



Agenda Item 6: Safety Training and Workshops

Creating an effective SAT SOG training framework

(Prepared by Trinidad and Tobago)

SUMMARY

This working paper posits that providing aviation personnel in the SAT region with targeted and sustained safety training will significantly enhance the capacity of the SAT SOG to achieve our objectives. The paper proposes that ICAO, IATA, CANSO and other industry training organizations can provide much of this training and the meeting is asked to reimagine the framework under which this can be achieved.

References:

<https://www.icao.int/Training/Pages/default.aspx>

<https://www.iata.org/en/training/>

<https://canso.org/>

1. Background

1.1 The current SAT structure has been instituted with the expectation that identified objectives and deliverables are likely to be achieved under a format that has proven success in the NAT region. The NAT region offer many examples and best practices for both the SAT SOG and IMG.

1.2 The current success of the NAT is based in large part on the vast experiences accumulated by aviation personnel over the years. The SAT region has had our own successes and, as we accumulate experience in the SAT region, standards and our ability to meet objectives will also improve.

1.3 A significant constraint in the region is the lack of trained safety personnel with the necessary experiences. In addition to limited access to training, we are unaware of who has what level of training. We are requiring personnel to be subject matter experts without the requisite training or experience to deliver on objectives.

1.4 ACM/1 proposed a buddy system whereby NATSPG States support and mentor SAT States. This laudable initiative may meet limited success as the personnel from the partnering States may simply be unable to collaborate effectively because of the different levels of expertise and experience. This is a reality we must accept and which can be addressed with specific training as we seek improvement.

1.5 Providing more accessible training would significantly increase organizational capacity to deliver on the objectives of safe and harmonized air traffic services in the SAT region.

2. Analysis

2.1 ICAO has significantly increased its training capacity, so there is now a plethora of training available to States and aviation personnel. From the ICAO Global Aviation Home page:

ICAO Training Reconnecting the World

Aviation professionals keeping our industry safe and secure are our greatest asset. They are continuously developing competencies to remain current and to lead in a rapidly changing world.

ICAO Training equip and empower current and next of generation aviation professionals with the techniques and tools to thrive in today's challenging aviation sector. Our courses engage learners from diverse backgrounds, facilitating relationship building and collaboration across borders.

Through our comprehensive portfolio of training, we connect an international community of learners faced with similar challenges, promoting the sharing of experiences and best practices.

Reconnecting the world is our priority.

2.2 ICAO's training objective is laudable and is exactly what is needed. ICAO GAT currently offers some 367 courses in ten training areas.

2.3 IATA is a recognised training organization that has done much to raise the standards of aviation personnel through certified training. IATA has partnered with other aviation organization to develop and deliver customized training that meet specific needs of the industry. IATA too has a comprehensive and proven portfolio of training courses available.

2.4 CANSO is the global voice of air traffic management and has sought to "raise the bar on global ATM performance through connecting the ATM industry to share knowledge, expertise and innovation. CANSO has provided training and workshops for its members and has contributed significantly to personnel development among ANSPs.

2.5 There are other industry organization with the capacity to develop and deliver effective aviation training.

2.6 With such a comprehensive amount of training available we may ask why does it still seem so difficult to make progress on many ATM issues? It is natural to ask: is the right training being delivered to the right people. Is all this training actually reaching those that need it most?

2.7 Indeed, one basic problem is that most of this training is not free nor easily accessible to individual personnel. Many States or ANSPs are constrained by budgets that limit the number personnel that can receive training.

2.8 Another significant issue is that some of the training is outdated and should be updated or adapted to meet current needs or more effective delivery methods.

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2.9 Even where personnel have paid for and accessed training, the mode of delivery or access restricted to a short time hampers the opportunity for deep learning and developing mastery and expertise.

2.10 As such, the goal of connecting the world may not be happening fast enough, if at all. By making training more easily accessible and continually available to personnel in SAT SOG States, the capacity to deliver on the safety objectives would significantly improve.

2.11 While we accept that the training arms of these organizations have business objectives, we must seek creative means to balance these business objectives with our overall safety and efficiency objectives. Only then will we truly connect our world.

3. **Suggested actions**

3.1 The meeting is invited to:

- a) note the information provided;
- b) suggest appropriate mechanisms to improve the quality and quantity of safety training provided to SAT States.
- c) Make training or workshops a standard deliverable at SAT SOG meetings.
- d) request ICAO, IATA, CANSO and other training organizations to make more of the current training free and continually available.
- e) create a framework under which the resources may be provided to develop a platform for training.
- f) provide direction as deemed necessary.