



ICAO

International Civil Aviation Organization  
North American, Central American and Caribbean Office

WORKING PAPER

NAM/CAR/CATC/WG/3 — WP/05  
29/09/16

**Third NAM/CAR Civil Aviation Training Centres Working Group Meeting  
(NAM/CAR/CATC/WG/3)**

ICAO NACC Regional Office, Mexico City, Mexico, 19 to 20 October 2016

- Agenda Item 5**      **Courses Offered by the Civil Aviation Training Centres (CATC) in the NAM/CAR Regions**  
**5.1**      **Identification and Analysis of NAM/CAR Region Training Needs**

**PROPOSAL FOR THE IMPLEMENTATION OF A PLAN TO PROMOTE AVIATION CAREERS AS PART OF THE NGAP PROGRAMME**

(Presented by Dominican Republic)

**EXECUTIVE SUMMARY**

The Dominican Republic, like the other Member States of the Organization, is concerned about the anticipated shortage of aviation professionals with regard to the demand expected in the coming years. For this reason, it has been developing specific actions through which it has generated significant capacity in particular areas of technical aviation training. However, it is well known that efforts to promote careers in aviation can and must be improved so that more young people are introduced to aviation and consider it when choosing their profession.

We hereby propose the analysis and design of an action plan which would be used by States as a model for the development of strategies which link civil aviation authorities with educational institutions. The objective would be to enable aviation training centres to establish closer ties with public and private educational institutions in a systematic manner, with a view to promoting aviation activities and careers. Support and assistance from ICAO through the NGAP Task Force is a determining factor in this process.

<b>Action:</b>	Refer to Section 4.
<i>Strategic Objectives:</i>	<ul style="list-style-type: none"><li>• Safety</li><li>• Air Navigation Capacity and Efficiency</li></ul>
<i>References:</i>	<ul style="list-style-type: none"><li>• ASCA Strategic Plan</li></ul>

## **1. Introduction**

1.1 The Next Generation of Aviation Professionals (NGAP) Programme, promoted by the International Civil Aviation Organization (ICAO), has been making significant efforts to raise awareness of the most relevant aspects of aviation in order to enable the recruitment which will support the growth expected in the industry in the coming years.

1.2 Since 2009, the NGAP Working Group, created by ICAO, has been striving to establish an aviation system which has enough skilled personnel to maintain a safe and sustainable air transport system. The group has been doing excellent work, including raising the level of education aimed at competency development.

1.3 However, the initiative's actions need to be more effective and be brought to the attention of States in the form of an action plan which, supported by ICAO, can successfully make an impression on school-aged young people so that they are introduced to aviation and can consider studies in the field.

1.4 The coordination of aviation-related meetings, seminars, symposia, and activities is an important step, but it does not reach the levels at which our efforts must be directed in order to attract future aviation professionals in the various States.

1.5 Very important to bear in mind when analysing the problem posed by the shortage of aviation personnel is the study of the processes whereby graduates with a basic level of aviation studies enter the industry, since the various aviation sectors require personnel with a certain amount of experience. Achievement of the necessary experience requires, in some cases, considerable resources, and in others, considerable time. This circumstance generally discourages young people who could otherwise be interested in a career in aviation. ntres and ICAO NACC Office to determine what kind of courses would need to be implemented to meet the demand based on needs expressed by the States.

## **2. Analysis**

2.1 Given the situation described, the Dominican Republic, which through the College of Aeronautical Science (ASCA) actively supports the NGAP Programme, proposes the analysis and preparation of a strategic action plan submitted as a model for States to use and supported by ICAO through the NGAP Programme.

2.2 This plan would promote specific actions, among which the following are suggested:

- a) the establishment of links between aviation training centres, or the NGAP contact of the State in question, and national and international universities in order to promote the awarding of special mentions in the fields of study which include aspects of aviation; for example, mechanical engineering could include a mention for aircraft engineering;

- b) the establishment of State programmes for guided tours of aviation facilities; such tours would be coordinated so that schools and colleges could have their students learn about aviation operations, technology, and procedures;
- c) the signing of agreements with local aviation organizations with a view to creating programmes for young graduates of educational institutions to gain experience through practical internships;
- d) the creation of sponsorship systems through local organizations to support the awarding of scholarships to high-school graduates in a systematic and ongoing manner; these programmes would benefit the aviation sector, since the companies in the sector would be the ultimate destination of the participants upon completion of their studies.

2.3 Other interesting and efficient initiatives could be established in accordance with the circumstances in the region concerned.

2.4 When analysing the context of the development of the future generation of aviation professionals, it is important to consider not only the attracting and training of human resources, but also the processes by which people enter the aviation job market. These processes could be a weak link in the chain of activities necessary for a person to join an aviation organization.

2.5 We propose adjusting the conventional approach to revise the recruitment process for pilots, air traffic controllers, maintenance technicians, operations inspectors, airworthiness inspectors, and such. We also propose analysing internship systems and assessing the levels of academic training to redefine the regulatory requirements without affecting safety. The coordination of aviation-related organizations, State regulators, and aviation training facilities is the most important factor in this process.

2.6 An aspect which must be analysed is the assistance provided by State civil aviation authorities in terms of incentives for aviation-sector companies which support the emergence of new professionals by creating internship programmes in conjunction with aviation training centres.

### **3. Conclusion**

3.1 It is necessary that the Organization intensify the efforts made through the NGAP Initiative both to ensure improvement and to generate more prominent results in terms of the training and integration of new personnel in the aviation industry. This can be effectively achieved by assisting States more directly, designing a plan containing specific actions which can be implemented with ICAO support for the governments involved, which would lead to the establishment of important ties with States' educational organizations.

3.2 In order to facilitate the access of new aviation professionals to aviation organizations, and given the significant experience requirements imposed by such organizations, it is also necessary to analyse alternatives which officially take into consideration the applicants' academic level, and to study the implementation of rigorous internship programmes which could be subsequently recognized or validated when applying for a job in the aviation sector.

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

4.1 The Meeting is invited to:

- a) analyse the information in this working paper;
- b) entrust the ICAO Secretariat with preparing a comprehensive action plan aimed at providing a roadmap for the development of actions which enable States, through their civil aviation training centres (CATCs), to promote aviation careers more effectively;
- c) support and assess the development of NGAP Task Force initiatives, giving due importance to the NGAP's efforts to ensure capacity-building with regard to skilled aviation professionals;
- d) consider the participation of TRAINAIR Plus member centres for the creation of a support group to assist the NGAP Task Force with the development of this strategy;
- e) request that, under the supervision of the NGAP Task Force, a study be conducted to look into the recruitment procedures currently applied by organizations in the aviation sector; the purpose of the study would be to determine, based on the sample taken, the manageability of said procedures and to generate proposals for their facilitation so that they do not discourage people from going into aviation; and
- f) agree on any other action which the Meeting considers.