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**DEVELOPING ICAO-QUALIFIED INSTRUCTORS, COURSE DEVELOPERS, AND
VALIDATORS: INDONESIA'S COMMITMENT TO SUSTAINABLE TRAINING QUALITY**

(Presented by Indonesia)

EXECUTIVE SUMMARY

This paper presents Indonesia's strategic focus on building sustainable training quality through the development of ICAO Qualified Instructors (IQIs), ICAO Qualified Course Developers (IQCDs), and preparation for ICAO Validators. It also outlines the contributions of ICAO Aviation Security Training Centres (ASTCs) in Indonesia and their role in supporting ICAO's global training framework.

<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; No Country Left Behind.</i>
<i>Financial implications:</i>	Require ongoing investment in human resources 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> 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 Sustainable aviation training requires the presence of highly qualified professionals. In an industry that continues to evolve and faces global challenges such as safety, operational efficiency, and environmental sustainability, the competence of training personnel is essential. Ensuring the availability of skilled human resources is therefore a vital part of building a safe and reliable aviation ecosystem for the future.

1.2 As an active member of the International Civil Aviation Organization (ICAO), Indonesia has demonstrated a strong commitment to the development of competency-based training. Through the Center for Human Resources Development on Civil Aviation (CHRDCA), Indonesia has taken concrete steps to strengthen national capacity in delivering training aligned with ICAO standards. A primary focus is on expanding the number of ICAO-certified instructors and course developers to consistently support high-quality training delivery.

1.3 Aviation Security Training Centers (ASTCs), operating under CHRDCA's coordination, also play a strategic role in broadening the reach of aviation training. With facilities and curricula based on ICAO Training Packages (ITPs), Indonesia's ASTCs serve not only domestic needs but also function as regional training partners that support ICAO's global agenda on airport safety, and operational efficiency. This further positions Indonesia as an active contributor to aviation training development in the Asia-Pacific region.

1.4 In addition to developing certified instructors and course developers, Indonesia is also preparing professionals to serve as ICAO Validators. This role is critical, as Validators are responsible for assessing and ensuring the quality of training programs according to international standards. By preparing human resources for this function, Indonesia not only enhances the quality of its national training system but also strengthens its contribution to the global competency-based aviation training framework.

2. DISCUSSION

2.1 Indonesia is steadily enhancing its aviation training capabilities by increasing the number of ICAO Qualified Instructors (IQIs) and ICAO Qualified Course Developers (IQCDs), reflecting a strong commitment to global standards in competency-based training. This pool of certified professionals includes individuals who have completed rigorous qualification processes, including those trained and certified through the country's Aviation Security Training Centers (ASTCs). Their expertise is instrumental in delivering high-quality ICAO Training Packages (ITPs) across various domains, ensuring consistency, compliance, and effectiveness in training outcomes. The growing presence of IQIs and IQCDs not only supports Indonesia's national aviation objectives but also reinforces its role as a regional hub for aviation training and capacity building under the ICAO framework.

2.2 CHRDCA continues to strengthen its instructional capacity by developing ICAO-qualified instructors and course developers. The institution currently has:

a) Qualified Instructors:

- 2 instructors of TIC
- 2 instructors of Development of TPM for an ATO Course
- 1 instructor of TMCR – Virtual & Classroom
- 1 instructor of ICAO GSI AIR Course
- 3 instructors of ASTC

b) Qualified Course Developer:

- 2 IQCDs

The successful qualification of these personnel reflects CHRDCA's long-term commitment to maintaining high instructional standards, ensuring sustainable growth of national expertise aligned with ICAO frameworks.

2.3 In alignment with ICAO's commitment to maintaining high standards in global aviation training, Indonesia is actively preparing a select group of national experts to become ICAO Validators for Training Packages. These efforts involve targeted capacity-building initiatives, including specialized training, mentoring, and alignment with ICAO's validation criteria and procedures. By equipping Indonesian professionals with the competencies required to assess and validate ICAO Training Packages, the country aims to strengthen the quality assurance mechanisms within its aviation training ecosystem. This strategic move not only enhances Indonesia's ability to ensure the effectiveness and compliance of its own training programs but also enables it to contribute more significantly to regional and international aviation training oversight efforts under the ICAO framework.

2.4 Indonesia's Aviation Security Training Centers (ASTCs) play a crucial role in advancing aviation training, particularly in the area of regional aviation security. These centers serve as vital platforms for the implementation of ICAO-compliant training programs, supporting not only national capacity-building efforts but also contributing to the development of skilled aviation personnel across the Asia-Pacific region. Through their structured programs and adherence to international standards, the ASTCs have successfully produced ICAO-qualified instructors who are now actively involved in delivering high-quality training in line with ICAO Training Packages (ITPs). By doing so, Indonesia's ASTCs enhance regional collaboration, promote best practices in aviation security, and solidify the country's position as a trusted partner in the global aviation training community.

3. CONCLUSION

3.1 Indonesia is committed to ensuring the sustainability of high-quality aviation training by developing and maintaining a solid foundation of ICAO-qualified professionals. This includes instructors, course developers, and future validators who are essential to delivering and overseeing training programs that meet global standards.

3.2 Through ongoing training initiatives, mentorship programs, and close alignment with ICAO's competency-based training methodology, Indonesia continues to expand its pool of qualified personnel. These efforts not only strengthen national training institutions but also support the broader goal of enhancing aviation safety, security, and efficiency.

3.3 Looking ahead, the preparation of future ICAO Validators is a strategic step toward reinforcing quality assurance in training delivery. By cultivating these roles, Indonesia demonstrates its long-term commitment to contributing to global aviation training oversight and capacity building across the region.

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