

23rd COSCAP-SEA STEERING COMMITTEE MEETING (SCM/23)

(22-23 April 2026, Bali, Indonesia)

Information Paper 02 (IP/01)

Agenda Item 3:

**STRATEGIC ADVANCEMENT OF AVIATION CAPACITY BUILDING:
STRENGTHENING GLOBAL COMPETENCY THROUGH STANDARDIZED TRAINING
AND HUMAN CAPITAL DEVELOPMENT**

(Presented by Indonesia)

SUMMARY	
<p>This paper presents Indonesia’s strategic approach to advancing global aviation competency through the development of ICAO Training Packages (ITPs) and the strengthening of internationally qualified aviation professionals. Through the Center for Human Resources Development on Civil Aviation (CHRDC), Indonesia is committed to delivering high-quality training, enhancing regional collaboration, and supporting international capacity-building initiatives.</p>	
<i>Strategic Goals:</i>	<ul style="list-style-type: none"> • Strengthen global training standardization through the development and implementation of ICAO Training Packages (ITPs). • Develop a sustainable pool of ICAO-qualified professionals, including Instructors, Course Developers, and future Validators. • Support international capacity-building programmes, particularly through the Developing Countries Training Programme (DCTP). • Enhance regional collaboration under the COSCAP-SEA framework
<i>Financial implications:</i>	<p>Sustained investment in human resource development is required, supported by government funding and strategic partnerships.</p>
<i>References:</i>	<ul style="list-style-type: none"> • ICAO Doc 10052 – <i>TRAINAIR PLUS Operation Manual</i>. • ICAO Doc 9941 – <i>Training Development Guide</i>. • Government Regulation (PP) No. 51/2012 – <i>Human Resources in the Transportation Sector</i>.

1. INTRODUCTION

- 1.1 The Center for Human Resources Development on Civil Aviation (CHRDCA) under the Ministry of Transportation of Indonesia, serves as the national coordinator for aviation human capital development. It oversees eight aviation training institutions, including the Indonesian Aviation Polytechnic of Curug and other regional aviation polytechnics.
- 1.2 As an ICAO Platinum Training Centre of Excellence (TCE) under the TRAINAIR PLUS Programme since 2022, CHRDCA plays a key role in supporting ICAO's Global Aviation Training (GAT) objectives by ensuring the delivery of standardized, high-quality training programmes aligned with international aviation requirements.
- 1.3 Indonesia recognizes that sustainable aviation growth depends on the availability of highly qualified personnel. Therefore, the development of globally recognized instructors, course developers, and aviation experts remains a national priority.

2. DISCUSSION

2.1 Portfolio of ICAO Training Packages (ITPs)

Indonesia continues to develop ICAO-compliant training materials to meet emerging operational challenges:

- Current M-ITP & STP: Indonesia maintains a portfolio consisting of 2 ICAO Member-developed Training Packages (M-ITPs) (including *Development of TPM for an ATO* and *Preparation for Safe Flying in Mountainous Areas –Approval by TPP*) and 5 ICAO Standardized Training Packages (STPs) covering *Ramp Safety Awareness*, *Aviation Fire Fighting Foam Evaluation*, *Foam Tender Operation*, *Area Control Surveillance Refresher*, and *Aerodrome Controller Refresher*.
- Achievements: More than 1,000 participants have completed these programs. Several States, including Egypt, the United Arab Emirates, and Guyana, have adopted training packages developed by Indonesia.

2.2 Development of ICAO-Qualified Personnel

Indonesia is committed to building a strong professional foundation to maintain high instructional standards:

- ICAO Qualified Instructors: Indonesia currently have 5 ICAO Qualified Instructors (IQIs) and 2 instructor candidates in the process of obtaining their ICAO Qualified Instructors qualification specializing in various domains, including the Training Instructors Course (TIC), TPM Development, and Aviation Security.
- Course Developers: There are 2 ICAO Qualified Course Developers (IQCDs) ensuring that training materials remain relevant and aligned with CBTA methodologies.
- Preparation for Validators: Indonesia is actively preparing national experts to serve as ICAO Validators, a critical role in ensuring the quality of training programs according to international standards.

2.3 Regional and International Contributions

Indonesia extends its role beyond national borders to strengthen global aviation safety and security:

- Regional Support: Indonesia fully supports COSCAP-SEA initiatives and actively contributes to enhancing regional safety oversight through cooperation and knowledge sharing.



- International Assistance (DCTP): From 2021 to 2025, Indonesia has provided training support to personnel from developing countries under the ICAO Developing Countries Training Programme (DCTP). The programme is planned to continue in 2026, reinforcing Indonesia's commitment to global capacity building.
- Role of ASTCs: Indonesia's Aviation Security Training Centres (ASTCs) function as regional hubs for aviation security training, supporting ICAO's global agenda on airport security and human resource development, particularly in the Asia-Pacific region.

3. CONCLUSION

3.1 Indonesia, through CHRDCA, continues to play a strategic role in strengthening global aviation training by expanding its portfolio of ICAO Training Packages and developing internationally qualified aviation professionals. Through digital innovation, including the TRAINAIR PLUS Electronic Management System (TPeMS), and active participation in international programmes such as DCTP and COSCAP-SEA, Indonesia reinforces its commitment to supporting a harmonized and sustainable global aviation training ecosystem.

4. ACTION BY THE GROUP

The group is invited to:

- a) Acknowledge the information in this paper regarding Indonesia's progress in aviation training and human capital development.
- b) Encourage continued collaboration and knowledge sharing among Member States to strengthen regional training capabilities.
- c) Support the adoption of ICAO Training Packages (ITPs) and international technical assistance programmes as key instruments for enhancing aviation safety and competency.

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