



WORKING PAPER

ASSEMBLY — 38TH SESSION

TECHNICAL COMMISSION

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

**CAPACITY BUILDING ACTIVITIES IN AIR TRANSPORTATION
HUMAN RESOURCES DEVELOPMENT**

(Presented by Indonesia)

EXECUTIVE SUMMARY

The purpose of this paper is to sum up the progress made by Indonesia in the implementation of the capacity building activities on Aviation Human Resources Development.

Human Resources Development in the aviation field is conducted by the Air Transportation Human Resources Development Centre (ATHRDC), Ministry of Transportation, Indonesia. The ATHRDC has six aviation schools located in different parts of Indonesia, namely the Indonesia Civil Aviation Institute in Curug, the Aviation Technical and Safety Academy located in Makassar, Surabaya and Medan; and the Aviation Training Office located in Palembang and Jayapura.

Action: The Assembly is invited to:

- a) to prioritize capacity-building activities on human resources development;
- b) request the Secretary General to share information about capacity building activities on human resources development needed by States, organizations and industry stakeholders; and
- c) facilitate and coordinate capacity-building activities on human resources development, and to take into account regional organizations and programmes.

<i>Strategic Objectives:</i>	This working paper relates to the Safety Strategic Objective.
<i>Financial implications:</i>	Not applicable.
<i>References:</i>	

1. INTRODUCTION

1.1 Aviation in Indonesia is increasing rapidly, with traffic flows and airline fleets increasing accordingly. This situation has a direct impact on the needs for trained aviation professionals, both in quantity and as regards quality of education and training.

1.2 In order to ensure that human resource development for aviation in Indonesia keeps track of the increased needs and remains sustainable, the government has organized, coordinated and hosted meetings, courses and seminars in the aviation technical fields aimed at the improvement of Aviation Safety and Security in Indonesia as well as the development of Human Resources.

1.3 The Human Resources Development on Transportation Agency (HRDTA) is an agency under the Ministry of Transportation of the Republic of Indonesia responsible for development of human resources for all modes of transport.

1.4 In the aviation field, the activities of Human Resources Development are conducted by the Air Transportation Human Resources Development Centre (ATHRDC).

1.5 The Air Transportation Human Resources Development Centre (ATHRDC) implements aviation education and training within Indonesia and conducts all related programmes.

2. AVIATION TRAINING IN INDONESIA

2.1 Training Centres

2.1.1 The training centers coordinated by ATHRDC are:

- a) Indonesia Civil Aviation Institute (ICAI);
- b) Civil Aviation Safety and Engineering Academy of Medan (CASEA of Medan);
- c) Civil Aviation Safety and Engineering Academy of Surabaya (CASEA of Surabaya);
- d) Civil Aviation Safety and Engineering Academy of Makassar (CASEA of Makassar);
- e) Civil Aviation Training Office of Palembang (CATO of Palembang); and
- f) Civil Aviation Training Office of Jayapura (CATO of Jayapura)

2.1.2 In order to improve the training capacity in Indonesia especially for pilot training program, ATHRDC has recently established a new Pilot Training School at Banyuwangi, East Java.

2.2 Training Programmes

2.2.1 Training programmes are conducted as short courses training programmes and ab-initio training from Diploma 1 up to Diploma 4 training programmes.

2.2.2 The education and training programmes conducted can be divided into four training departments, namely:

- a) the Pilot Training department consists of the fixed-wing pilot training programme, the rotary wing pilot training programme, and the flight operation officer training programme;
- b) the Aviation Safety Training Department consists of the air traffic control (ATC) training programme, the aeronautical information services training programme, the aeronautical telecommunication training programme, and the airport fire fighting training programme;

- c) the Aviation Technical Training Department consists of the aircraft maintenance training programme, the air telecommunication and navigation training programme, the airport electrical training programme, the airport mechanical training programme, and the airport building and runway training programme; and
- d) the Aviation Management Training Department consists of the aviation management training programme, the airport operation training programme, and the aviation administration training programme.

3. **DISCUSSION**

3.1 **Need for Development**

3.1.1 The country's economic strength and growing middle class are drivers for the rapid growth of the aviation industry in Indonesia.

3.1.2 The growth of the aviation industry creates a need for rapid increase in educated and trained aviation personnel, especially pilots and aircraft maintenance engineers.

3.1.3 The priority of the ATHRDC is to fulfill the needs for pilots and aircraft maintenance engineers by improving the capacity and quality of these specific training programmes.

3.1.4 For the pilot training programme, the training capacity is being improved by build new pilot training schools.

3.1.5 For the aircraft maintenance training programme, additional aircraft maintenance training centres are being established and the quality of the training upgraded to meet additional requirements, including European Aviation Safety Agency (EASA) requirements.

3.2 **Pilot Training**

3.2.1 Indonesia needs up to 800 new pilots annually as the country's aviation industry is growing at an unprecedented pace.

3.2.2 Currently there are 14 pilot training centres in Indonesia, 2 of them are governmental training centres, i.e. Indonesia Civil Aviation Institute (ICAI) and Banyuwangi Pilot School (BPS) – formed in 2013, under the coordination of ATHRDC.

3.2.3 ICAI is projected to produce 200 new pilots every year, and BPS will produce 120 new pilots every year.

3.2.4 ATHRDC is planning to add more pilot training schools located in Sumatera and Sulawesi. By this development, it is projected that by 2016, ATHRDC will produce 500 new pilots annually.

3.2.5 The development of pilot training institutions by ATHRDC is conducted in cooperation with partners, including the Boeing Company.

3.3 **Aircraft Maintenance Training**

3.3.1 The development of aircraft maintenance training involves the establishment of additional aircraft maintenance training centers.

3.3.2 On the other hand, ATHRDC is seeking to enhance the quality of aircraft maintenance training centres, inter alia, through international cooperation and with international recognition.

3.3.3 At the ICAI, EASA conducted a second site examination in 2011, and it is projected that ICAI will be able to conduct EASA training on site.

3.4 **CNS/ATM Training**

3.4.1 Indonesia and ICAO have signed a Management Service Agreement in 2009.

3.4.2 One of the projects under the MSA is an assistance projects for the development of CNS/ATM training in Indonesia.

3.4.3 With this project, Indonesia will be able to train CNS/ATM personnel including ATC personnel to fulfill the needs of CNS/ATM personnel in Indonesia.

3.5 **Coordinating Training Capacity-Building Activities**

3.5.1 Indonesia is undertaking capacity-building activities in human resources development together with the stakeholders from other countries. Meanwhile, other Contracting States also carry out the same activities and therefore the instructors are not widely available, and time as well as the financial resources are limited. Thus, better visibility and coordination of these activities are needed which would allow better use of available resources. The coordination and management of training capacity-building resources is especially important in this context.

3.5.2 ICAO is well placed to play such a coordinating role. In order to do so, it will need to be provided with adequate information about activities planned and organized by other entities. To that end, States, organizations and industry stakeholders should be encouraged to share information with ICAO on their respective initiatives.

4. **ACTION**

4.1 The Assembly is invited to:

- a) prioritize capacity-building activities on human resources development;
- b) request the Secretary General to share information about capacity building activities on human resources development needed by States, organizations and industry stakeholders; and
- c) facilitate and coordinate capacity-building activities on human resources development, and to take into account regional organizations and programmes.