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CENTRALIZED APPROVED TRAINING ORGANIZATION (CENTRAL ATO) MODEL

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EXECUTIVE SUMMARY

The concept of a Centralized Approved Training Organization (Central ATO) aims to establish a single, independent, authority-approved training structure that delivers standardized, high-quality, and internationally recognized aviation training. Under this model, all approved trainings are provided via the Central ATO, with affiliated Training Resource Providers (TRPs) contributing materials, facilities, and instructors.

This paper presents the experience of Turkish Civil Aviation Authority (CAA) to centralize all ATOs under the administration of the CAA, creating a unified framework for training governance. This model aims to ensure that every training programme operates under harmonized national oversight, integrates with ICAO provisions in Annex 1 — Personnel Licensing, and benefits from a single quality management system.

The centralization concept not only enhances compliance and efficiency but also serves as a strategic step toward global standardization and safety improvement, while fostering international recognition of qualifications and facilitating mobility of aviation professionals.

<i>Strategic Goals:</i>	This Information paper relates to the following Strategic Goals: <i>Every Flight is Safe and Secure and No Country Left Behind</i>
<i>Financial implications:</i>	a) no direct cost to ICAO. b) implementation will be supported by national resources and restructured oversight procedures. c) potential reduction in overall training costs through shared resources.
<i>References:</i>	ICAO Annex 1 — <i>Personnel Licensing</i> ICAO Doc 9841, <i>Manual on the Approval of Training Organizations</i>

1. INTRODUCTION

1.1 In the rapidly evolving aviation industry, the quality and consistency of personnel training are directly linked to the safety and efficiency of air transport systems. Well-structured and harmonized training is therefore a cornerstone for sustaining global aviation growth and maintaining the highest levels of operational safety.

1.2 Across many States, Approved Training Organizations (ATOs) operate under varied administrative and oversight structures, often resulting in fragmented monitoring processes, inconsistent application of ICAO Standards and Recommended Practices (SARPs), and varying levels of training quality. Establishing a Central ATO provides an opportunity to consolidate these processes, ensuring that training oversight is consistent, transparent, and fully aligned with international expectations.

2. CENTRAL ATO MODEL

2.1 The Central ATO model is designed to strengthen the quality, consistency, and transparency of aviation training, providing a framework that complies with international standards. At the core of the model is a centrally approved training organization (ATO) established under the approval and independent supervision of the Civil Aviation Authority, and all approved training is provided to the sector through this central ATO. All other training-related organizations in the sector are required to contribute to the production of training documents and question sets as Training Resource Providers (TRPs) affiliated with the central ATO and to provide physical/spatial support in the delivery of training. The role of instructors in this system is to contribute to the system by being included in the instructor pool created by the Authority and to teach trainees in the new system. Instructor information is maintained in a system managed by the CAA to ensure competence, fair distribution, and continuous professional development.

2.2 In this model, the Civil Aviation Authority, with the contribution of TRPs, develops theoretical and practical training courses that are compatible with today's technologies. These courses are reviewed and approved by the CAA in terms of content and compliance with national and international standards. The courses are then offered to users through the ATO.

2.3 In theoretical courses, trainees submit training requests to the central ATO through a digital platform, either individually or through their institutions. The central ATO plans accordingly and assigns courses to trainees. The courses assigned to trainees are provided through relevant TRPs located near where the trainees live or work, in accordance with the specified training delivery methods. Subsequently, trainees take exams at one of the exam centers defined on the online platform, selected by themselves, through exam supervisors assigned by the central ATO.

2.4 In practical training, trainees again submit training requests to the central ATO via a digital platform, either individually or through their institutions. The central ATO plans the relevant training location, instructors, etc. in line with the requests received and assigns practical training to the trainees. Trainees then receive practical training with the instructor at the assigned location.

2.5 CAA-approved training organizations in the sector apply to the CAA to become training resource providers under the new model. CAA auditors review the applications and documents submitted. They then visit the relevant organizations to conduct on-site inspections for compliance. Organizations that meet all the criteria set by the CAA are included in the system as TRPs affiliated with the central ATO.

2.6 In this model, the central ATO and training resource providers are audited by an independent audit unit at regular intervals, either planned or unplanned, to ensure that their work and operations comply with national and international standards. Any findings that emerge after the audit are reported to the central ATO, and measures are taken to address them within a specified time frame. This ensures that the civil aviation sector is audited in terms of training, thereby enhancing safety and reliability.

2.7 Through this framework, the State is able to establish uniform curricula fully aligned with ICAO Standards and Recommended Practices (SARPs), apply standardized audit protocols across all training providers, and maintain centralized personnel licensing records. Real-time oversight is further enhanced through integrated digital monitoring systems, ensuring that all training activities remain transparent and fully traceable.

2.8 Under the centralization model, all approvals, renewals, and suspensions are issued directly by the CAA. The Central ATO serves as the hub for course approval, examination question banks, and instructor qualification management. Independent ATOs continue to contribute as TRPs, integrating their resources into the system while benefiting from harmonized standards and oversight.

2.9 The effectiveness of this model is supported by a comprehensive digital training management platform. This platform integrates e-learning modules with interactive assessments, remote-proctored examinations, and practical skill evaluations, which are recorded and archived to ensure transparency. In addition, continuous feedback loops between trainees, instructors, and the CAA foster a responsive and adaptive training environment.

3. CONCLUSION

3.1 The centralization of aviation training under a single, Civil Aviation Authority–approved Central ATO ensures a stronger, safer, and more sustainable training ecosystem. By aligning all curricula and oversight processes with ICAO Standards and Recommended Practices (SARPs), the model guarantees consistent safety outcomes across the entire training spectrum.

3.2 Efficiency is achieved through the elimination of redundant oversight visits and unnecessary documentation, allowing resources to be allocated more strategically and effectively. At the same time, transparency is strengthened by ensuring full accountability and traceability of every training program, supported by a comprehensive digital monitoring platform.

3.3 Furthermore, the model enhances accessibility by creating equal training opportunities for aviation professionals regardless of geographic location, ensuring that the aviation workforce benefits from harmonized, high-quality instruction.

3.4 In summary, the Central ATO model offers a robust and forward-looking framework that supports safety, efficiency, transparency, and accessibility, ultimately contributing to the long-term growth and resilience of the global aviation sector.