ICAO TRAINING
from the Policy to the Implementation

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Global Aviation Cooperation Symposium (GACS) 2014:
Building Cooperation for the Future of Civil Aviation
30 September - 3 October 2014

Outline

❑ **ICAO's Mandate and Leading Role**

❑ **GAT Strategic Planning**

→ **ICAO vision, mission and objectives for training**

→ **States Human Resources Development Strategies**

→ **Objective of ICAO Training**

❑ **TRAINAIR PLUS Development Plan**

→ **Membership networking**

→ **Work Programme 2014/2015**

❑ **Cooperation, assistance and partnership**

1. Global Aviation Training Office

What is the scope of ICAO activities?

Assembly resolution 38/12, Appendix D

Assist Member States in achieving and maintaining competency of aviation personnel through the ICAO Aviation Training Programme.

ICAO's role in training (EB 2013/54)

Support the human resources development strategies

Global Aviation Training (GAT) Office is established in 2014

What is the vision and mission of GAT

GAT Vision

Lead Human Resources Development in Aviation

GAT Mission

Establish coordinated, effective and efficient mechanisms to support the development of human resources in aviation, appealing to Member States and the industry
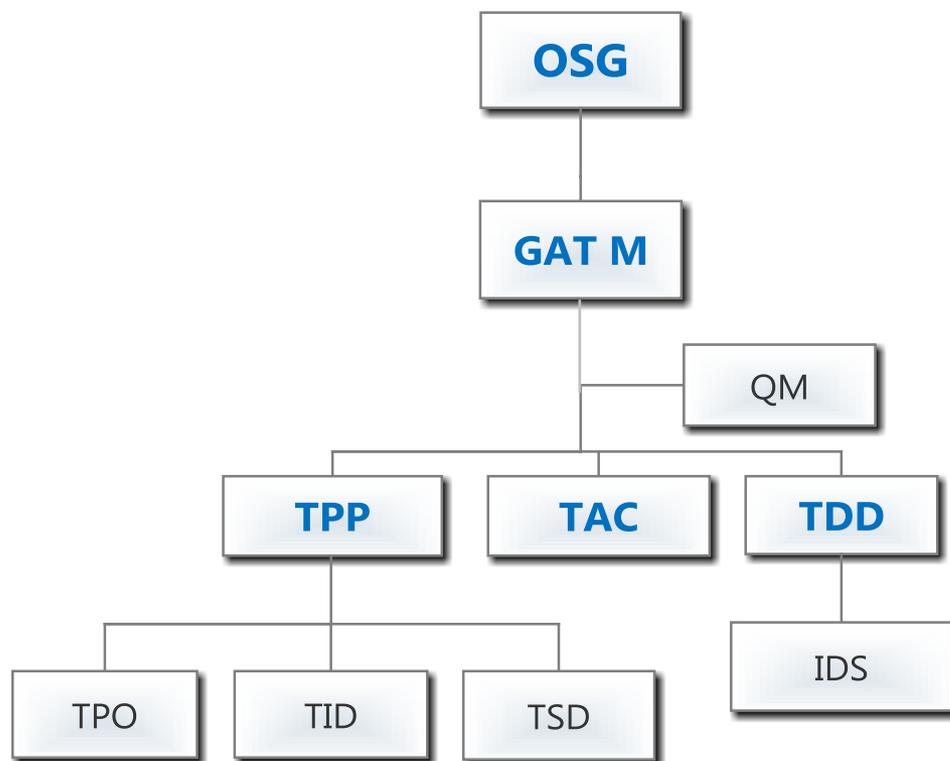
What do we want to achieve?

Strategic Planning

→ A coordinated, effective and **efficient** system for the delivery of aviation-related training and other learning activities **supporting the Human Resources** Development Strategies developed by Member States.

→ Assistance, and **partnership with the States and the aviation community** for the definition and implementation of HR training and development projects
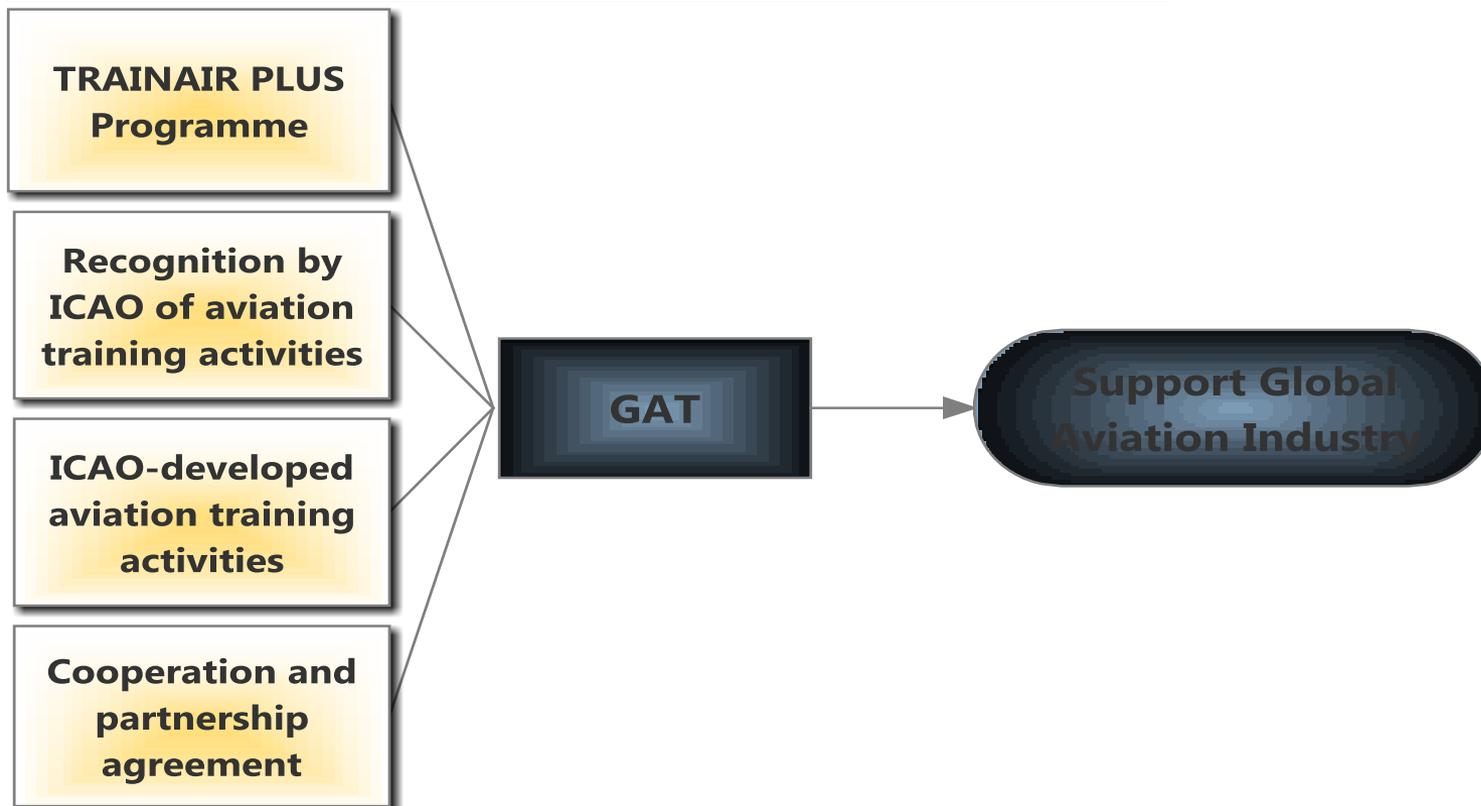
How GAT is organized?

OSG

GAT M

QM

TPP   TAC   TDD

TPO   TID   TSD

IDS

OSG : Office of Secretary General
GAT M: Global Aviation Training Manager
QM: Quality Manager
TPP: TRAINAIR PLUS Manager
TAC: Training Assessment and Consultancy
TDD: Training Design and Development
TPO: Training Planning and Operations
TID: Training Implementation and Delivery
TSD: Training Standardization and Development
IDS : Instructional Design Specialists

How GAT support global aviation industry

4 pillars of ICAO aviation training policy

TRAINAIR PLUS Programme

Recognition by ICAO of aviation training activities

ICAO-developed aviation training activities

Cooperation and partnership agreement

GAT

Support Global Aviation Industry

2. TRAINAIR PLUS Programme

What is the TRAINAIR PLUS Programme (TPP)?

An ICAO programme in human resources development that :

- ✓ Provides a **methodology** to develop high quality training courses

- ✓ Facilitates international sharing of **Standardized Training Packages (STPs)**

- ✓ Supports training center's to build their **training capacities** through technical expertise, resources and quality oversight

TRAINAIR *PLUS*™

What is the network?

Services has been expanded to aviation operators

3. Operators in Civil Aviation

2. Corporates

1. CATC
(Civil Aviation Training Centres)

1. CATC
- Academies, universities Flight schools, etc.
- Training service providers

2. Corporates
- Companies in aviation industry
- Aircraft, equipment manufacturers, etc.

3. Operators in Civil Aviation
- CAA, airports, airlines, ground handlers etc.
- Training service consumers

What are the types of Membership in TPP?

Type	Associate	Full
Target	Training organization	Training organization
Requirements	✓ Successful assessment ✓ Re-assessment every 3 years ✓ One STP or ICAO course use per year	✓ Associate member ✓ Develop Standard Training Package ✓ Re-assessment every 3 years ✓ Develop STP every 3 years
Benefits	✓ Use of ICAO logo ✓ Access to new TPP documents ✓ ICAO course operation ✓ Access all STPs developed by TPP members	✓ All the benefits of Associate ✓ Voting rights in TPP events ✓ Potential revenue generation from STPs and ICAO courses ✓ Steering Committee

What is the membership procedure?

ICAO Assessment → **Associate Member** → **Course Developers Training** → **STP Development** → **Full Member**

Average 3 to 4 months

Average 10 to 12 months

What is an RTCE?

RTCE (Regional Training Centres of Excellence)

- **Leading ICAO Full Members in each ICAO Region**

- **Develop and deliver courses in one or more of the following authorized areas:**
  - → 1. Aerodromes (Annex 14)
  - → 2. Air Navigation Services
  - → (Annexes 2, 3, 4, 5, 10, 11, 12 and 15)
  - → 3. Air Transport
  - → 4. Environment (Annex 16)
  - → 5. Flight Safety and Safety Management (Annexes 1, 6, 7, 8, 13, 18 and 19)
  - → 6. Security and Facilitation (Annexes 9 and 17)

Industry Membership: enhancing the TRAINAIR PLUS network

TRAINAIR PLUS

Corporate Member

Bombardier Aerospace

Valid from : 2 December 2013
To : 31 December 2016

Raymond Benjamin
Secretary General

- Providing Members direct access to selected aviation industry stakeholders

- Sharing of best practices and course content for Members

- Participate and obtain visibility at all ICAO TRAINAIR PLUS and Next Generation of Aviation Professionals (NGAP) events;

- Ability to utilize the TRAINAIR PLUS network as a powerful resource to develop relations, business networking, education and program collaboration

- Access contact details of all TRAINAIR PLUS Members
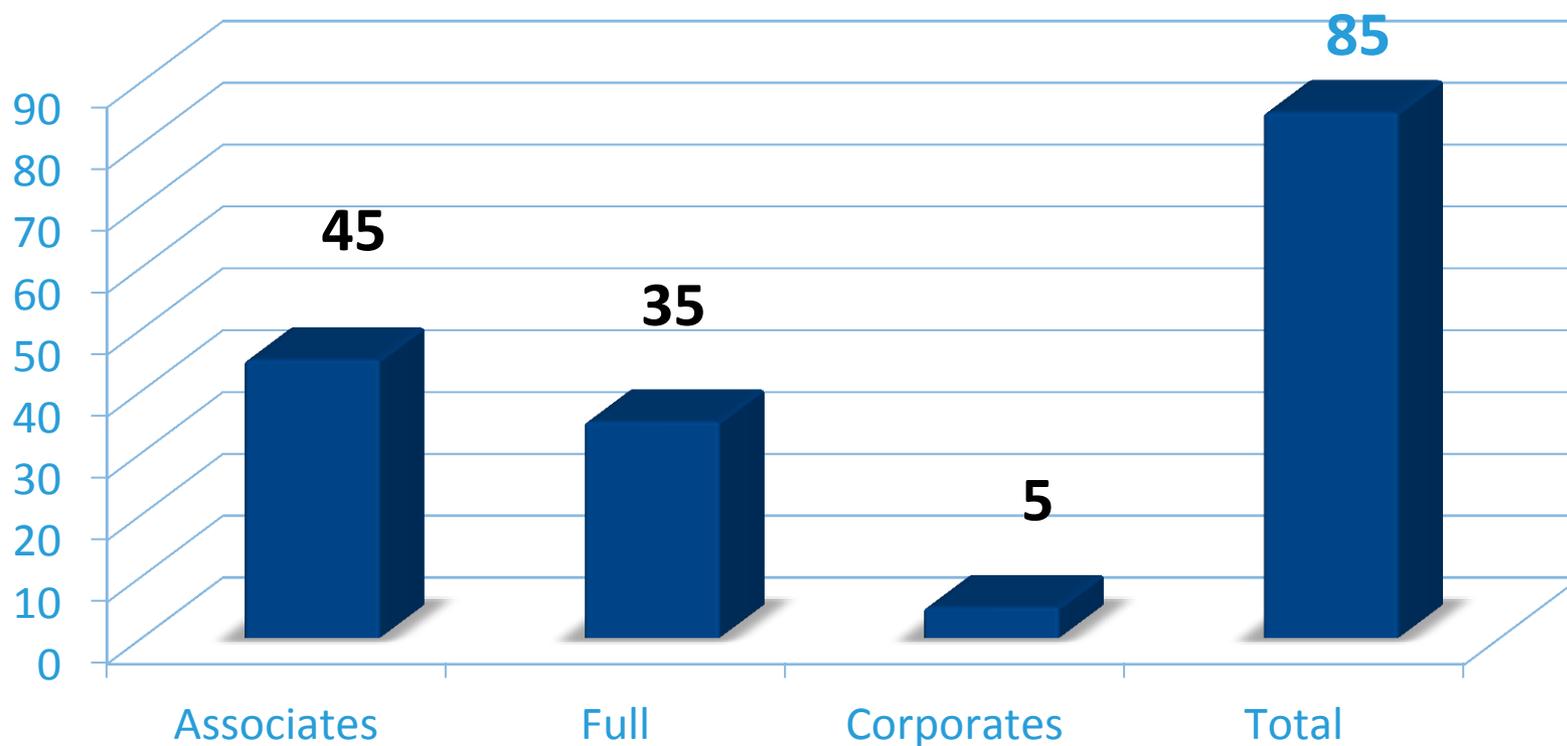
Corporate Members

☐ Industry

BOMBARDIER

☐ Int'l organizations/ Gov't

How many TPP members in 2014?

What kind of courses does ICAO offer?

Standardized Training Packages (STPs) and ICAO-developed courses are available

Standardized Training Package (STP)

ICAO-Developed Courses

What is an STP?

Overview

Competency based training

A fully documented and tested comprehensive package of training

Reflects relevant technological requirements

32 STPs available (39 courses under development)

ICAO logo on the certificates

Deliverables

1. STP Information

Task list, task description, course description, course contents, instructor's timetable

2. Instructor Material

Instructor guide, module plan, PowerPoint slides, progress/mastery tests, exercises, job aides

3. Trainee Material

Trainee manual, PowerPoint printouts, handouts

What are ICAO-developed courses?

Safety

Air Navigation

Environmental Protection

ICAO Training

Security Facilitation

Economic Development

32 courses available

Operated by ICAO instructors

Online courses available

Cost-recovery principle

ICAO logo on certificates

ICAO training portfolio new programmes

ICAO Training Instructors Course

The International Civil Aviation Organization (ICAO) and the Joint Aviation Authorities Training Organization (JAA TO) are pleased to inform the aviation community of the launch of the ICAO TRAINAIR PLUS Training Instructors Course. This two-part course will enable participants to methodically conduct training courses in accordance with ICAO's instructor competencies and develop the required training strategies for course deliveries.

Universal Safety Oversight Audit Programme (USOAP)

The ICAO USOAP was launched in January 1999 with the objective of promoting global aviation safety through the auditing of ICAO Member States. It specifically determines the status of States' establishment of safety oversight measures and resources, as well as relevant ICAO Standards and Recommended Practices (SARPs), associated procedures, guidance material and safety-related practices.

The USOAP was expanded in 2005 to cover provisions contained in all safety-related Annexes to the Convention on International Civil Aviation (Chicago Convention). Core areas audited by the USOAP are: primary aviation legislation and civil aviation regulations; civil aviation organization; personnel licensing and training; aircraft operations; airworthiness of aircraft; aircraft accident and incident investigation; air navigation services; and aerodromes and ground aids.
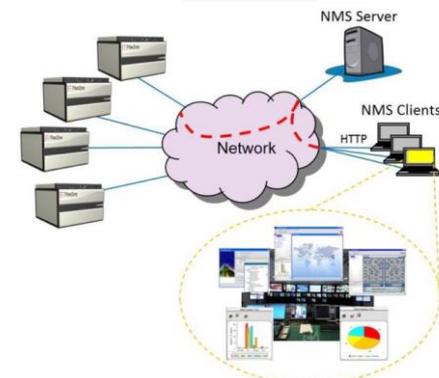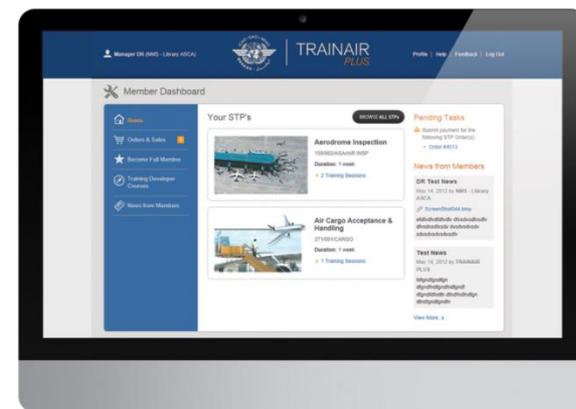

THE SAFETY MANAGEMENT TRAINING PROGRAMME

TRAIN   LEARN   PERFORM

A NEW ERA IN PERFORMANCE – BASED NAVIGATION (PBN) TRAINING

What is training management system?

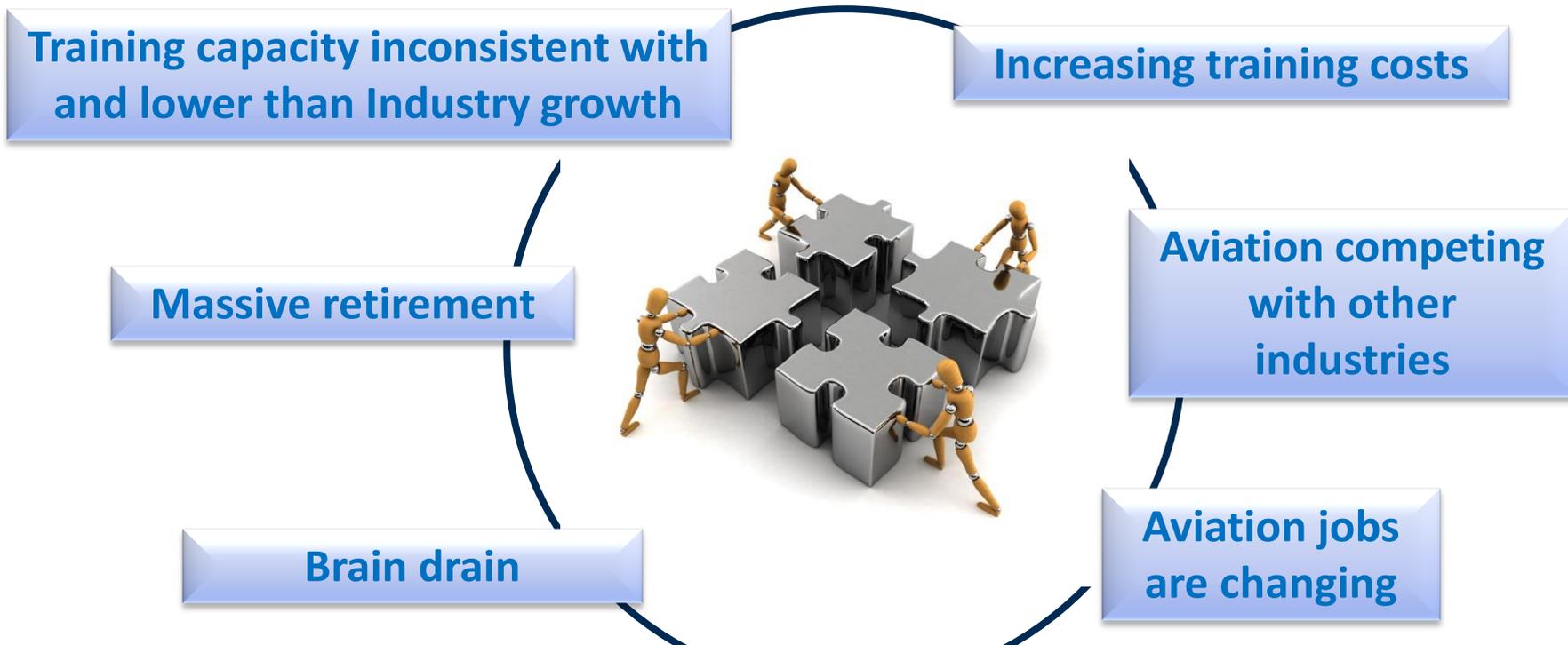## TPeMS (TRAINAIR PLUS electronic Management System)

→ **All processes and procedures are fully documented and integrated, such as:**

→ **Application Process**

→ **Development of a Standardized Training Package (STPs)**

→ **STP Library + exchange**

→ **Roster of STP validators**

→ **Tracking system for all TPP and STP courses**

→ **Production of certificates**

3. Cooperation and Partnership

What are the challenges in human capital?

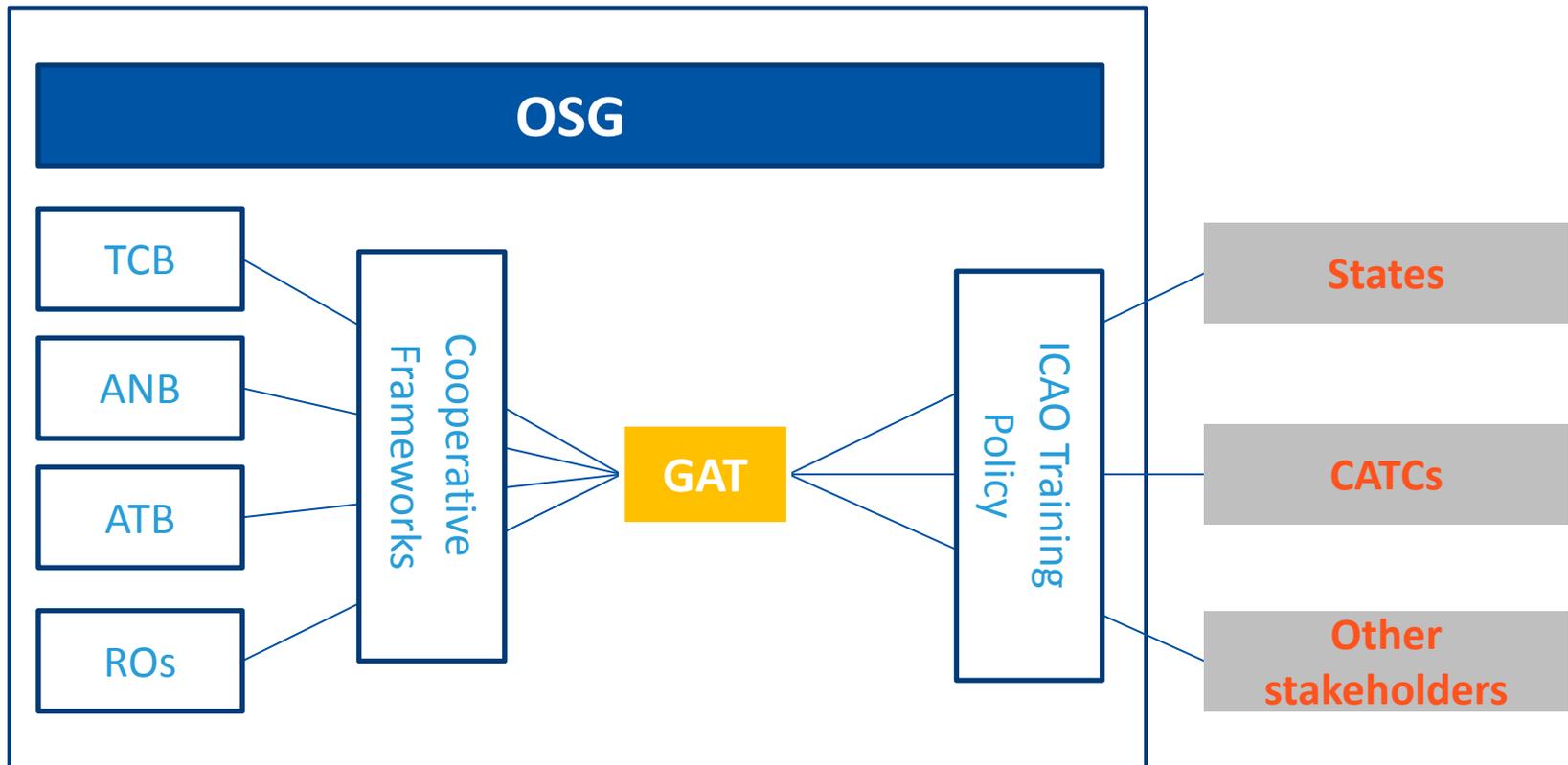**Training capacity inconsistent with and lower than Industry growth**

Increasing training costs

Massive retirement

Aviation competing with other industries

Brain drain

Aviation jobs are changing

International Civil Aviation Organization

NEXT GENERATION
OF AVIATION PROFESSIONALS
SYMPOSIUM

ICAO Headquarters, Montréal, Canada
1 - 4 March 2010

How the training policy is implemented?

States: CAA

Industry

ICAO Training Policy

CATCs

Global, Regional, National Plans

What is GAT role in global aviation training?

ICAO Global Aviation Training (GAT) Office is

5 **Focal point for all ICAO training-related activities**

4 **Responsible for planning, management and coordination of all ICAO aviation training activities**

3 **Efficient, effective and harmonized implementation of the ICAO Training Policy**

2 **Training development for Global and Regional Plans, SARPS, guidance material, global safety, air navigation**

1 **ICAO arm leading the development of human resources in aviation**

How the training policy is coordinated?

All training policy related activities are coordinated by GAT

What is ICAO training portfolio?

Definition and implementation of HR Development and Training

→ **Assist the States on the development and implementation of training programs.**

→ **Identify, develop and support National and Regional plans on HR development and capacity building.**

→ **Regional and national approach for the implementation of the ICAO Civil Aviation Training Policy.**

→ **Support the Human Resources Development strategies established by Member State and the aviation community.**

Training and ICAO Qualification of Instructors
STPs and ICAO Courses Delivery
Training Needs Analysis
Validation of Course Development process
Human Resources and Training Technical Support

TRAINAIR PLUS Video