



SAFE SKIES.
**SUSTAINABLE
FUTURE.**



| ICAO



Update on Training Needs Analysis

Member of TNA SWG

- Lead by USA, Supported by Secretariat
- Members include:
 - Bangladesh
 - Philippines
 - Vietnam

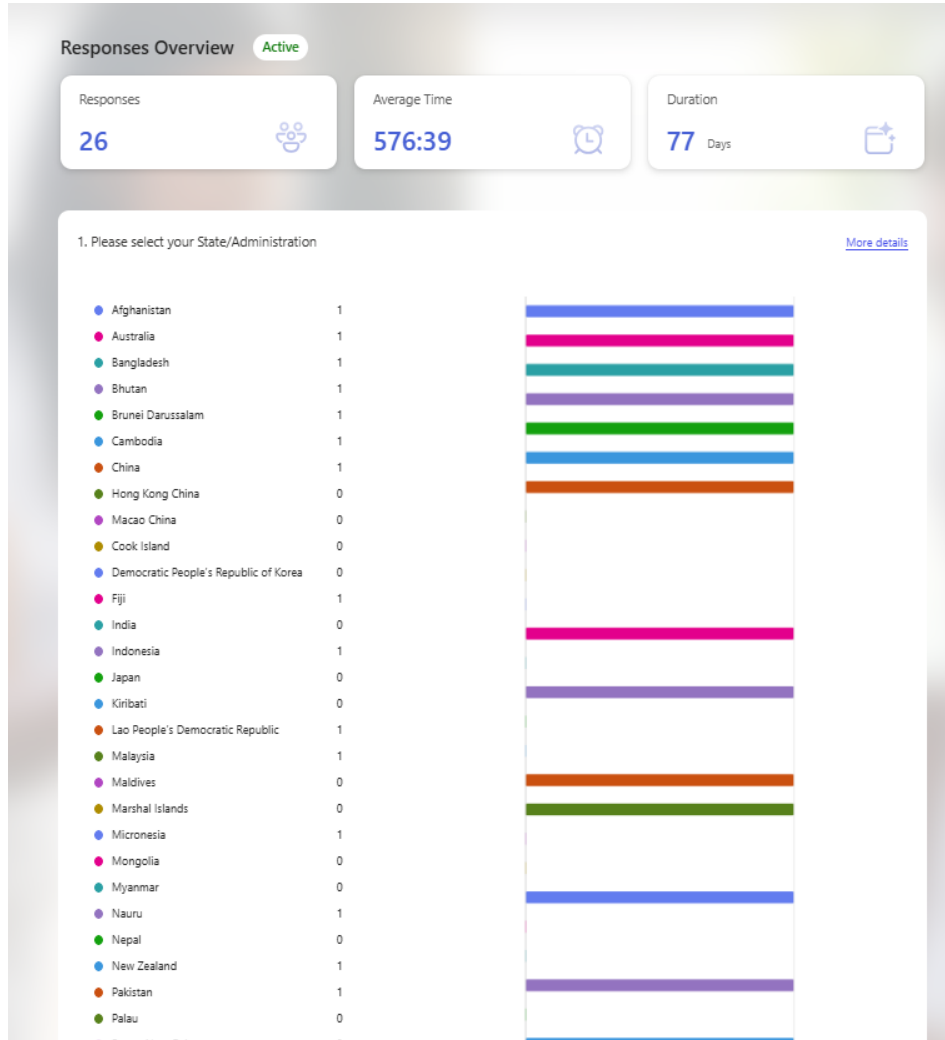


Progress on Training Needs Analysis Survey



- TNA Survey was circulated by State Letter ref: SN2 (2025): AP0030/25 (TC) Subject: Regional Training Cooperation Framework - 2025 Survey on Training Needs in the Asia Pacific Region
- 7 volunteers supported TNA survey results analysis and report drafting (U.S.A., Philippines, Vietnam)
- TNA SMG met weekly to review and discuss analysis results and recommendations

Progress on Training Needs Analysis Survey



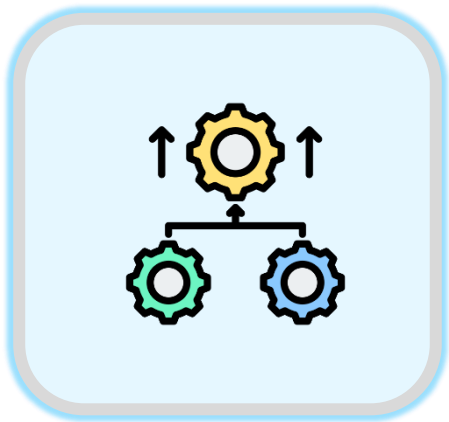
- 35 responses received (~85% response rate).
- The team conducted a thorough review and analysis of the survey data.
- Findings into a report that informs strategic training initiatives.

Outcome of the Survey



- **Findings**

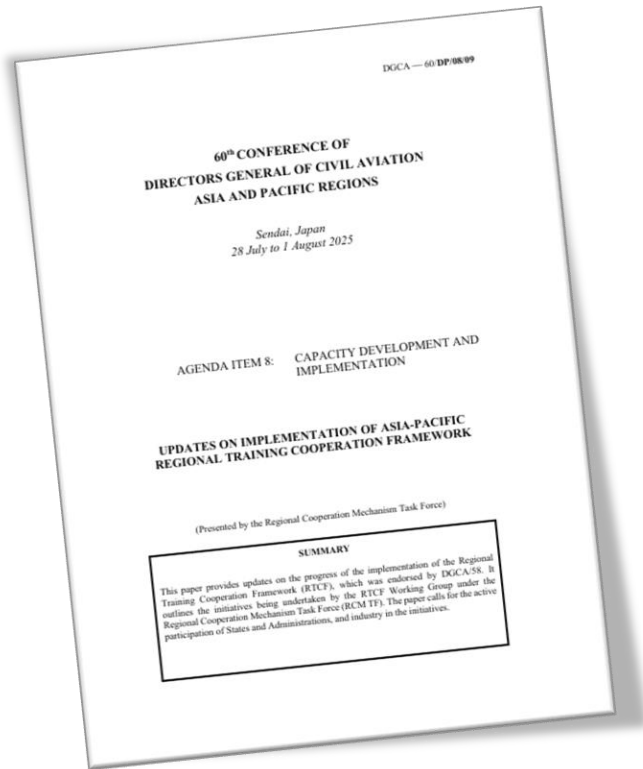
- Highest training needs identified in Air Navigation Services (ANS), Personal Licensing and Training (PEL), and Aircraft Operations (OPS).
- Primary roadblocks – Human and financial resource gaps.
- Primary expectations for ICAO assistance – OJT opportunities, SMEs, training materials, funding support.



- **Comprehensive analysis report completed (July 2025)**

- Provides actionable recommendations:
 - Development of comprehensive training programs
 - Enhanced resource allocation
 - Investment in local training infrastructure
 - Promote training self-sufficiency
 - Enhanced collaboration between States, reg. bodies, and orgs
- To be presented during ICAO Training Symposium and DGCA/60.
- Next Step: Regional Training Program Proposal

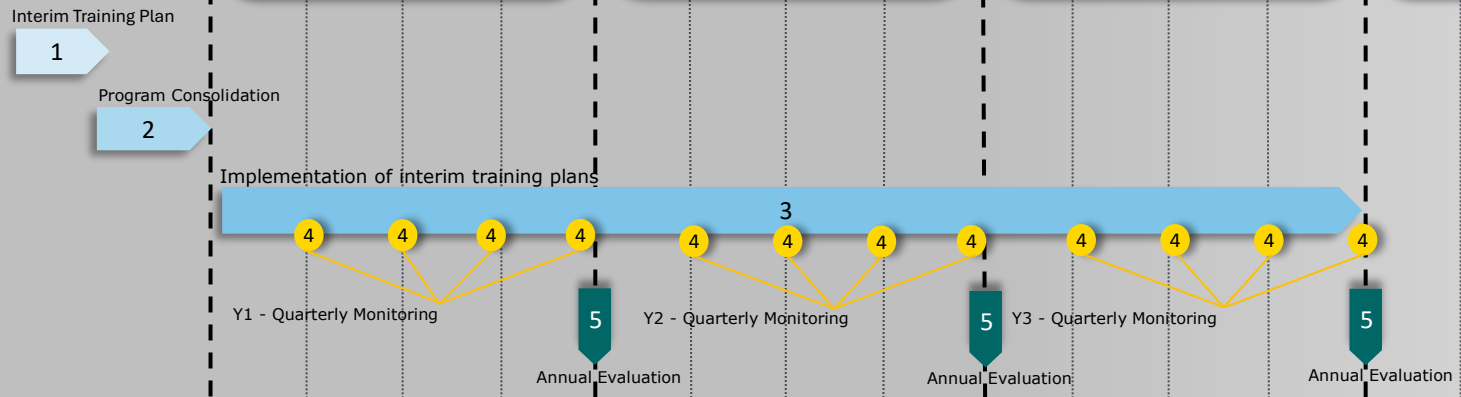
Development of Regional Training Program Proposal



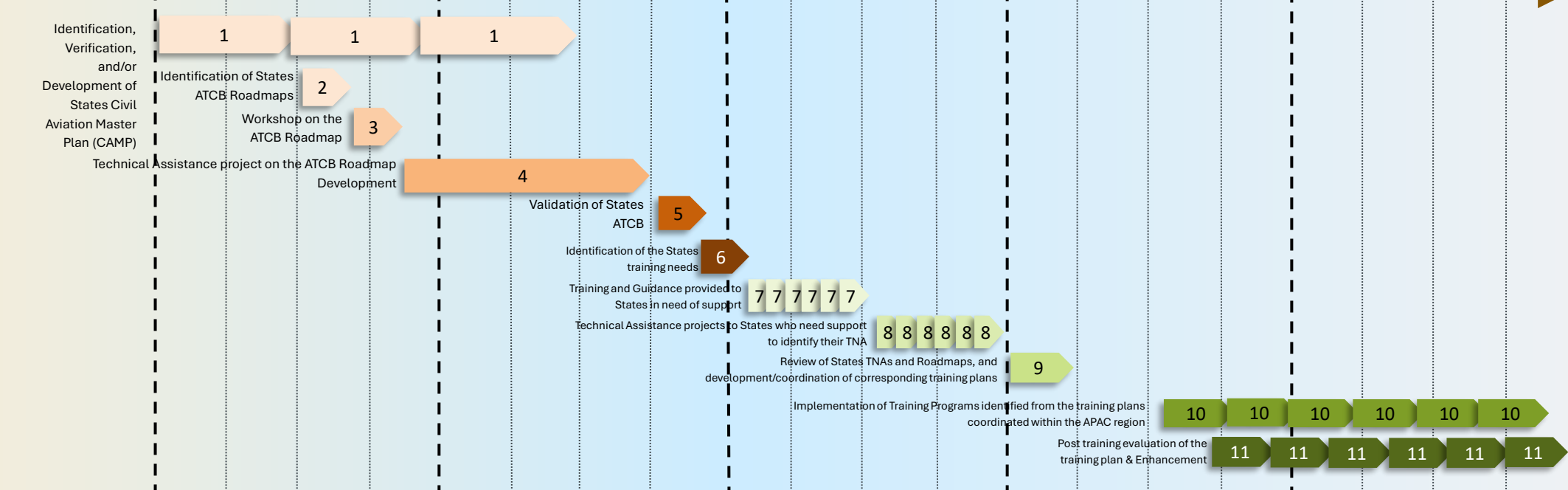
- Presented on 60th DGCA Conference
 - DGCA – 60/DP/08/09 - Capacity Development And Implementation.
 - Action Item 60/52
 - Acknowledging the activities of the Regional Training Cooperation Framework (RTCF) working group in the development of a sustainable aviation workforce, the Conference invited States/Administrations to:
 - a) support further activities of the RTCF, including, and not limited to, train-the-trainer initiatives, a regional training program developed from the outcomes of the TNA survey to enhance the safety capability of the region.
 - b) finalise the APAC Regional Training Programme proposal as a strategic road map to maximise cooperative capacity building across the APAC region; and
 - c) explore options, in conjunction with the APAC Regional Office, that enable a higher participation rate in ICAO GSI courses

2026 2027 2028 2029 2030

Interim Training Program



Self-Sustaining Training Program



Regional Training Program Road Map

Regional Training Program Proposal (RTPP)

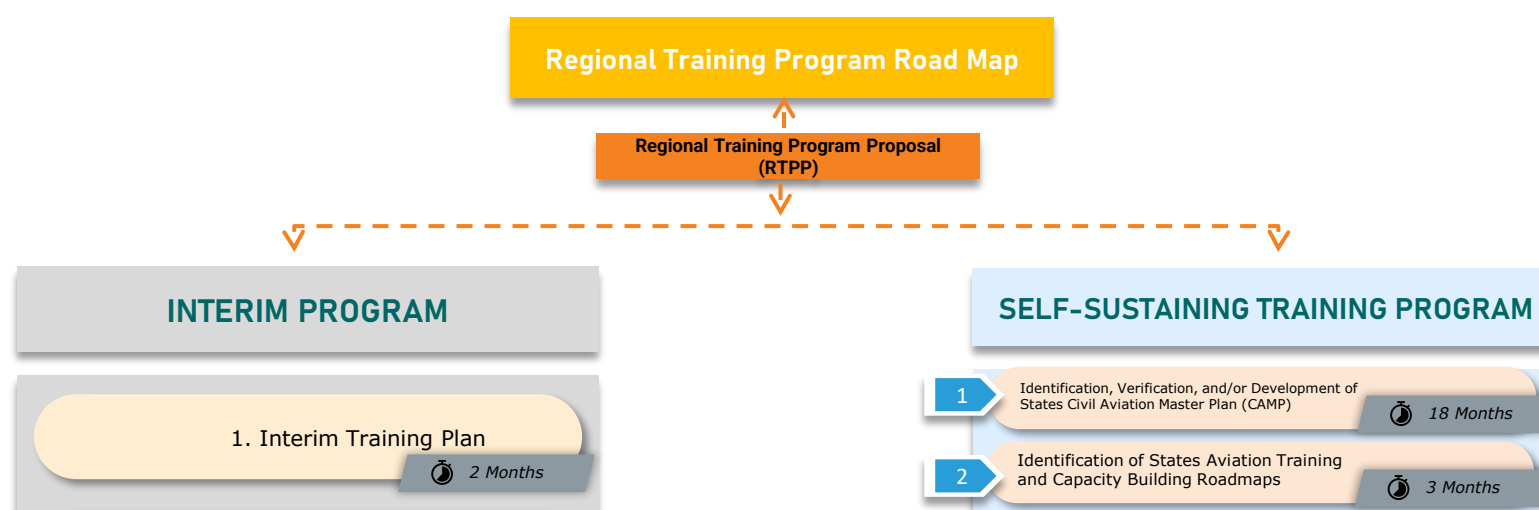
INTERIM PROGRAM

- 1. Interim Training Plan 🕒 2 Months
- 2. Program Consolidation 🕒 2 Months
- 3. Implementation of Interim Training Plans 🕒 3 Years
- 4. Monitoring 🕒 3 Year/ Quarterly
- 5. Evaluation 🕒 3 Year/ Annually

SELF-SUSTAINING TRAINING PROGRAM

- 1 Identification, Verification, and/or Development of States Civil Aviation Master Plan (CAMP) 🕒 18 Months
- 2 Identification of States Aviation Training and Capacity Building Roadmaps 🕒 3 Months
- 3 Workshop on the Aviation Training and Capacity Building (ATCB) Roadmap for States in Need of Support to develop theirs 🕒 6 Months
- 4 ATCB Technical Assistance Project for Specific States 🕒 9 Months/ Project
- 5 Validation of States Aviation Training and Capacity Building Roadmaps 🕒 3 Months
- 6 Identification of the States training needs 🕒 3 Months
- 7 Training and Guidance provided to States in need of support 🕒 2 Months/ Project
- 8 Technical Assistance projects to States who need support to identify their TNA 🕒 12 Months
- 9 Review of States TNAs and Roadmaps, and development/coordination of corresponding training plans 🕒 3 Months
- 10 Implementation of Training Programs identified from the training plans coordinated within the APAC region 🕒 3 Years
- 11 Post training evaluation of the training plan to ensure its efficiency & Enhancement 🕒 3 Years/6 Months after Training





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:

A. Priority Training/Courses:

- i. Safety Inspector Course (Covered by RTP)
- ii. Aviation Professional Training

B. On-the-Job Training (OJT)

C. Internships

D. SME Pooling

E. Scholarship Information

A comprehensive initiative designed to support States and Administrations in establishing or enhancing their national aviation strategies:

- A. Identification phase to determine which States currently possess a CAMP and assess their existing frameworks (3 Months).
- B. This will be followed by a six-month period workshops and training on CAMP (6 Months)
- C. Technical assistance phase: provide tailored support to States/Administration requiring help in developing or refining their CAMPs. (9 Months).

OPEN DISCUSSION ON THE WAY FORWARD

Key outcomes:

- 1.
- 2.
- 3.
- 4.

THANK YOU

