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ASSEMBLY — 39TH SESSION

REPORT OF THE EXECUTIVE COMMITTEE ON AGENDA ITEM 23

(Presented by the Chairman of the Executive Committee)

The attached report on Agenda Item 23 has been approved by the Executive Committee.

Note.— After removal of this covering sheet, this paper should be inserted in the appropriate place in the report folder.

(4 pages)

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

23.1 For Agenda Item 23, the Executive Committee considered the subject of the ICAO Civil Aviation Training Programme and Capacity Building in Aviation, based on Working Paper A39-WP/62, presented by the Council of ICAO, as well as Working Papers presented by Brazil (A39-WP/348), Cameroon (A39-WP/349), Egypt (A39-WP/364), India (A39-WP/346) and Slovakia (A39-WP/105), on behalf of the European Union and its Member States, the other Member States of the European Civil Aviation Conference, and EUROCONTROL. Additionally, three Information Papers were provided by Argentina (A39-WP/183), the Latin American Civil Aviation Commission (LACAC) (A39-WP/354), and Indonesia (A39-WP/353).

23.2 The Committee reviewed A39-WP/62, which provides a summary of activities and achievements of the Global Aviation Training (GAT) Office since its establishment on 1 January 2014 and as of March 2016 as well as the implementation status of Assembly Resolution A38-12, Appendix D, the ICAO Civil Aviation Training Policy, and the priorities for the next triennium (2017–2019). The Paper highlighted the following training activities, and as of 1 March 2016, the TRAINAIR PLUS Programme (TPP) is implemented in 66 ICAO Member States and is composed of 89 Members (16 Regional Training Centres of Excellence (RTCEs), 31 Full Members, 38 Associate Members and 4 Corporate Member). A total of 87 Standard Training Packages (STPs) were developed and 57 STPs were under development, enabling ICAO to increase its training catalogue to 136 training packages. With regard to assessments of training organization, the GAT Office conducted 130 assessments, initial and reassessments, to first validate their acceptance as a TRAINAIR PLUS Member, and then to maintain the validity of their membership. In terms of course delivery, 482 ICAO-recognized courses have been delivered globally with a total of about 7,100 trainees in attendance. ICAO also initiated a competency-based training course development plan with internal and external partners, and academia to support the human resources capacity-building of Members States.

23.3 The Committee also reviewed the GAT Office's activities for the next triennium, as indicated in A39-WP/62. The Paper specifies that TPP will continue to operate on a cost-recovery mechanism. The TPP network is expected to increase the number of Members to 100 by the end of 2016. Additionally, 20 new ICAO-harmonized training package are expected to be developed and made available each year. New web tools and resources will be made available in the next triennium, such as an online job task catalogue, an Instructional Systems Design (ISD) web-based tool, a Training Needs Assessment (TNA) methodology, and a Post-Training Evaluation (PTE) methodology

23.4 The Working Papers presented by five Member States call for the establishment of methods, tools, as well as roadmaps to better map and manage training resources and needs, with the aim of building competencies, capacity and regional cooperation in training.

23.5 The Committee reviewed A39-WP/348, presented by Brazil, under the title *Human Resources Development in the Context of the No Country Left Behind Initiative: Training Courses Database and Training Resources Management Committee*. This Paper recalls the objectives of Assembly Resolution A38-12, Appendix D, and the ICAO Civil Aviation Training Policy, for assistance to Member State, and calls for the establishment of a centralized database of existing courses worldwide, as an extension and an improvement of the TRAINAIR PLUS network and correlated initiatives. In addition, the creation of a Committee within the boundaries of the No Country Left Behind (NCLB)

initiative is proposed, aimed at mapping and managing training resources and training needs, in an attempt to address local and regional training gaps and foster regional training coordination planning, in order to rationalize use of resources as well as to support expertise exchange and sharing

23.6 A39-WP/349, presented by Cameroon, under the title *Preparation of Roadmap for Capacity Building in Aviation in Cameroon*, outlines the roadmap preparation project for capacity-building in aviation, initiated by Cameroon, and details its progress to date. It calls for Member States facing a shortage of qualified personnel to implement the Standards and Recommended Practices (SARPs) and Procedures for Air Navigation Services (PANS), and prepare roadmaps to enhance their competencies. It also requests the ICAO Council to continue to support Member States in harmonizing the competency levels of aviation professionals, ensure that ICAO regularly provides Member States with the competencies required to implement SARPs, and assists Member States in implementing a roadmap for capacity development in aviation.

23.7 A39-WP/346, presented by India, under the title *Regional Cooperation for Capacity Building*, calls for regional cooperation for capacity building within the Asia Pacific region by identifying a pool of flight operations inspectors that can be deployed regionally. The Paper invites the Assembly to recognize the need and opportunity for regional capacity building of flight operations inspectors as a means to mitigate this skilled manpower shortage, and to incorporate regional capacity building into the state civil aviation safety oversight framework.

23.8 A39-WP/364, presented by Egypt, under the title *Action Plan by Egypt for CO2 Emissions Reduction Emanating from International Aviation*, presents a report on the activities undertaken by Egypt in the field of environmental protection arising from international aviation, and the progress achieved in relation to presentation of its action plan for CO2 emissions reduction. With regard to training, it invites the Assembly to request ICAO to include a specialized training course in the TRAINAIR PLUS Programme concerning the “Voluntary State Action Plans on CO2 Emissions Reduction emanating from international civil aviation”.

23.9 The final Working Paper under Agenda Item 23 is A39-WP/105, presented by Slovakia, on behalf of the European Union and its Member States, the other Member States of the European Civil Aviation Conference, and EUROCONTROL. Although there is no specific reference to training, this Paper highlights methods and opportunities to effectively manage capacity building activities to ensure tangible results.

23.10 The Executive Committee unanimously supported GAT activities and endorsed its work plan for the next triennium. The Committee also expressed its support for A39-WP/349, presented by Cameroon, calling for the establishment of a training and capacity-building roadmap by States facing a shortage of qualified competent aviation personnel and the amendment of the Assembly Resolution A38-12, Appendix D, taking into account the need for such a roadmap.

23.11 The Executive Committee requested that TRAINAIR PLUS assessments be linked to ICAO Annex 1 — *Personnel Licensing* SARPs, in order to reduce redundancies of assessments and audits. Member States also welcomed the Training Needs Assessment tool to allow training centres to effectively identify training needs.

23.12 Member States proposed a periodic review of the fees related to the various levels of the TRANAIR PLUS Programme (Associate, Full Member, and RTCE), in order to assess and work to reduce the cost for training organizations and States in the development, revision and delivery of standardized training, managed by the GAT Office.

23.13 Additionally, the Committee noted that TPP should reach training institutions of developing States and highlighted the issue of retention of trained professionals

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