 5b)-7.3b); 5e)-7.3o); 5i)-7.3q); 5j)-7.3c)	5a)-8a); 5b)-8b); 5c)-8d); 5e)-8e); 5i)-8f); 5j)-8g); 5n)-8i)	5a)-9.1a); 5b)-9.1b); 5c)-9.1m); 5d)-9.1c); 5e)-9.1d); 5f)-9.1e); 5i)-9.1f); 5j)-9.1g); 5m)-9.1i); 5n)-9.1n)	5a)-9.2a); 5b)-9.2b); 5c)-9.2m); 5d)-9.2c); 5e)-9.2d); 5f)-9.2e); 5i)-9.2f); 5j)-9.2g); 5m)-9.2i); 5n)-9.2n)	5a)-10a); 5b)-10b); 5c)-10d); 5d)-10e); 5e)-10f); 5f)-10h); 5g)-10i); 5h)-10j); 5i)-10k); 5n)-10g)	5a)-11a); 5b)-11b); 5c)-11d); 5d)-11e); 5e)-11f); 5f)-11h); 5g)-11i); 5h)-11j); 5p)-11g)	

Equivalences between competencies	1. Security Managers					2. Supervisors	3. Screeners			4. Access Control of Persons (passengers and staff) and Vehicles	5. Examination of Vehicles	6. Surveillance and Patrols	7. Aircraft Security			8. Hold baggage Reconciliation	9. Security controls other than screening		10. Instructors	11. Inspectors and Auditors
	1.1	1.2	1.3	1.4	1.5		3.1.	3.2	3.3				7.1	7.2	7.3		9.1	9.2		
9.2	1a)-9.2a); 1b)-9.2b); 1f)-9.2c); 1g)-9.2d); 1m)-9.2e); 1l)-9.2f); 1n)-9.2h); 1q)-9.2i); 1c)-9.2m); 1bb)-9.2m); 1q)-9.2m)	1a)-9.2a); 1b)-9.2b); 1f)-9.2c); 1g)-9.2d); 1m)-9.2e); 1l)-9.2f); 1n)-9.2h); 1c)-9.2m); 1bb)-9.2m); 1q)-9.2m)	1a)-9.2a); 1b)-9.2b); 1f)-9.2c); 1g)-9.2d); 1m)-9.2e); 1l)-9.2f); 1n)-9.2h); 1c)-9.2m); 1bb)-9.2m); 1q)-9.2m)	1a)-9.2a); 1b)-9.2b); 1f)-9.2c); 1g)-9.2d); 1m)-9.2e); 1l)-9.2f); 1n)-9.2h); 1c)-9.2m); 1bb)-9.2m); 1q)-9.2m)	1a)-9.2a); 1b)-9.2b); 1f)-9.2c); 1g)-9.2d); 1m)-9.2e); 1l)-9.2f); 1n)-9.2h); 1c)-9.2m); 1bb)-9.2m); 1q)-9.2m)	2a)-9.2a); 2b)-9.2b); 2c)-9.2m); 2d)-9.2c); 2e)-9.2d); 2f)-9.2e); 2i)-9.2f); 2j)-9.2g); 2n)-9.2i); 2o)-9.2n)	3.1a)-9.2a); 3.1b)-9.2b); 3.1c)-9.2m); 3.1d)-9.2c); 3.1e)-9.2d); 3.1f)-9.2e); 3.1i)-9.2f); 3.1j)-9.2g); 3.1k)-9.2l); 3.1m)-9.2i); 3.1o)-9.2n)	3.2a)-9.2a); 3.2b)-9.2b); 3.2c)-9.2e); 3.2d)-9.2d); 3.2e)-9.2f); 3.2f)-9.2g); 3.2g)-9.2h); 3.2h)-9.2i); 3.2j)-9.2n)	3.3a)-9.2a); 3.3b)-9.2b); 3.3c)-9.2e); 3.3d)-9.2d); 3.3e)-9.2f); 3.3f)-9.2g); 3.3g)-9.2h); 3.3h)-9.2i); 3.3j)-9.2n)	4a)-9.2a); 4b)-9.2b); 4c)-9.2m); 4d)-9.2c); 4e)-9.2d); 4f)-9.2e); 4i)-9.2f); 4j)-9.2g); 4n)-9.2i); 4o)-9.2n)	5a)-9.2a); 5b)-9.2b); 5c)-9.2m); 5d)-9.2c); 5e)-9.2d); 5f)-9.2e); 5i)-9.2f); 5j)-9.2g); 5m)-9.2i); 5n)-9.2n)	6a)-9.2a); 6b)-9.2b); 6c)-9.2m); 6d)-9.2c); 6e)-9.2d); 6f)-9.2e); 6i)-9.2f); 6j)-9.2g); 6p)-9.2n)	7.1a)-9.2a); 7.1b)-9.2b); 7.1c)-9.2m); 7.1d)-9.2d); 7.1e)-9.2e); 7.1f)-9.2f); 7.1g)-9.2g)	7.2a)-9.2a); 7.2b)-9.2b); 7.2c)-9.2m); 7.2d)-9.2d); 7.2e)-9.2f); 7.2f)-9.2g); 7.2j)-9.2n)	7.3a)-9.2a); 7.3b)-9.2b); 7.3c)-9.2g); 7.3n)-9.2d); 7.3q)-9.2f)	8a)-9.2a); 8b)-9.2b); 8c)-9.2l); 8d)-9.2m); 8e)-9.2d); 8f)-9.2f); 8g)-9.2g); 8i)-9.2n)	All generic competencies; 9.1h)-9.2h); 9.1i)-9.2i); 9.1j)-9.2j); 9.1m)-9.2m); 9.1n)-9.2n)		9.2a)-10a); 9.2b)-10b); 9.2c)-10e); 9.2d)-10f); 9.2e)-10h); 9.2f)-10k); 9.2n)-10g)	9.2a)-11a); 9.2b)-11b); 9.2c)-11e); 9.2d)-11f); 9.2e)-11h); 9.2f)-11k); 9.2n)-11g)
10.	1a)-10a); 1b)-10b); 1c)-10d); 1f)-10e); 1g)-10f); 1m)-10h); 1h)-10i); 1i)-10j); 1j)-10k); 1o)-10l)	1a)-10a); 1b)-10b); 1c)-10d); 1f)-10e); 1g)-10f); 1m)-10h); 1h)-10i); 1i)-10j); 1j)-10k); 1o)-10l)	1a)-10a); 1b)-10b); 1c)-10d); 1f)-10e); 1g)-10f); 1m)-10h); 1h)-10i); 1i)-10j); 1j)-10k); 1o)-10l)	1a)-10a); 1b)-10b); 1c)-10d); 1f)-10e); 1g)-10f); 1m)-10h); 1h)-10i); 1i)-10j); 1j)-10k); 1o)-10l)	1a)-10a); 1b)-10b); 1c)-10d); 1f)-10e); 1g)-10f); 1m)-10h); 1h)-10i); 1i)-10j); 1j)-10k); 1o)-10l)	2a)-10a); 1b)-10b); 2c)-10d); 2d)-10e); 2e)-10f); 2f)-10h); 2g)-10i); 2h)-10j); 2i)-10k); 2u)-10l); 2w)-10t)	3.1a)-10a); 3.1b)-10b); 3.1c)-10d); 3.1d)-10e); 3.1e)-10f); 3.1f)-10h); 3.1g)-10i); 3.1h)-10j); 3.1i)-10k); 3.1o)-10g)	3.2a)-10a); 3.2b)-10b); 3.2c)-10b); 3.2d)-10h); 3.2e)-10f); 3.2f)-10k)	3.3a)-10a); 3.3b)-10b); 3.3c)-10b); 3.3d)-10h); 3.3e)-10f); 3.3f)-10k)	4a)-10a); 4b)-10b); 4c)-10d); 4d)-10e); 4e)-10f); 4f)-10h); 4g)-10i); 4h)-10j); 4i)-10k); 4o)-10g)	5a)-10a); 5b)-10b); 5c)-10d); 5d)-10e); 5e)-10f); 5f)-10h); 5g)-10i); 5h)-10j); 5i)-10k); 5n)-10g)	6a)-10a); 6b)-10b); 6c)-10d); 6d)-10e); 6e)-10f); 6f)-10h); 6g)-10i); 6h)-10j); 6i)-10k); 6p)-10g)	7.1a)-10a); 7.1b)-10b); 7.1c)-10d); 7.1d)-10f); 7.1e)-10h); 7.1f)-10k)	7.2a)-10a); 7.2b)-10b); 7.2c)-10d); 7.2d)-10f); 7.2e)-10k); 7.2i)-10e); 7.2j)-10g)	7.3a)-10a); 7.3b)-10b); 7.3n)-10f); 7.3q)-10k); 7.3o)-10e)	8a)-10a); 8b)-10b); 8d)-10d); 8e)-10f); 8f)-10k); 8g)-10l); 8h)-10h); 8i)-10g)	9.1a)-10a); 9.1b)-10b); 9.1c)-10e); 9.1d)-10f); 9.1e)-10h); 9.1f)-10k); 9.1g)-10l); 9.1n)-10g)	9.2a)-10a); 9.2b)-10b); 9.2c)-10e); 9.2d)-10f); 9.2g)-10l); 9.2e)-10h); 9.2f)-10k); 9.2n)-10g)	10a)-11a); 10b)-11b); 10c)-11c); 10d)-11d); 10e)-11e); 10f)-11f); 10g)-11g); 10h)-11h); 10i)-11i); 10j)-11j); 10k)-11k); 10l)-11l)	
11.	1a)-11a); 1b)-11b); 1c)-11d); 1f)-11e); 1g)-11f); 1t)-11g); 1m)-11g); 1h)-11i); 1i)-11j); 1j)-11k); 1l)-11k); 1o)-11l)	1a)-11a); 1b)-11b); 1c)-11d); 1f)-11e); 1g)-11f); 1m)-11g); 1h)-11i); 1i)-11j); 1j)-11k); 1o)-11l); 1bb)-11g)	1a)-11a); 1b)-11b); 1c)-11d); 1f)-11e); 1g)-11f); 1m)-11g); 1h)-11i); 1i)-11j); 1j)-11k); 1o)-11l)	1a)-11a); 1b)-11b); 1c)-11d); 1f)-11e); 1g)-11f); 1m)-11g); 1h)-11i); 1i)-11j); 1j)-11k); 1o)-11l)	1a)-11a); 1b)-11b); 1c)-11d); 1f)-11e); 1g)-11f); 1m)-11g); 1h)-11i); 1i)-11j); 1j)-11k); 1o)-11l)	2a)-11a); 1b)-11b); 2d)-11e); 2e)-11f); 2f)-11h); 2g)-11i); 2h)-11j); 2i)-11k); 2o)-11t)	3.1a)-11a); 3.1b)-11b); 3.1c)-11d); 3.1d)-11e); 3.1e)-11f); 3.1f)-11h); 3.1g)-11i); 3.1h)-11j); 3.1o)-11g)	3.2a)-11a); 3.2b)-11b); 3.2c)-11h); 3.2d)-11f); 3.2j)-11g)	3.3a)-11a); 3.3b)-11b); 3.3c)-11h); 3.3d)-11f); 3.3j)-11g)	4a)-11a); 4b)-11b); 4c)-11d); 4d)-11e); 4e)-11f); 4f)-11h); 4g)-11i); 4h)-11j); 4o)-11g)	5a)-11a); 5b)-11b); 5c)-11d); 5d)-11e); 5e)-11f); 5f)-11h); 5g)-11i); 5h)-11j); 5p)-11g)	6a)-11a); 6b)-11b); 6c)-11d); 6d)-11e); 6e)-11f); 6f)-11h); 6g)-11i); 6h)-11j); 6p)-11g)	7.1a)-11a); 7.1b)-11b); 7.1c)-11d); 7.1d)-11f); 7.1e)-11h)	7.2a)-11a); 7.2b)-11b); 7.2c)-11d); 7.2d)-11f); 7.2i)-11e); 7.2j)-11g)	7.3a)-11a); 7.3b)-11b); 7.3n)-11f); 7.3o)-11e)	8a)-11a); 8b)-11b); 8d)-11d); 8e)-11f); 8i)-11g)	9.1a)-11a); 9.1b)-11b); 9.1c)-11e); 9.1d)-11f); 9.1e)-11h); 9.1n)-10g)	9.2a)-11a); 9.2b)-11b); 9.2c)-11e); 9.2d)-11f); 9.2e)-11h); 9.2n)-10g)	10a)-11a); 10b)-11b); 10c)-11c); 10d)-11d); 10e)-11e); 10f)-11f); 10g)-11g); 10h)-11h); 10i)-11i); 10j)-11j); 10k)-11k); 10l)-11l)	

Legend: Equivalent competencies; Partially equivalent competencies

Example pair of equivalence: 3.1a)-3.2a); the numbers are the categories or sub-categories and the letters are the competencies referring to each category or sub-category.