



International Civil Aviation Organization

# NGAP-TRAINAIR **PLUS** Regional Conference

Quito, Ecuador,  
14 – 16 November 2011

## ICAO NGAP initiatives



### Outline

- ❑ ICAO
- ❑ The Human Capital Challenge
- ❑ NGAP Symposium and Task Force
- ❑ ICAO Civil Aviation Training Policy
- ❑ ICAO Training Programmes:
  - ➔ TRAINAIR **PLUS**
  - ➔ Endorsement programme



## ICAO



- ❑ ICAO bring together stakeholders to agree on minimum international standards.
- ❑ Why, is this important for the Regional Conference?
  - ➔ Provisions addressing syllabi, minimum knowledge and experience and competency requirements for critical safety jobs.
  - ➔ ICAO still developing provisions to address more aviation jobs.

## The Human Capital Challenge



### *Massive retirement*



## The Human Capital Challenge



*Industry growth inconsistent with and greater than training capacity*

# The Human Capital Challenge



## Training costs



# The Human Capital Challenge



## Brain drain



## The Human Capital Challenge



*Competing with other industries*

## The Human Capital Challenge



*Jobs are changing*



## The Human Capital Challenge



### In the next 20 years:



**545 000 new pilots (additional)**

**585 000 new maintenance personnel**



**73 000 new Air Traffic Controllers**

## NGAP Task Force



- ❑ In May 2009, ICAO brought together 43 participants representing the industry, training and education organizations and regulators.
- ❑ Brainstorm on the following two questions:
  - What is constraining recruitment, retention and training/education of aviation professionals?
  - What are global initiatives that can facilitate recruitment, retention and training/education.



## ICAO Civil Aviation Training Policy



- ❑ Promote and foster ICAO strategic objectives:
  - ➔ safety, security and environment
- ❑ Facilitate, support and harmonize efforts of States and industry

## ICAO Civil Aviation Training Policy



- ❑ Important ICAO training programmes:
  - ➔ TRAINAIR *PLUS*
  - ➔ Endorsement Programme
  - ➔ ICAO courses



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Thank you