



International Civil Aviation Organization

WORKING PAPER

A36-WP/190

TE/55

17/9/07

English only

ASSEMBLY — 36TH SESSION

TECHNICAL COMMISSION

Agenda Item 30: Other safety matters

THE ESTABLISHMENT OF TRAINING AS A STAND-ALONE ENTITY WITHIN THE ICAO STRUCTURE

(Presented by Antigua and Barbuda, Barbados, Dominica, Grenada, Guyana, Haiti, Jamaica, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname and Trinidad and Tobago)

EXECUTIVE SUMMARY

The purpose of this paper is to focus attention on training as one of the core elements in the safe and efficient conduct of international civil aviation and hence the need to be given priority. It also seeks to highlight the importance of the TRAINAIR Programme and to seek support for the development of the TRAINAIR Central Unit into a more dynamic and functional entity to better service ICAO States.

Action: The Assembly is invited to consider the contents of this working paper and support the recommendations herein.

<i>Strategic Objectives:</i>	This working paper relates to Strategic Objective A.
<i>Financial implications:</i>	
<i>References:</i>	

1. INTRODUCTION

1.1 An effective social subsystem is necessary for the sustained development and operation of any system. This is necessary for the stability and growth of an organization, which must have well-trained human resources available to achieve its goals. Growth in any organization can only be achieved by the continued positive development of its human resources. Training is the main discipline that can bring about this desired change in behaviour of personnel. States should therefore be urged to make training of their personnel one of the priorities in their strategic objectives. This process must be led by ICAO through the demonstration of a very serious approach to human resource development.

2. BACKGROUND

2.1 The TRAINAIR Programme seems to be buried in the ICAO structure. Indeed, not many States are even aware that there is such a programme existing within ICAO. Over the last five years, the TRAINAIR Central Unit has experienced depletion of its personnel with a very small staff remaining to man the Unit in the provision of training for the world. This Unit has, in the recent past, contributed significantly to safety and security in international civil aviation by ensuring that training is of a consistently high standard throughout the world. The TRAINAIR Training Centres scattered throughout the world, provide training that is monitored by ICAO and that meets the very high standards that the Organization has set.

3. DISCUSSION

3.1 Is adequate attention being paid to aviation training by ICAO? Training is of paramount importance to the aviation industry and especially so for the under-developed and developing States of ICAO. These States do not usually have the resources to satisfy their training requirements and depend upon ICAO and the developed States for guidance and assistance. Training, therefore, should be accorded a very high priority within the ICAO structure and work programming. The time is therefore right for the TRAINAIR Central Unit to be given adequate staff and a wider mandate to better service the aviation community. It is not the ideal situation to have this Unit buried within the Human Resources. It should be accorded some prominence on its own in line with the important role that it plays in the aviation industry.

4. RECOMMENDATION

4.1 It is therefore recommended that:

- a) training be placed as one of the stand-alone disciplines in ICAO, or at least be accorded high visibility and importance;
- b) ICAO establishes the TRAINAIR Central Unit as the nerve centre for global aviation training; and
- c) the TRAINAIR Central Unit be given the structure and resources to service aviation training around the world in the manner that is appropriate and effective.