



ICAO Global Aviation Training

From Data to Performance

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AGENDA

1. Introduction to the ICAO Global Aviation Training (GAT) Office
2. Role of data in training
3. ICAO training activities



1. Global Aviation Training Office

What is the Scope of ICAO Activities?

Assembly resolution 38/12, Appendix D

Assist Member States in achieving and maintaining competency of aviation personnel through the ICAO Aviation Training Programme.

ICAO's role in training (EB 2013/54)

Support the human resources development strategies



Global Aviation Training (GAT) Office is established in 2014

Vision and Mission of GAT

GAT Vision

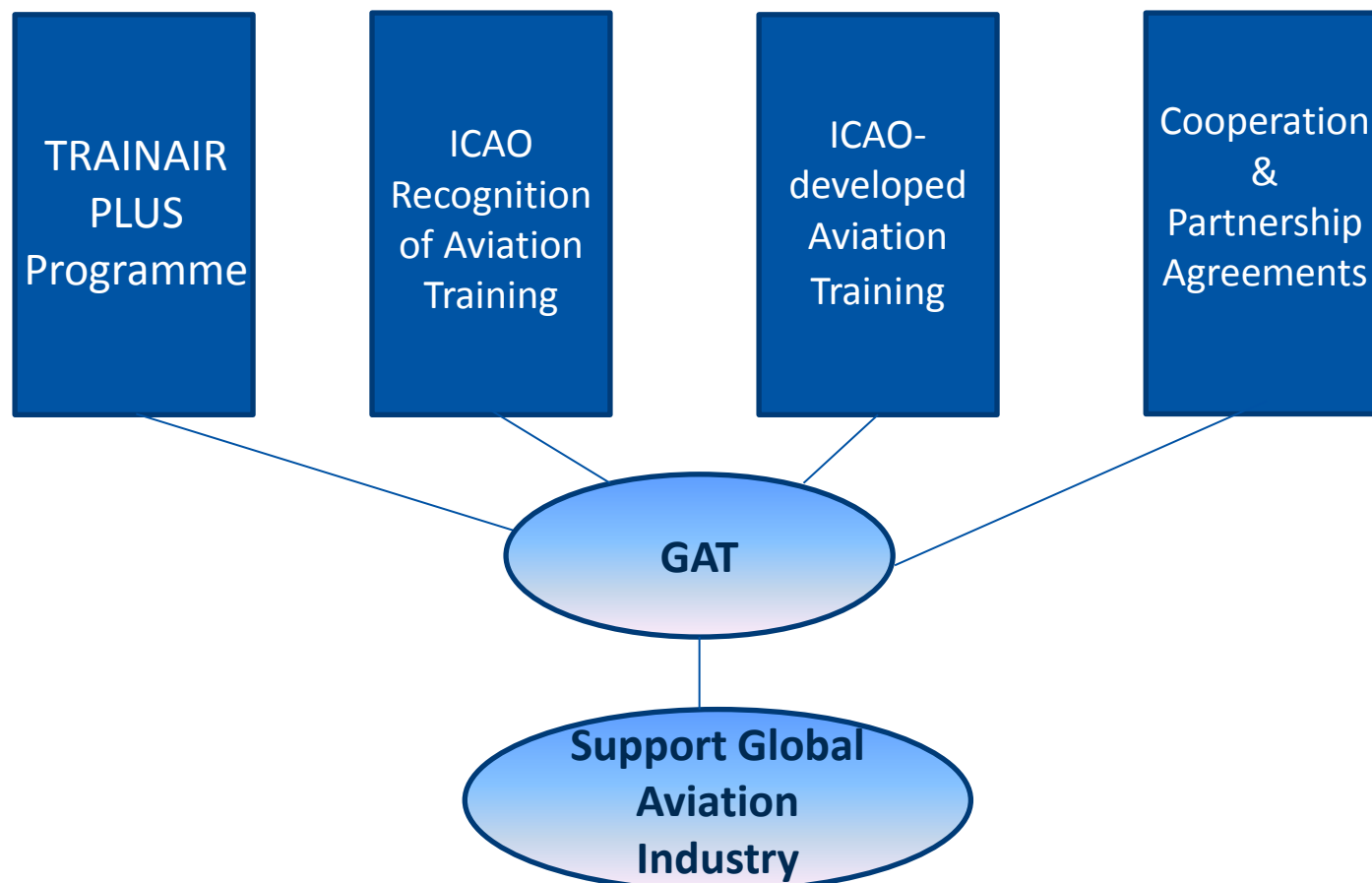
Lead Human Resources Development in Aviation

GAT Mission

Establish coordinated, effective and efficient mechanisms to support the development of human resources in aviation, appealing to Member States and the industry

How GAT Supports the Global Aviation Industry

4 pillars of ICAO aviation training policy





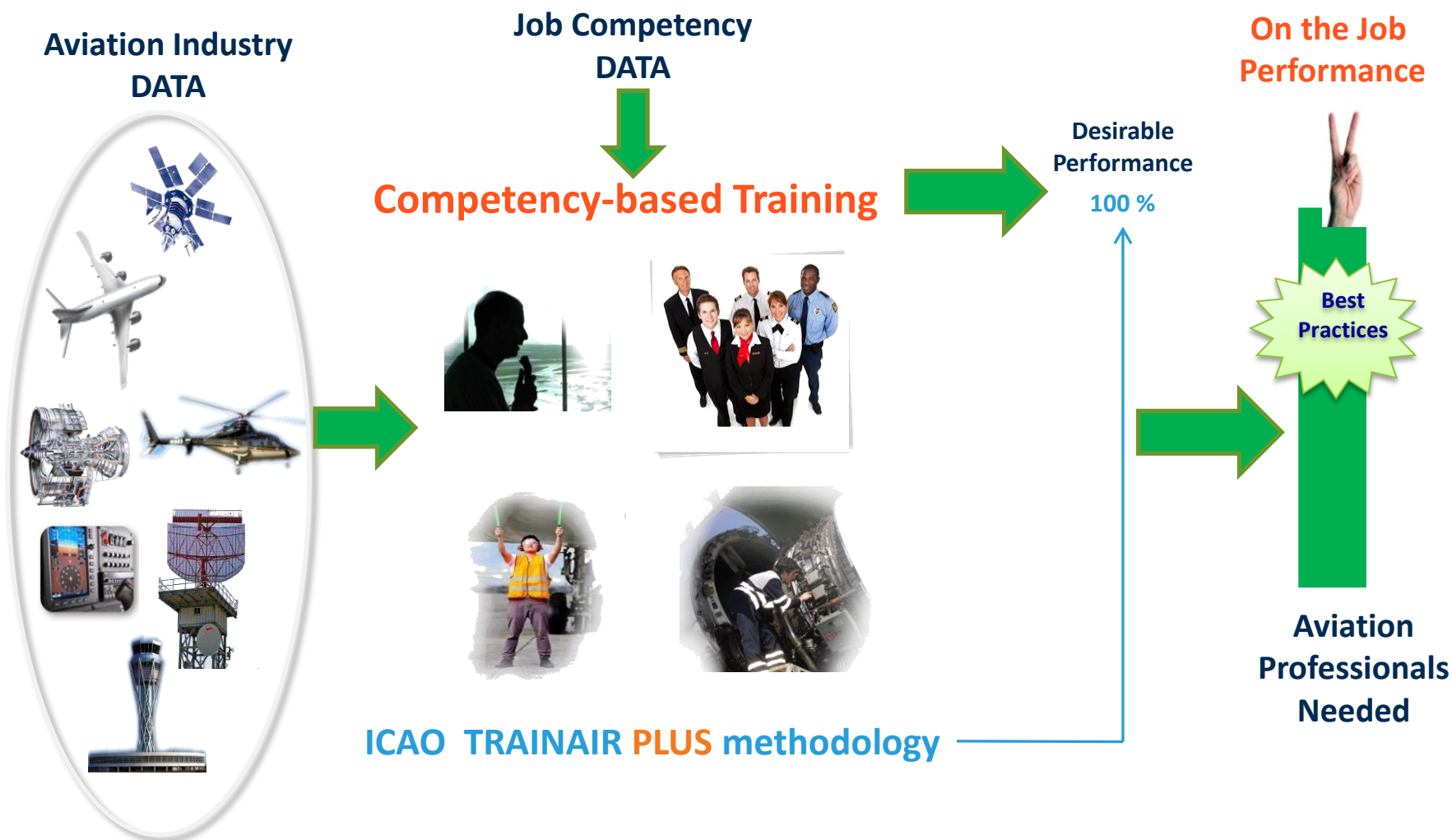
2. The Role of Data in Training

Competency-based Training

- ❑ Training is an invaluable support and response to training needs for **expected industry growth** of double the requirements for pilots, maintenance personnel, air traffic controllers and other aviation technical specialized personnel during the period up to 2030.
- ❑ **Job task and performance data** reveal the **competencies** necessary to perform and the gaps related to inadequate performance
- ❑ Competency-based training is developed using the data to ensure trainees **master required performance**
- ❑ **Training evaluation data** shows if knowledge or skills are gained, performance is replicated on the job, and the performance leads to organizational improvement



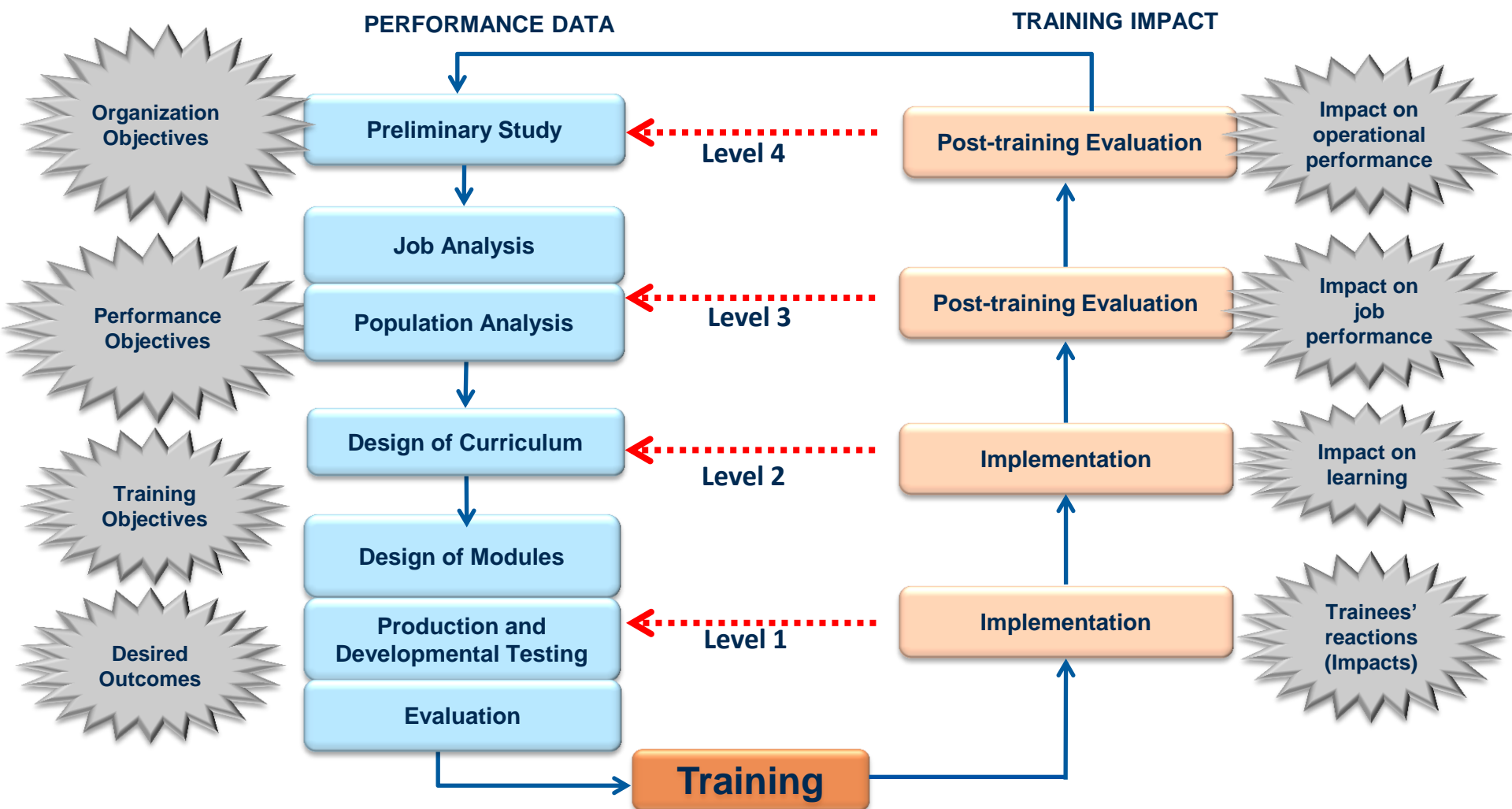
Using Data to Develop Training



Using Data to Evaluate Training

- ❑ Data collection takes place at several points in performance-based training
- ❑ There are four levels of data collection :
 - **Level 1:** Trainee *reactions* to the training process
 - **Level 2:** Trainee *mastery* of the end-of-course objectives
 - **Level 3:** Resulting *job performance* of ex-trainees
 - **Level 4:** Resulting effect on the *organization's* operational objectives such as *quality of service and productivity*

Evaluation Cycle



Application of Data to Aviation Training

- Leads to the **mastery** of professional knowledge and skills both at individual and collective levels.
- Equips **personnel** to respond appropriately to emerging challenges.
- Brings **improvement** of the individual's **competencies** and organizational performance.



3. ICAO Training Activities

TRAINAIR **PLUS** Programme: ICAO's Cooperative Aviation Training Network



What is the TRAINAIR PLUS Programme (TPP)?

An ICAO programme that builds training capacities:

- ✓ Provides a **methodology** to develop high quality competency-based training courses
- ✓ Facilitates international sharing of **Standardized Training Packages (STPs)**
- ✓ Supports training center's to build their **training capacities** through technical expertise, resources and quality oversight



TRAINAIR PLUS™

Who can join the TRAINAIR PLUS network?



1. CATCs

- Academies, universities
Flight schools etc.
- Training service providers

2. Corporations

- Companies in aviation
industry
- Manufacturers etc.

3. Operators in Civil Aviation

- CAA, airports, airlines,
ground handlers etc.
- Training service consumers

Why join the TRAINAIR PLUS Network?





1 Obtain ICAO recognition

2 Enhance training capacities

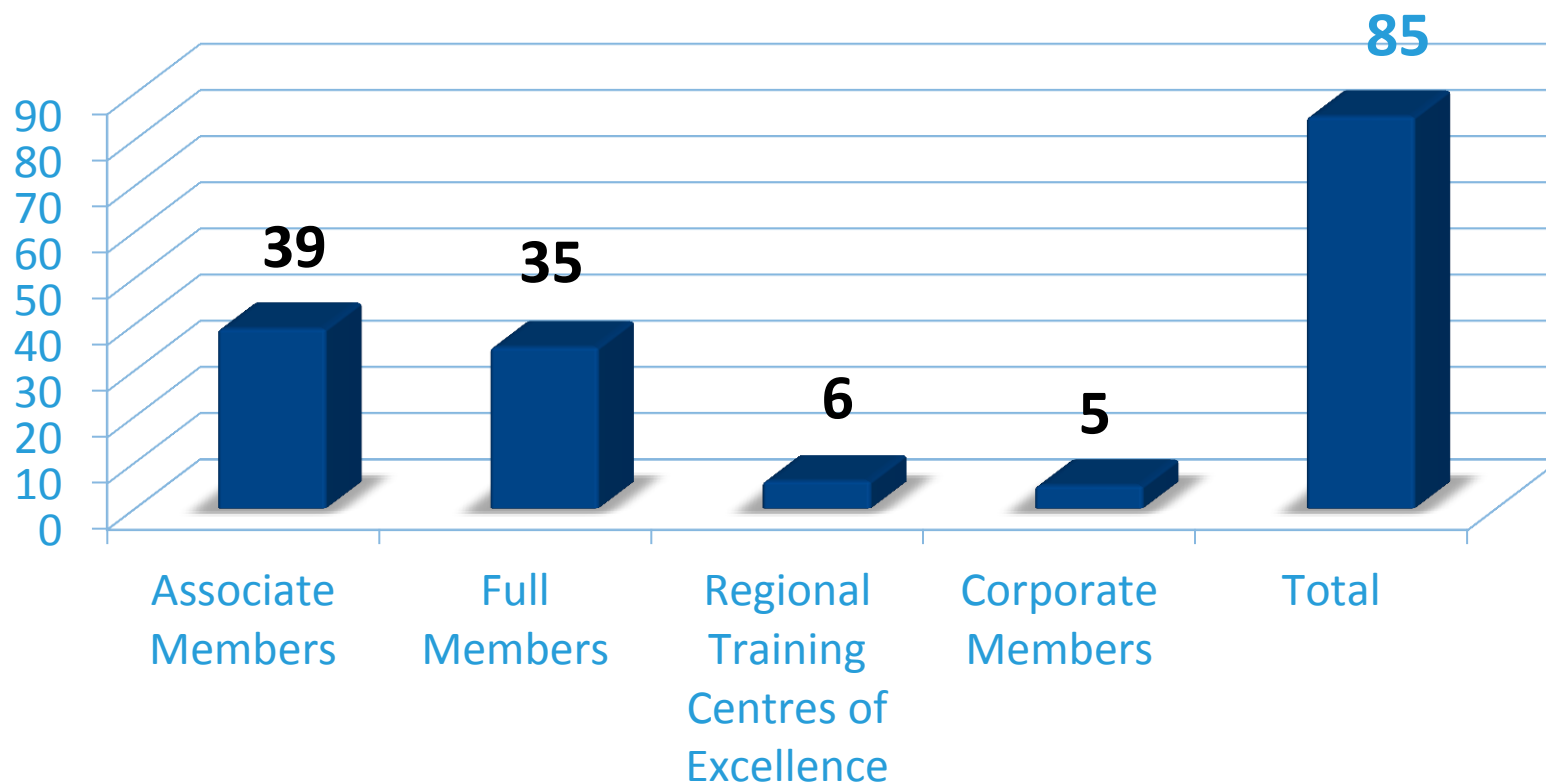
3 Access & deliver STPs and ICAO courses
(Generate revenues)

4 Expand business opportunities through a human resources
global network

Members of the TRAINAIR PLUS Programme

Type	Benefits
Associate Members 	<ul style="list-style-type: none"> • ICAO recognition • Access & deliver STPs • Deliver TPP & ICAO courses
Full Members 	<ul style="list-style-type: none"> • All above • Develop STPs and generate revenues from STP sales
Regional Training Centres of Excellence 	<ul style="list-style-type: none"> • All above • Develop and deliver ICAO courses
Corporate Members 	<ul style="list-style-type: none"> • Network and business opportunities w/ Members

TRAINAIR PLUS Members in 2014



ICAO Portfolio of Courses

**Standardized Training Packages (STPs)
and
ICAO-developed courses are available**

**Standardized
Training
Packages
(STP)**



**ICAO-Developed
Courses**

What is an STP?



Competency-based training



A fully documented and tested comprehensive package of training

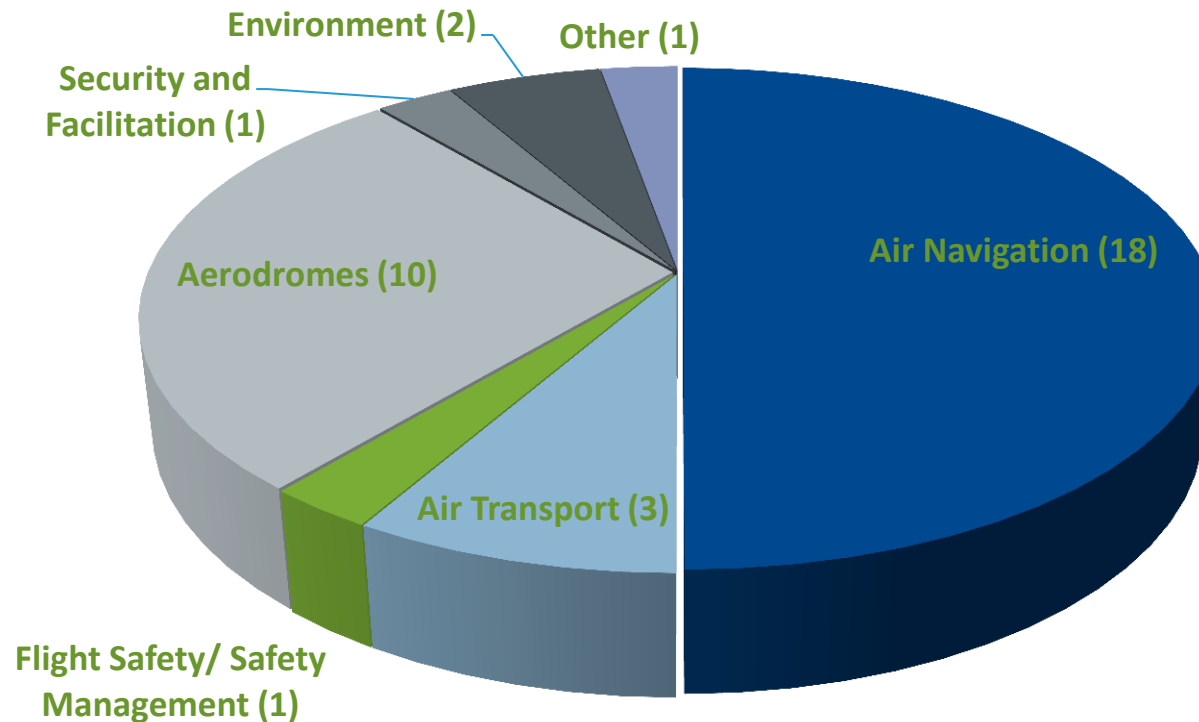


Reflects latest technological requirements



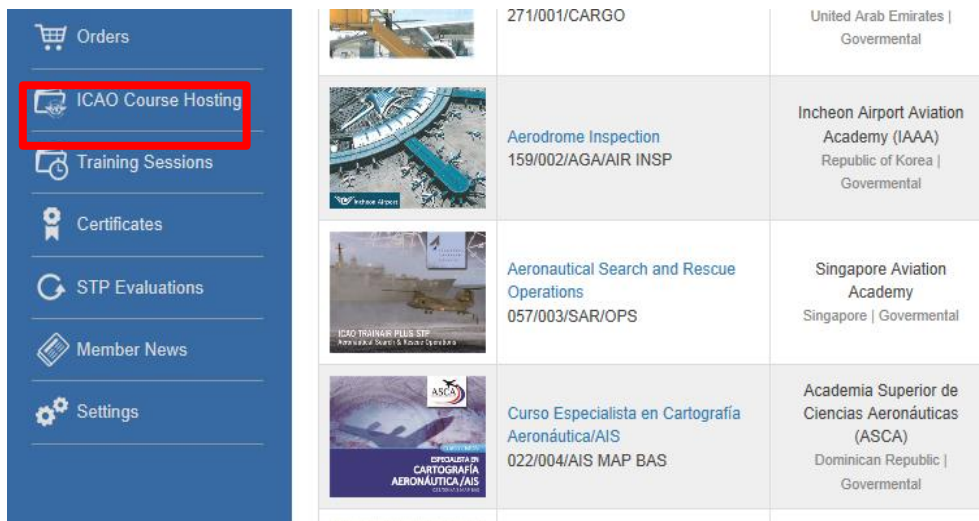
More than 90 STPs developed or under development





STPs available per ICAO topics



Generating revenues through STPs?

- ✓ Members access high-quality courses at an affordable cost
- ✓ Courses can be delivered by Members' instructors, reducing costs
- ✓ Members can market these STPs internationally



	271/001/CARGO	United Arab Emirates Governmental
	Aerodrome Inspection 159/002/AGA/AIR INSP	Incheon Airport Aviation Academy (IAAA) Republic of Korea Governmental
	Aeronautical Search and Rescue Operations 057/003/SAR/OPS	Singapore Aviation Academy Singapore Governmental
	Curso Especialista en Cartografía Aeronáutica/AIS 022/004/AIS MAP BAS	Academia Superior de Ciencias Aeronáuticas (ASCA) Dominican Republic Governmental

- ✓ TPP operates an online library
- ✓ Courses can be purchased online
- ✓ All training materials can be downloaded online

ICAO-developed courses



30+ courses available

Delivered by ICAO instructors

Online courses available

Cost-recovery principle

ICAO logo on certificates

Range of courses

ICAO Training Instructors Course



The International Civil Aviation Organization (ICAO) and the Joint Aviation Authorities Training Organization (JAATO) are pleased to inform the aviation community of the launch of the ICAO TRAINAIR PLUS Training Instructors Course. This two-part course will enable participants to methodically conduct training courses in accordance with ICAO's instructor competencies and develop the required training strategies for course deliveries.



THE SAFETY MANAGEMENT TRAINING PROGRAMME

Universal Safety Oversight Audit Programme (USOAP)

The ICAO USOAP was launched in January 1999 with the objective of promoting global aviation safety through the auditing of ICAO Member States. It specifically determines the status of States' establishment of safety oversight measures and resources, as well as relevant ICAO Standards and Recommended Practices (SRPs), associated procedures, guidance material and safety-related practices.

The USOAP was expanded in 2005 to cover provisions contained in all safety-related Annexes to the Convention on International Civil Aviation (Chicago Convention). Core areas audited by the USOAP are: primary aviation legislation and civil aviation regulations; civil aviation organization; personnel licensing and training; aircraft operations; airworthiness of aircraft; aircraft accident and incident investigation; air navigation services; and aerodromes and ground aids.



A NEW ERA IN PERFORMANCE - BASED NAVIGATION (PBN) TRAINING

Who can attend these courses?

- ❑ Available to all aviation professionals who meet pre-requisites
- ❑ Visit www.icao.int/training to select courses that suit your needs



North American
Central American
and Caribbean
(NACC) Office
Mexico City

South American
(SAM) Office
Lima

ICAO
Headquarters
Montreal

Western and
Central African
(WACAF) Office
Dakar

European and
North Atlantic
(EUR/NAT) Office
Paris

Middle East
(MID) Office
Cairo

Eastern and
Southern African
(ESAF) Office
Nairobi

Asia and Pacific
(APAC) Office
Bangkok

Thank you