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## **ASSEMBLY — 41ST SESSION**

### **REPORT OF THE EXECUTIVE COMMITTEE ON AGENDA ITEM 26**

(Presented by the Chairperson of the Executive Committee)

The attached report on Agenda Item 26 has been approved by the Executive Committee.

*Note.— After removal of this covering sheet, this paper should be inserted in the appropriate place in the report folder.*

(6 pages)

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**Agenda Item 26: ICAO Civil Aviation Training and Capacity Building**

At its Thirteenth Meeting, the Executive Committee considered agenda item “ICAO Civil Aviation Training and Capacity Building”.

*Training and Capacity Building*

26.1 A41-WP/29 presented by the ICAO Council provided a summary of the activities of the ICAO Civil Aviation Training Programme since the 40th Session of the Assembly. It also reports on the achievements of the TRAINAIR PLUS Programme (TPP) and the Aviation Security Training Centre network, as well other training priorities to support Member States during the next triennium. ICAO’s Technical Cooperation Bureau’s Global Aviation Training Section (GAT) continues to integrate training components in different delivery modalities in Member States’ Capacity Building and Human Resources planning and implementation programmes, and to further expand TPP membership, partnerships and training management agreements, to increase training accessibility and inclusivity. The Committee supported ICAO’s customer orientation strategies to expand and consolidate digital transformation in line with the rest of the Organization. The Committee noted proposals to utilize the quality assurance materials developed by the Aviation Security Panel’s Working Group on Training to help ensure ICAO’s AVSEC training and capacity development activities are subject to robust quality assurance processes to ensure they are fit for purpose.

26.2 A41-WP/344, presented by the Russian Federation, highlighted the proposals and recommendations aimed at the successful implementation of TRAINAIR PLUS training for international civil aviation professionals involved in aviation security. The Committee agreed that ICAO continues to support feedback from TRAINAIR PLUS members who are also Aviation Security Training Centres (ASTCs) in the identification of AVSEC training needs. The Committee further supported the consideration of using the ICAO ASTC network to assist the Secretariat when finalizing and subsequently translating AVSEC training materials.

26.3 A41-WP/135 presented by Singapore and co-sponsored by the Bahamas, Bhutan, Fiji, Myanmar, Palau, Papua New Guinea, the Philippines, Samoa, Saudi Arabia, South Africa, Thailand, Timor Leste, United Kingdom, the United States and Venezuela (Bolivarian Republic of), informed how the ICAO-Singapore Directors General of Civil Aviation Programme (DGCA) on Aviation Resilience has been a useful platform for Directors-General to discuss, to share experiences and to work together to develop an international aviation system that is more resilient and sustainable. The Committee supported ICAO’s coordination in the development of the DGCA Programme on Aviation Resilience with the Singapore Aviation Academy (SAA) and encouraged ICAO to promote and implement these principles through DGCA workshops.

26.4 A41-WP/375 presented by Uruguay and co-sponsored by Guyana and Argentina, Bolivia (Plurinational State of), Brazil, Chile, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Panama, Paraguay, Peru and Venezuela (Bolivarian Republic of), Member States of the Latin American Civil Aviation Commission (LACAC), described the opportunities for capacity building that have been created by LACAC. The Committee noted the importance of establishing and strengthening partnerships for aviation training through knowledge exchange, and ensuring ICAO resources are available and utilized. The Committee recognized that ICAO promotes these best practices through its TPP by standardizing course development and deliveries, and establishing rosters of ICAO qualified instructors, course

developers, instructional system designers (ISDs), ISD validators and Subject Matter Experts (SMEs) to foster quality of training in LACAC States and at global level. The Committee encouraged a commitment towards effective and risk-based international efforts to strengthen aviation security and to provide assistance where it is needed most. The technical assistance resources available through ICAO's Implementation Support and Development - Security (ISD-SEC) Programme, including ICAO's Regional Offices, were also highlighted to help achieve the objectives of this working paper.

26.5 A41-WP/367 presented by the African Civil Aviation Commission on behalf of 54 African States<sup>1</sup> informed about the expected growth of the aviation industry in Africa, which is creating difficulty in meeting human capital demands in the aviation sector in the region. The Committee endorsed ICAO's efforts to support the Association of African Aviation Training Organizations (AATO) in its implementation of the Aviation Training Roadmap for African States, in order to identify capacity building needs and promote autonomy through train-the-trainer programmes. The Committee urged ICAO to continue providing assistance through various activities identified in the Comprehensive Regional Implementation Plan for Aviation Safety in Africa (AFI Plan).

26.6 A41-WP/376, presented by the African Civil Aviation Commission (AFCAC) on behalf of 54 African States<sup>1</sup>, covered both the necessity of establishing the Aviation Training and Capacity Building Roadmap for AFCAC States to achieve their national and global obligations in air transport, as well as the role of GAT in the implementation of the Resolution A40-25. The Committee supported this working paper.

26.7 A41-WP/354 presented by Airports Council International (ACI), International Federation of Air Line Pilots Associations (IFALPA), International Federation of Air Traffic Controllers Associations (IFATCA), United Nations International Labour Organization (ILO), International Transport Workers Federation (ITF), International Coordinating Council of Aerospace Industries Association (ICCAIA), The International Air Cargo Association (TIACA) and Civil Air Navigation Services Organisation (CANSO), and A41-WP/361 presented by the Royal Aeronautical Society, reported the significant impacts of the COVID-19 pandemic on the availability of a sufficient number of adequately skilled workers to meet the demands of aviation recovery. The Committee noted the overwhelming support for these working papers and encouraged ICAO to work with States and industry to identify and address human resource challenges. The Committee noted the need to develop a diverse and skilled workforce to support the sector of the future, attracting more young people into aviation, promoting diversity and decarbonisation goals. The Committee also recognized the contribution of ICAO training activities to the Next Generation of Aviation Professionals (NGAP) initiative through the establishment of dedicated partnerships with training providers, international organizations and academic institutions while also noting that regulators and industry play a role in addressing these challenges.

26.8 Information Paper A41-WP/577, presented by Indonesia, revealed the significant contributions of Indonesia with regard to capacity building and their human resource approach strategy. Indonesia recently received an ICAO Platinum Training Centre of Excellence (TCE) award in recognition of their active TPP activities, which includes the "Highest Number of Trainees for ICAO virtual Training

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<sup>1</sup> Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cabo Verde, Central African Republic, Chad, Comoros, Cote d'Ivoire, Democratic Republic of the Congo, Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, São Tomé and Príncipe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe.

Package delivered 2020-2021". The award confirms Indonesia's strong commitment to ICAO and as a TCE global leader.

### *Training Competencies Development*

26.9 A41-WP/140, presented by People's Republic of China and co-sponsored by Cambodia, Lao People's Democratic Republic, Mongolia and Thailand provided an overview of the current practices by the World Meteorological Organization (WMO) and ICAO as well as the contributions of China in the enhancement of Aeronautical Meteorological Personnel competency and qualification. The Committee noted in this regard the improving collective support to Member States, the strengthening cooperation with WMO and the need to avoid duplication of efforts.

26.10 A41-WP/385 presented by the Dominican Republic described the need to assess the ability of Approved Training Organizations (ATOs) to manage aviation training intelligence in response to the changes introduced to the aviation industry by the COVID-19 pandemic. The Committee encouraged the continued use of data to support training and evidenced-based decision-making.

26.11 A41-WP/392 presented by the Dominican Republic argued that training to develop competencies in change management is essential for both executive and managerial functions, in view of the large number of implementation projects in the aviation sector, and adverse situations in the environment (caused by human factors or natural phenomena). The Committee supported this working paper.

26.12 A41-WP/425 presented by the Dominican Republic recommended an efficient and standardized approach to the identification of the necessary competencies of aeronautical personnel. The Committee acknowledged the Dominican Republic's request to ICAO to adopt this approach for the identification of training needs and to provide such training not only to staff of civil aviation authorities but also to industry stakeholders. The Committee suggested that ICAO apply this methodology in a holistic manner.

26.13 A41-WP/393 and WP/414 presented by the Bolivarian Republic of Venezuela and supported by Panama and the Dominican Republic<sup>2</sup> summarized the accrued benefits from the use of augmented and virtual reality for training and capacity building, and urge States and industry to support ICAO in drafting SARPs on the use of this technology. The Committee noted this recommendation.

26.14 A41-WP/441 presented by the Member States of the Central American Corporation for Air Navigation Service (COCESNA<sup>3</sup>) aimed to highlight the contributions and efforts made by the Central American Corporation for Air Navigation Services (COCESNA)/Central American Institute for Specialized Aeronautical Training (ICCAE) in the advancement of the competence-based approach to training processes in the North America, Central America and Caribbean region, in order to mitigate potential operational safety risks caused by the prolonged interruption of face-to-face training due to the COVID-19 pandemic, and emphasizes the use of both face-to-face and virtual training to ensure continuity. The Committee noted that to ensure continuity in ICAO training, ICAO has endeavoured to transition its existing classroom courses into virtual classroom format since the onset of the pandemic.

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<sup>2</sup> Member States of the Latin American Civil Aviation Commission (LACAC).

<sup>3</sup> Belize, Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua

26.15 A41-WP/62 presented by the Air Crash Victims' Families' Federation International introduced the new ICAO course "Assistance to Aircraft Accident Victims and their Families (AAAVF)" and urges ICAO, States and Organizations to promote this new course that would help civil aviation authorities and actors to understand and implement the ICAO Victim Assistance Policy. The AAAVF course was developed based on ICAO guidance material in collaboration with ICAO experts, and with the inputs of the Air Crash Victims' Families' Federation International (ACVFFI). The Committee agreed to invite the Assembly to revise action b) and "request ICAO to facilitate the participation of experts recognized for their experience with the ICAO Policy on Victim Assistance."

26.16 Information Paper A41-WP/350 presented by the Dominican Republic provided recommendations on how to increase the leadership and management skills of the operational safety oversight personnel to improve the efficiency of the operational safety mission and strategic results of the SNA/AGA service areas.

26.17 Information Paper A41-WP/352 presented by the Dominican Republic reported the need to develop and implement training that allows the managerial and technical personnel of the Air Navigation Services to acquire the knowledge and skills required for the Collaborative Management of Air Traffic Flow (ATFM/CDM), in order to achieve an acceptable level of safety using the tools and procedures proposed by ICAO.

26.18 Information Paper A41-WP/478 presented by the People's Republic of China highlighted how China's civil aviation has continued to reinforce the selection and training of research-oriented personnel for civil aviation policy, and established a systematic, scientific and sustainable model for selecting and training research-oriented personnel and for applying relevant results.

26.19 Information Paper A41-WP/479 presented by the People's Republic of China outlined the reform of inspector training conducted by the Chinese government in civil aviation in recent years, in order to share experience with other States, and promote the inspector qualification and capacity building in civil aviation, so as to further ensure the safe operation of civil aviation in various states.

26.20 Information Paper A41-WP/578 presented by the Republic of Korea emphasized the need for cooperation in the sector of training and to support the establishment of Korea Aviation Academy (KAA) by the Republic of Korea, amid concern over weakening training for technical personnel during the pandemic.

26.21 The Committee noted the above Information Papers.

26.22 Having considered the working papers and in light of the discussions, the Committee recommends the Assembly to:

- a) encourage Member States to support ICAO in the pursuit of training collaborations across all regions;
- b) recommend Member States to benefit from the expanded ICAO training portfolio using the latest technology and applications in various learning formats; and

- c) encourage the Council to actively engage in promoting ICAO training activities to Member States in order to increase regional outreach.

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