

PADI INSTRUCTOR DEVELOPMENT PROCESS

OVERVIEW

The instructor development process is a combination of programs designed to enhance instructor candidate's abilities as dive professionals, as well as offer specialized training programs, all of which are intended to increase their success. This process begins with the PADI Assistant Instructor course and ranges through Specialty Instructor training, IDC Staff Instructor courses and business education programs.

The foundation of PADI instructor development is the PADI Instructor Development Course (IDC). The program consists of two parts – the Assistant Instructor (AI) course and the Open Water Scuba Instructor (OWSI) program. Combining the three-day AI course and the four-day OWSI program into a continuous program makes up a seven-day IDC.

Successfully completing an AI course allows instructor candidates to earn the PADI Assistant Instructor rating which authorizes them to function as instructional assistants and independently conduct certain PADI programs. AI course completion also qualifies candidates to participate in an OWSI program.

Successfully completing the OWSI program (or an entire IDC) makes candidates eligible to participate in a PADI Instructor Examination (IE). The IE is a completely evaluative program that tests the instructor candidate's teaching ability, dive knowledge, skill level, understanding of the PADI System, attitude and professionalism. Instructor candidates become PADI Open Water Scuba Instructors only after successfully completing an IE. PADI IEs are standardized, objective evaluations conducted by Instructor Examiners representing one of PADI's international offices.

The goals of the IDC are not limited to teaching candidates how to pass an IE. The IDC emphasizes development, not testing. This produces a low-stress environment that makes learning easier. Candidates can relax and concentrate on skill development, knowing that making mistakes is part of the learning process. During these courses, the staff plays the important role of supporting, guiding and advising candidates.

This two phase program, IDC and IE, makes the PADI Instructor development process the most comprehensive and demanding of any in the dive industry. New PADI Instructors must meet the highest standards for learning and performance of any recreational diver certification organization.

INSTRUCTOR DEVELOPMENT COURSE STANDARDS

Overview

PADI Instructor Development Courses (IDCs) focus on preparing candidates to function as PADI Assistant Instructors and/or Open Water Scuba Instructors. The PADI IDC provides individuals who already possess instructor-level dive theory, role-model watermanship and rescue skills, and leadership abilities with additional training that allows them to implement the PADI System in confined water, classroom and open water environments. The IDC also helps instructor candidates gain a complete understanding of PADI's educational goals and philosophies. The PADI IDC begins with independent learning and encompasses both the Assistant Instructor (AI) course and the Open Water Scuba Instructor (OWSI) program. The IDC offers potential instructor candidates several training options and flexibility for reaching their professional goals. Options include:

- PADI Divemasters may choose to attend just the AI course.
- PADI Divemasters may attend all components that make up the IDC (7-day minimum) and, upon successful completion, go on to a PADI Instructor Examination (as long as all other IE prerequisites have been met).
- PADI Assistant Instructors may attend the OWSI program and, upon successful completion, go on to an IE (as long as all other IE prerequisites have been met).
- Scuba instructors affiliated with other certification organizations may attend an OWSI program and, upon successful completion, go on to an IE.
- Scuba instructors or dive supervisors affiliated with other certification organizations may choose to attend an entire IDC and, upon successful completion, go on to an IE.

These options allow candidates to plan appropriate breaks in training to further hone their knowledge, skills and leadership abilities or they can attend a continuous program that results in PADI Instructor certification.

CANDIDATE PREPARATION

Ultimate success during instructor development programs depends greatly on the amount of preparation staff and candidates put forth. For candidates, independent learning must begin well in advance of the IDC and is critical to their personal achievement. This pre-study allows candidates to start the course already understanding basic standards, which means that class time may be dedicated to learning how to apply standards, apply prescriptive teaching techniques and how to market courses effectively. For the staff, preparation includes staying up-to-date with PADI program revisions and standards changes and making note of new or revised information in the IDC curriculum. It also means adapting the curriculum to the local area-adding realistic examples and covering local protocols. An important consideration when conducting instructor training is logistics. Assuring that logistical matters are handled and having alternative plans in place will help to alleviate stress and allow training to progress smoothly.