



International Civil Aviation Organization

**The Ninth Meeting of the Asia/Pacific Aeronautical Information Services –  
Aeronautical Information Management Implementation Task Force (AAITF/9)**

Pattaya, Thailand, 24 – 27 June 2014

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**Agenda Item 5: Any Other Business**

**HUMAN RESOURCE DEVELOPMENT FOR AIM**

(Presented by Viet Nam)

**SUMMARY**

This paper presents some ideas of Human Resource Development for AIM.

**1. INTRODUCTION**

1.1 In the progress towards AIM transition, Human Resource Development is one issue that Viet Nam would like to discuss with other States and to be advised by ICAO.

**2. DISCUSSION**

Requirements

2.1 The transition from AIS to AIM is driven by progressive technological enhancements and it is clear that this has implications of human resource management.

2.2 With the transition, there is a need for new competencies (*knowledge, skill and attitude* – KSA) as the attributes required to perform the job.

2.3 ICAO Annex 15 - Article 3.7.4 also mentioned: *“The competencies and the associated knowledge, skills and abilities required for each function shall be identified, and personnel assigned to perform those functions shall be appropriately trained. Processes shall be in place to ensure that personnel possess the competencies required to perform specific assigned functions. Appropriate records shall be maintained so that the qualifications of personnel can be confirmed. Initial and periodic assessments shall be established that require personnel to demonstrate the required competencies. Periodic assessments of personnel shall be used as a means to detect and correct shortfalls”*.

2.4 It means that, to be ready for AIM transition, AIS staff needs to be trained for long period to gain KSA in:

- Safety impact of aeronautical information;
- AIS Functions/AIM principles: *Static Data Management, NOTAM Data Management, AIP/eAIP Document Systems, Aeronautical Charting, ARO functions*;

- Institutional/Legal Background: *ICAO AIS Documentation, Eurocontrol (AICM/ AIXM, EAD), recent changes to Annex 15/Doc 8126;*
- Aeronautical Data and Data Process: *Electronic Terrain and Obstacle Data (eTOD), WGS-84 data, Aerodrome Mapping data, AIS/MET data-link, The Aeronautical Data Process (ADP), Static Data Procedures (SDP), Quality Management Systems;*
- Key principles of automated AIS: *Quality AIM and Digital AIM, CHAIN, AICM/AIXM, eAIP and digital NOTAM, Integrated Aeronautical Database, Aeronautical Information Briefing; and*
- Future Developments: *Future AIXM, System Wide Information Management (SWIM).*

2.5 To meet these requirements, it is necessary that the training for AIM professionals should be planned in long term and conducted early.

#### Situations

2.6 Countries do not seem to be ready for AIM training due to some reasons:

- No AIS and/or AIM courses are available at the Aviation Academy of countries;
- Some training already exists all over the world but countries have limited access to AIS classroom courses abroad due to availability issues and cost issues;
- Some staffing issues should be focused on before conducting training: *Lack of English proficiency (ICAO language proficiency lower than Level 3/4); reluctance to change of old staff; unattractive job for new staff with high requirements but low incomes.*

#### Solutions

2.7 The transition from AIS to AIM is already taking place, and staff recruited/assigned to work at a position in AIS/AIM shall need to take part in the transition. They will need to possess the SKA and experiences necessary to do the job, but also be flexible and accommodating to change.

2.8 Therefore, ICAO needs to work closely with countries, industry and focus on the aspect of human resource planning which address all types of training: *Ab-Initio Training, Initial Training, On-The-Job Training, Specialized Training, Recurrent Training, Refresher Training* and which is competency-based training implementation.

2.9 Moreover, all functions and roles of the AIM staff should be defined and covered, the standards for qualification and training of “aeronautical information manager” – who is capable of managing the right digital Aeronautical Information, at the right place, at the right time should be specified.

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2.10 Besides, the AIM Training Development Manual, mentioned in Annex 15 but not yet published, needs to be finalized and applicable since this is the base for member states to apply training plans.

2.11 Finally, the effective means to expand AIM trainings is to conduct exchanging courses between countries. With the on-site help of AIM experts from other countries, the AIM trainings of each country shall be effectively motivated to show their crucial role in the transition process.

### **3. ACTION BY THE MEETING**

3.1 The meeting is invited to:

- a) note the information contained in this paper; and
- b) discuss any relevant matters as appropriate.

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