



**INTERNATIONAL CIVIL AVIATION ORGANISATION**  
**AFI PLANNING AND IMPLEMENTATION REGIONAL GROUP**  
**THIRTEENTH MEETING (APIRG/13)**  
**(Sal, Cape Verde, 25-29 June 2001)**

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**Agenda Item 6: Human factors and planning of human resources**

**REGIONAL TRAINING PLANNING**

(Presented by the Secretariat)

**SUMMARY**

This working paper outlines progress to date in the development of new sections within Regional Air Navigation Plan Publications that address training planning and human factors. The action proposed recommends the establishment of an appropriate body to facilitate regional and sub-regional training planning within the AFI Region.

**1. INTRODUCTION**

1.1 The Twelfth Africa Planning and Implementation Regional Group Meeting (APIRG/12) concluded “that the Secretariat expedites the development of a new part to the AFI Basic ANP and FASID dealing with human factors and manpower planning requirements.” The Air Navigation Commission noted the conclusion and that the matter would be addressed in the context of ANC Task No. PEL-9601.

1.2 The objective of ANC Task No. PEL-9601 is to develop a model for human resource planning and training for use at the regional level as well as supporting guidance material; analyze the changes to civil aviation job profiles as a result of new systems and the consequential human resource planning and training requirements; and assess whether all or portions of the output of the regional human resource and training planning process should be incorporated into the Regional Air Navigation Plans (ANPs).

1.3 During the Third Caribbean/South American Regional Air Navigation Meeting (CAR/SAM/3, Argentina, 1999) a proposal was made to consolidate the existing training planning bodies within the Regions into an appropriate contributory body of GREPECAS [Planning and Implementation Regional Group for the CAR/SAM Regions]. It was agreed that a contributory body of GREPECAS would help to ensure that the plans for facilities and services, based on existing and emerging technologies, and the plans for the human resources are fully compatible. It was also recognized that sub-regional training planning was an effective means to meet the training needs of many States. To foster the establishment of a body that could address the need for compatibility between regional air navigation planning and training planning, yet not preclude training planning at a sub-regional basis, the CAR/SAM/3 Regional Air Navigation Meeting agreed on:

**“Recommendation 13/5 - Human resource planning and training in the CAR/SAM Regions**

That:

1. GREPECAS examine human resource planning and training issues as they relate to the implementation of all elements in the new CAR/SAM Regional Air Navigation Plan ensuring that the human resource development capabilities in the regions are compatible with the plans to implement facilities and services; and

2. States in the CAR/SAM Regions involve their civil aviation training and human resource planning professionals in the activities of GREPECAS related to training and human resource planning.”

## 2. **DISCUSSION**

2.1 The CAR/SAM/3 RAN Meeting reviewed the Introduction, Parts I and II of the Basic Air Navigation Plan and included a section on the regional training planning concept under General Planning Aspects (GEN). On 8 December 1999, the Council (158/13) approved the changes and the Basic Air Navigation Plan for the CAR/SAM Regions became the first ANP Publication with a regional training planning section. While the decision has not yet been made to incorporate a "training plan" in the ANP, the new training section of the ANP lays the framework for regional training planning within the CAR/SAM Regions. Guidance concerning human factors was also added to the CAR/SAM Basic Air Navigation Plan and approved by Council. Regional training planning and human factors concepts have now been integrated into the AFI Basic ANP.

2.2 The steps that could form the basis of a regional or sub-regional training planning process were also presented to the CAR/SAM/3 Regional Air Navigation Meeting. The meeting agreed that a quantitative approach to training planning would help to ensure that the training needed is available. This approach would provide a means to accurately determine the number of training centres within a region or sub-region that are needed to provide specialized types of training that individual States cannot justify based on their national training needs alone. At the same time this approach could help to distribute regional training activities among more training centres. However, it was also agreed that the process would need to be refined by the Planning and Implementation Regional Group.

2.3 Subsequently, the Ninth Caribbean and South American Planning and Implementation Group (GREPECAS/9) met during August 2000 (Brazil) to consider, inter alia, the recommendations of the CAR/SAM/3 RAN Meeting. As a part of an overall restructuring of GREPECAS, the meeting agreed to form a human resources sub-group as a part of its new structure.

## 3. **Conclusions**

3.1 Integrating the existing regional air navigation planning process and training planning within ICAO Regions represents a new initiative and challenge for the international civil aviation community. A framework and associated planning tables were developed to facilitate the process and are presented in Information Paper xx. The framework and tables are intended only as models. The model will require adaptation by each region to meet specific regional needs. An appropriate body should be established within each region to adapt the regional training planning model, as required, and to develop regional training plans that will ensure that the human resource development capabilities within a region are compatible with the plans to implement facilities and services.

3.2 Based on the results of regional training planning within ICAO Regions and recommendations of the Planning and Implementation Regional Groups, the Air Navigation Commission will determine if technical merit exists to integrate the training plans into the ANP Publications and to expand this approach to additional ICAO regions.

## 4. **ACTION BY THE MEETING**

4.1 The meeting is invited to:

- a) note the information provided in paragraphs 1, 2 and 3; and
- b) establish an appropriate body to facilitate regional and sub-regional training planning.

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