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

**STRENGTHENING AVIATION COMPETENCY ASSURANCE
THROUGH ICAO-QUALIFIED AVIATION TRAINING PROFESSIONALS
AND STANDARDIZED TRAINING PACKAGES**

(Presented by The Republic of Indonesia)

INFORMATION PAPER

SUMMARY

This paper presents Indonesia's experience in strengthening aviation competency assurance through the development of qualified aviation training professionals, implementation of ICAO competency-based training methodologies, and continuous improvement of training programmes. Drawing on Indonesia's participation in ICAO TRAINAIR PLUS and international capacity-building initiatives, the paper highlights practical approaches to enhancing training quality, institutional capability, and workforce readiness. The experiences and lessons learned may serve as useful reference material for States/Administrations and support ongoing regional initiatives under the ICAO Global Aviation Training Strategy, the Next Generation of Aviation Professionals (NGAP) initiative, and the Asia-Pacific Regional Training Cooperation Framework (RTCF). The Conference is invited to note the information contained in this paper.

STRENGTHENING AVIATION COMPETENCY ASSURANCE THROUGH ICAO-QUALIFIED AVIATION TRAINING PROFESSIONALS AND STANDARDIZED TRAINING PACKAGES

1. INTRODUCTION

- 1.1 The aviation sector continues to experience rapid technological advancement, increasing operational complexity, and evolving regulatory requirements. As emerging technologies reshape aviation systems, aviation professionals are expected to acquire new competencies throughout their careers. This transformation reinforces the importance of competency-based training as a fundamental approach to preparing a future-ready aviation workforce capable of supporting safe, secure, sustainable and efficient aviation.
- 1.2 As Member States continue to implement competency-based training, ensuring the quality, consistency and effectiveness of training outcomes remains an important challenge. Variations in instructional capability, course development practices and training programme quality may affect the achievement of intended learning outcomes and the effectiveness of competency development. Strengthening competency assurance throughout the training lifecycle can support greater confidence in training quality and contribute to improved aviation capacity development.
- 1.3 Competency assurance extends beyond the delivery of training courses. A comprehensive approach encompasses training needs analysis, clearly defined competencies and performance criteria, qualified training professionals, appropriate training methodologies, valid assessment processes, workplace application where applicable, recurrent development, and continuous evaluation of training effectiveness. These elements collectively contribute to maintaining the relevance and quality of aviation training in a rapidly evolving operational environment.
- 1.4 Indonesia has pursued a comprehensive approach to strengthening aviation competency assurance through the development of qualified training professionals, implementation of ICAO Training Packages, and continuous improvement of aviation training programmes. Through its participation in ICAO capacity-building initiatives and the ICAO TRAINAIR PLUS Programme, Indonesia has gained practical experience in developing and delivering competency-based training programmes consistent with ICAO methodologies.
- 1.5 Indonesia's experience is presented to support ongoing regional initiatives under the ICAO Asia and Pacific Regional Training Cooperation Framework (RTCF), the ICAO Global Aviation Training Strategy, and the Next Generation of Aviation Professionals (NGAP) initiative. The information contained in this paper may provide useful reference material for States/Administrations seeking to strengthen aviation training quality and workforce readiness in support of emerging aviation technologies.

2. DISCUSSION

2.1 Developing ICAO-Qualified Aviation Training Professionals

Qualified instructors, course developers, validators and assessors play a critical role in the effective implementation of competency-based training. Beyond technical expertise, these professionals

require competencies in instructional design, delivery methodologies, learner assessment and continuous improvement processes.

Indonesia has invested in the development of qualified aviation training professionals through participation in ICAO TRAINAIR PLUS training activities and other capacity-building programmes. These initiatives have supported the development and delivery of competency-based training programmes and contributed to strengthening institutional capability for aviation training. Indonesia's experience indicates that sustained investment in training professionals can support the consistent application of competency-based methodologies and enhance training quality.

2.2 Advancing Standardized ICAO Training Packages

ICAO Training Packages provide structured methodologies that support the development and delivery of competency-based training programmes. Under the ICAO TRAINAIR PLUS Programme, Standardized Training Packages (STPs) and ICAO Training Packages developed in accordance with ICAO methodologies can facilitate the sharing of training resources and good practices among training organizations.

Indonesia has developed and implemented several ICAO Training Packages and delivered them through national and international training activities. These experiences have supported knowledge sharing, strengthened cooperation among training institutions and provided opportunities to exchange operational and instructional expertise.

Indonesia's experience demonstrates that the use of structured and competency-based training methodologies can contribute to improving training consistency and supporting capacity-development efforts. At the same time, recognition of training programmes and training packages should be distinguished from the assessment and continued assurance of individual operational competence, which remains the responsibility of the relevant authority or organization.

2.3 Continuous Improvement and Competency Assurance

Maintaining the effectiveness of aviation training requires continuous review and adaptation to technological change, evolving operational requirements and updates to ICAO Standards and Recommended Practices (SARPs). Competency assurance therefore benefits from a lifecycle approach encompassing needs analysis, training design, delivery, assessment, workplace application where appropriate, records management, instructor development and evaluation of operational outcomes.

Indonesia has adopted continuous improvement practices through periodic review of training programmes, instructor professional development, stakeholder engagement and participation in ICAO capacity-building activities. These efforts support the ongoing enhancement of training quality and contribute to ensuring that learning programmes remain relevant to operational needs.

Indonesia has also participated in regional and international cooperation activities that facilitate the exchange of experience, lessons learned and good practices in competency-based training. Such collaboration can support the broader objectives of the RTCF and other regional initiatives aimed at strengthening aviation training and workforce development across the Asia-Pacific region.

2.4 Lessons Learned and Good Practices

Based on Indonesia's experience, several factors have contributed to strengthening aviation competency assurance:

- a) investment in qualified instructors, course developers, validators and assessors;
- b) application of competency-based training methodologies and structured training-development processes;
- c) use of standardized training materials and quality assurance practices;
- d) regular review and updating of training programmes to address emerging technologies and operational requirements;
- e) collaboration with ICAO, training organizations and international partners; and
- f) participation in regional initiatives that support knowledge sharing and capacity development.

These experiences highlight the importance of integrating people, processes and training methodologies within a continuous improvement framework to support sustainable aviation workforce development.

3. CONCLUSION

- 3.1 Indonesia's experience demonstrates that aviation competency assurance can be strengthened through a combination of qualified training professionals, competency-based training methodologies, structured training-development practices and continuous improvement.
- 3.2 The initiatives and practices described in this paper illustrate practical approaches that may assist States/Administrations in enhancing aviation training quality, strengthening institutional capability and supporting workforce readiness for emerging aviation technologies.
- 3.3 Indonesia's experience may contribute to ongoing regional discussions and initiatives under the ICAO Global Aviation Training Strategy, the NGAP initiative and the Asia-Pacific Regional Training Cooperation Framework (RTCF).

4. ACTION BY THE CONFERENCE

- 4.1 The Conference is invited to note the information contained in this paper.

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