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## To Our Valued Customers,

### **EMPLOYERS: If you ship Dangerous Goods by aircraft, you want to read this letter carefully**

Beginning January 1, 2023, the International Air Transport Association (IATA) requires employers involved with dangerous goods consignments that are transported by aircraft to implement a competency-based approach to a dangerous goods training and assessment program. The new competency-based training will replace the way training is currently conducted. The goal of the training and assessment program is to produce a competent workforce that ensures a safe and efficient air transport system. Failure to meet the new requirements can result in severe penalties and the potential shutdown of your ability to ship dangerous goods.

**It is the responsibility of the EMPLOYER** or those acting on their behalf to develop a program that produces a level of competency for each function identified in the IATA guidelines.

- The employer must determine the purpose and objective of the competency-based training based on their employees' responsibilities.
- The employer must ensure that training is designed and developed to establish clear links among the competencies to be achieved, learning objectives, assessment methods and course material.
- The employer must evaluate their target group to identify the knowledge, skills, and attitudes they already possess.
- The employer must consider the demographics of the group from a perspective of language barriers, age differences, current level of training, experience, learning styles, social backgrounds, and knowledge level of other regulatory requirements such as DOT-Hazardous Materials or IMDG Code.



**Transportation  
Compliance**  
Associates, Inc.

## IATA TRAINING REQUIREMENTS

- The employer must consider the demographics of the group from a perspective of language barriers, age differences, current level of training, experience, learning styles, social backgrounds, and knowledge level of other regulatory requirements such as DOT-Hazardous Materials or IMDG Code. Personnel are required to be trained to the level of competency required by their job function(s). Training to a higher level must be identified and incorporated into the program.
- Trainees must be active participants in their learning process and achievement of competencies, as opposed to passive recipients of knowledge.
- The competency-based training and assessment approach must meet the requirements of Appendix H of the IATA Regulations.
- The employer may develop and implement the competency-based training and assessment program or utilize a third-party provider for assistance, either for the complete development and implementation of the training program or for elements of the program.
- The employer is responsible for the effectiveness of the training program and for ensuring all personnel are competent to perform their job functions.

Although it is only September, we want to give our valued customers a head start on preparing for the coming change. As we move closer to the January 1, 2023 deadline, make sure to check out any of our multiple communication platforms: e-mail updates, our dedicated landing page, and blogs covering the complex changes of the competency-based training program. As always, you can visit us at [www.learnhazmat.com](http://www.learnhazmat.com) or call us at 412-249-1111. One of our committed team members will help answer your questions or concerns.

Best regards,

**Karen Alston**