

## **RESTRICTED**

### **ABSTRACT**

The performance of any armed forces in peace and war depends on its training in peacetime. In peacetime, the most important task of any armed force is to train and prepare its personnel to face the challenges in war. The success of any element of armed forces, specially the formative one like BAF substantially depends on the qualities of its airmen. These airmen, with their relentless effort ensure the progressive development of the air force. Currently, the technological advancement has added new dimension and complexity to modern warfare. Therefore, to keep pace with complexity much emphasis should be given to develop the ability through pragmatic training.

In the recent past, BAF has inducted different modern equipment and technology in its inventory. Moreover, considering a dynamic equipment oriented organisation, BAF is likely to further expand and modernise with the passage of time. With the induction of modern equipment and aircraft, the demand of more capable airmen is already felt and needs to be addressed in order to ensure their most effective utilization. More and more challenges are likely to arise in future, which are unforeseen today. It is, therefore, envisaged that tomorrow's airmen will require a much broader range of competence than their predecessors. They will have to be more flexible, better trained and better educated. This requires changes in thinking process, training pattern and it implies changes in overall airmen training system. Specifically, it has been found that the present airmen training system is struggling to meet the need of present technology based operation and maintenance of aircraft and equipment.

There is no alternative to develop the human resource with appropriate training, specially the airmen who consist the main working force and the supervisors at different levels. As such, effective training would be required to prepare the airmen to meet the challenges of digital transformation era. Moreover, BAF has already started its transition from old age platform to digitalisation, where the airmen with present training may face difficulties to perform. As such there is a requirement of bringing systematic changes in overall airmen training system to shape the force for digital transformation era.