



WORKING PAPER

ASSEMBLY — 40TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 25: ICAO Civil Aviation Training and Capacity Building

INSTRUCTOR QUALIFICATION IN THE FIELD OF CIVIL AVIATION SAFETY

(Presented by Cameroon)

EXECUTIVE SUMMARY

This working paper proposes a new direction for instructor qualification in the field of civil aviation safety under the ICAO TRAINAIR PLUS Programme (TPP).

Enrolling in the ICAO TPP adds value and welcome recognition to civil aviation training institutes. This Programme has established an instructor qualification procedure through its ICAO Training Packages (ITPs).

However, this instructor qualification procedure limits the possibility of having a sufficient number of multi-skilled instructors available to deliver several training packages given the time and cost required for its implementation.

In order to enable training institutes to have instructors available in the field of aviation safety, it would be useful to develop a generic training module for each specialized area of aviation safety as part of the On-the-Job Training (OJT) of instructors.

Action: The Assembly is invited to:

- a) take note of the information contained in this working paper; and
- b) request ICAO to develop generic training courses for each specialized area of aviation safety for the OJT of instructors under the TPP.

<i>Strategic Objectives:</i>	This working paper relates to the <i>Safety</i> Strategic Objective.
<i>Financial implications:</i>	Nil.
<i>References:</i>	<i>ICAO Instructor Qualification Process, TRAINAIR PLUS Operations Manual</i> (Third Edition, October 2016)

¹ English and French versions provided by Cameroon.

1. INTRODUCTION

1.1 During its thirty-ninth session, the ICAO Assembly noted that Member States are increasingly calling upon ICAO to provide advice and technical cooperation and assistance to implement Standards and Recommended Practices (SARPs) and to develop their civil aviation by strengthening their administration, modernizing infrastructure and developing human resources.

1.2 ICAO encourages the development of centres for the advanced training of national civil aviation personnel. Accordingly, a number of States have established training institutes in an effort to gain autonomy in the field of capacity building.

1.3 To achieve their objectives for personnel capacity building at a reasonable cost, these training institutes must have a sufficient number of qualified instructors.

2. DISCUSSION

2.1 The safe and orderly development of air transport requires an adequate number of qualified human resources which, in many States, is lacking in the following areas: civil aviation authorities, accident and incident investigation agencies, aircraft operators, maintenance organizations, aerodrome managers, air navigation service providers and training institutes.

2.2 The availability of human resources in sufficient number can only be achieved through large-scale training which must be conducted locally due to the high cost of training abroad.

2.3 To overcome this difficulty, certain Member States are establishing training institutes and enrolling in the ICAO TRAINAIR PLUS Programme (TPP) in order to access a wide variety of ITPs available under the Programme.

2.4 Some Member States that have set up training institutes are faced with a lack of qualified instructors to deliver the ITPs on civil aviation safety which are available under the ICAO TPP.

2.5 The lack of qualified instructors is especially due to the fact that the instructor qualification in safety can only be obtained one course at a time. In fact, to be qualified as an instructor of the ITPs developed under the ICAO TPP, one must:

- a) have general experience in the desired field of instruction;
- b) have successfully completed the ICAO Training Instructors Course (TIC) or any equivalent course;
- c) have successfully completed the ITP for which one wishes to qualify as an instructor; and
- d) have successfully completed the instructor OJT for the ITP for which one wishes to qualify as an instructor.

2.6 The implementation of this qualification procedure is long and onerous for training centres that would like to diversify their training programmes by using a pool of multi-skilled instructors.

2.7 Cameroon is proposing a simplified procedure for the qualification of instructors delivering several ITPs under the ICAO TPP. The adoption of this procedure will enable an instructor to be qualified to teach several basic ITPs in his or her area of expertise.

2.8 Inspired by the ICAO Aviation Security (AVSEC) Instructors Course, the requirements would be as follows:

- a) certified experience in an operational field (technical operation of aircrafts, maintenance of aircrafts, operation of aerodromes, etc.);
- b) successful completion of the ICAO TIC;
- c) successful completion of a generic training course in the desired operational field of instruction; and
- d) successful completion of the instructor OJT for the generic training course in the desired field of instruction.

2.9 The adoption of this procedure will require the development of generic training courses for each operational field and will promote the development at a reduced cost of a pool of multi-skilled qualified instructors capable of delivering the ITPs of the TRAINAIR PLUS Programme.

3. CONCLUSION

3.1 The lack of qualified instructors in some Member States that have joined the ICAO TPP is hindering competencies development and the training of qualified technical aviation personnel. This situation is a major obstacle to the adequate implementation of SARPs and Procedures for Air Navigation Services (PANS) and consequently to the safe and orderly development of international civil aviation.

3.2 In light of the *No Country Left Behind* initiative of ICAO, special efforts must be made at the international level to assist Member States in fulfilling their needs in terms of human resources.

3.3 The proposal of Cameroon to simplify the instructor qualification procedure under the ICAO TRAINAIR PLUS Programme is to be taken very seriously.

3.4 The Assembly is invited to:

- a) take note of the information contained in this working paper; and
- b) request ICAO to develop generic training courses for each specialized area of aviation safety for the OJT of instructors under the ICAO TPP.

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