International Civil Aviation Organization

WORKING PAPER

SECOND HIGH-LEVEL CONFERENCE ON AVIATION SECURITY (HLCAS/2)

Montréal, 29 to 30 November 2018

Agenda Item 2: Future Approaches to Managing Aviation Security Risks

PROMOTING AVIATION SECURITY TRAINING

(Presented by Singapore)

SUMMARY
This working paper discusses the continued need for and importance of promoting aviation security training across all levels of personnel who have a role and/or operations in the civil aviation eco-system.   Action by the High-level Conference on Aviation Security is in paragraph 4.

1.   **INTRODUCTION**

1.1   Aviation security (AVSEC) threats have become more sophisticated over the past three decades. The horrific terror attacks such as bombing of aircraft in-flight; attacks on airport landside areas; use of aircraft as weapons of mass destruction, and more, testify to the need for all civil aviation and AVSEC personnel to be mindful of these challenges to civil aviation development and operations. The International Civil Aviation Organization (ICAO), its member States and industry, have been working closely to develop Standards and Recommended Practices (SARPs), new security procedures, security technology, and fostering close collaboration to collectively address AVSEC threats to protect the global aviation system. Within these actions and initiatives, AVSEC training continues to be of critical importance.

2.   **AVIATION SECURITY TRAINING**

2.1   Every effort to strengthen AVSEC, whether through the development of practical policies and procedures, advanced technology, and the implementation of effective measures, depends on human factors. To develop sound AVSEC policies and practical measures, personnel who are charged with these responsibilities will need to have a good level of AVSEC knowledge and appreciation of AVSEC challenges, in order to develop effective approaches and solutions.

2.2   ICAO clearly acknowledges the importance of AVSEC training. Under the Convention on International Civil Aviation, there are several SARPs that place emphasis on the importance or AVSEC training. These include:

> a) Annex 17 Standard 3.1.7 - Each Contracting State shall require the appropriate authority to ensure the development and implementation of a national training programme for personnel of all entities involved with or responsible for the implementation of various aspects of the national civil aviation security programme.

This training programme shall be designed to ensure the effectiveness of the national civil aviation security programme;

b) Annex 17 Standard 3.4.2 - Each Contracting State shall ensure that the persons implementing security controls possess all competencies required to perform their duties and are appropriately trained according to the requirements of the national civil aviation security programme and that appropriate records are maintained up to date. Relevant standards of performance shall be established and initial and periodic assessments shall be introduced to maintain those standards;

c) Annex 17 Standard 3.4.7 - (a) Each Contracting State shall also: a) ensure that the personnel carrying out security audits, tests, surveys and inspections are trained to appropriate standards for these tasks in accordance with the national civil aviation security programme;

d) Annex 17 Standard 5.1.5 - Each Contracting State shall ensure that authorized and suitably trained personnel are readily available for deployment at its airports serving civil aviation to assist in dealing with suspected, or actual, cases of unlawful interference with civil aviation;

e) Annex 6 Standard 13.4.1 - The operator shall establish and maintain an approved security training programme which ensures crew members act in the most appropriate manner to minimize the consequences of acts of unlawful interference; and

f) Annex 6 Standard 13.4.2 - The operator shall also establish and maintain a training programme to acquaint appropriate employees with preventive measures and techniques in relation to passengers, baggage, cargo, mail, equipment, stores and supplies intended for carriage on an aeroplane so that they contribute to the prevention of acts of sabotage or other forms of unlawful interference.

2.3   ICAO's Global Aviation Security Plan (GASeP) which was promulgated in November 2017 also places emphasis on AVSEC training. Under the GASeP's priority outcome to develop security culture and human capability, it emphasises that "The existence of a well-trained, motivated and professional work force is a critical pre-requisite for effective aviation security". The GASeP also has at least five priority actions and 10 priority tasks on improving AVSEC training.

3.   PROMOTING AVIATION SECURITY TRAINING PROGRAMMES

3.1   To date, many AVSEC training programmes have been established by ICAO, States and industry. These programmes are aimed at providing relevant civil aviation personnel with the necessary knowledge, skills and ability (KSA) to undertake their responsibilities. It is important to note that as AVSEC threats and challenges evolve and change, and as airports and airlines also face new changes and developments in the global civil aviation system, it is important to constantly review, refresh and update the AVSEC training content and syllabi of these AVSEC training programmes to remain relevant and useful. For instance, with the use of advanced security screening equipment, new processes, and technology, including big data and disruptive technologies, civil aviation personnel with AVSEC responsibilities will need to be trained to handle and manage these changes and new demands in order to implement AVSEC measures and responses effectively.

3.2   With greater synergies needed between regulators and industry, AVSEC training programmes to help regulators, industry and operators to understand the common challenges and develop

collective approaches to deal with new and emerging AVSEC challenges, are also necessary. Further collaboration on AVSEC training between regulators, industry, operators and ICAO are strongly encouraged. These can include joint seminars, courses and conferences, where sharing of best practices and new AVSEC training needs and initiatives, including dealing with evolving challenges such as cybersecurity threats, landside security and dealing with the insider threats, will be useful and help generate cross regulator-industry appreciation and learning.

3.3   Another critical area of AVSEC training is focused on providing top management personnel from regulators and industry with a strategic appreciation of AVSEC challenges and needs. This would be useful to help top management personnel to understand and appreciate the importance of AVSEC and how AVSEC needs and requirements can be better facilitated within the civil aviation eco-system. It would also help top management personnel to better understand and forge stronger inter-agency and cross organization collaboration between Governments, industry, and operators, on AVSEC risks, regulations and effective implementation of measures.

3.4   In this regard, Singapore strongly advocates the importance of AVSEC training. The Singapore Aviation Academy[1] (SAA) continues to develop and offer various AVSEC training programmes, including courses in collaboration with industry bodies. In addition, Singapore, through the SAA and ICAO, will be launching the first Directors-General of Civil Aviation (DGCAs) Programme on AVSEC on 1 to 2 December 2018 at the ICAO Headquarters in Montréal, Canada. This programme aims to equip DGCAs with a strategic appreciation of AVSEC issues and challenges, to assist them in their overall duties as DGCAs, where AVSEC constitutes an important area in their wide range of responsibilities. Not all DGCAs would have had the benefit of having AVSEC as their core professional discipline before ascending to the Director-General's post. For instance, they could be professional aeronautical engineers, air traffic control or aviation safety personnel, by training. As such, this programme seeks to provide the DGCAs with the strategic requisite knowledge and appreciation of AVSEC at the top management level to better equip them to make policies and decisions that have AVSEC implications or requirements involved. SAA and ICAO intend to organize more runs of this DGCAs Programme on AVSEC in the various regions of the world over the next two years.

4.   **ACTION BY THE HIGH-LEVEL CONFERENCE**

4.1   The High-level Conference on Aviation Security is invited to:

   a) Extend its support for the continued importance of promoting AVSEC training, including the need to review, revise and update AVSEC training content and syllabi;

   b) Encourage States and industry organizations to continue collaborating and developing new and relevant AVSEC training programmes for civil aviation personnel, especially those with AVSEC responsibilities; and

   c) Note the effort by Singapore, working with the ICAO, to develop a new AVSEC Programme for Directors-General of Civil Aviation (DGCA), commencing on 1 to 2 December 2018.

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[1] The SAA is a division of the Civil Aviation Authority of Singapore.