



ICAO

International Civil Aviation Organization

Fourteenth Meeting of the Air Traffic Management Sub-Group (ATM/SG/14) of APANPIRG

Bangkok, Thailand, 3 – 7 August 2026

Agenda Item 8: Any Other Business

**KEY TAKEAWAYS FROM 2025 ATMB & IATA WORKSHOP ON APAC ATCO
COMPETENCY ENHANCEMENT AND COLLABORATIVE DEVELOPMENT**

(Presented by IATA, on behalf of China and IATA)

SUMMARY

This paper presents the outcome of the APAC ATCO Competency Enhancement and Collaborative Development Workshop in Xi'an, China in November 2025, organized by Air Traffic Management Bureau of Civil Aviation Administration of China (CAAC/ATMB) in collaboration with IATA.

1. INTRODUCTION

1.1 To improve the effectiveness of Pilot-ATCO communication and operational efficiency, ATMB and IATA have launched a cooperative program starting from 2023. In the past few years, ATMB and IATA delivered a series of workshops and activities to address the challenges in ATM and flight operations such as air/ground communication between native/non-native English speakers, which were attended by ATCOs and operational staff (pilots, dispatchers, etc.) from the operators in-person.

1.2 The 2025 event was held in Xi'an, China on November 25-28 including two back-to-back on-site workshops and a technical visit:

- a) APAC ATCO Competency Enhancement and Collaborative Development Workshop hosted by ATMB on 25-26 November 2025;
- b) Data-driven Airspace Efficiency Study Workshop hosted by IATA on 26-27 November 2025; and
- c) Technical Visit to Lanzhou ACC on 28 November 2025.

1.3 This paper presents the outcome of the APAC ATCO Competency Enhancement and Collaborative Development Workshop hosted by ATMB in collaboration with IATA.

2. DISCUSSION

2.1 The workshop focused on competency and performance of the personnels driving safety, operational efficiency and agility, which was attended by 103 participants from 9 States/ANSPs, 20 airlines and 7 international organizations and institutes.

2.2 The agenda consisted of three major sections and key topics as follows:

- a) ATCO Competency Enhancement: ATCO training programs and qualification management, CBTA for ATCOs, fatigue management, ICAO English test for non-native English speakers, VR-based ATC simulators;
- b) Operational Safety, Efficiency and Technologies: GNSS RFI and resilience, runway safety, ATC radio communication proficiency and quality, air-ground datalink ATC service trial operations, dual-aircraft TBO validation; and
- c) Collaborative Operation and Communication: implementation of regional ATFM cooperation mechanism and initiatives, AIS and MET service support for regional ATFM collaborative operations, effective Pilot-ATCO communication and ATFM collaboration from operators' perspective.

2.3 The outcome and key takeaways from the workshop:

- a) Enhancing cross-border and real-time information and data sharing through ATFM collaboration: the regional initiatives to strengthen the collaboration among ANSPs and operators with real-time ATFM and other operational information across the FIRs is a key enabler to drive operational efficiency and predictability with informed decision-making for the region;
- b) Improving operational performance on safety and efficiency through people: the risks and challenges in the region should be managed and addressed ultimately by enhancing core competencies of all the operation personnel (e.g., controllers, pilots, dispatchers), while in-person engagement and collaboration greatly improved efficiency and effectiveness of this journey. For instance, the real-world examples of GNSS RFI events shared by pilots and ATCOs brought human-centered safety and practical guidance to life through situational awareness and trust-building; and
- c) Upgrading the airspace operation and ATM training systems through innovation: with the increase in computing power and data integration, digital solutions have emerged and are available for systematic iteration to improve operational intelligence, agility and maturity, such as TBO and FF-ICE, datalink ATC service, data-driven airspace efficiency management and optimization, CBTA in ATCO training system, as well as the ATCO Fatigue Risk Management System (FRMS), etc.

2.4 The program and activities for 2026-2027 are under development by the two parties and will be shared with ICAO, APAC States and stakeholders in due course.

3. ACTION BY THE MEETING

3.1 The meeting is invited to note the information contained in this paper.

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