



Human Resources and Training Seminar

14 to 18 July 2003

Cartagena de Indias, Colombia

Overview

- **Background**
- **Tactical Human Resource Planning**
 - Operational requirements
 - Rostering
- **Strategic Human Resource Planning**
- **Training Planning (State level)**
- **Regional Training Planning**



Shortcomings in human resource planning and training are frequently cited as important reasons for the lack of implementation of Regional Air Navigation Plans.

LIM/MID RAN, 7-17 January 1996 Recommended:

“ that ICAO develop a human resource development and training component for all Regional Air Navigation Plans with the assistance of the regional planning and implementation groups as required”



ANC Task PEL-9601

④ Regional Human Resource Planning and Training Needs Task:

- ▶ Develop a model for human resource planning and training for use at the regional level as well as supporting guidance materials
- ▶ Analyze changes to civil aviation job profiles
- ▶ Assess whether regional training plans should be incorporated into Regional Air Navigation Plans



PEL-9601 Products:

- ③ **Human Resource Planning Manual**
 - ▶ Guidance
 - ▶ Spreadsheets
- ③ **Regional Human Resource Planning Process**
- ③ **Training Needs**



Progress

- **Draft manual**
- **Draft Regional Training Planning Process**
- **Human resource planning seminar**
 - **“Beta” testing objectives**
- **Regional training planning now an integral part of CAR/SAM “Basic Air Navigation Plan”**
- **Human Resources and Training Sub-group of GREPECAS Established**



“Beta” Testing Objectives

- ③ To exchange ideas and experience in Human Resource Planning
- ③ To review the Human Resource Planning (HRP) Manual and accompanying spreadsheets
- ③ To apply the processes describe in the HRP Manual
- ③ To ensure that the materials are relevant and practical based upon States experience in human resource planning

