



**ICAO-ENDORSED GOVERNMENT SAFETY INSPECTOR TRAINING
FIRST COORDINATION MEETING**

Montreal, 17 to 21 October 2005

**Agenda Item 1: Status Report and Strategies of ICAO-endorsed Government Safety
Inspector Training Programme**

**STATUS REPORT AND STRATEGIES OF ICAO-ENDORSED
GOVERNMENT SAFETY INSPECTOR TRAINING PROGRAMME**

(Presented by the Secretariat)

1. INTRODUCTION

1.1 The purpose of this paper is to present a status report on the ICAO-endorsed Government Safety Inspector Training Programme. The paper outlines the initial findings of the follow-up assessments conducted to date, and issues related to the management of the programme and some strategies to address them. A status report on the GSI courses will be covered in Discussion Paper No. 2.

2. BACKGROUND

2.1 In May 1998, the United States' Federal Aviation Administration (FAA) Academy and ICAO began a cooperative effort to develop the initial GSI course materials. These materials were developed to address one of the shortcomings identified in ICAO safety oversight assessments and audits related to the lack of qualified technical personnel to carry-out safety oversight responsibilities.

2.2 The following table lists the centres that have been endorsed and, when applicable, the date of the last follow-up assessment.

Training Centres	Date of Initial Assessment	Date of Endorsement	Date of Follow-up Assessment
CIPE, Buenos Aires, Argentina	May 2000	12 December 2002	September 2005
IAC, Rio de Janeiro, Brazil	June 2000	30 May 2001	
FAA Academy, Oklahoma City, United States	August 2005		
ICCAE-COCESNA, San Salvador, El Salvador	February 2004	16 March 2005	
NLC, Hooffddorp, Netherlands	February 2000	3 February 2004	
SAA, Singapore, Singapore	September 2000	16 June 2003	
ATNS, Johannesburg, South Africa	March 2001	7 July 2003	
National Aviation University of Ukraine (KIUCA) , Kyiv, Ukraine	April 2000	25 November 2002	September 2005

2.3 To date, ICAO has endorsed eight training centres to implement the courses on an international basis, with the objective of establishing standardized safety inspector training capabilities within each ICAO region. From October 2002 to August 2005, the FAA's Transportation Safety Institute held the ICAO endorsement to deliver GSI training and delivered the GSI courses. In August 2005, the FAA Academy was assessed and will be delivering the GSI courses in the United States.

2.4 Other centres underwent an initial assessment for ICAO endorsement and a plan of action was established for them.

3. FINDINGS OF FOLLOW-UP ASSESSMENTS

3.1 Scheduling of Courses

3.1.1 The endorsement requirements call for the centres to advise ICAO six-months in advance of GSI courses that are open to international participation. One of the purposes of this advance notification is to disseminate information in a timely manner to a worldwide audience. It is recognized that the number of trainees enrolled in a given course may affect its scheduling

and courses may be cancelled or postponed. However, as ICAO has not been consistently advised of the schedule of courses it has not been possible to communicate this information. ICAO disseminates information on the GSI course schedule through two means: a yearly State letter through which the planned courses are listed and a page on the ICAO public website (www.icao.int), which should provide the most up-to-date information.

3.2 Reporting of Course Deliveries

3.2.1 As indicated in the requirements, ICAO is responsible for monitoring the results of each GSI course conducted on an international basis. Training centres conducting GSI courses should report to ICAO the results of trainee performance in all end-of-module tests; copies of all end-of-module and course opinion questionnaires; a short narrative for each module describing the conduct of the course and any problems encountered; and, a list of participants' names and contact information. GSI course delivery reports have not consistently reached ICAO.

3.3 Nominees for Train-The-Trainers courses

3.3.1 Qualified instructors of GSI courses should meet a number of requirements. They should have a minimum of three years' experience as an operations or airworthiness inspector, keep pace of regulatory changes and developments either through recurrent training or an equivalent, maintain currency by working for at least three months each calendar year; and successfully completing the course they will teach, as a trainee, as well as the associated training programme for instructors. The data concerning instructor compliance with these requirements has not been systematically provided to ICAO.

3.4 Scheduling of follow-up assessments

3.4.1 Follow-up assessments are to be conducted at least every two years. They are to be scheduled at the same time as a course. Of the six endorsed training centres that are due for a follow-up assessment, two have been assessed and four should be scheduled. Although some of the endorsed training centres have not yet delivered the GSI course, a follow-up assessment is still considered necessary to establish a plan of action to comply with requirements and begin providing the endorsed training.

3.5 Quality Control

3.5.1 ICAO-endorsed centres are required to exercise quality control functions for the GSI training that they deliver. The quality control processes should be documented. Quality control documents should address, but not be limited to the following issues: organizational structure of the training centre and link to the civil aviation authority; job descriptions for all posts in the organizational structure; and quality assurance responsibilities of all training management and instructional staff, including evaluation checklists. It was found that the quality control processes are, for the most part, documented, but not organized in an effective way.

3.6 Training Steering Committee

The instructors delivering the GSI courses are required to be active inspectors, either directly involved in inspections or on-the-job training. It is therefore critical to have close coordination between the endorsed centre and the civil aviation authority to ensure that operations and airworthiness inspectors/instructors be able to perform both their inspection and instruction responsibilities. The establishment of such a training steering committee in States where ICAO centres are endorsed is strongly recommended.

4. STRATEGIES

4.1 As indicated in the table above, the first endorsement was given in May 2001 and the latest one in March of this year. While the initial critical steps to launch the GSI Programme have been taken, it is now important to consolidate the programme in order to ensure its sustainability. A number of issues concerning the GSI courses need to be addressed to achieve standardization. These issues are discussed in Discussion Paper No. 2.

4.2 The Air Navigation Bureau (ANB) is undergoing a reorganization to focus its work towards a performance-based approach to safety management. While the TRAINAIR Central Unit was in the Air Navigation Bureau, the Government Safety Inspector (GSI) Training Programme was its responsibility. Once the TRAINAIR Central Unit was moved to the Technical Co-operation Bureau as of 1 January 2005, the GSI Programme became the responsibility of the Aviation Training Policy and Standards (ATPS) Unit. This unit is part of the Flight Safety Standards and Systems (FSS) Section of the Air Navigation Bureau.

4.3 Additionally, the Organization, and in particular the Air Navigation Bureau, is establishing a business plan with performance indicators, whereby programmes under its responsibility need to demonstrate safety benefits in a measurable manner. The GSI Programme, as stated before, has been developed to address deficiencies identified during safety oversight audits and assessments related to the lack of qualified technical personnel. The GSI Programme therefore has to demonstrate how it mitigates these deficiencies. To do so, data collection and analysis is necessary to ensure quality control of the programme. However, quality control should not affect a flexible approach to implementation of the programme.

4.4 The Organization is also putting forward a proposal to harmonize provisions relating to safety management in Annexes 6, 11 and 14. The purpose for harmonizing these Annex provisions is to support their uniform application, as well as, to facilitate auditing by the Universal Safety Oversight Audit Programme (USOAP). The GSI courses are a key instrument in disseminating information to ensure uniform application of Annex provisions. It is therefore critical that their development, maintenance and delivery be accomplished in a consistent and rigorous manner.

4.5 As the GSI programme expands, and given the ATPS Unit's limited resources and increased workload, new means have to be identified to monitor compliance with established requirements. A strategy to address the limited resources of ICAO and maintain high quality is to decentralize certain key functions of the GSI Programme. Follow-up assessments, for example, could be undertaken by peer-endorsed training centres that are actively delivering GSI training and that have undergone at least one follow-up assessment with a positive outcome. The qualifications of the staff undertaking the peer review follow-up assessments would have to be specified. Presently, the requirements indicate that the follow-up assessment costs are to be covered by the centre being reviewed. To this end, a bilateral arrangement could be established between peer-endorsed centres. The follow-up assessments would be coordinated through the ATPS Unit and a rigorous reporting protocol established. Peer reviews should be undertaken once ICAO carries-out a first follow-up assessment. The peer report would be transmitted to ICAO for review and quality control.

4.6 Another strategy to deal with the limited resources of the Organization may be to carry-out follow-up assessments in a three year cycle rather than two years. Expanding the cycle would allow centres and ICAO to better plan assessment missions and maintain rigorous adherence to quality control measures established in the requirements, including a strict reporting schedule. The coordination meetings would continue to be scheduled every three years. This approach would be helpful in planning follow-up assessment activities. For example, follow-up assessments could be planned 18 months onward from this meeting. This would give time to the centres to plan and budget for the assessments at the same time as a scheduled GSI course.

4.7 Several TRAINAIR member training centres have requested copies of the GSI courses. These requests have been made under the assumption that the GSI courses are Standardized Training Packages that can be exchanged through the TRAINAIR Network. While the GSI courses have been developed using the TRAINAIR and now ICAO Course Development Methodology as established in the *Procedures of Air Navigation Services – Training* (PANS-TRG) Document, they are not considered part of the TRAINAIR Programme. Active membership in the TRAINAIR Programme, however, is an asset especially as regards course development capability and the ability to adapt and develop competency-based training.

4.8 Initially, ICAO endorsed a limited number of training centres to implement the courses on an international basis, with the objective of establishing standardized safety inspector training capabilities within each ICAO region. As ICAO implements its systematic safety oversight approach, States will be audited every six years. Qualifications and training of technical personnel will be among the key performance indicators addressed during these audits. It is therefore important to ensure that the scope of training both in terms of breadth of GSI-related competencies and delivery of GSI courses be available, affordable and accessible to all States.

4.9 While the network of endorsed centres has not reached its peak level of activity yet and needs to be consolidated, there is a high demand for this type of training in each region. Increasing the number of endorsed centres would provide trainees with the possibility of participating in courses nearer to their home base and potentially be more cost-effective. The endorsement of centres in sub-regions where Cooperative Development of Operational Safety and Continuing Airworthiness Programmes (COSCAP) or existing regional safety oversight organizations are established could be an effective means to meet this need. One objective of COSCAP Projects is to establish self-sustaining sub-regional entities that provide technical services in safety oversight to member States. These sub-regional entities require standardized training materials that fully reflect ICAO Standards and incorporate best practices, such as the GSI Programme can provide.

5. CONCLUSION

5.1 Participants are invited to review this paper and to indicate their views on:

- a) means to maintain quality control with limited resources; and
- b) strategies to address the expansion and consolidation of the programme.