



ASSEMBLY — 38TH SESSION

TECHNICAL COMMISSION

Agenda Item 38: Other issues to be considered by the Technical Commission

HUMAN CAPITAL DEVELOPMENT IN NEPAL: CHALLENGES AND THE WAY FORWARD

(Presented by Nepal)

EXECUTIVE SUMMARY

Established in 1975, the Civil Aviation Academy (CAA) is committed to becoming a centre of academic excellence at national and regional level for the human capital development in the field of civil aviation. In the light of the various activities, initiatives and trends featuring civil aviation at national and global level such as NGAP, institutional congregation, ICAO training policy and TRAINAIR Plus and increasing emphasis on collegiate aviation academics, CAA is necessitated to undergo transformation. To enable it to become an autonomous entity for a holistic development of human capital to meet national and regional civil aviation educational and training demands, a roadmap for CAA transformation is conceivable.

1. INTRODUCTION

1.1 Civil Aviation Academy (CAA) of Nepal, the then Civil Aviation Training Centre came into being in 1975. CAA is an approved training organization of the Civil Aviation Authority of Nepal (CAAN) in its specific capacity for the provision of Air Traffic Services training. However, it has been producing skilled manpower through around 5 dozen courses in the areas of Engineering, Aviation Security, and Rescue and Fire Fighting. With the addition of new divisions like TRAINAIR Division, Flight Safety Training Division, Course Development Division and Quality Assurance Division, in its new organization structure (2013), the upcoming activities are expected to expand more visibly in days to come. CAA's vision is to become an internationally recognized academy of excellence in the development of quality human resources at national and regional level. However, in view of growing complexities and subsequent challenges for the development of competent human capital to cope with international and national requirements in the field of aviation education, it is inevitable for CAA to undergo transformation.

2. TRANSFORMATION NEED

2.1 CAA is aware of the challenges of recruitment, training and retention of qualified professionals into the aviation industry and wishes to explore innovative solutions. More importantly, CAA realizes the need of greater collaboration among states, training administrations, service providers,

and other industry is also highlighted for the provision and sponsorship of training, the sharing of professional resources and expertise, as well as the certification of competency and skills.

2.2 Taking into account the NGAP initiative to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system, CAA per se appears to be impacted in respect of course developers, training managers and other trained faculties in foreseeable future. In this light CAA has developed its 5 year strategic plan which is ready for submission to the Authority for approval.

2.3 In order to address NGAP issues, competency based supplements, international stakeholders' perspectives, CAA resonates with the globally recognized idea that the key to attracting, training and retaining the next generation of aviation professionals is University-Industry partnership (UIP). This is a two-way approach by which knowledge is transferred through collaborative support from Universities. Transferring of knowledge is also possible through: education and training, consultancy services, contract research, collaborative research, licensing, etc. Likewise, collaborative support from aviation industry is ensured through active involvement in University – Industry dialogue, offering venue for experiential learning and placement support (In Nepal as case in point, BE students of Tribhuvan University internship learning and aspirations for training in aviation engineering are some of the recent and current instances), collaborative research and innovation. CAA is committed to forging such synergy towards research, curriculum development and running collegiate programs for civil aviation. CAA intends to initiate action to that end.

2.4 CAA, Nepal is committed to develop training for holistic development of civil aviation while meeting needs of the regulator, service providers including industry stakeholders in all areas of aviation concern. CAA is in process of obtaining a TRAINAIR Plus membership from the current status of associate member. An STP on Basic AMHS Training for Aviation Personnel is being developed. However, CAA realizes that the cost of STP development process and the fees including the assessment fees is considerably high. While cost recovery and constant immersion of course developers stands out as a major challenge as this cost outnumbers marginal revenue collected through paid courses. A very innovative funding support mechanism can only ensure consistent attachment with the Programme. A high level intervention is required to see CAA self-sustained in future.

2.5 Civil aviation Authority of Nepal is in process of segregating its role into regulator and service provider. However, in view of the need of diverse competencies required in terms of knowledge acquisition and performance attributes, it is essential for CAA to assume a more specific role in producing collegiate qualifications rather than being restricted to being a mere training institute in producing trained personnel to meet operational requirements. CAA is also challenged to make sufficient preparations to cope with future demands necessitated by the prospects of development of one full-fledged international airport and other two as regional international airport in the country.

3. THE WAY FORWARD

3.1 CAA envisions to become a National Civil Aviation Academy in its assertion that aviation training is a dynamic component which requires a fast adaptation to internationalism, adoption of sophisticated technology, constant exposure and access to training development events taking place in the international platforms, application of knowledge for instant and long term problem solving, etc. This implies huge financial investment. At the heart of the foregoing challenges lies in the need for CAA to become a collaborated institution so that a decisive, authoritative, and directive role could be assumed in order to be sustainable. CAA strives to be supported by several stakeholders representing the government,

aviation industry, airports and airlines and agencies. It aims to get affiliation to Universities and International Programme institutions. With investment from Government of Nepal, Civil Aviation Authority of Nepal (CAAN), Nepal Airports and Air Navigation Services Authority, UNDP Aircraft Fund, Nepal Airlines Corporation, private Airlines, etc., flight and ground training, academic aviation engineering and technology and management education system could be established.

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