

Outline of DGCA Conference Paper on Enhancing Regional Training Coordination

Introduction

- At the 9th meeting of the Regional Cooperation Mechanisms Taskforce Meeting (RCM TF) in Nov 2022, the ICAO Asia Pacific Regional Office proposed that civil aviation training academies should enhance cooperation in the provision of training for aviation personnel in the Asia Pacific region.
- The RCM TF agreed to establish a working group comprising the Republic of Korea, Singapore, and the United States under Recommendation B.2 of the RCM TF Implementation Roadmap. The working group has since convened and proposes several initiatives to enhance such cooperation.

Recent Developments

- Civil aviation training academies in the Asia Pacific region met at the side lines of the Global Implementation Support Symposium (GISS) in the Republic of Korea in May 2023 and exchanged views on enhancing training support for the region. The meeting agreed to develop concrete initiatives and to table them at the upcoming DGCA / 58 Conference in Dhaka, Bangladesh in October 2023.
- The RCM TF sent a needs survey to APAC States / Administrations in June 2023 to update on the needs of the region and sub-regions in capability development and training needs. The survey covered areas in aviation safety, aviation security, air navigation services, human resource development, facilitation and environment.
- The survey results showed that many States / Administrations continue to require support and technical expertise to address their existing challenges. In particular, the need for inspector training in areas such as aviation safety and security (CE 4 - Technical Personnel Qualification and Training) remains a priority.

Current Challenges

- Some challenges that States / Administrations face in meeting training needs for their aviation personnel include the following:
 - a. **States / Administrations may not have identified their training needs or developed a training plan for their personnel.** It would be difficult to assess which courses would be relevant in the absence of a training plan.
 - b. **States / Administrations may face resource challenges (e.g., manpower staffing and financial) in sending personnel for training.**
 - c. **There is a lack of qualified trainers in the region.** Some States / Administrations also face difficulty in preparing trainers to become ICAO instructors due to language difficulties.
 - d. **There is a lack of coordination among civil aviation training academies in the provision of training.** This has resulted in potential gaps in offering of training courses, duplication of certain courses and training needs not being met.

Initiatives to Foster Closer Cooperation Among Civil Aviation Training Academies

- RCM TF has proposed the following initiatives to foster closer cooperation among civil aviation training academies:
 - a. **Form a working group to enhance cooperation on training between civil aviation training academies.**
 - (i) **Civil aviation training academies should coordinate on their provision of training to address the training**

needs identified from the survey. Training academies can pool demand from different States / Administrations and offer training at reasonable rates with the higher volume. For training areas which have not been developed, civil aviation training academies should coordinate to have some civil aviation training academies lead the development of the training or others to look for external training offerings (beyond the Asia Pacific region).

- (i) **Civil aviation training academies should develop a training prospectus consolidating all course offerings in the Asia Pacific region.**
 - (ii) **Civil aviation training academies should work with the industry to establish themselves as Centres of Excellence in their respective expert domains.** This would help to strengthen the breadth and quality of training and branding of institutions across Asia Pacific.
- b. **Have an annual regional training symposium among civil aviation training academies supported by the ICAO Asia Pacific Regional Office, and industry partners.** The symposium should discuss capacity building needs and coordinate training plans, encourage the exchange of information, best practices, and standardisation (where possible). This will be like current arrangements established by the ICAO North American, Central American and Caribbean Office to coordinate closer training cooperation between States.
- c. **Establish a ‘train the trainer’ scheme to build a pipeline of instructors and enhance their capabilities to address the lack of trainers in the region.**
- (i) Identify and train a pool of trainers in the region, and sub-regions for good geographical coverage. These trainers can be recognised by ICAO as regional trainers.

- (ii) Standardise such training to ensure quality and effectiveness of training delivery; and
- (iii) Put in place performance indicators such as information on how many new trainees are trained by each new trainer over time.

ACTION BY THE CONFERENCE

- The Conference is invited to:
 - a. Note the challenges States / Administrations face in meeting training needs for their personnel.
 - b. Endorse the proposed initiatives to enhance training cooperation among civil aviation training academies in Asia Pacific.
 - c. Encourage industry partners to work with RCM TF on these initiatives.