

**59<sup>th</sup> CONFERENCE OF  
DIRECTORS GENERAL OF CIVIL AVIATION  
ASIA AND PACIFIC REGIONS**

*Cebu, Philippines  
14 to 18 October 2024*

AGENDA ITEM 1:       THEME TOPIC

**TRENDS AND DEVELOPMENT AT THE CIVIL AVIATION  
TRAINING CENTER – MANILA IN CONNECTION WITH THE  
ICAO’S NEW GENERATION OF AVIATION PROFESSIONALS  
(NGAP) PROGRAMME**

(Presented by Philippines)

**INFORMATION PAPER**

**SUMMARY**

The ICAO launched the New Generation of Aviation Professionals (NGAP) Programme 2009 to address the increasing demand for aviation professional and the threat of shortage due to retirement. This paper presents the current trends and development at the Civil Aviation Training Center – Manila with regards to the ICAO’s NGAP Programme.

# **Trends and Development at The Civil Aviation Training Center – Manila in Connection with The ICAO’s New Generation of Aviation Professionals (NGAP) Programme**

## **1. INTRODUCTION**

1.1 ICAO launched in 2009 the New Generation Aviation Professionals (NGAP) initiative to address the anticipated shortage of skilled aviation professionals in the future as the current generation will eventually retire. The NGAP initiative will ensure that there is sufficient qualified and competent aviation professionals available to operate, manage and maintain the future air transport system.

1.2 ICAO recognizes the importance of the NGAP issues and elevated the NGAP initiative into an ICAO Programme. The Mission Statement of the NGAP Programme is “To develop strategies, best practices, tools, standards and guidelines as applicable and to facilitate information sharing activities that assist the global aviation community in attracting, educating, and retaining the next generation of aviation professionals.”

1.3 In support to the NGAP Programme, the Civil Aviation Training Center – Manila had made it its vision to be a center of choice for the development of the Next Generation of Aviation Professionals.

## **2. DISCUSSION**

2.1 Since the beginning of the NGAP Programme, the CATC - Manila has been developing NGAP through its basic technical courses for Air Traffic Safety Electronic Personnels (ATSEP), Air Traffic Controllers (ATC) and Airfield Lighting and Power Plant Technicians (ALPT).

2.2 In the last 5 years, CATC – Manila has produced 98 BCNSSO (ATSEP), 204 CATS (ATC) and 101 BALPT (ALPT) graduates. At the time of their graduation, most of the graduates were at the age group 20 to 30 years old.

2.3 Considering the NGAP age of 35 or below, CATC – Manila has produced 403 NGAP in the last 5 years, despite the fact that 2 of those years were the pandemic period. After the 2-year pandemic period, CATC – Manila ramped up its training capacity averaging 65 graduates per year in 2022-2023, a 41% increase from the pre-pandemic average of 46 graduates per year. In the first half of 2024 alone, CATC – Manila has produced 179 graduates of the basic technical courses.

2.4 The training programs that CATC – Manila conducted provided the air transportation system a sustainable pool of aviation professionals. It also supports the ICAO’s Gender Equality Programme. Because of the inclusivity of these training programs, more women now choose to enter fields that were once dominated by men, like ATSEP and ALPT. Among the 403 NGAP who graduated from CATC - Manila in the last 5 years are 109 women, which make up 27% of that population.

2.5 CATC – Manila is on track to adding basic technical training programs for Aeronautical Information Service and Flight Safety and Inspectorate Service. Currently, the Basic Aeronautical Information Service Course is in development and is expected to be implemented by 2025. Initial coordination meeting has also been conducted for the development of a Basic Flight Safety Inspectors Course. These new courses will augment CATC – Manila’s capability to generate more NGAP in the coming years.

2.6 Looking into the future, CATC – Manila will provide more NGAP by continuing and enhancing its existing programs to adapt to changes in environment and technology.

**3. ACTION BY THE CONFERENCE**

- 3.1 The Conference is invited to note the information contained in this Paper.

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