



*International Civil Aviation Organization*

**Third Meeting of the Middle East Regional Aviation Safety Group  
(RASG-MID/3)**

**(Kuwait, 27 - 29 January 2014)**

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**Agenda Item 3: Regional Performance Framework for Safety**

**NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP)**

*(Presented by the Secretariat)*

**SUMMARY**

The aim of this paper is to present the requirement for the follow-up on NGAP National plans development and implementation to be included in the RASG-MID work programme.

Action by the meeting is at paragraph 3.

**1. INTRODUCTION**

1.1 The DGCA-MID/1 meeting noted the concerns expressed by the various ICAO organs including the Council, the Air Navigation Commission (ANC) and MIDANPIRG on the serious impact the long standing deficiencies have on safety.

1.2 It's to be highlighted that the lack of sufficient number of qualified technical staff was the main contributing factor for the non-elimination of the safety deficiencies in the MID Region (both air navigation deficiencies and USOAP findings).

**2. DISCUSSION**

2.1 MIDANPIRG/13 held in Abu Dhabi, UAE, 22-26 April 2012 reviewed the deficiencies in the different air navigation fields. Taking into consideration the expected increase of traffic in the Middle East Region over the next 20 years, the meeting recognized that the demand for qualified and well trained aviation personnel would be challenging to meet the air traffic growth.

2.2 The meeting agreed that it is imperative that States endorse a proactive approach and develop national plans for human resources related to aviation personnel in order to cope with the expected future growth of air traffic and associated high demand for air traffic controllers, pilots, and aviation professionals in the other aviation sectors. Failure to do so may result in widening the gap between available and required personnel, which could not only constrain air traffic growth, but also adversely affect the safety and efficiency of air transport operations. Accordingly, the meeting agreed that the subject should be raised to the attention of the DGCA-MID/2 meeting and agreed to the following Conclusion:

*CONCLUSION 13/62: NGAP NATIONAL PLANS*

*That, in order to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system, States be urged to:*

- a) develop Next Generation of Aviation Professionals (NGAP) National Plan;*
- b) use the ICAO guidance material for the development of the NGAP National Plans, including the information contained in ICAO DOC 9956 (Global and Regional 20-year forecasts) and the traffic forecasts and peak period analysis developed by the TF SG/4 meeting for the period 2010-2030; and*
- c) provide feedback to the ICAO MID Regional Office before 31 January 2013, for review by the DGCA-MID/2 meeting.*

2.3 The DGCA-MID/2 meeting (Jeddah, Saudi Arabia, 20 - 22 May 2013) supported the MIDANPIRG/13 Conclusion 13/62 and re-iterated that it is imperative that States endorse a proactive approach and develop national plans for human resources related to aviation personnel in order to cope with the expected future growth of air traffic and associated high demand for air traffic controllers, pilots, and aviation professionals in the other aviation sectors. Accordingly, the meeting urged States to:

- a) develop Next Generation of Aviation Professionals (NGAP) National Plan, with a clear mechanism for the identification of staffing needs for the short and medium term; and
- b) take appropriate measures, including availability of necessary resources, planning for training, etc.; to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system.

2.4 The DGCA-MID/2 meeting agreed that the follow-up on NGAP National plans development and implementation should be included in the RASG-MID work programme.

2.5 The Symposium provided a forum to exchange best practices and experiences on various NGAP and TRAINAIR related matters as well as in aviation training including the implementation of competency-based training methodology. In addition, the Symposium aimed to develop awareness and establish effective communication links at a regional level. More information can be found at: <http://www.icao.int/safety/TrainairPlus/Pages/RegionalSymposia.aspx>.

**3. ACTION BY THE MEETING**

3.1 The meeting is invited to:

- a) note the information included in this working paper; and
- b) include the follow-up on NGAP National plans development and implementation in the RASG-MID work programme and assign the associated tasks to the MID-SST.

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