

IMPLEMENTATION OF REGIONAL TRAINING COOPERATION FRAMEWORK

1. INTRODUCTION

1.1 In Nov 2022, the Regional Cooperation Mechanisms Task Force (RCM TF) called for the development of a Regional Training Cooperation Framework for the Asia Pacific region, to enable civil aviation training academies in the region to enhance cooperation. Training and capacity building were identified as key priorities for the Asia Pacific region, with the lack of resources and qualified instructors identified as impediments in meeting training needs.

1.2 There are several objectives which the framework seeks to achieve. These include:

- a. Fostering strong coordination among civil aviation training academies in the Asia Pacific region. This would reduce gaps in the offering of training courses, minimise the duplication of courses and course cancellations; and encourage more efficient use of resources.
- b. Assisting States / administrations in assessing training needs and develop training plans as training needs may need to be reviewed for post-COVID operational plans.
- c. Strengthening existing efforts to build a pipeline of trainers to allow States and Administrations to provide technical experts with possible career pathways to become trainers.

1.3 The International Civil Aviation Organization (ICAO) Directors-General of Civil Aviation (DGCA) Conference in October 2023 endorsed the key initiatives to be delivered under the framework, such as an annual regional ICAO training symposium and a regional Train-The-Trainer Programme (TTP).

2. REGIONAL TRAINING COOPERATION FRAMEWORK WORKING GROUP

2.1 To implement the key initiatives identified under the framework, a Working Group reporting to the Regional Cooperation Mechanisms Task Force (RCM TF) should be established. The proposed terms of reference for the Working Group are as follows:

- a. Coordinate and work out the details to implement the identified initiatives under the Asia Pacific Regional Training Cooperation Framework
- b. Review and propose additional coordination activities under the Framework; and
- c. Monitor the progress of initiatives and review their effectiveness.

2.2 The Working Group will be led by a Chair and supported by a Vice-Chair for a 3-year term. Existing members of the RCM TF and key industry partners would be invited to join the Working Group.

3. ICAO REGIONAL AVIATION TRAINING SYMPOSIUM

3.1 The first annual regional aviation training symposium is targeted to be held in Singapore in April 2025 (TBC) to support closer collaboration among civil aviation training academies to address the current challenges that the region faces in meeting its training needs.

3.2 The objectives of the event are to:

- a. Provide an international forum to exchange best practices and experiences in human resources development and aviation training;
- b. Assist States / administrations in establishing training roadmaps and implementation plans, particularly with regard to ICAO-recognized and standardized training for instructors;
- c. Inform participants on the latest trends, techniques and tools currently available in aviation training worldwide;
- d. Enable dialogue between aviation training organisations and academic institutions with aviation education programmes to bridge the gap between academia and industry and fostering a culture of lifelong learning for aviation professionals to stay updated and agile in response to industry shifts; and
- e. Promote ICAO Training activities and training courses available to all States through the TRAINAIR PLUS network in the region, to encourage higher participation in the Programme to contribute to the global dissemination of standardised training and facilitate opportunities for workforce mobility to address regional skills shortage.

3.3 The symposium is expected to run over 2.5 days. Sessions will be divided in specific areas for debate, presentation of training initiatives, opportunities for training collaboration, organisation of workshops, activities and site visits pertaining to civil aviation training.

3.4 The target audience for the symposium would be training heads of CAAs, CEOs/Directors of civil aviation academies, representatives from institutions of higher learning and other relevant personnel overseeing / involved in training and development in aviation organisations.

3.5 Side events such as job/academic fairs, industry/academic start-ups incubation exhibitions, model ICAO forum for students, could be held in conjunction with the symposium to draw visitors and attract the younger generation to the event.

4. REGIONAL TRAIN-THE-TRAINER PROGRAMME

4.1 The regional Train-the-Trainer Programme (TTP) seeks to build a pipeline of ICAO qualified instructors in the Asia Pacific region who can serve as technical experts and ‘regional instructors’ that can be deployed across States / administrations to meet the region’s training needs. Through the TTP, the competencies of new and existing instructors will be enhanced while improving access to training for States / administrations.

Training Curriculum for the Train-the-Trainer Programme

4.2 The region could leverage on the existing ICAO Training Instructor Course (TIC) and the Government Safety Inspector (GSI) course to form the main curriculum as both courses are recognised by ICAO and are based on recognised ICAO standards.

4.3 The TIC provides instructors with the competencies to deliver competency-based courses in a classroom, in accordance with the ICAO Adapted Instructor Competency Model. Upon successful completion of the course, participants will be able to complete course preparation procedures using corresponding checklists, apply instructor competencies in the delivery of a classroom training setting and evaluate the training session.

4.4 Apart from the TIC, all prospective GSI instructors will need to attend the GSI courses, as GSI courses are helpful in providing uniform skills and knowledge for all aviation safety professionals to perform their duties consistent with ICAO standards to meet gaps by States / administrations in implementing ICAO safety oversight standards.

4.5 In order to be an ICAO qualified instructor, all prospective instructors will need to undergo the following process:

- Apply to ICAO and have ICAO vet that the prospective instructor meets the experience requirements for the individual course they wish to teach
- Take the course they want to teach, as a participant and successfully pass the course
- Take and successfully pass an ICAO Training Instructors Course
- Teach 50% of the course under supervision by an ICAO qualified Senior Instructor and receive a successful evaluation from the Senior Instructor.

4.6 The pre-requisites and qualification process for developing instructors under the TTP would be based on the ICAO Instructor Qualification Process framework.

Selection

4.7 The ICAO Asia and Pacific Regional Office (APRO) can send State Letters requesting States and Administrations to provide nominations for prospective instructors. Nominated candidates would send in their applications via the TRAINAIR PLUS Electronic Management System. The assessment for acceptance to the TTP will be coordinated by the APRO and / or other relevant committees as determined by the APRO.

4.8 Recognizing the importance of gender equality as a key driver in addressing the industry's labor challenges, ICAO passed Assembly Resolution A41-26: ICAO Gender Equality Programme supporting the participation of women in the global aviation sector. Resolution A41-26 provides a framework for the promotion of gender equality and the empowerment of women within the aviation sector. The Asia Pacific region also recognizes the necessity to further include women in aviation to sustain the high levels of growth with multiple events focusing on this need in the region, including the most recent DGCA58 with the theme *"Promoting ICAO Gender Equality Programme in Conjunction with Next Generation Of Aviation Professionals (NGAP) Initiative"* and the next DGCA59 with the theme of *"Shaping the Future of Air Transport: Sustainable, Resilient, and Inclusive."* In this spirit, we encourage States and Administrations to consider nominating also female participants where appropriate to join the TTP.

Certification

4.9 The participant will be certified as an ICAO qualified instructor once he / she has instructed the GSI course in a satisfactory manner as assessed by the ICAO qualified Senior Instructor. The validity to instruct in the GSI course that the instructor has been qualified to teach would be 3 years upon completion of the GSI course that he /she has co-instructed. To maintain certification as an ICAO qualified instructor, the instructor would need to instruct a minimum of two times the GSI course that he / she has been qualified to instruct, with one of the course deliveries in the last 18 months before the expiry of the certificate.

Implementation

4.10 The United States Federal Aviation Administration (FAA) in partnership with Boeing has conducted several runs of Government Safety Inspector courses in 2023 and 2024 targeted at safety inspectors from Bangladesh, India, Nepal, Pakistan, Thailand, Malaysia, and Vietnam.

4.11 To kick-start the implementation, States / Administrations could identify prospective instructors among participants who have completed these GSI courses conducted by the FAA or otherwise, and send them for a TIC course (or equivalent) that would be conducted jointly by the United States and Singapore scheduled in Sep / Oct 2024. This would enable a pool of ICAO-qualified instructors to be developed by end 2025.

Programme Management

4.12 The Regional Training Cooperation Framework Working Group will appoint a focal point to coordinate with various stakeholders to implement the TTP. The role of the focal point is to ensure that prospective instructors complete their initial training, maintain certification of the courses that they could teach and are sufficiently deployed to conduct training programmes in the region.

4.13 It is proposed for the ICAO APRO to maintain a list of instructors trained. The focal point should compile a list of GSI courses that can be conducted by these instructors at various locations in the Asia Pacific.

5. IMPLEMENTATION TIMELINES

5.1 The proposed timelines to implement the key initiatives under the framework are as below:

S/N	Action Item	Timeline
1	Formation of Working Group a. RCM TF to confirm Terms of Reference (TOR) b. APRO to invite nominations for members via a State Letter c. Working group to set agenda and date for first meeting: - Workplan for 2024/2025 - Discussion on symposium and TTP	• By Jun 2024
2	Train-the-Trainer Programme a. Working Group to endorse TTP Framework b. States and Administrations to identify pool of prospective instructors to attend the ICAO TIC (or equivalent) c. The Civil Aviation Authority of Singapore (CAAS) and FAA to jointly conduct ICAO TIC (or equivalent) run in Singapore	• By Jul 2024 • By Aug 2024 • By Oct 2024
3	Annual Regional Training Symposium a. ICAO and Singapore to finalise concept and focus of symposium b. Singapore to hold ICAO Asia Pacific Regional Training Symposium	• By Jul 2024 • By Apr 2025

6. KEY ACTIONS TO BE TAKEN

6.1 The RCM TF is invited to:

- a. Endorse the plans as outlined in paragraphs 3 and 4 to implement the ICAO Asia Pacific Regional Training Symposium and the Train-the-Trainer programme under the Regional Training Cooperation Framework to enhance training cooperation in the Asia Pacific region.
- b. Participate in the Regional Training Cooperation Framework Working Group through nominating a representative to participate in the meetings to support the implementation of the initiatives.
- c. Nominate prospective instructors for the Train-the-Trainer Programme.