



INTERNATIONAL CIVIL AVIATION ORGANIZATION

**TWENTY-SECOND MEETING OF THE
ASIA/PACIFIC AIR NAVIGATION PLANNING AND
IMPLEMENTATION REGIONAL GROUP (APANPIRG/22)**

Bangkok, Thailand, 5-9 September 2011

Agenda Item 6: Any Other Business

**UPDATE ON THE NEXT GENERATION OF AVIATION
PROFESSIONALS (NGAP) INITIATIVES**

(Presented by the Secretariat)

SUMMARY

The Secretariat launched the next generation of aviation professionals (NGAP) initiatives to develop mitigating measures to a foreseen shortage of personnel so that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. In May 2009, ICAO with the assistance of several stakeholders created the NGAP Task Force. The task force was instrumental in supporting the first NGAP Symposium conducted at ICAO from 1 to 4 March 2010. The work programme of the task force includes the enhancement of training for flight crew, air traffic management personnel and aircraft maintenance personnel to meet the demands of new procedures and increasingly complex technologies. The High-level Safety Conference (HLSC), held in Montréal in March 2010, recommended that States and international organizations should support the work of the NGAP Task Force. The 37th session of the Assembly expressed its support for the work of the NGAP Task Force and endorsed the need to develop materials for inclusion in the ICAO Standards and Recommended Practices and in guidance material for harmonizing and standardizing training requirements of aviation professionals.

Action by APANPIRG/22 is in paragraph 3.

This working paper relates to Strategic Objective A.

1. INTRODUCTION

1.1 The Secretariat launched the Next Generation of Aviation Professionals (NGAP) initiatives to develop mitigating measures to a foreseen shortage of personnel so that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. These initiatives are particularly relevant in the Asia and Pacific

region where we expect the highest rate of air traffic growth in the world. In addition, other factors reinforce the need to address NGAP issues:

- many professionals of the current generation will retire;
- access to affordable training is increasingly problematic;
- aviation competes with other industry sectors for highly skilled professionals; and
- the “next generation” is not aware of, or attracted by, aviation professions.

1.2 In May 2009, ICAO with the assistance of several stakeholders created the NGAP Task Force. The task force was instrumental in supporting the first NGAP Symposium conducted at ICAO from 1 to 4 March 2010. Participants of the NGAP Task Force are representatives of civil aviation administrations, industry, training and education institutions, and international associations.

1.3 The High-level Safety Conference (HLSC), held in Montréal in March 2010, recommended that States and international organizations support the work of the NGAP Task Force including work on the enhancement of pilot training to meet the demands of new procedures and increasingly complex technologies. The 37th session of the Assembly expressed its support for the work of the NGAP Task Force and endorsed the need to develop materials for inclusion in the ICAO Standards and Recommended Practices and in guidance material for harmonizing and standardizing training requirements of aviation professionals

2. NGAP TASK FORCE

2.1 ICAO documentation

2.1.1 ICAO has supported the work of the IATA Training and Qualifications Initiative (ITQI) from its inception. ITQI focused on flight crew and aircraft maintenance personnel training and assessment. Through the work of ITQI, in coordination with the NGAP Task Force, ICAO produced the following:

- Amendment 170 to Annex 1. It enables an alternative means of compliance with the experience requirements for the aircraft maintenance technician licence when competency-based approved training programmes are used; amends the definitions of approved training and approved training organization to simplify their wording; and relocates in new Standards the requirement that approved training for certain categories of personnel is to be conducted in an approved training organization.
- The first amendment to ICAO Doc 9868 – PANS-Training. It introduces a new chapter addressing competency-based training and assessment for aircraft maintenance personnel.

2.1.2 In addition, the NGAP Task Force and ITQI are continuing their collaboration to finalize the production of the following documents:

- The second amendment to ICAO Doc 9868 – PANS-Training, which introduces provisions for the qualifications of instructors and evaluators and for the development and implementation of evidence-based training (EBT) programmes for flight crew members.

- A manual of evidence-based training that will provide guidance to Civil Aviation Authorities, operators and approved training organisations in the recurrent assessment and training of pilots.

2.1.3 During its second meeting, the NGAP Task Force recognized that several aviation professions deserved attention. For some aviation professions, the task force should explore the benefits of establishing licensing requirements or the certification of internationally agreed upon competencies. The task force decided to follow a phased approach to develop materials in a timely manner. It was agreed that the task force would first work on aviation professions related to Annex 1 — Personnel Licensing. In following phases, it would work on other aviation professions related, for example, to meteorology, aerodromes, and airport management. Participants of the task force are presently working on flight crew command competencies, now being progressed as core competencies; competency frameworks for air traffic controllers and air traffic safety electronics personnel (ATSEP); and guidance related to accreditation of aviation university-degree programmes.

2.1.4 ICAO published two other documents closely related to NGAP initiatives:

- Document 9956 – Global and Regional 20-year forecasts. The goal of this document is to quantify the training needs and the training capacity on a global and regional basis for pilots, maintenance personnel and air traffic controllers.
- The ICAO Training Report. We published the first issue in July 2011, and will publish the second one in December 2011. We plan to publish two issues of the ICAO training report a year.

2.1.5 ICAO is also finalizing the updates of 2 manuals: Doc 9379, the *Manual of Procedures for Establishment and Management of a State's Personnel Licensing System*; and Doc 9841, the *Manual on the Approval of Training Organizations*. Both will become available by October on ICAO-NET.

2.1.6 **NGAP outreach initiatives**

2.1.7 ICAO, with the kind support of several States, organized a series of NGAP/TRAINAIR Plus regional conferences as follows: Republic of Korea: 30 March to 1 April 2011; Morocco: 17 to 19 May 2011; and Romania: 28 to 30 June 2011. Ecuador and France agreed to conduct regional conferences respectively in mid-November and in early December. We envisage to conduct a regional conference in the Middle East region during the first quarter of 2012.

2.1.8 The series of regional NGAP conferences will lead to the 2nd NGAP Symposium that ICAO will host from 11 to 13 April 2012.

2.1.9 In addition, those interested can consult the ICAO NGAP website at <http://www2.icao.int/en/ngap/default.aspx>.

2.2 **Fourth Meeting of the NGAP Task Force**

2.2.1 Participants of the NGAP Task Force will meet for the fourth time, from 24 to 26 October 2011 at ICAO Headquarters in Montreal. The meeting will discuss the deliverables outlined in paragraph 2.1.3 and assess future activities related to ICAO documentation and outreach. Participation from the Asia and Pacific region in the work of the task force is critical given the expected human resource needs forecasted for the next 20 years.

3. ACTION BY THE MEETING

3.1 The meeting is invited to:

- a) The work programme of the NGAP Task Force especially as it relates to the development of competency frameworks for air traffic controllers and air traffic services electronics personnel;
- b) The dates of the fourth meeting of the NGAP Task Force and to encourage participation in its work; and
- c) The dates of the 2nd NGAP symposium.

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