

**59<sup>th</sup> CONFERENCE OF  
DIRECTORS GENERAL OF CIVIL AVIATION  
ASIA AND PACIFIC REGIONS**

*Cebu, Philippines  
14 to 18 October 2024*

**AGENDA ITEM 8: CAPACITY BUILDING AND IMPLEMENTATION**

**IMPLEMENTATION OF ASIA-PACIFIC REGIONAL TRAINING  
COOPERATION FRAMEWORK**

(Presented by the Regional Cooperation Mechanism Task Force)

**SUMMARY**

This paper updates on the progress of the implementation of the Regional Training Cooperation Framework (RTCF) which was endorsed by DGCA/58. It outlines the initiatives being undertaken by the recently established RTCF Working Group under the Regional Cooperation Mechanisms Task Force (RCM TF). These include the ICAO Asia Pacific Regional Aviation Training Symposium and regional Train-the-Trainer programme. The paper calls for the active participation of States and Administrations, and industry in the various initiatives.

## IMPLEMENTATION OF REGIONAL TRAINING COOPERATION FRAMEWORK

### 1. INTRODUCTION

1.1 Training and capacity building are key priorities for the Asia Pacific region, with a lack of resources and qualified instructors identified as impediments in meeting training needs.

1.2 The 58<sup>th</sup> Conference of Directors-General of Civil Aviation, Asia and Pacific Regions (DGCA/58) in October 2023 endorsed the Regional Training Cooperation Framework proposed by the Regional Cooperation Mechanisms Task Force (RCM TF), including the plan to hold a regional training symposium and the implementation of a regional Train-the-Trainer programme (TTP).

### 2. DISCUSSION

#### Regional Training Cooperation Framework Working Group

2.1 To implement the key initiatives identified under the framework, the Regional Training Cooperation Framework (RTCF) Working Group, reporting to the RCM TF, was established in August 2024. The 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 RTCF;
- b. Review and propose additional coordination activities under the Framework; and
- c. Monitor the progress of initiatives and review their effectiveness.

2.2 Singapore is the Chair of the RTCF Working Group while the Republic of Korea and the United States serve as the Vice-Chairs for a 3-year term. At present, the Working Group comprises 35 members from 18 States / Administrations<sup>1</sup>.

#### ICAO Regional Aviation Training Symposium

2.3 The first regional aviation training symposium will be held in Singapore in July 2025. The objectives of this event include the following:

- 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
- 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 / universities with aviation education programmes
- e. Provide a platform to support the ICAO Next Generation of Aviation Professionals (NGAP) initiative and position the aviation industry as an attractive sector for youths;

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<sup>1</sup> Bangladesh, Cambodia, China, Hong Kong China, Fiji, India, Indonesia, Japan, Kiribati, Malaysia, Pakistan, the Philippines, the Republic of Korea, Singapore, Sri Lanka, Thailand, the United States, Viet Nam

and

- f. Promote training activities and training courses available to all States / Administrations through various training institutes and the TRAINAIR PLUS network in the region.

2.4 The symposium is expected to run over 2 days. Sessions will be divided into specific panel presentations of training initiatives and workshops, activities and site visits pertaining to civil aviation training. The target audience for the symposium will be Heads of training or human resource of CAAs, CEOs/Directors of civil aviation academies, representatives from universities and other relevant personnel overseeing / involved in training and development in aviation organisations.

#### Regional Train-the-Trainer Programme

2.5 The regional Train-the-Trainer Programme (TTP)<sup>2</sup> seeks to build a pipeline of ICAO qualified instructors in the Asia Pacific region who can serve as instructors for the region, to better meet the training needs of States / Administrations.

2.6 The pre-requisites and qualification process for developing instructors under the TTP will be based on the ICAO Instructor Qualification Process framework. Please refer to the Annex. The US and Singapore aim to hold the ICAO Training Instructor Course to train prospective trainers in 2025, as part of the qualification process.

2.7 Recognising the importance of gender equality as a key driver in addressing the industry's labour challenges, and ICAO Assembly Resolution A41-26, States / Administrations are encouraged to also nominate female participants to join the TTP.

2.8 Beyond GSI courses, the RTCF Working Group has discussed the need to train qualified instructors for State Safety Programme and Safety Management System courses, and the ICAO Universal Safety Oversight Audit Programme (USOAP) audit areas of Air Navigation Services and Aircraft Accident and Investigation.

### **3. ACTION BY THE CONFERENCE**

3.1 The Conference is invited to:

- a. Note the progress on the implementation of the Regional Training Cooperation Framework;
- b. Encourage States and Administrations, civil aviation training academies and industry to participate in the ICAO Asia Pacific Regional Aviation Training Symposium in July 2025; and
- c. Encourage States and Administrations to nominate prospective instructors for the Train-the-Trainer Programme, including female participants, in support of gender equality.

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<sup>2</sup> ICAO has partnered the United States Federal Aviation Administration (FAA) and Boeing to conduct several runs of Government Safety Inspector (GSI) courses in 2023 and 2024, which are targeted at safety inspectors from Bangladesh, India, Nepal, Pakistan, Thailand, Malaysia, and Viet Nam.

**ANNEX****Training Curriculum and Qualification under the Train-the-Trainer Programme**

1 The regional TTP will 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.

2 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.

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

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

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

6 The ICAO Asia and Pacific Regional Office (APRO) has sent State Letters requesting States and Administrations to provide nominations for prospective instructors. Nominated candidates are to send in their applications via the TRAINAIR PLUS Electronic Management System. The assessment for acceptance to the TTP will be done by ICAO Global Aviation Training in accordance with the ICAO Instructor Qualification Process.

7 ICAO has partnered with the United States Federal Aviation Administration (FAA) and Boeing to conduct several runs of Government Safety Inspector (GSI) courses in 2023 and 2024, which are targeted at safety inspectors from Bangladesh, India, Indonesia, Nepal, Pakistan, Thailand, Malaysia, and Viet Nam.

8 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). This will enable a pool of new ICAO-qualified instructors to be trained every year.