




International Civil Aviation Organization

NGAP-TRAINAIR **PLUS** *Regional Conference*  
Quito, Ecuador,  
14 – 16 November 2011  
**ICAO NGAP Task Force**



Outline

- Chronology
- Purpose of the NGAP Task Force
- Who is in the NGAP Task Force
- What are NGAP deliverables
- Achievements
- Join us

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## Chronology




- ❑ TF/1 roundtable in May 2009 – Brainstorming
- ❑ NGAP/1 - March 2010, followed by TF/2 meeting
  - ➔ Analysis of symposium outcomes
  - ➔ Prioritization of tasks
  - ➔ Identification of subgroups and work plan
  - ➔ Identification of deliverables
- ❑ Report to HLSC and 37<sup>th</sup> session of the Assembly
- ❑ TF/3 meeting in February 2011

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## Purpose of NGAP Task Force



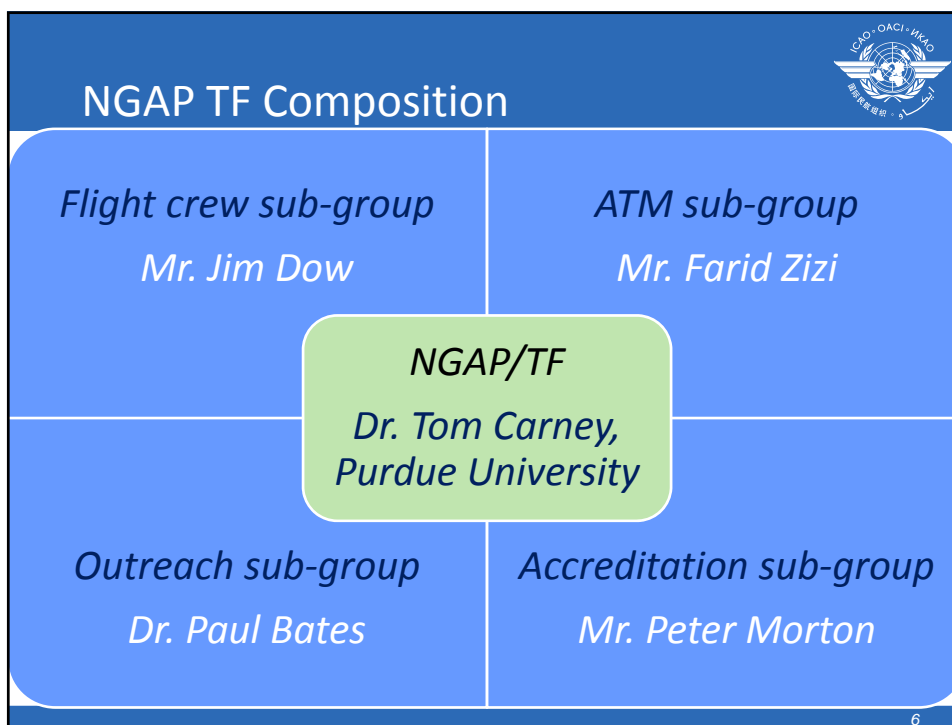
- ❑ Facilitate the entrance of the digital generation (digital natives)
- ❑ Convince the next generation to join aviation professions
- ❑ Address obstacles including conditions of service and multiple certifications
- ❑ Harmonize competency standards



## Who is the NGAP Task Force?

- ❑ Representatives of regulatory bodies, industry, training and education providers
- ❑ Representatives of global and regional perspectives
- ❑ Involvement of multi-disciplinary team within ICAO

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## Flight Crew Sub-group



- Flight Crew Sub-group - Mr. Jim Dow, representative of Canada to the Air Navigation Commission
  - Instructor/evaluator competencies (PANS-Trg 1Q 2012)
  - Inspector competencies (PANS-Trg 3Q 2012)
  - Command competencies (PANS-Trg 3Q 2012)

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## ATM Sub-group



- ATM Sub-group - Mr. Farid Zizi, representative of France to the Air Navigation Commission
  - Air Traffic Control Officer (ATCO) competencies (PANS-Training 4Q2012)
  - Air Traffic Safety Electronics Personnel (ATSEP) competencies (PANS-Training 4Q2012)

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## Outreach sub-group



- ❑ Outreach Sub-group - Dr. Paul Bates, Head of Aviation at Griffith University in Australia
  - ➔ High School Kit
  - ➔ Plan to reach out to aviation students
  - ➔ NGAP website
  - ➔ Regional Conferences for 2011

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## Accreditation sub-group



- ❑ Accreditation - Mr. Peter Morton, AABI
  - ➔ Discuss how accreditation of aviation university-degree granting programmes can be a means to support competency of the next generation of aviation professionals
  - ➔ Identify global initiatives that can support accreditation

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## What are NGAP deliverables?

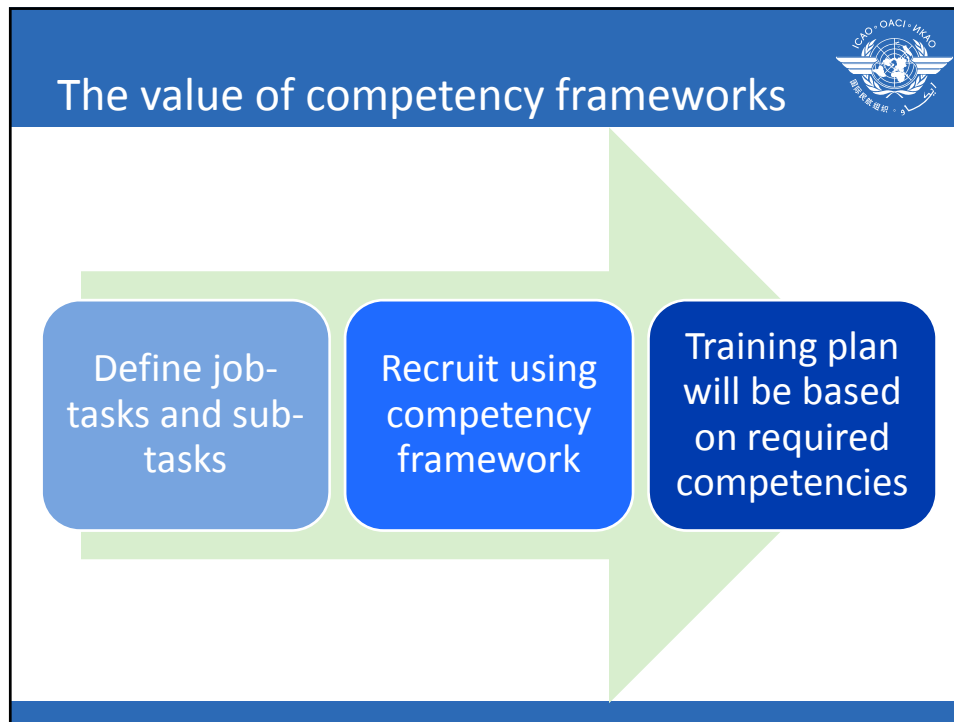


- ❑ Provide a forum to foster new solutions
- ❑ Develop competency frameworks (i.e. PANS-Training)
- ❑ Develop guidance materials
- ❑ Raise human resource planning and training as a key strategic issue

## What is a competency framework?



- ❑ Describe what we expect a good performer to do in an **observable** and **measurable** way
- ❑ **Generic** enough to work in many environments
- ❑ **Detailed** enough to give meaningful guidance



- ## The value of competency frameworks
- ❑ Internationally agreed upon
  - ❑ Essential ingredient to harmonization
  - ❑ Multi-purpose (selection, HR management, training)

## Achievements



- ❑ ICAO Document 9956
  - ➔ Quantifying the human resource needs
  - ➔ Global and regional 20-year forecasts for pilots, maintenance personnel and air traffic controllers
  - ➔ Depends on accurate and updated data

## Achievements



- ❑ Outcomes of the NGAP symposium and T/F
  - ➔ Recognize HR as a strategic issue
  - ➔ Attract and retain the “best and brightest”
  - ➔ Access to quality and affordable training
  - ➔ Collect reliable human resource data
  - ➔ Remove regulatory obstacles

## Achievements



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  - ➔ Access to quality and affordable training
  - ➔ Collect reliable human resource data
  - ➔ Remove regulatory obstacles
  - ➔ Lighten the certification burden without jeopardizing safety
  - ➔ Foster a global aviation training and education community

## Achievements



- ❑ 4 Regional Conferences generously hosted by States or organizations in 2011:
  - ➔ Seoul: March 2011
  - ➔ Morocco: May 2011
  - ➔ Romania: June 2011
  - ➔ Quito: November 2011

## What next



- Development of competency frameworks
- Encourage representatives from the all Regions
- Join us
- Contact: [ngap@icao.int](mailto:ngap@icao.int)



International Civil Aviation Organization

Thank you