*International Civil Aviation Organization*
North American, Central American and Caribbean Office (NACC)
**Seventh Central American Air Navigation Experts Working Group Meeting (CA/ANE/WG/7)**
**Ninth Central Caribbean Working Group Meeting (C/CAR/WG/9)**
ICAO NACC Regional Office, Mexico City, Mexico, 5 to 9 March 2012

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**Agenda Item 3:**   **Air Navigation Matters**
                          **3.1     Global/Regional Air Navigation Developments**

## RELEVANT ASPECTS RELATED TO AERONAUTICAL TRAINING IN THE CAR REGION

(Presented by the Secretariat)

| SUMMARY |
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| This working paper presents a follow-up on the training and qualification activities that entails the ICAO initiative on the Next Generation of Aviation Professionals (NGAP), ICAO Civil Aviation Training Policy and New TRAINAIR *PLUS* Programme as elements to be considered for the development of national aviation training plans and the regional activities to guide CAR/SAM States in the development of their aeronautical training programmes and the progress in the Aeronautical Training Plan for the CAR Region. |

| **References**: |
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| • GREPECAS/16 Meeting Report, Punta Cana, Dominican Republic 28 March to 1 April 2011; <br> • NACC/WG/3 Meeting Report, Guatemala City, Guatemala, 9 to 13 May 2011; <br> • 4th Regional Conference - The Next Generation of Professionals in Aviation & TRAINAIR *PLUS* – The Americas, Quito, Ecuador, 14 to 16 November 2011 <br> • NACC/DCA/4 Meeting Report San Pedro Sula, Honduras, 20 to 24 June 2011 |

| ***Strategic Objectives*** | *This working paper is related to Strategic Objectives A, B and C.* |
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## 1.      Introduction

1.1          Taking into account that *human performance* focuses on human capabilities and limitations, which have an impact on the safety and efficiency of air operations and on the systems' performance, the objective of human resources planning is to guarantee that the civil aviation administrations count with qualified personnel at the various air navigation services. To this end, it was recommended that the civil aviation authorities initiate, as soon as possible, the planning of human resources and the training required to implement the new emerging systems. The administrations should, therefore, develop human resources training and planning programmes in the various aviation areas. This

development should be carried out on the basis of performance-based air navigation, and a substantial coordination at all levels.

1.1 Based on the results of USOAP audits, many findings are related to insufficient and inadequate qualified personnel with experience, adequate training, certification/ license system, and authorities that regulate and monitor the performance of service providers, making evident the need and priority to work on this aspect by the States.

**2. *Next Generation Aviation Professionals (NGAP), ICAO Civil Aviation Training Policy and ICAO New TRAINAIR Plus Programme***

2.1 ICAO Next Generation of Aviation Professional (NGAP) initiative seeks to ensure that there are sufficient competent and qualified aviation professionals to operate, manage and maintain the future international air transport system. This initiative started in May 2009 with the NGAP Task Force and continued with the NGAP Symposium held from 1 to 4 March (2010), the NGAP Task Force held its second meeting on 5 March 2010, and continues with several NGAP symposiums at a regional level.

2.2 GREPECAS and the subregional Task Force Groups agreed to follow-up and consider recommendations from the Symposium of Next Generation of Aviation Professional (NGAP) and the results from the NGAP Task Force Group in training activities of staff and the development of competencies.

2.3 In line with NGAP, the new ICAO Civil Aviation Training Policy was released through an Electronic Bulletin EB 2010/40 dated September 28, 2010. This policy complies with ICAO guidelines described in Appendix H to ICAO Assembly Resolution A37/15, and includes a process to support organizations and training courses. This new training policy covers all aspects of safety and security of aviation and complements the work of the initiative on the New Generation of Aviation Professionals (NGAP). The ICAO Civil Aviation Training Policy enables the implementation of a comprehensive framework to ensure that all the training provided by ICAO or third parties is subject to assessment to ensure it meets the most aggressive design standards and the development of instruction courses.

2.4 Similarly, ICAO launched a new TRAINAIR *PLUS* Programme which includes a significantly revised course development methodology, a new approach to the sharing network and a self-sustaining budgetary mechanism. The new changes in the programme are in line with the recently adopted ICAO Training Policy and the NGAP initiatives.

**3. *Training activities in the CAR Region and progress in the Aeronautical Training Plan for the CAR Region***

3.1 Training Centres located in the CAR Region provide continuous training: For the Central American States, ICCAE (COCESNA), for the Caribbean, CCA (Cuba); ASCA (Dominican Republic) and CIIASA (ASA/Mexico), these last two have recently obtained their membership under the TRAINAIR *PLUS* Programme and the School of Air Traffic Services in Barbados and the AVSEC Training Centre (ASTC) in Trinidad and Tobago

3.2 Taking into account these regional and global efforts on staff training, following the conclusions of the NACC/DCA the ICAO NACC Regional Office based on the survey and discussion by the NACC/WG/3 consolidated a proposal for the Aviation Training Plan for the CAR Region (2012 - 2016) available in the ICAO NACC Regional Office web page, which will be update according with the discussions and agreements achieved in the meetings related with the aeronautical training issues.

**4.** **Suggested action**

6.1 The Meeting is invited to urge States to:

a) take note and monitor the development of the NGAP initiative, ICAO Training Policy and TRAINAIR *PLUS* Programme;

b) consider the current results and activities of the NGAP Task Force within the human resources national planning, as well as ICAO guidance material and other regional guidance related to the development of competencies and training;

c) comment the CAR Aeronautical Training Regional Plan shown in the ICAO NACC Office web page; and

d) encourage States/Territories to develop Strategic Training Plans and submit them to the ICAO NACC Office as soon as possible.

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