

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

*Cebu, Philippines  
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**AGENDA ITEM 3: AVIATION SAFETY**

**ENHANCING THE EFFECTIVENESS OF CIVIL AVIATION  
SAFETY INSPECTOR THROUGH IMPROVED  
RECRUITMENT, TRAINING, AND RETENTION STRATEGIES**

(PRESENTED BY ISLAMIC REPUBLIC OF PAKISTAN)

**SUMMARY**

The aviation industry in the Asia Pacific (APAC) region faces significant challenges in recruiting, training, and retaining qualified Civil Aviation Safety Inspectors (CASI) in particular Flight Operations Inspectors (FOIs). These inspectors play a crucial role in maintaining high safety standards through rigorous audits and inspections. This paper discusses the root causes of these challenges and proposes actionable solutions to address them. Emphasis is placed on regional collaboration and international cooperation to enhance in-house training capabilities and inspector retention.

## ENHANCING THE EFFECTIVENESS OF CIVIL AVIATION SAFETY INSPECTORS THROUGH IMPROVED RECRUITMENT, TRAINING, AND RETENTION STRATEGIES

### 1. INTRODUCTION

1.1 The Asia Pacific (APAC) region is one of the fastest-growing aviation markets in the world, necessitating a robust framework for ensuring aviation safety. Safety inspections and audits conducted by Civil Aviation Safety Inspectors (CASI) are critical in maintaining operational safety standards. However, the region faces ongoing challenges in recruiting, training, and retaining these inspectors. Addressing these issues is essential for sustaining the safety and growth of the aviation sector.

### 2. DISCUSSION

2.1 **Recruitment of Civil Aviation Safety Inspectors:** The recruitment of Civil Aviation Safety Inspectors, and particularly Flight Operations Inspectors (FOI) in the APAC region faces numerous challenges. The shortage of experienced qualified candidates is a primary issue, compounded by a competitive job market in the aviation industry offering more attractive opportunities (ICAO, 2019). This situation is exacerbated by the limited awareness of this profession among potential recruits. The stringent entry requirements, though necessary for maintaining high safety standards, further narrow the pool of eligible candidates. To mitigate these challenges, it is recommended that awareness campaigns be launched to promote the profession and highlight the career opportunities it offers. Additionally, a review of the qualification criteria should be considered to attract a broader pool of candidates without compromising safety standards. Internship programs with colleges and universities can create prospective inspectors by providing students with practical experience and encouraging them to pursue careers in aviation safety.

2.2 **Training of Safety Inspectors:** Training of safety inspectors presents another significant challenge. The high costs associated with training further hinder the development of a skilled workforce. Insufficient investment in modern training facilities and a reliance on traditional training methods are primary root causes of these challenges. Furthermore, securing government and industry funding to support advanced training initiatives is essential.

2.3 **In-House Training Capabilities:** In-house training capabilities in the APAC region are often constrained by insufficient resources and training facilities. Budget constraints significantly impact the ability to develop and maintain effective training programs, and the lack of qualified trainers further exacerbates these challenges. Reports from various sources, such as the Asia Pacific Airline Training Symposium (APATS), highlight the need for enhanced training solutions and resources to cope with the evolving demands of aviation safety and efficiency. Meanwhile, ICAO has implemented training programs funded by member states, however, further efforts are required to address these challenges and improve training standards and resources.

2.4 **Regional Collaborations and International Cooperation:** Regional collaborations and international cooperation are essential for standardizing safety practices and enhancing access to advanced training and technology across the APAC region. Despite significant challenges posed by bureaucratic hurdles and regulatory discrepancies, the 2020 ICAO Global Aviation Safety Plan (GASP) emphasizes the urgent need for harmonized safety regulations; achieving this could substantially bolster collaboration efforts. Establishing inspector exchange programs within the region would facilitate the sharing of best practices, while expanding ICAO secondment programs could provide inspectors with invaluable international exposure. These initiatives are designed to foster a culture of shared knowledge and contribute to building a robust network of skilled safety professionals.

2.5 **Retention of Qualified and Trained Personnel:** The APAC region is grappling with retention challenges specifically among Civil Aviation Safety Inspectors, characterized by high turnover rates and job dissatisfaction. These issues are largely driven by more attractive opportunities in other industries and unclear career progression paths. Strategic workforce planning and realignment of compensation to market standards are critical, as suggested by industry insights from HR Forecast

and the National Business Aviation Association. To effectively address these retention issues, it is crucial for organizations to offer competitive salaries and comprehensive benefits, and to establish clear career paths coupled with continuous professional development opportunities. Implementing these measures will enhance job satisfaction, make roles more appealing, and help maintain high safety standards.

### 3. ACTION BY THE CONFERENCE

3.1 The Conference is invited to:

- a) Encourage States and Civil Aviation Authorities (CAAs) to establish training centers under the ICAO TrainAir Plus scheme to enhance aviation safety inspector training and strengthen capabilities across the APAC region.
- b) Urge States and CAAs to enhance participation in regional cooperation initiatives, such as ICAO's COSCAP, and propose inspector exchange program measures under existing ICAO initiatives, to improve aviation safety practices and knowledge sharing across the APAC region.
- c) Recommend the creation of an incentive program to improve the retention of qualified inspectors, including competitive salaries and clear career progression paths.
- d) Call for joint initiatives between governments and industry stakeholders to support advanced training programs and facilities.

— END —

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