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ADVANCING COMPETENCY-BASED TRAINING THROUGH ICAO TRAINING PACKAGES: INDONESIA'S GOAL TO GLOBAL COMPETENCY STANDARDIZATION

(Presented by Indonesia)

EXECUTIVE SUMMARY

This paper outlines Indonesia's commitment to advancing global competency standardization through ICAO Training Packages developed and delivered by the Center for Human Resources Development on Civil Aviation (CHRDCA) under the Competency-Based Training and Assessment (CBTA) methodology. It summarizes the existing portfolio of ICAO Training Packages in Indonesia and highlights two new packages currently under development.

<i>Strategic Goals:</i>	This Information Paper relates to the following Strategic Goals: <i>Every Flight is Safe and Secure; Aviation Delivers Seamless, Accessible, and Reliable Mobility for All and No Country Left Behind</i>
<i>Financial implications:</i>	Require ongoing investment in training development supported primarily by government funding and partnerships to ensure sustainable and effective aviation capacity building.
<i>References:</i>	ICAO Doc 10052, <i>TRAINAIR PLUS Operation Manual</i> . ICAO Doc 9941, <i>Training Development Guide</i> . Minister of Transportation Decree No. 4/2025 – <i>Organization and Work Procedures to the Ministry of Transportation</i> Government Regulation (PP) No. 51/2012 – <i>Human Resources in the Transportation Sector</i>

1. INTRODUCTION

1.1 The Center for Human Resources Development on Civil Aviation (CHRDCA) is a government entity under the Indonesian Ministry of Transportation tasked with leading technical guidance and human capital development in the air transportation sector. It operates under the supervision of the Agency of Human Resources Development on Transportation and coordinates eight specialized aviation training institutions across Indonesia. These include the Indonesian Aviation Polytechnic of Curug, Aviation Polytechnics in Surabaya, Medan, Makassar, Palembang, and Jayapura, the Indonesian Pilot Academy in Banyuwangi, and Curug Aviation College.

1.2 As an ICAO Platinum Training Centre of Excellence (TCE) under the TRAINAIR PLUS Programme, CHRDCA actively contributes to ICAO's Global Aviation Training (GAT) objectives. Its focus on Competency-Based Training and Assessment (CBTA) methodology ensures that training is outcome-based and aligned with ICAO standards.

1.3 To further support the ICAO Global Aviation Training (GAT) framework, CHRDCA continuously develops ICAO-standardized training materials and learning programmes. These include Member-developed ICAO Training Packages (M-ITPs) and Standardized Training Packages (STPs), which are designed and delivered in accordance with the Competency-Based Training and Assessment (CBTA) methodology outlined in Doc 9941. With this work, CHRDCA helps grow ICAO's global training offerings and improve aviation skills around the world.

2. DISCUSSION

2.1 Indonesia, through the Center for Human Resources Development on Civil Aviation (CHRDCA), has reaffirmed its strong commitment to ICAO's Global Aviation Training (GAT) strategy by ensuring the continuity of its Platinum Training Centre of Excellence (TCE) status under the TRAINAIR PLUS Programme since 2022. This designation reflects Indonesia's policy to elevate human capital development as a pillar of global aviation safety and capacity building, consistent with ICAO's strategic objectives.

2.2 CHRDCA continues to develop ICAO-compliant training material to meet emerging challenges:

- a) *M-ITP Preparation for Safe Flying in Mountainous Areas* (addressing terrain complexity);
- b) *STP Fundamental Competencies for Water Aerodrome Operations* (supporting expanding seaplane infrastructure).

Both are aligned with CBTA and ICAO Doc 9941-Training Development Guide, ensuring measurable competency outcomes, standardization across delivery, and alignment with ICAO's CBTA approach.

2.3 In addition to the above, CHRDCA currently maintains a growing portfolio of ICAO-standardized courses consisting of one M-ITP - Development of TPM for an ATO and five STPs: Ramp Safety Awareness, Aviation Fire Fighting Foam Evaluation, Foam Tender Operation and Defensive Driving, Area Control Surveillance Refresher, and Aerodrome Controller Refresher. This diverse course offering strengthens Indonesia's capacity to address a wide spectrum of operational safety needs and supports continuous professional development in critical areas of civil aviation.

2.4 To date, more than 1,000 participants have successfully completed training delivered through CHRDCA's STPs and M-ITPs. In addition, several States have adopted these training packages, including Egypt, which has utilized the STP Area Control Surveillance Refresher, Uni Emirates Arab, which has utilized the STP Aerodrome Controller Refresher and Guyana, which has implemented the STP Ramp Safety Awareness.

2.5 Indonesia's national training policy, through CHRDCA, continues to prioritize sustainability, digital transformation, and global best practices. By adopting ICAO's TRAINAIR PLUS Electronic Management System (TPeMS) and applying standardized post-training evaluation models, CHRDCA ensures transparent and impactful training delivery. These initiatives underscore Indonesia's commitment to building a future-ready aviation workforce and strengthening regional and global training ecosystems through strategic, competency-based capacity building.

3. CONCLUSION

3.1 Indonesia, through CHRDCA, continues to contribute to ICAO's Global Aviation Training framework by expanding its portfolio of ICAO Training Packages aligned with the CBTA methodology.

3.2 The development and delivery of both existing and new training packages illustrate Indonesia's commitment to strengthening global competency standardization in civil aviation.

3.3 By addressing emerging challenges such as mountainous flying and water aerodrome operations, Indonesia reaffirms its strategic role in supporting ICAO's vision for harmonized training and competency-based oversight worldwide.

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