



WORKING PAPER

ASSEMBLY — 39TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 23: ICAO Civil Aviation Training Policy and Capacity Building in Aviation

Agenda Item 28: No Country left Behind Initiative

**HUMAN RESOURCES DEVELOPMENT IN THE CONTEXT OF THE NO COUNTRY LEFT
BEHIND INITIATIVE: TRAINING COURSES DATABASE AND TRAINING RESOURCES
MANAGEMENT COMMITTEE**

(Presented by Brazil)

EXECUTIVE SUMMARY

Action: The Assembly is invited to:

a) consider the establishment of a centralized database of existing courses worldwide, as an extension and an improvement of the TRAINAIR PLUS network and correlated initiatives such as the Aviation Training Directory and the Global Aviation Training Course Catalogue, aiming at the facilitation of regional and global cooperation in a State level; and

b) consider the creation of a Committee within the boundaries of the NCLB initiative aiming at mapping and managing training resources and training needs, in the attempt to address local and regional training gaps, and to foster regional training coordination planning in order to rationalize resources use as well as to support expertise exchange and sharing.

<i>Strategic Objectives:</i>	Air Navigation Capacity and Efficiency
<i>Financial implications:</i>	
<i>References:</i>	Assembly Resolution A38-12 ICAO Civil Aviation Training Policy – Electronic Bulletin (EB) 2013/54

1. INTRODUCTION

1.1 Assembly Resolution A38-12 identifies one of the scopes of ICAO activities as to assist Member States in achieving and maintaining competency of aviation personnel through the ICAO Aviation Training Programme. The ICAO Civil Aviation Training Policy (EB 2013/54) states the ICAO role in training as to support the human resources development strategies based on four pillars: a) TRAINAIR PLUS Programme; b) Recognition of training activities; c) ICAO-developed training; and d) cooperation and partnership.

1.2 ICAO view consider training activities as strategic enablers, which shall be dealt by a coordinated, effective and efficient system for the delivery of aviation-related training and other learning activities supporting the Human Resources Development Strategies developed by Member States.

1.3 The No Country Left Behind (NCLB) campaign highlights ICAO's efforts to assist States in implementing ICAO Standards and Recommended Practices (SARPs). The main goal of this work is to help ensure that SARP implementation is better harmonized globally so that all States have access to the significant socio-economic benefits of safe and reliable air transport. The NCLB principle applies to all ICAO activities. The No Country Left Behind Aspirational Goals are:

- a) No fatal accidents in commercial scheduled flights;
- b) No country below 40% EI in any operational or air navigation related field;
- c) No country without an autonomous and effective CAA;
- d) No country with significant safety and security concerns;
- e) No country without aerodrome certification capabilities;
- f) No international aerodrome without a runway safety team;
- g) No instrument runway without a PBN approach;
- h) No country without relevant data and tools to drive aviation development; and
- i) No country without having a minimum level of air connectivity.

2. HUMAN RESOURCES AND TRAINING

2.1 ICAO Training Support Initiatives

2.1.1 The ICAO efforts to improve the quality of training, aviation professionals education and human resources development in general are notorious. The ICAO Global Aviation Training (GAT) Office, established in January 2014, is the focal point of contact for all ICAO training-related activities. It is responsible for the planning, management and coordination of all ICAO aviation training activities ensuring the efficient, effective and harmonized implementation of the ICAO Training Policy.

2.1.2 It is worth mentioning the TRAINAIR PLUS initiative featured as a cooperative network of training organizations and industry partners working together to develop and deliver ICAO-harmonized training packages. TRAINAIR PLUS correlated initiatives embrace the Aviation Training Directory and the Global Aviation Training Course Catalogue.

2.2 Training and Capacity Building Scenario

2.2.1 The recent ICAO Global Survey report (2016) outlined the key strategic priorities for the Member States, which are in the areas of aviation safety, human resources capacity (NGAP, retention of personnel, training) and aviation security.

2.2.2 The Global Survey report also listed training as one of the less successful ICAO assistance interventions, and highlighted that ICAO, in terms of SARPs implementation support, needs to raise awareness internally and externally and demonstrate the value it provides through the many forms of assistance to Member States.

2.2.3 According to the aforementioned survey, receiving training assistance remains important for Member States, with most need expressed to be in the area of regulatory training (inspection, audit and oversight) and initial and recurrent training of professionals.

2.2.4 During the 206th Session of the ICAO Council, the Strategy Planning Group presented the report of the Council Off-site Strategy Meeting, and provided a series of recommendations aimed at capacity building and training issues. According to the report, the Secretariat should engage in a resource mobilization programme to support assistance to Member States for capacity-building, embracing activities such as: a) establishment of strategic partnerships with UN specialized agencies, international financial institutions and donors, and implement a strategy for global resource mobilization to meet capacity-building and training needs of Member States; b) identification of institutions with similar mandates, including other global organizations, for partnerships, including joint training.

2.2.5 The Strategy Planning Group report presents further recommendations. According to the aforementioned document, the Secretariat should ensure the implementation of comprehensive data-driven and competency-based methodologies for the design, development, and delivery of training in aviation and the assessment of effectiveness of ICAO training courses, by the development of activities such as: a) conduct global and regional training needs assessment, and identify the priorities for training activities; b) develop a consistent database of training needs, in order to identify the gaps, including the assessment of training capacity; c) establish a central database to identify training needs of individual Member States and training opportunities available in all Member States in order to facilitate cooperation among Member States and complement ICAO training offering for State employees; d) enhance training cooperation outside of ICAO by matchmaking or bringing together Member States with compatible training needs and expertise and leverage on regional forums

2.2.6 It is possible to infer that there are common training needs among States. Moreover ICAO is in a very favourable position to identify such needs, as well as to identify States which have developed best practices and where the best expertise resides. ICAO would also be aware about the States condition and willing to offer support.

2.2.7 According to some Council Members position, there would be benefits by bringing together States with similar needs, what could create a peer support group. Ideally potential providers and recipients should be fully aware of possibilities and opportunities of cooperation. As such, the establishment of a proper organizational structure that allows complying with this aim should be considered taking into consideration the appropriate balance between the needs and available resources.

2.2.8 Furthermore, yet in convergence with some Council Members standpoint, it would be beneficial to work on the development of an ICAO-centered education and training system aggregating States, private industry, Non Profit Organizations, Universities, Institutes and other similar educational organizations, which could provide the required competences and standard knowledge to support the implementation and application of ICAO SARPs.

3 CONCLUSION

3.1 The NCLB Campaign calls for providing more direct assistance and capacity-building for developing countries towards the effective implementation of ICAO SARPs, and helping to generate the political will needed for States to pool resources, participate in regional efforts, earmark voluntary funds and build capacity.

3.2 In order to contribute to the NCLB initiative, Brazil suggests the establishment of a centralized database of existing courses worldwide, as an extension and an improvement of the TRAINAIR PLUS network and correlated initiatives such as the Aviation Training Directory and the Global Aviation Training Course Catalogue, aiming at the facilitation of regional and global cooperation in a State level.

3.3 In addition, Brazil also suggests the creation of a Committee within the boundaries of the NCLB initiative aiming at mapping and managing training resources and training needs, in the attempt to address local and regional training gaps, and to foster regional training coordination planning in order to rationalize resources use as well as to support expertise exchange and sharing.

3.4 Finally it is believed that the establishment of a centralized database of existing courses worldwide, as well as the creation of a Committee aiming at mapping and managing training resources and training needs would strongly contribute to the accomplishment of the NCLB aspirational goals, by supporting fulfillment of the recommendations listed in items 2.2.4, 2.2.5, 2.2.7 and 2.2.8.

— END —