Competency Framework Skills, Attitudes and Areas of Knowledge and Application Overview
Last Update: 09 August 2022

Aviation Psychology
Must have a Psychology Qualification and possibly national licencing

Aviation Human Factors
May have a range of qualifications including Physiology, Human Factors or Safety, Engineering or Ergonomics, Neuroscientists, Sociologists and Anthropologists, Safety, Psychology or Medical Degrees.

Global Aviation System/ Domain Knowledge
A thorough knowledge of the global aviation system and its components is a prerequisite to both endorsements.
- Specific operator tasks and environment
- Aviation regulation, standards and recommended practices
- Operational language/ standard phraseology (ICAO alphabet)

Knowledge about Humans (Aviation Psychology)
Thorough knowledge of:
- Psychology/ Human Behaviour (individuals and Groups)
- Cognitive ergonomics
- Emotion
- Sensory and motor functions
- Attention
- Reasoning
- Mental health & wellbeing
- Psycho-pharmacology (for clinical AP)

Knowledge about Humans (Aviation Human Factors)
Thorough knowledge of:
- Human Physiology
- Physical and cognitive Ergonomics
- Anthropometrics
- Biometrics
- Human Factors Engineering
- Human-system functions

Overarching System Methods
Several overarching system methods are required for both AVPSY & AVHFS.
- Statistics and data analysis
- Experimental/ laboratory studies
- Job & task analysis
- Validation and measurement
- Observations and interviews
- Training
- Other

Methodological approaches & tools (Aviation Psychology)
- Psychometrics and tool development,
- Selection and Recruitment,
- Competency of assessment
- Individual wellbeing,
- Psychophysiological Assessment,
- Clinical support to peer-support programs,
- Culture & Organisational Wellness,
- Individual Diagnosis & Treatment

Methodological approaches & tools (Aviation Human Factors)
- Human-machine interface design and development
- Usability Testing
- Assurance methodologies for assessing changes and new technologies

Areas of Practice (AoP)
- Design & Evaluation of; systems, technology, jobs, organisational structure, products
- Individual / Group / Organisational Behaviour and working environments; including CRM/TRM/MRM, organisational, impact of stressors, social and behavioural psychological principles
- Influence on Culture (including just culture, safety culture)
- Workforce management; recruitment, selection, training design, development and delivery, competency assessment & evaluation, leadership and management influence, ongoing performance and development.
- Change Management
- Human performance and safety; risk assessment, incident & accident investigation, design implementation and evaluation of strategies, HF and safety assurance, understanding error, hazards, safety management, design implementation and evaluation of safety strategies
- Influencing Human performance and reliability; physiological and psychological features, sensory and cognitive functions including decision making,
- Regulations & Standards
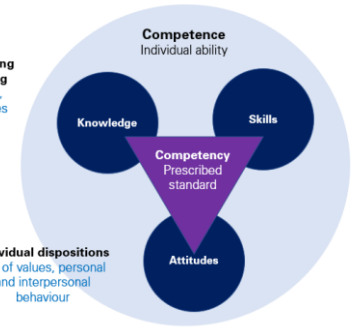- Scientific Research; including design, implementation, evaluation as methods as noted above.

Common Supporting Skills and Attitudes:
- Taking a Systems Approach to AVPSY/AVHFS work
- Critical evaluation and analysis (including evidence-based practice)
- Thoroughly and thoughtfully scoping, designing and implementing interventions or work activities
- Effective Communication including persuasion, effective facilitation and consideration of the most appropriate style for the situation.
- Reflective Practice / Continuous Learning and Openness
- Collaboration by building & maintaining a thorough understanding of the sub-fields or specialist areas
- Maintaining awareness of Business / Customers and our responsibility to individuals and organisations
- Creativity and Curiosity in the context of applied psychology/ human factors
- Acting in compliance with ethical and legal standards

There may be some Psychologists who have additional non-AP roles within a company which do not fit neatly into these categories.
In some areas Psychologists may have more in-depth or legally protected roles within these areas of knowledge

Competence – Individual ability

Know what, recalling and understanding – Facts, information, description, theories

Knowledge

Skills

Competency – Prescribed standard

Know how, ability to perform a task – Procedures, processes, practical application, problem-solving, communication

Attitudes

Individual dispositions – Set of values, personal and interpersonal behaviour