



WORKING PAPER

ASSEMBLY — 42ND SESSION

EXECUTIVE COMMITTEE

Agenda Item 18: Capacity Development and Implementation Support – Policy and Activities

**DEFINITION OF TRAINING PROFILES FOR CIVIL AVIATION AUTHORITY
INSPECTORS AND INVESTIGATORS**

(Presented by El Salvador on behalf of the Member States of Central American Corporation for Air Navigation Services (COCESNA²), in collaboration with the NAM/CAR Civil Aviation Training Centres Working Group (NAM/CAR/CATC/WG))

EXECUTIVE SUMMARY

This working paper seeks to strengthen operational safety through the clear and differentiated definition of training profiles for civil aviation authority inspectors and investigators. Many States currently face difficulties in establishing training routes aligned with specific oversight and investigation functions, which can lead to gaps in technical competence that affect effective compliance with international standards.

Stress is laid on the need for such profiles to be structured in accordance with a competency-based instructional design and aligned with the Protocol Questions (PQs) used in the framework of the Universal Safety Oversight Audit Programme (USOAP-CMA) concerning critical element 4. This would serve to ensure that technical staff training is not only consistent with assigned national standards but also reinforces institutional preparedness for international audits and assessments.

It is recommended that ICAO promote the preparation of harmonized training profiles. This action would facilitate more efficient oversight, strategic training management, and a sustained improvement in the technical capacity of the civil aviation authorities

Action: The Assembly is invited to:

- a) Take into consideration the content of this working paper;
- b) Ensure that ICAO, through the relevant units, fosters the initiative for the development of training profiles for civil aviation authority inspectors and investigators; and
- c) Ensure that ICAO, through the relevant units, leads the development of a methodological guide or technical manual providing standardized criteria for the identification, design and validation of differentiated training routes, applicable to civil aviation authorities at different levels of institutional development.

¹ Spanish version provided by El Salvador

² Belize, Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua

<i>Strategic Goals:</i>	This working paper relates to Strategic Goals: <i>The International Civil Aviation Convention and other Treaties, Laws, Regulations address all challenges, Every Flight is Safe and Secure and No Country Left Behind.</i>
<i>Financial implications:</i>	
<i>References:</i>	Annex 1 — <i>Personnel Licensing</i> Annex 13 — <i>Aircraft Accident and Incident Investigation</i> Doc 9756, <i>Manual of Aircraft Accident and Incident Investigation</i> Doc 9941, <i>Training Development Guide- Competency Based Training Methodology</i> Doc 9859, <i>Safety Management Manual (SMM)</i> Doc 9734, <i>Safety Oversight Manual, Part A</i>

1. INTRODUCTION

1.1 Civil aviation safety depends to a large extent on the technical and professional competence of the supervisory and investigative staff assigned by the civil aviation authorities. In that context, the accident inspectors and investigators play a vital role in the enforcement of international standards, continuous monitoring of the aviation system and the timely identification of risks that could jeopardize operational safety.

1.2 However, challenges persist for many States regarding the standardization of training profiles for specialized technical staff. In a number of cases, the training schemes do not conform to a competency-based instructional design, and there is no clear differentiation between the profiles required for operational inspectors, technical inspectors, and accident and incident investigation staff. This situation may give rise to training gaps, inefficiency in surveillance processes and institutional weakness in regard to international audit programmes such as USOAP-CMA.

1.3 ICAO promotes the development of structured and sustainable training programmes, based on competency profiles and real operational requirements. Despite this, there is seen to be an urgent need to support States in developing or updating these profiles, and in establishing specific training routes that serve to ensure the technical suitability of staff.

2. OVERVIEW

2.1 In recent years, the States of the region have strengthened their safety and accident investigation capabilities; however, a critical gap persists: the lack of standardized training profiles for civil aviation inspectors and investigators. This situation gives rise to disparities between countries with regard to levels of technical training, income and career development, and the quality of training programmes.

2.2 Currently, every aviation authority defines its own training schemes; this hampers the establishment of a common technical skills language and limits the possibility of effective technical cooperation between States. In addition, it is necessary to more effectively satisfy the requirements of the international auditing mechanisms, which assess the level of competence and preparation of the staff responsible for overseeing and guaranteeing the safety of air operations.

2.3 Although the training centres and civil aviation authorities have developed their own staff training initiatives, it would be extremely useful to have a manual or technical document of regional scope to guide the definition of differentiated training profiles for each function. An instrument of this kind would

make it possible to identify clearly the skills, know-how and levels of training required for each type of post, thus helping to harmonize criteria across States and raise the standard of professional performance.

2.4 In this context, it is obviously necessary to have clear and uniform guidance on how to structure training profiles for each function, thus making it possible to align the efforts of the different training centres and national training programmes. Such standardization would not only enhance the quality of oversight and investigation but would also facilitate professional mobility within the region and improve the institutional response to operational events.

2.5 The existence of a common guide would also facilitate the strategic planning of training, the evaluation of gaps in training, and the design of more coherent professional development pathways. It would also contribute directly to strengthening the response to international audits, by demonstrating that States possess a methodological framework to ensure the technical suitability of their staff.

2.6 Accordingly, it is considered appropriate that ICAO led an initiative to draw up such a reference document, based on a practical and adaptable approach, which will support States in the implementation of more effective, efficient training programmes aligned with the actual responsibilities of inspectors and investigators.

3. CONCLUSION

3.1 The institutional capacity building of the civil aviation authorities in the region requires moving towards more structured, relevant training, aligned with the real functions of technical staff. The clear definition of training profiles for inspectors and investigators would not only contribute to improving the quality of oversight and investigation, but would enable States to optimize their planning, assessment and professional development processes.

3.2 The development of training profiles for staff of the civil aviation authorities provides vital support to Member States, serves to underpin the training that staff have to undergo in order to develop the necessary skills for the proper performance of their jobs, and facilitates the planning of training in the short, medium and long term.

3.3 In this context, ICAO support is essential to create a technical document or methodological guide that will serve as a common frame of reference and guide States in the standardization and updating of their training programmes. This initiative would strengthen regional cohesion, raise the level of technical competence and contribute to the effective fulfilment of international safety commitments.

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