ICAO

ASIA-PACIFIC

REGIONAL TRAINING PROGRAM PROPOSAL (RTPP)

Prepared by:
Regional Training Cooperation Framework (RTCF) Working Group, 2025

Regional Training Program Proposal on Asia-Pacific Aviation Safety

Background

The global aviation industry faces persistent challenges, including rapid technological advancements, evolving regulatory frameworks, and a continuous demand for skilled professionals. In recognition of these complexities, a comprehensive Regional Training Needs Assessment (TNA) survey was conducted across the Asia-Pacific region. This TNA survey was initiated as part of the TNA Roadmap, agreed upon in August 2024 during the first meeting of the Regional Training Cooperation Framework Working Group (RTCF WG) under the Regional Cooperation Mechanism Task Force (RCM TF). The RTCF WG aims to systematically identify the common and evolving training needs of aviation professionals across the region. The survey engaging 35 out of 41 States/Administrations aimed to identify critical skill gaps, emerging training requirements, and areas for enhanced professional development within the aviation sector, focusing primarily on enhancing aviation safety. The survey results identified key skill gaps, training requirements, and challenges faced by States in implementing effective training programs. The analysis was led by the United States with significant support and contribution from the Philippines and Vietnam. Key findings reveal critical skill shortages in Aircraft Operations (OPS), Air Navigation Services (ANS), and Personnel Licensing (PEL), compounded by resource constraints such as inadequate funding and a lack of qualified instructors, which are crucial for strengthening regional safety oversight and operational integrity.

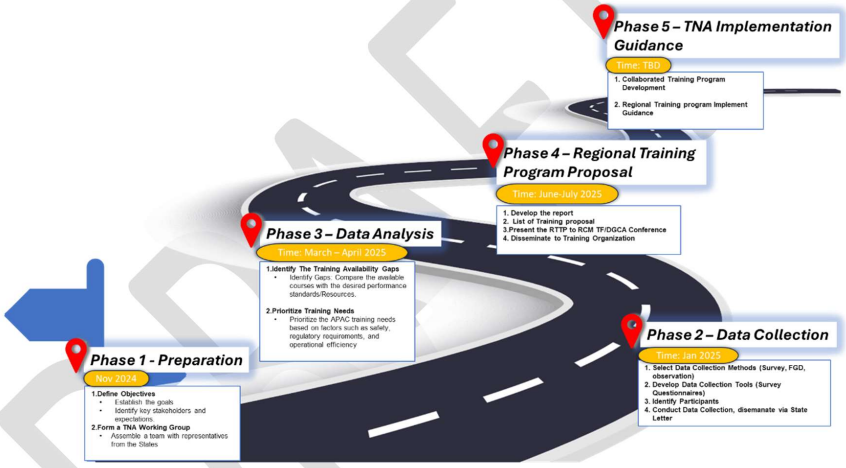
This Regional Training Program Proposal (RTPP) is a high-level document as crystalized action from the TNA survey report, emphasizing the capacity building implementation plan to address the identified gap in tangible manner.

The successful on RTTP implementation would be never apart from the spirit of “collaboration”. Hence, cooperation and support from the related stakeholder become a necessity to hand in hand on realizing a good deed of this training proposal initiative to achieve a better aviation capacity building in the Asia-Pacific region.

Regional Training Cooperation Framework Working Group, 2025

1. Executive Summary

This proposal outlines a regional training program designed to directly address the critical training gaps identified in our recent TNA survey, fostering a more resilient, efficient, and safer aviation ecosystem within the Asia-Pacific Region. Our core objectives are to elevate skill competencies across the aviation workforce, ensuring professionals are equipped with the latest knowledge and practical abilities, and to enhance safety standards by promoting best practices and fostering a robust safety culture. We also aim to promote harmonization in training approaches and content, leading to greater interoperability and mutual recognition of qualifications across the region. Furthermore, the program seeks to foster innovation and adaptability, preparing the workforce for future challenges like digitalization and automation, and ultimately improve operational efficiency by equipping professionals with skills to optimize processes and reduce human error.



Graphic 1.1. APAC TNA Roadmap

This RTPP is specifically designed for a broad spectrum of frontline aviation professionals and key personnel responsible for safety oversight and operational execution within the Asia-Pacific aviation sector. The primary beneficiaries of this program include:

- Government Safety Inspectors (GSIs),
- Commercial Pilots,
- Aircraft Maintenance Mechanics and Engineers,
- Cabin Crew, ATCs,
- Flight Operations Officers, and
- RPAS Pilots/Operators.

The goal is to enhance the competencies of aviation frontline professionals stated above. We also aim to cultivate a robust pool of ICAO qualified instructors and subject matter experts (SMEs) capable of sustaining future training initiatives. Upon successful implementation, we anticipate the following key outcomes:

- Elevated Professional Proficiency: A demonstrable improvement in the technical skills, operational knowledge, and safety awareness of all targeted aviation professionals, leading to more efficient and safer operations.
- Strengthened Regulatory Compliance & Oversight: GSIs will be better equipped with up-to-date knowledge and skills to conduct more effective safety oversight, ensuring higher levels of compliance with national and international aviation standards across the region.
- Reduced Incidents and Accidents: By enhancing the skills and decision-making capabilities of frontline personnel, the program is expected to contribute significantly to a measurable reduction in aviation incidents and accidents, thereby improving overall regional safety statistics.
- Enhanced Operational Efficiency and Reliability: Professionals will be empowered with the knowledge to optimize workflows, mitigate risks, and apply best practices, leading to more reliable flight operations, improved on-time performance, and reduced operational disruptions.
- Increased Regional Harmonization: The standardized curriculum and shared training experiences will foster greater consistency in operational procedures and safety practices across different organizations and nations within the region, promoting seamless cooperation.
- Cultivation of Local Expertise: A core group of highly trained instructors and SMEs will be developed, ensuring the sustainability of high-quality aviation training within the region long after the program's initial phase.
- Future-Ready Workforce: The program will prepare aviation professionals to confidently adapt to emerging technologies, evolving regulations, and new operational complexities, ensuring the region's aviation workforce remains competitive and resilient.
- These outcomes will collectively contribute to a more robust, secure, and advanced aviation ecosystem in Asia-Pacific Region, underpinning sustainable growth and connectivity for years to come.

2. Program Overview

2.1. Introduction:

The global aviation industry, particularly within the Asia-Pacific region, is in a perpetual state of flux. The Asia-Pacific region's aviation sector is essential for global connectivity, economic growth, and industry innovation. Its continued expansion and strategic importance underscore its pivotal role in the future of global aviation. In the other hand, this rapid growth raising risk level, parallelly. This dynamic environment, characterized by rapid technological advancements, evolving international regulations, and an ever-present demand for the highest safety standards, necessitates a proactive and adaptive approach to workforce development. Recognizing this critical need, a previous Training Needs Assessment (TNA) survey was conducted to establish a baseline understanding of existing skill sets and immediate training requirements across various aviation disciplines.

Building upon the insights garnered from that foundational assessment, this current program is specifically designed as a continuation and evolution of that initial effort. Its primary aim is to comprehensively identify and address the current and evolving training needs within the aviation sector, with an unwavering focus on enhancing aviation safety. The aviation landscape is constantly introducing new complexities – from the integration of advanced automation and artificial intelligence into aircraft and air traffic management systems, to the emergence of Remotely Piloted Aircraft Systems (RPAS) and the imperative for sustainable aviation practices. These innovations, while promising, introduce new operational challenges and potential safety risks that demand specialized knowledge and skills not covered by traditional training paradigms.

Furthermore, the TNA results underscored specific areas where regional capabilities could be significantly bolstered to meet global benchmarks for safety oversight and operational excellence. This program, therefore, is not merely about maintaining existing competencies; it is about future-proofing the aviation workforce. It seeks to bridge the gap between current proficiencies and the demanding requirements of a rapidly transforming industry, ensuring that all frontline professionals are not only compliant with the latest standards but are also equipped to anticipate and effectively manage future safety challenges. This continuous investment in human capital is vital to sustaining the region's impressive safety record and fostering a resilient, efficient, and secure air transport system.

2.2. Scope:

This RTPP focuses primarily on enhancing aviation safety by pursuing capacity building on this area.

2.3. Duration:

The implementation of this comprehensive Regional Training Program Proposal is strategically planned to unfold over a five-year period, commencing in 2026 and concluding in 2030. This duration allows for a phased approach to curriculum development, trainer-of-trainers programs, and the progressive rollout of specialized courses across the Asia-Pacific region. The initial phase will focus on establishing a

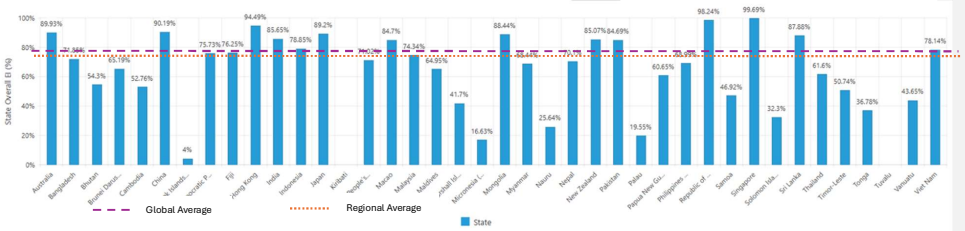
mechanism to implement the RTPP by interconnecting with relevant ICAO programs such as New Generation Aviation Professional (NGAP) Roadmap, Asia-Pacific Inspector Competency Building Framework (ICBF) Manual development as a reference on establishing inspector training system, and accrediting a core group of ICAO instructors and subject matter experts. Subsequent years will see the expansion of course offerings to address more advanced and niche areas identified in the TNA, while continuously evaluating program effectiveness and adapting to emerging industry needs. This three-year timeframe ensures sufficient time for robust planning, effective delivery, and the sustained embedding of enhanced competencies and safety culture throughout the regional aviation workforce.

This comprehensive Regional Training Program is envisioned as a multi-year initiative, with its implementation strategically phased over a three-year period, commencing in 2026 and concluding in 2029. This extended timeframe is critical to allow for systematic development, pilot testing, and full-scale deployment of diverse training modules, ensuring that the curriculum remains responsive to the evolving needs of the Asia-Pacific aviation sector. The three-year duration also provides ample opportunity for robust monitoring and evaluation, enabling continuous refinement of the program to maximize its impact on enhancing competencies, strengthening safety, and building sustainable training capabilities across the region.

3. Regional Training Needs Analysis Report

3.1. Background

The Asia Pacific region is a dynamic and rapidly evolving area for civil aviation, presenting unique challenges and opportunities for enhancing aviation safety through targeted training and capacity building. It is one of the few regions with ICAO Universal Safety Oversight Audit Programme (USOAP) Effective Implementation (EI) scores lower than the global average with 66.6%, comparing 70.3% for global when this report was developed.



Graphic 3.1. Effective Implementation (EI) overview indicates APAC's USOAP EI scores are lower than global

In terms of Critical Elements (CE), the Asia Pacific region had lower EI scores for all categories as compared to the global average. By CE, Resolution of safety concerns (CE-8) and technical personnel qualifications and training (CE-4) had the lowest scores at 49% and 54.98% respectively. The lower-than-average score for CE-4 has been identified as an area of improvement within the Asia Pacific Regional Aviation Safety Plan.

In response to these needs, the TNA survey was initiated as part of the TNA Roadmap, agreed upon in August 2024 during the first meeting of the Regional Training Cooperation Framework Working Group (RTCF WG) under the Regional Cooperation Mechanism Task Force (RCM TF). The RTCF WG aims to systematically identify the common and evolving training needs of aviation professionals across the region.

The TNA survey serves as a tool in updating regional training need trends, focusing initially on aviation safety areas. This phase will inform subsequent efforts to address additional domains of civil aviation. The insights gathered from the survey results will culminate in the development of a Regional Training Program Proposal (RTPP), providing stakeholders with valuable guidance for designing and deploying effective training support tailored to the specific needs of aviation frontline professionals.

Key target groups for training enhancement include Government Safety Inspectors, Commercial Pilots, Aircraft Maintenance Mechanics and Engineers, Cabin Crew, Air Traffic Controllers (ATCs), Flight Operations Officers, and Remotely Piloted Aircraft

Systems (RPAS) Pilots/Operators. These roles are critical to maintaining and advancing aviation safety standards across the region.

This initiative is aligned with the strategic objectives of ICAO, supporting APAC States in fulfilling their commitments under the Beijing Declaration 2018 and the Delhi Declaration 2024.

The need for capacity building in APAC is underscored by the anticipated surge in air traffic, as highlighted in the recent joint Passenger Traffic Report by Airports Council International (ACI) World and ICAO. With global passenger traffic projected to exceed 12 billion by 2030, driven predominately by growth in APAC, the demand for skilled aviation professionals is set to rise significantly. By 2052, the region's influence in global air travel is expected to further solidify, with countries like China, India, Indonesia, and routes within APAC poised to dominate the top global markets, emphasizing the critical need for comprehensive training and capacity building to enhance safety and efficiency.

3.2. Survey Methodology

To ensure a comprehensive understanding of the training needs across the Asia Pacific region, a detailed methodology was used to analyze survey responses received from 35 out of the 41 States/Administration[1] ('respondents') surveyed. This approach was structured to systematically categorize and interpret data, providing actionable insights for developing a RTPP.

The survey consisted of 38 questions divided into three parts: Part I focused on the Implementation of Training Plans, Part II addressed Aviation Professional Training for the Next Generation of Aviation Professionals, and Part III offered space for any additional comments. The survey was designed to capture a broad range of training-related issues, including skill development, resource needs, and training delivery methods.

Upon receiving responses, each submission was meticulously reviewed to identify key patterns and findings. Responses were categorized into thematic areas, enabling a focused analysis of skill gaps, resource requirements, and implementation challenges. This thematic approach facilitated the identification of cross-cutting trends and commonalities across different States, enhancing the depth of the analysis.

An in-depth analysis was conducted, which included synthesizing findings into cohesive sections and ensuring that all relevant insights were captured. Weekly team meetings were convened to discuss findings, address challenges, and refine thematic categories, ensuring comprehensive coverage of all survey responses.

Following the synthesis of data, a draft outline for the report was developed, highlighting identified needs and potential focus areas for training efforts. Initial data-

[1] Afghanistan, Australia, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, China, Hong Kong China, Macao China, Cook Island, Democratic People's Republic of Korea, Fiji, India, Indonesia, Japan, Kiribati, Lao People's Democratic Republic, Malaysia, Maldives, Marshal Islands, Micronesia, Mongolia, Myanmar, Nauru, Nepal, New Zealand, Pakistan, Palau, Papua New Guinea, Philippines, Republic of Korea, Samoa, Singapore, Solomon Islands, Sri Lanka, Thailand, Timor Leste, Tonga, Tuvalu, Vanuatu, Vietnam

driven recommendations were formulated. The team collaborated to refine these recommendations, focusing on clarity and feasibility.

The draft report underwent multiple rounds of refinement to integrate detailed analysis and supporting data. Consistency and coherence across sections were ensured through team review sessions. Visual aids and summaries were created to enhance the presentation of findings, making the report accessible and impactful.

The final stages involved a polishing of the report to articulate insights and recommendations clearly, alongside a thorough review of visual aids for clarity and impact. Additional steps included expert consultations with both the analysis team and the ICAO Asia and Pacific Regional Office (ICAO APAC RO) to validate the findings and ensure the report's excellence and relevance to stakeholders.

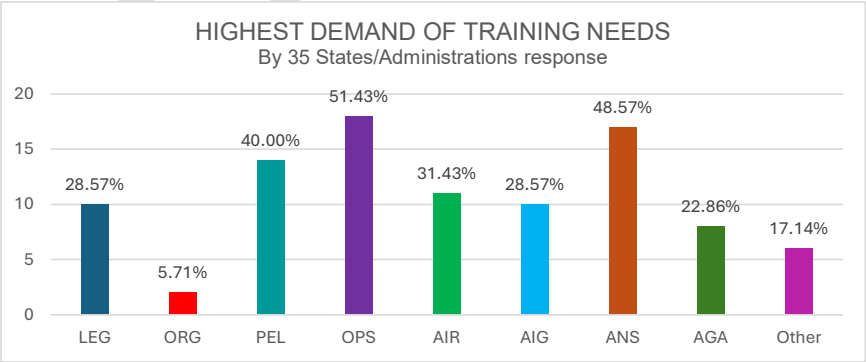
This structured methodology not only ensured a high-quality analysis but also actionable recommendations, aligned with the strategic objectives of ICAO and the commitments of APAC States. Through this approach, the report aims to serve as a valuable resource for addressing the evolving training needs in the region's aviation sector.

3.3. Key Findings

The survey results highlighted significant skills gaps, resource constraints, and barriers to effective training implementation. While many respondents have recognized their training needs and have developed plans to address them, others still lack formal strategies, indicating a need for targeted guidance and support. The core findings below emphasize the urgency for capacity building, with specific emphasis on developing a self-sustaining training ecosystem that addresses both immediate and long-term workforce demands.

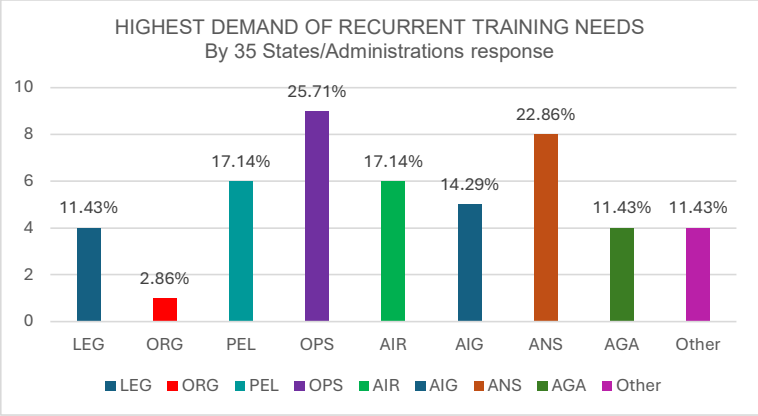
The core findings below emphasize the urgency for capacity building, with specific emphasis on developing a self-sustaining training ecosystem that addresses both immediate and long-term workforce demands.

A. Core Finding 1: Skill Gaps and Training Requirements



Graphic 3.1. Training Needs Infographic (with OPS, PEL and ANS emerging as Top 3)

The survey results identify the top three focus areas where their State/Administration has the highest training needs for their inspectors. The results showed that Aircraft Operations (OPS) was the most demanded area with 18 out of 35 respondents identified it as a high-demand area, which translates to approximately 51.4%, ANS at 48.6% with 17 respondents, and PEL at 40.0% with 14 respondents. A significant majority, 65.7% of States/Administrations, have existing training plans, indicating a strong awareness of training needs and a proactive approach to addressing them. Nonetheless, 12 out of 35 respondents lack a training implementation plan, suggesting a need for guidance in developing and executing these plans.

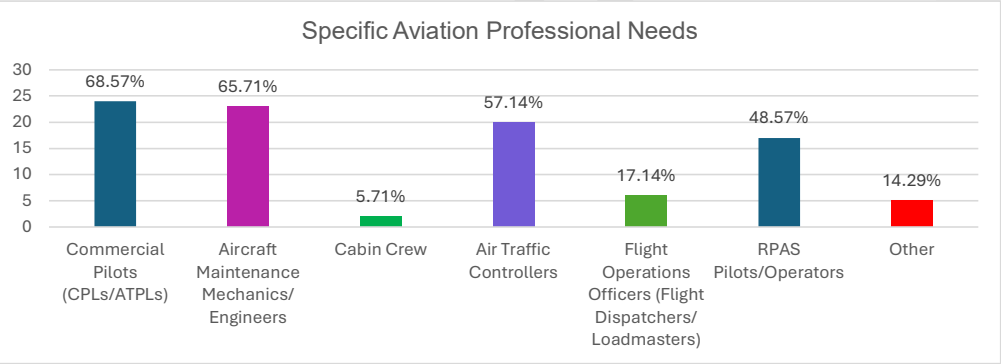


Graphic 3.2. Top 3 Recurrent Training Needs Infographic

In terms of recurrency training, the primary areas identified are OPS with 9 out of 35 respondents identifying it as a high-demand area, which translates to approximately 25.7%, ANS was highlighted by 8 out of 35 respondents (22.9%), PEL was identified by 6 out of 35 respondents (17.1%), and Airworthiness of Aircraft similarly (17.1%). Despite these needs, only 14 of 35 APAC States/Administrations currently express a need for recurrency training, indicating that most respondents may already be addressing these needs through existing programmes or that they view initial training as a more

pressing concern. This also highlights that recurrent training should be considered when developing training plans.

The results also highlight significant skill shortages in various government safety inspectors' disciplines. Most respondents anticipate needing 0-5 new GSIs in OPS, PEL, and ANS over the next three years, with some expecting this number to rise above ten within five years. Specifically, 74% foresee a need for 0-5 new inspectors in ANS within three years, with 17% expecting 6-10 inspectors within five years. In OPS, 60% anticipate needing 0-5 new inspectors, 17% foresee 6-10 inspectors, and 23% expect 10-15 inspectors over five years. For PEL, 86% project a need for 0-5 new inspectors in three years, with 14% anticipating 6-10 inspectors in five years. These projections underscore the need for enhanced training efforts in regulatory roles.



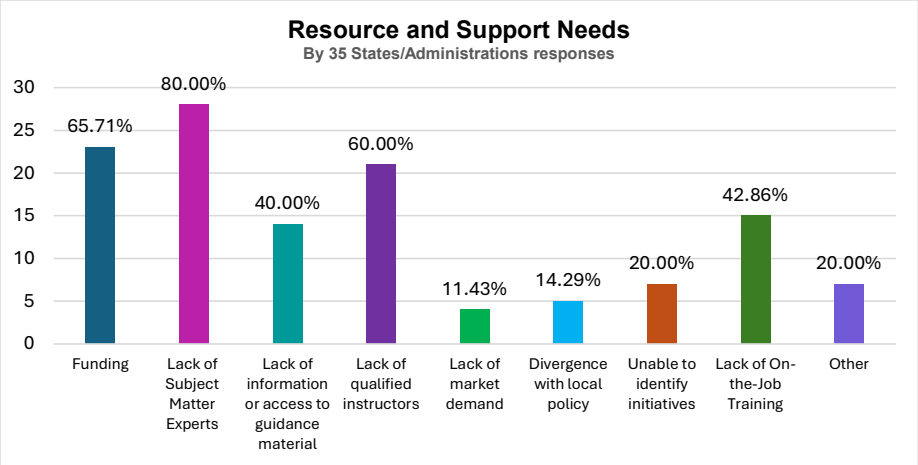
Graphic 3.3. Specific Aviation Professional Needs Infographic

The demand for specific aviation professionals is also notable, with 24 States indicating a need for Commercial Pilots, 23 for Aircraft Maintenance Engineers, and 20 for ATCs over the next five years. However, local training capacity is insufficient, with approximately half of the States only able to train 0-49 pilots and maintenance engineers, and 0-24 ATCs annually. RPAS training capacity is particularly in need, with 16 States able to train fewer than 24 individuals per year and 16 unable to quantify their output. This reveals a critical mismatch between workforce needs and the training pipeline, emphasizing the urgency for expanded training infrastructure and capacity building.

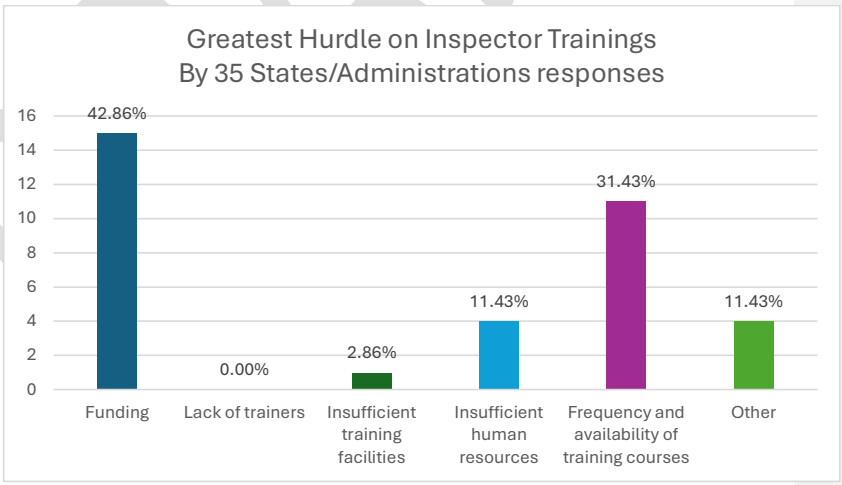
B. Core Finding 2: Resource and Support Needs

The survey results indicate significant resources and support needs for safety-related training programmes. The main challenges include a lack of SMEs (80.0%), funding (65.7%), and a shortage of qualified instructors (60.0%).

Additionally, 14 out of 35 respondents reported inadequate training facilities, insufficient guidance materials and standardized training, infrequent training courses, and ineffective training plan implementation as significant pain points.

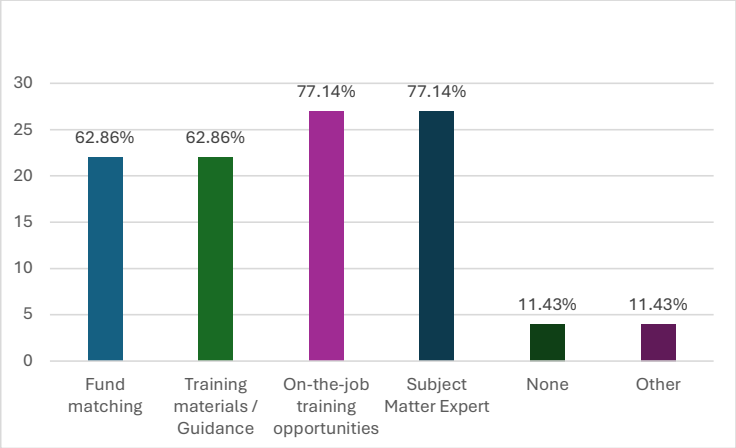


Graphic 3.4. Resources and Support Needs Infographic

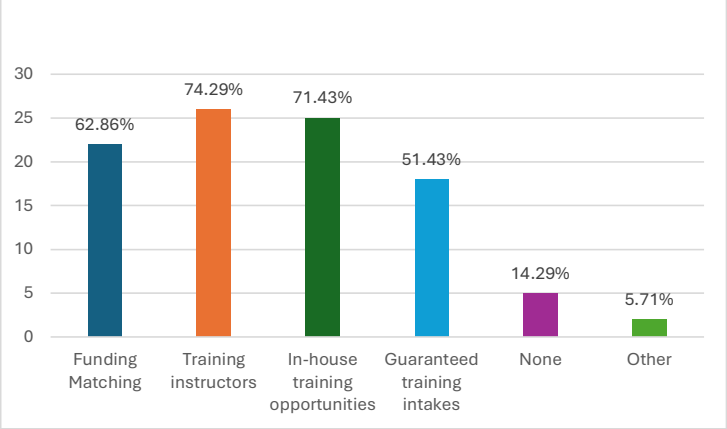


Graphic 3.5. Greatest Hurdle on Inspector Training Infographic

Inspector training faces similar barriers, with funding being the primary obstacle in 15 of the 35 respondents. The limited frequency and availability of training courses, reported by 11 respondents, are linked to the scarcity of qualified instructors, which in turn restricts the number of available training sessions.

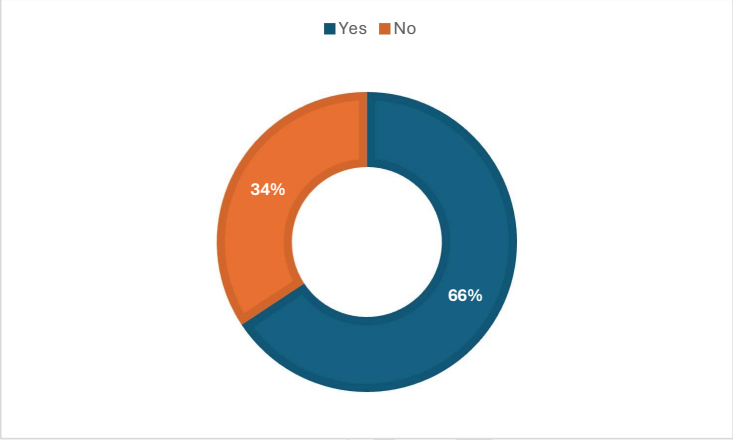


Graphic 3.6. Expected Training Assistance from ICAO by States/Administration responses

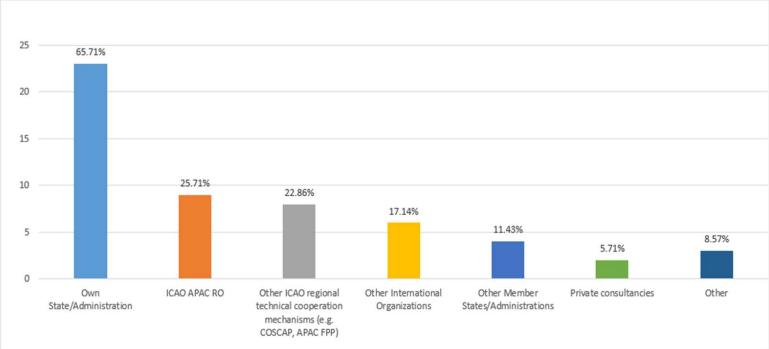


Graphic 3.7. Expected Training Assistance from Organization other than ICAO by States/Administration responses

States/Administrations are actively seeking assistance, with 77.1% (27 respondents) looking to ICAO for SMEs and on-the-job training opportunities. Moreover, 62.9% (22 respondents) require fund matching and support with training materials and guidance. Beyond ICAO, 26 respondents (75.3%) are requesting support from other organizations for training instructors, 25 respondents are looking at in-house training opportunities (71.4%), and 22 respondents are seeking funding matching (62.8%).



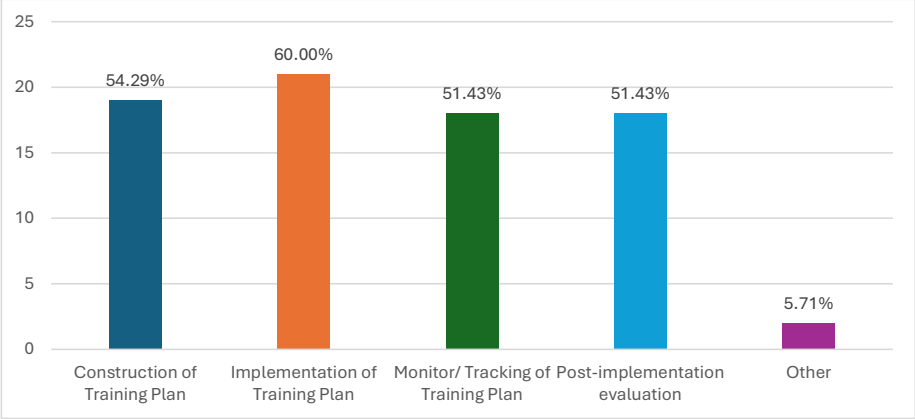
Graphic 3.8 Inspector Training Implementation on States/Administrations



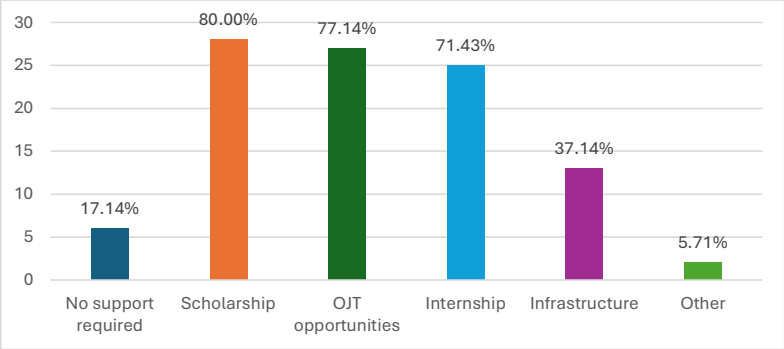
Graphic 3.9 Inspector training implementation support sources

In terms of training planning and implementation, 65.7% (12 of 35 respondents) of States/Administrations rely on their own administrations for support, with ICAO APAC RO and other ICAO regional mechanisms being secondary sources. Encouragingly, 65.7% of States/Administrations provide support for training implementation, highlighting a positive trend towards achieving organizational goals through leadership support.

However, 40% to 45% of States lack access to services that facilitate training planning and implementation. While 60.0% of States have advisory bodies assisting in training plan implementation, only 54.3% receive services for constructing training plans, and 51.4% for monitoring and evaluation.



Graphic 3.10. Service provided by the advisory/recommending bodies to Inspector Training



Graphic 3.11. Expected support from external agencies related to the Next Generation of Aviation Professional

To address these challenges and develop a self-sustaining training ecosystem, States/Administrations have identified a critical need for external resources and support. Funding, qualified instructors/SMEs, technical infrastructure, and ICAO guidance are top priorities. Scholarships (28 respondents), on-the-job training opportunities (27 respondents), and internships (25 respondents) are particularly sought after, indicating a strong desire for hands-on, capacity-building opportunities.

Additional comments emphasize the importance of regional collaboration, harmonized frameworks, access to planning tools, training materials, and instructor development programs as essential components of sustainable support mechanisms. These findings highlight the urgency for comprehensive

external support to build a robust and self-sufficient aviation training ecosystem in the region.

C. Core Finding 3: Challenges and Barriers to Implementation

The survey results highlight several significant challenges and barriers to implementing effective training programs. As mentioned in the section 7.4, a key issue is that 12 out of 35 respondents (35.3%) do not have existing training plans. While 9 (75.0%) of these respondents plan to develop a training implementation plan within the next two years, and 2 respondents (18.2%) foresee this development in three to five years, the absence of current plans poses a challenge in addressing their training needs. One State views this as an urgent matter, intending to develop a plan immediately.

Further complicating training implementation are obstacles such as a lack of SMEs, as mentioned in section 7.3, limited funding, and a shortage of qualified instructors, particularly for safety-related and inspector training. To overcome these challenges, 77.1% of respondents are seeking assistance from ICAO, while others are looking for support from additional organizations for training instructors (74.3%), in-house training opportunities (71.4%), and fund matching (62.8%).

A significant barrier to safety training is the absence of a specialized institute in over half of the responding States/Administrations (51.4%), which increases the financial burden of accessing training elsewhere. Additionally, local training options for inspectors are limited: only 15 out of 35 respondents offer ANS inspector training, 14 respondents provide Aerodrome inspector training, and 13 out of 35 respondents have training for both OPS and Continuing Airworthiness Inspectors. This limitation contributes to the scarcity of government safety inspectors, highlighting the need for technical and financial support to improve the situation.

External access to inspector training is primarily hindered by funding constraints, affecting 15 of the 35 States/Administrations. The availability and frequency of training courses are also problematic, linked to the limited number of qualified instructors, which in turn restricts the number of available training sessions.

States face considerable challenges in achieving training independence. A total of 82% of responses indicate that States/Administrations expect to be under 50% self-sufficient in training within three years, with 48% projecting under 25% self-sufficiency. Even in the medium term, 45% of States/Administrations anticipate remaining under 50% self-sufficient after five years. This heavy reliance on external systems is due to severe training capacity constraints, including limited funding, a lack of SMEs and instructors, and technical limitations.

Local training capacity is notably a challenge, with most respondents reporting annual outputs of under 49 across major roles. A significant portion of States/Administrations (24–27%) cannot quantify their training outputs at all, indicating deficiencies in data systems, planning mechanisms, and institutional readiness, particularly for RPAS, ATCs, and dispatchers. These findings underscore the urgent need for strategic planning and enhanced training infrastructure to address these challenges effectively.

D. Core Finding 4: Timelines and Urgency of Needs

The survey data indicates a significant urgency among States to develop and implement training plans, particularly for key aviation roles. Among the 12 States/Administrations lacking existing training plans, 81.3% (9 out of 12) are aiming to establish such plans within the next 1-2 years, with one State prioritizing this as an immediate task.

In terms of specific roles, 80% of the respondents are planning to add 0-5 qualified Aerodromes and Ground Aids inspectors over the next three years. This projection reflects the limited availability of local training, as only 14 respondents currently offer training for Aerodromes inspectors. This constraint is expected to persist over the next 3-5 years, with 24 out of 35 States/Administrations anticipating the addition of just 0-5 qualified inspectors in these areas.

Similarly, 68.6% of respondents (24 out of 35) project a modest increase of 0-5 additional qualified GSIs in the next three years. This is consistent with the limited training opportunities available for PEL, with only 12 respondents currently offering such programs. Looking ahead, 22 out of 35 States/Administrations foresee adding 0-5 GSI instructors within the next five years.

The survey highlights a broader need for capacity-building within the next three to five years, as many respondents foresee the necessity to recruit and train additional inspectors but currently lack the infrastructure to meet these demands. This urgency is underscored by the finding that over 65% of States/Administrations expect to add only 0–5 ANS inspectors within both the 3- and 5-year outlooks, reflecting limited self-sufficiency in inspector training.

The region is facing an urgent need for capacity building to maintain regulatory oversight and ensure safe, efficient aviation operations. The most critical aviation professionals required over the next five years include commercial pilots, aircraft maintenance engineers, and ATCs. Addressing these needs will require significant action to build the necessary training infrastructure and capacity in the short term while working towards greater self-sufficiency in the medium term. The current low levels of training capacity highlight a pressing

need for external support and internal strategic planning to meet the region's growing aviation demands.

3.4. Identified Trends and Gaps

Training Plan Development: A significant portion of respondents (35.3%) lack formal training plans, though 81.3% of these States/Administrations plan to develop them within the next 1-2 years, indicating a positive trend toward addressing this gap.

Resource Constraints: There is a pronounced shortage of SMEs, qualified instructors, and funding, particularly for safety and inspector training programs. This gap is exacerbated by the absence of specialized training institutes in over half of the respondents (51.4%).

Local Training Capacity: The capacity to train key aviation professionals locally is notably insufficient. For example, only half of the respondents can train a small number of commercial pilots, aircraft maintenance engineers, and ATCs annually. This gap extends to RPAS training, where many States/Administrations lack the ability to quantify their training outputs.

Self-Sufficiency in Training: A significant reliance on external systems is evident, with 82% of respondents projecting less than 50% self-sufficiency in training within three years. This highlights the need for strategic planning and investment in local training infrastructure.

3.5. Actionable Recommendation: Summarize the recommendation come from TNA survey

- Develop Comprehensive Training Plans: Encourage all States to formulate and implement robust training plans within the next 1-2 years, providing targeted guidance and resources to those currently without plans.
- Enhance Resource Allocation: Increase funding and support for the recruitment and training of SMEs and qualified instructors, focusing on safety-related and inspector training programs.
- Strengthen Local Training Infrastructure: Invest in the development of specialized training institutes and facilities to enhance local training capacity, particularly for critical roles such as ANS, aerodrome inspectors, and RPAS operators.
- Promote Self-Sufficiency: Implement strategic initiatives to increase training self-sufficiency, aiming for at least 50% self-sufficiency across States within the next five years.
- Encourage Regional Collaboration: Foster partnerships between States, regional bodies, and international organizations to share resources, best practices, and training materials.

4. Implementation Plan

4.1. **Timeline**: 5 Years (2026-2030).

4.1. Regional Training Program Road Map

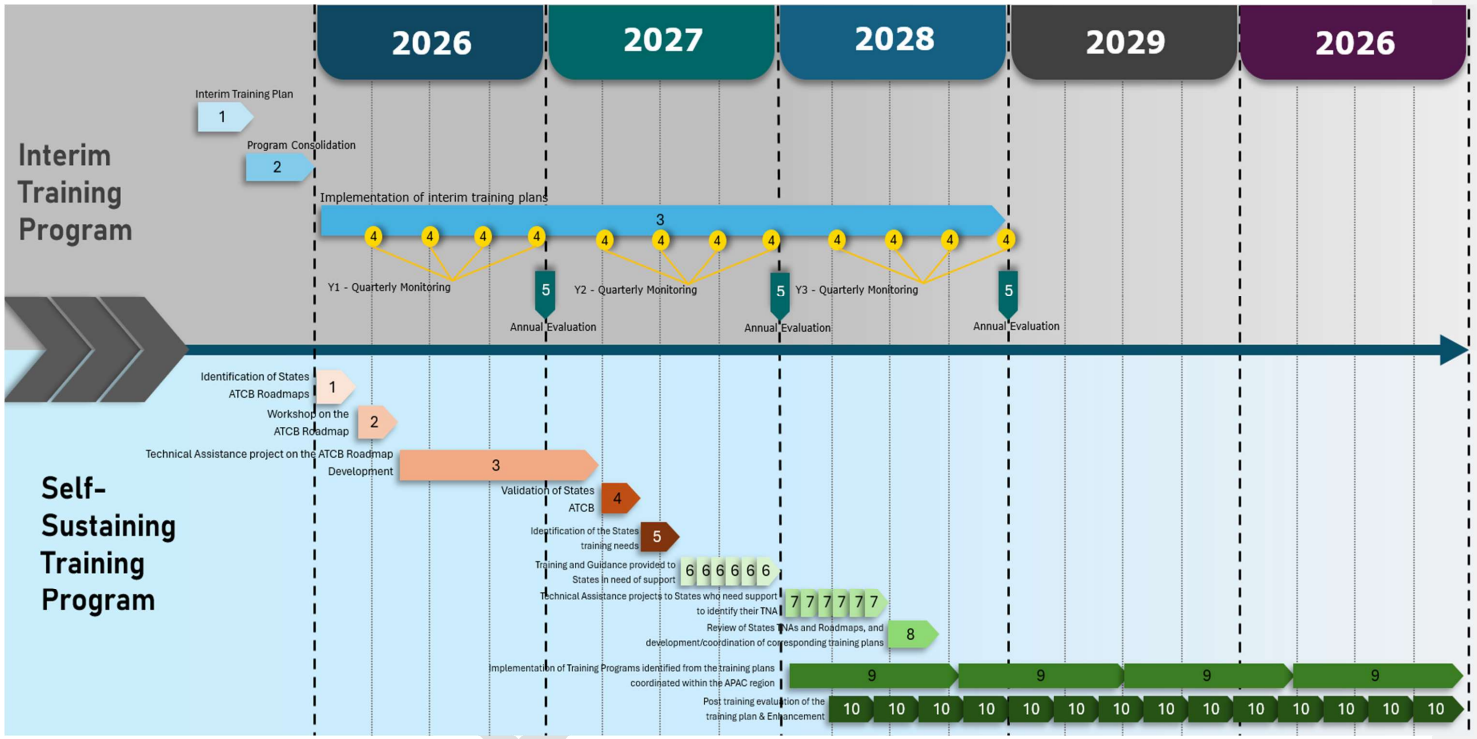
To effectively bridge the existing training program gap in the region which can be found in section in Section 3.3, a two-pronged, parallel program approach is recommended, comprising an **Interim Training Program (Program 1)** and a **Self-Sustaining Training Program (Program 2)**. This dual-program strategy offers a realistic and tangible solution that directly addresses current needs while simultaneously building long-term capacity. By running these programs in parallel, we can immediately begin to address urgent training deficiencies through the Interim Program, while the Self-Sustaining Program focuses on establishing robust, enduring frameworks that will ensure continued training capabilities without external reliance in the future. This parallel implementation acknowledges and suits the actual conditions on the ground which urge an improved training ecosystem in the region, providing both immediate impact and sustainable growth.

Graphic 4.1 RTPP Program Breakdown

Commented [HT1]: I suggest to include a chapter just below the Timeline and above the graph to explain what is meant by Interim Training programme and Self-sustainable training programme. We need to introduce the two, so people understand what we mean

Commented [HT2]: Suggest to add a reference where this information can be found

Commented [FW3R2]: Revised sentences to add the "reference". This paragraph move below the time line



Graphic 4.2 Regional Training Program Roadmap

a. Program 1: Interim Training Program

The aviation industry is constantly evolving, and with it, the need for continuous training and development of personnel. To address the immediate training needs identified in the recent survey, we propose an Interim Training Program. This program aims to bridge the gap between current capabilities and future requirements by providing structured training, on-the-job training (OJT), and internships.

1) Interim Training Plan Proposal.

(2 Months)

The Interim Training Plan will encompass various types of activities designed to enhance the skills and knowledge of aviation personnel immediately refer to the TNA Survey result. The scope of the program includes:

- Priority Training/Courses: Structured courses covering essential topics identified in the survey. With the following priority:

  i. Government Safety Inspector
     - Operations
     - Air Navigation
     - Personnel Licensing
     - Airworthiness
     - Aircraft Accident Incident Investigation
     - Legislation
     - Aerodrome and Ground Aids
     - Medical Examiner
     - Safety Management Assessor
     - Airworthiness Engineering Inspector
     - Safety Management
     - Other: Inspector initial basic training

  These inspector training courses will implement competency-based training methodology which is adopted from ICAO recognized training profiles whether its ICAO Training Packages (ITPs), Member-developed ITPs (M-ITPs), Partnership Training Packages (PTPs), and/or Standardized Training Packages (STPs).

  It is noted that specialized inspector training (Government Safety Inspector) courses have not existed yet in ICAO GAT (e.g.: GSI for Aerodromes Inspector, ANS Inspector, Security, Air Transport, etc.). To support the ICAO Implementation Plan for the New TRAINAIR Plus Program

Framework, region may encourage TTP Member to develop those training packages.

ii. Aviation Professional

- Commercial Pilot (CPL/ATPL)
- Aircraft Maintenance Mechanics/ Engineers
- Air Traffic Controllers
- RPAS Pilots/Operators
- Flight Operations Officers (Flight Dispatchers/ Loadmasters)
- Cabin Crew
- Other: RPAS, Artificial Intelligence

To address the demand for specific aviation professionals and its professional capacity building, it's proposed to define the mechanism on how to match the scarce of human resources and pivot the self-sustain capability on capacity building. Some of the ideas may include Human resource information pooling/database, bilateral or mutual recognition among Asia-Pacific region, and promote this capacity building prioritization to the training organizations via States/Administrations.

- On-the-Job Training (OJT): Practical training opportunities to apply theoretical knowledge in real-world scenarios.
- Internships: Hands-on experience in different aviation sectors to provide a comprehensive understanding of the industry.
- SME Pooling. By expanding and promoting Electronic Capacity Building Metrics (ECBM) Database) developed by COSCAP-SA.
- Scholarship Information.

Commented [HT4]: I suggest to remove that term referring to an established ICAO programme. Courses below have nothing to do with NGAP. These are courses needed now for aviation professionals, regardless of the next generation or the current one

Commented [FW5R4]: Noted, and revised

2) Program Consolidation

(2 Months)

To ensure the success of the Interim Training Program, it is crucial to consolidate efforts and collaborate with various stakeholders. This step involves:

a. Discussions with Related Parties: Engaging with ICAO Regional Office (RO), Cooperative Development of Operational Safety and Continuing Airworthiness Programme (COSCAP) CTA,

RTCF/WG, international organizations, champion/donor states, and TrainAir Plus members.

b. Program scope agreement: Finalizing the scope of the program through discussions and obtaining necessary agreement from all involved parties.

c. Estimated Cost and Accountability Distribution: Estimating the cost of the program and distributing accountability among stakeholders to ensure transparency and effective resource management. Establish a regional funding pool or grant system to support Training program implementation. Encourage private-public partnerships to leverage additional resources and expertise.

3) Implementation of Interim Training Plans.

(3 Years)

Once the program scope is approved, the next step is to execute the training plans. This involves:

3.1. Preparation and Resource Allocation

Before executing the interim training plans, it's essential to prepare thoroughly. This involves:

- Identifying Trainers: Selecting qualified trainers who have the expertise and experience to deliver the training effectively.
- Securing Training Materials: Ensuring that all necessary training materials, such as manuals, presentations, and equipment, are ready and available.
- Allocating Budget: Allocating the necessary budget to cover training costs, including trainer fees, materials, and logistics.

3.2. Scheduling and Coordination

Effective scheduling and coordination are crucial for smooth execution. When the training program are consolidated, in coordination with ICAO GAT, the Secretariat have to monitor the implementation. by make and RTCF team This includes:

- Setting Training Dates: Determining the dates and times for the training sessions to ensure maximum participation.
- Coordinating with Participants: Communicating with participants to confirm their availability and provide them with all necessary information.
- Venue Arrangements: Booking venues or arranging online platforms for the training sessions.

Commented [HT6]: The overall coordination of course deliveries should be done by GAT from ICAO HQ, in cooperation with the network of TPP Members

Commented [FW7R6]: Its noted that the course delivery should be done by ICAO HQ, in cooperation with the network of the TTP member. Furthermore, the idea is to implement consolidated training plan above. Let we insert additional sentences to define the accountability and clear implementation mechanism.

The training should be conducted via ICAO Global Aviation Training. Hence, these activities will be covered on the TPEMS Learning Management System.

Commented [HT8]: ICAO can't be involved in training courses that would not be recognized by ICAO.

Commented [FW9R8]: The scope will be proposed for ICAO Training only, if the Proposal implementation is under ICAO Secretariat.

3.3. Implementation of Training Sessions

Once the interim training plan is established, it is crucial to execute it efficiently. This involves implementing the identified training programs, ensuring that all necessary resources are in place, and monitoring the progress of the training activities. Execution should be carried out with a focus on achieving the immediate training objectives and preparing the groundwork for the comprehensive roadmap. The actual implementation of the training sessions involves:

- Conducting Training: Delivering the training sessions according to the planned schedule, ensuring that the content is covered comprehensively.
- Interactive Activities: Incorporating interactive activities, such as group discussions, practical exercises, and case studies, to enhance learning.
- Monitoring Attendance: Keeping track of participant attendance and engagement throughout the sessions.

3.4. Feedback Collection

Collecting feedback is vital for assessing the effectiveness of the Interim Training program. This includes:

- Participant Surveys: Distributing surveys to participants to gather their opinions on the training content, delivery, and overall experience.
- Trainer Feedback: Obtaining feedback from trainers on the participants' performance and engagement.
- Session Reviews: Conducting reviews of each training session to identify areas for improvement.

If the training is conducted via ICAO Global Aviation Training this feedback will be retrieved from the TPEMS Learning Management System.

4) Monitoring

(Quarterly for 3 Years)

Continuous monitoring is essential to ensure the effectiveness of the training program. Quarterly review during 3 years training plan implementation is proposed which may include:

- Tracking Progress: Regularly assessing the progress of trainees and the overall program.
- Feedback Mechanisms: Implementing systems to gather feedback from participants and trainers to make necessary adjustments.

5) Evaluation

(Annually for 3 Years)

The final step in the Regional Training Program Roadmap is the evaluation of the training programs. This involves a thorough assessment of the training outcomes, including the skills and knowledge gained by the participants, the impact on aviation safety and efficiency, and the overall effectiveness of the training initiatives. Evaluation provides valuable insights into what worked well and what needs improvement, informing future training plans and ensuring continuous enhancement of aviation training and capacity building efforts.

b. Program 2: Self-Sustaining Training Program

The aviation industry is a dynamic and rapidly evolving sector that requires a continuous supply of qualified and competent personnel. To address this need, the Self-Sustaining Training Program has been developed as a strategic initiative aligned with the ICAO Aviation Training and Capacity-Building Roadmap. This program aims to ensure that States have the necessary human resources to support sustainable, safe, and secure global aviation development.

1) Identification of States Aviation Training and Capacity Building Roadmaps.

(3 Months)

The first step in the Self-Sustaining Training Program involves identifying the existing Aviation Training and Capacity Building Roadmaps of various States in the Asia-Pacific region. This process includes:

- Reviewing Current Roadmaps: Assessing the existing training and capacity-building plans of Asia-Pacific States/Administration to understand their current capabilities and gaps.
- Engaging with Stakeholders: Collaborating with civil aviation authorities, training institutions, and other relevant organizations to gather comprehensive information

2) **Workshop on the Aviation Training and Capacity Building (ATCB) Roadmap for States in Need of Support to develop theirs.**
(6 Months)
Workshop on the Aviation Training and Capacity Building (ATCB) Roadmap is proposed to assist States/Administration that require support in developing their ATCB roadmaps, a series of workshops will be conducted. This ICAO workshop focusses on:
    - Capacity Building: Providing guidance on creating effective training and capacity-building plans.
    - Best Practices: Sharing successful strategies and practices from other States to help participants develop robust roadmaps.

3) **Technical Assistance Project on the ATCB Roadmap for States in Need of Increased Support to Develop Theirs**
(9 Months/Project)
For States that need additional support to develop their ATCB, technical assistance projects will be initiated. These projects will involve:
    - **Customized Support**: Offering tailored assistance to address specific challenges faced by the States.
    - **Expert Consultation**: Providing access to experts who can offer insights and solutions for developing comprehensive roadmaps.

4) **Validation of States Aviation Training and Capacity Building Roadmaps.**
(3 months)
Once the roadmaps are developed, they will undergo a validation process to ensure their effectiveness and adherence to ICAO requirements. This includes:
    - **Review and Feedback**: Conducting thorough reviews of the roadmaps and providing feedback for improvement.
    - **Approval Process**: Ensuring that the roadmaps meet the required standards and are approved by relevant authorities.

5) **Identification of the States training needs.**
(3 months)
Identifying the specific training needs of States is crucial for developing effective training programs. This involves:

- **Training Needs Assessment (TNA)**: Conducting assessments to determine the training requirements for various aviation roles.
- **Data Analysis**: Analyzing the data collected to identify gaps and prioritize training needs.

6) **Training and Guidance provided to States in need of support,** (2 months/project)
   States that require support will receive training and guidance to help them perform the TNA of their organizations through the scheduling of the ICAO TNA course and iPack. These covers:
   - Training Programs: Offering training sessions on various aspects of TNA development.
   - Guidance and Mentorship: Providing ongoing support and mentorship to ensure successful development through the TNA iPack implementation.

7) **Technical Assistance projects to States who need support to identify their TNA.**
   (12 months/project)
   Technical assistance projects will be initiated by States that need help identifying their training needs which includes:
   - Expert Assistance: Providing access to experts who can conduct thorough Training Needs Assessments.
   - Customized Solutions: Developing tailored solutions based on the specific needs of each State.

8) **Review of States TNAs and Roadmaps, and development/coordination of corresponding training plans.** (3 months)
   The training needs assessments and roadmaps will be reviewed jointly to develop and coordinate corresponding training plans. This includes:
   - Comprehensive Review: Ensuring that the training plans align with the identified needs and roadmaps.
   - Coordination: Collaborating with various stakeholders to ensure effective implementation of the training plans.

9) **Implementation of Training Programs identified from the training plans coordinated within the APAC region.**
   (3 years)
   The training programs identified in the training plans will be implemented across the APAC region. This involves:

- Program Execution: Conducting training sessions and workshops as per the training plans.
- Monitoring and Support: Providing ongoing monitoring and support to ensure the success of the training programs.

10) Post training evaluation of the training plan & Enhancement (3 Years/6 Months)

After the training programs are implemented, a post-training evaluation will be conducted every 6 Months to assess their effectiveness. This includes:

- **Evaluation and Feedback**: Gathering feedback from participants and evaluating the outcomes of the training programs.
- **Continuous Improvement**: Making necessary enhancements to the training plans based on the evaluation results.

4.2. Resources:

In order to make smooth progress, resources are needed to implement the training program.

a. Human Resources
   - Regional Training Program Implementation Monitoring: Personnels who will manage, monitor, and coordinate the program. It could include the scheduling proposal refer to the consolidated training plan, funding arrangement, monitoring and evaluation, and proposing program revision as appropriate.
   - Technical Experts: Professionals to provide technical assistance and ensure the quality of training materials. To expand the ICAO training standard (ITP, M-ITP, PTP, or STP).

   In addition, other resources should be accommodated by ICAO Global Aviation Training (GAT) via TRAINAIR PLUS Electronic Management System (TPeMS). Includes:

   - Instructor Management: Qualified instructors and subject matter experts (SMEs) to deliver training sessions can confirm their availability and accept or decline training session invitations through the system
   - Course Management: It allows organizations to apply to host ICAO courses, set up training sessions, select instructors, and manage the administrative aspects of training delivery.
   - Certificate Generation: For certain courses, it allows for the generation of certificates, such as TDC and TIC certificates.
   - Access to Training Materials: Members can view, order, and exchange Standard Training Packages (STPs) and other course materials, including instructor guidance.
   - Membership and Development Processes: TPeMS streamlines the navigation of membership and STP development processes within the TRAINAIR PLUS Programme.

b. Finance
   - Funding: Allocation of budget for training materials, venue rentals, trainer fees, and other operational costs.
   - Grants and Sponsorships: Securing financial support from international organizations, states, and private partnerships.

c. Database
   - Interim Training Program Record: A comprehensive database to track the progress and outcomes of the interim training program.

Commented [HT10]: This is already available for each ICAO course

Commented [FW11R10]: Updated as appropriate

- Train The Trainer Program (TTP) Record: A detailed record of trainers' qualifications, training sessions conducted, and feedback received.

d. Technical Infrastructure
   - Training Facilities: Equipped venues for conducting training sessions, including classrooms, simulation centers, and laboratories.
   - IT Systems: Robust IT infrastructure to support online training, data management, and communication.
   - Training Materials: Comprehensive and up-to-date training manuals, presentations, and equipment.

e. Collaboration and Support
   - Partnerships: Collaboration with ICAO, regional bodies, and international organizations to leverage expertise and resources.
   - Advisory Bodies: Engagement with advisory bodies to provide guidance and support for training plan implementation.
   - Mentorship Programs: Establishing mentorship programs to support trainers and participants throughout the training process.

4.3. Budget Sources:

The budget costs and funding sources for RTPP may come from, but are not limited to:

a. Donor States
b. SAFE and AVSEC Funds,
c. States Grant,
d. International Organization
e. Public and Private Partnership
f. Buddy Partnership, and
g. All possible budget sources

5. Monitoring and Evaluation

Effective monitoring is crucial for the successful implementation of the Regional Training Program Proposal (RTPP). This section outlines the performance metrics, feedback mechanisms, and reporting processes that will ensure the program's objectives are met and sustained. By systematically tracking progress and evaluating outcomes, we can identify areas for improvement and ensure continuous enhancement of aviation training and capacity-building efforts across the Asia-Pacific region.

5.1. Performance Metrics

5.1.1. Program 1: Interim Training Program

Key Performance Indicators and Implementation Strategies:

a) **Training Completion Rates:**

- Objective: To ensure participants successfully complete the training programs, maximizing the impact of the interim training initiatives.
- Metric: Percentage of participants who successfully complete the training programs.
- Tracking Mechanism: We will diligently measure the percentage of participants who successfully complete each training program. High completion rates will serve as a key indicator of effective training delivery, strong participant engagement, and the overall accessibility and design of the program.

b) **Participant Feedback:**

- Objective: To continuously assess and improve the quality, relevance, and impact of the training delivered.
- Metric: Satisfaction scores collected through surveys and feedback forms.
- Tracking Mechanism: Systematically collect satisfaction scores from all participants through comprehensive surveys and feedback forms upon completion of each training module. This data will be analyzed to gauge the quality and relevance of the training content and delivery. Consistent positive feedback will reflect well-designed and impactful training sessions, while areas for improvement will be promptly identified and addressed.

c) **ICAO Qualified Instructor/Trainer Development:**

- Objective: To build a robust and qualified pool of local instructors and trainers capable of delivering aviation training.
- Metric: Number of instructors and trainers trained and certified.
- Tracking Mechanism: Measure the number of trainers and instructors who successfully complete our specialized 'Train the Trainer' programs. A growing pool of qualified, locally-based trainers is absolutely essential for sustaining training programs beyond the interim phase and for ensuring long-term capacity building within each state.

d) On The Job Training (OJT)

- Objective: To provide practical, real-world experience that reinforces theoretical knowledge and develops specific job skills.
- Metric: Number of participants successfully completing OJT, documented skill acquisition, and supervisor evaluations.
- Tracking Mechanism: Meticulously track the number of participants engaged in and successfully completing OJT components. This includes documenting specific skill acquisition through practical assessments and collecting structured evaluations from OJT supervisors. High success rates in OJT indicate effective knowledge transfer and practical application.

e) Internship

- Objective: To offer immersive experiences within aviation organizations, fostering professional development and industry exposure.
- Metric: Number of interns placed, duration of internships, and feedback from both interns and host organizations.
- Tracking Mechanism: Monitor the number of interns placed within relevant aviation organizations and the duration of their internships. Crucially, we will gather comprehensive feedback from both the interns themselves regarding their learning experience and from the host organizations on the intern's performance and contribution. Positive feedback and successful placements will underscore the program's effectiveness in developing future aviation professionals.

f) Scholarship

- Objective: To alleviate financial barriers and enable deserving individuals to pursue advanced aviation training and education.
- Metric: Number of scholarships awarded, completion rates of scholarship recipients in their chosen programs, and their subsequent employment in the aviation sector.
- Tracking Mechanism: Track the number of scholarships awarded and the completion rates of scholarship recipients in their respective aviation training or educational programs. Furthermore, we will monitor their subsequent employment within the aviation sector, which serves as a vital indicator of

the scholarship program's long-term impact on building local aviation capacity.

5.1.2. Program 2: Self-Sustaining Training Program

Key Performance Indicators and Implementation Strategies:

a) **Establishment of ATCB Roadmap:**

- Objective: To ensure states have a clearly defined, long-term strategy for aviation training and capacity development.
- Metric: Number of states with an approved and actively implemented ATCB Roadmap.
- Tracking Mechanism: A centralized tracking system will monitor the progress of each state in developing, approving, and executing their ATCB Roadmap. Regular progress reports will highlight achievements and areas requiring support.

b) **Completion of Training Needs Assessments (TNAs)**

- Objective: To systematically identify skill gaps and training requirements within each state's aviation sector.
- Metric: Number of completed and validated Training Needs Assessments (TNAs).
- Implementation Strategy:
  - Centralized Database: Establish a comprehensive database to log and monitor the status of TNA completion for all participating states.
  - Standardized Methodology: Provide a standardized TNA methodology and tools to ensure consistency and quality across all assessments.
  - Regular Reporting: Generate periodic reports on TNA completion rates, identifying trends and informing future training interventions.

c) **Training Plans**

Objective: To ensure the effective planning, implementation, and monitoring of immediate and short-term training initiatives based on identified needs.

- Standardized Plan Template: Develop and disseminate a user-friendly, standardized template for training plans, promoting consistency and ease of data capture across all states. This ensures consistency and ease of tracking. In this case we may refer to ICAO Doc 9941 (Training Development Guidelines), ICAO Doc 10070, other related documents.

- Central repository: Establish a secure, accessible central repository for all submitted training plans, facilitating easy review, updates, and historical tracking.
- Review and approval process: Implement a clear and efficient review and approval process for training plans, ensuring alignment with ATCB roadmaps and TNA findings, and adherence to quality standards.
- Progress tracking: Utilize dedicated project management tools to effectively monitor the execution and progress of training plans across all states, allowing for proactive identification of challenges and timely intervention. This includes tracking completion rates, participant numbers, and initial feedback.

d) **Courses Delivered by Stated**
- Objective: To monitor the effectiveness and reach of training programs delivered directly by participating states.
- Metric: Comprehensive reports summarizing courses delivered, enrollment, completion rates, and quality assessments.
- Tracking Mechanism: Generate periodic reports that summarize the courses delivered by each state, including enrollment and completion statistics, and quality assessments from participants. These reports will be critical in identifying successful practices, areas for improvement, and overall training impact.

e) **Establishment of Training Center:**
- Objective: To build a robust, localized training infrastructure capable of supporting ongoing aviation training needs.
- Metric: Number and quality assessment of specialized aviation training institutes established or significantly enhanced within participating states.
- Tracking Mechanism: To track the establishment of new training centers and assess the quality of these institutes based on pre-defined criteria such as accreditation, facility standards, and instructor qualifications. Successful establishment indicates tangible progress toward building a self-sufficient training ecosystem.

f) **Inspector Training System Development:**
- Objective: To ensure that all States/Administration have a comprehensive and active training implementation plan for aviation inspectors.
- Metric: Improvement in the implementation of inspector training plans within states currently lacking such initiatives.

- Tracking Mechanism: Monitor and support states that currently do not have a robust inspector training implementation plan. Our focus will be on guiding them through the development and initial phases of execution, tracking their improvement in establishing and delivering these vital programs.

g) **Curriculum Development:**
- Objective: To ensure all training programs remain relevant, up-to-date, and aligned with international and ICAO and Industry standards.
- Metric: Regular review and update cycles of comprehensive training curricula.
- Implementation Strategy: Implement a systematic process for the regular review and updating of comprehensive training curricula. This ensures that all training programs offered or utilized by states remain relevant and up-to-date with evolving industry standards, technological advancements, and regulatory changes.

h) **Collaboration and Support:**
- Objective: To foster strong partnerships and secure necessary resources for sustained training initiatives.
- Metric: Level of engagement with advisory bodies and success in securing external resources.
- Tracking Mechanism: Evaluate the level of engagement with key advisory bodies (e.g., ICAO, States/Administrations, industry associations, international organizations) and assess the success in securing external resources (e.g., funding, expert support, equipment). Strong collaboration and consistent support are paramount for the long-term success and growth of training initiatives.

i) Long-term Sustainability:
- Objective: To ensure that training programs can operate independently and continue to serve the aviation sector without continuous external reliance.
- Metric: Financial stability and self-sufficiency of training programs within states.
- Tracking Mechanism: We will assess the financial stability and self-sufficiency of training programs established under this initiative. This includes evaluating funding models, revenue generation, cost recovery mechanisms, and overall operational independence. Financially stable programs are key to ensuring continued operation independently without external support.

5.2. Feedback Mechanisms

5.2.1. Collection Methods:

a) Surveys
Distribute regular surveys to participants, trainers, and stakeholders to gather their opinions on various aspects of the training programs. Surveys should be designed to capture both quantitative and qualitative data.

b) Feedback Form
Provide feedback forms at the end of each training session to collect immediate reactions from participants. These forms should include questions about the content, delivery, and overall experience.

c) Observation
Use direct observation of training sessions and operational changes to assess the effectiveness of the training. Observations can help identify areas where adjustments are needed.

5.2.2. Usage:

a) Analysis
Aggregate and analyze the collected feedback to identify trends, strengths, and areas for improvement. Use statistical methods to quantify feedback and thematic analysis to interpret qualitative data.

b) Adjustments
Make necessary adjustments to training programs based on the feedback. This may include revising training materials, improve delivery methods, or addressing specific concerns raised by participants.

c) Reporting
Include feedback analysis in regular progress reports to stakeholders. Transparent reporting ensures that all parties are informed about the effectiveness of the training programs and the actions taken in response to feedback.

d) Continuous Improvement: Use feedback to inform ongoing improvements and updates to training curricula and methods. A continuous improvement approach ensures that training programs evolve to meet changing needs and standards.

5.3. Reporting:

5.3.1. Quarterly Reports

Deliver comprehensive reports every quarter in the RTCF WG Meeting (Another way to align with the ICAO APAC RO Program), including detailed analysis of performance metrics, feedback, and progress towards goals. Quarterly reports should provide a deeper dive into the data and highlight significant achievements and challenges.

5.3.2. Annual Reports

Summarize yearly achievements, lessons learned, and strategic adjustments in annual reports. These reports should provide a holistic view of the training programs' impact and outline plans for the future. (DGCA Conference? RASG, APANPIRG?

6. Summary

The Regional Training Program Proposal (RTPP) for the Asia-Pacific aviation sector is a comprehensive initiative designed to address critical training gaps and enhance aviation safety across the region. The proposal outlines several key points:

1. The aviation industry faces persistent challenges, including rapid technological advancements, evolving regulatory frameworks, and a continuous demand for skilled professionals. A comprehensive Training Needs Assessment (TNA) survey was conducted to identify critical skill gaps and emerging training requirements.
2. The RTPP aims to elevate skill competencies, strengthen regulatory compliance, reduce incidents and accidents, and improve operational efficiency. Key outcomes include increased regional harmonization, cultivation of local expertise, and preparation of the workforce for future challenges.
3. The proposal includes a detailed implementation plan, focusing on enhancing aviation safety through capacity building. The plan is strategically phased over a five-year period, commencing in 2026 and concluding in 2030.
4. **Key Findings**: The TNA survey identified significant skill gaps, resource constraints, and barriers to effective training implementation. The survey results highlighted the need for enhanced training efforts in regulatory roles and the development of a self-sustaining training ecosystem.
5. **Actionable Recommendations**: The proposal recommends developing comprehensive training plans, enhancing resource allocation,

strengthening local training infrastructure, promoting self-sufficiency, and encouraging regional collaboration.

Stakeholders are encouraged to support and actively participate in the RTPP to ensure its successful implementation. Collaboration and resource sharing are essential to building a robust and self-sufficient aviation training ecosystem in the Asia-Pacific region.

Appendices

- **TNA Survey Report**
- **Matrix of Training Needs**