



Global AIM 2025













Global AIM 2025



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Enhancing Competency Certification: Knowledge, Language, Skills

Let's Talk Competency – For Real

Mrs. Natasha Leonora-Belefanti, BEng.

Manager AIM at Dutch Caribbean Air Navigation Service Provider **CURAÇAO**

NACC WG AIM Task Force Rapporteur





Topics



1. What Competency Actually Means for AIM (It's More Than Knowing Stuff)

2. Why Certification Still Has Gaps & A Practical Way Forward

3. What AIM Certification Could Look Like

4. Key Takeaways – Let's Make It Count

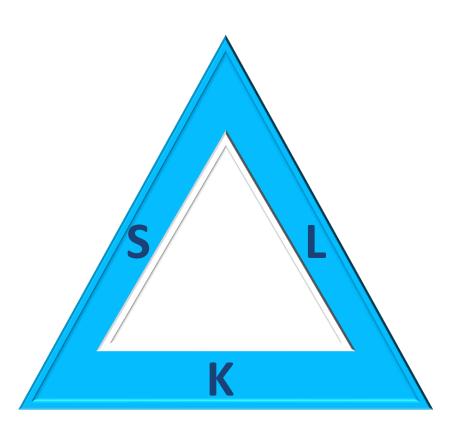


1. What
Competency
Actually Means
for AIM (It's More
Than Knowing
Stuff)



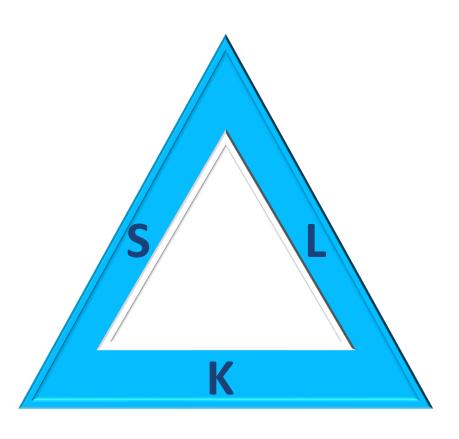
Knowledge + Skills + Language = Competency Enhancing Competency Certification in AIM





- Knowledge: Regulations, procedures, systems
- Skills: Accuracy, coordination, digital literacy
- Language: Operational level of English Language for international environments





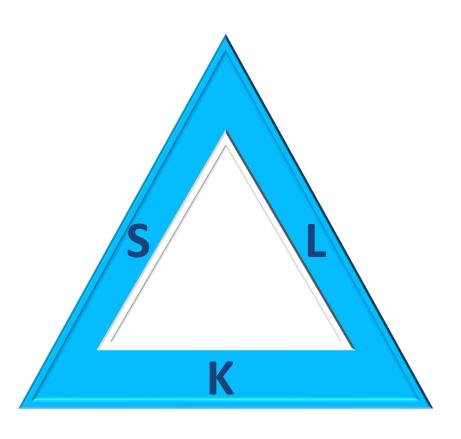
K + S + L in Action for AIM

Knowledge

Understanding regulations, procedures, and AIM systems — for example:

- Knowing how NOTAMs must be structured per ICAO requirements
- Familiarity with tools for AIXM-based platforms
- Understanding aeronautical data flows and publication cycles





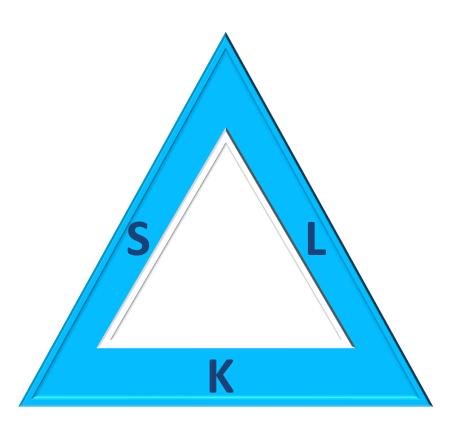
K + S + L in Action for AIM

Skills

The ability to apply that knowledge — for example:

- Entering and validating NOTAMs accurately
- Applying basic coding (e.g., Q-lines, FIR boundaries)
- Cross-checking metadata, coordinates, times, and formatting





K + S + L in Action for AIM

Language

The ability to communicate clearly in English — for example:

- Writing NOTAMs or AIP text that are internationally understood
- Coordinating changes with other States or ANSPs
- Ensuring terminology is ICAOcompliant and unambiguous



Competencies & Skills (examples) needed for AIM

	Product	Additional information	Required Skills / Knowledge	Appropriate Competency
Standardized Presentation	AIP, AMDTs, SUPs	Computerized textual information management, Document / report / Spreadsheet creation,	Word processing, spreadsheet program, Data entry and formatting. Creating simple formulas. Navigating the Excel interface. Sorting and filtering data in ascending or descending order. Subtraction, multiplication and division. PANS-AIM, Annex 15. Doc 8126	Text Editing Spreadsheet management, Aviation Knowledge.
	AICs	Same as above. Add: Aviation law (State and international)	Same as above. Add: Knowledge of the aviation and space sector. Good analytical & logical reasoning skills. Knowledge of technology. Good at written communication. PANS-AIM, Annex 15. Doc 8126	Same as above. Add: Ability to interpret legal texts related to ATM



Competencies & Skills (examples) needed for AIM

	Product	Additional information	Required Skills / Knowledge	Appropriate Competency
Standardized Presentation	Aeronautical Charts	Visual and radio aids to navigation, airports and illustrations, (un)controlled airspace, restricted/prohibited / danger areas, obstructions, and the related data (coding tables)	ICAO Annex 4, GIS, Aeronautical Chart Symbols, Topography, Coordinates (long. + lat.), distance / measurements Chart editing / creation	Chart (Aeronautical) Management. Managing Data and Information Accuracy*: Acting precisely, carefully and impeccably when performing work Analytical thinking
	NOTAM	Operational information essential to personnel concerned with flight operations	Ability to distinguish information type and purpose. PANS-AIM, Annex 15. Doc 8126	Problem solving Multi tasking Timeliness Accuracy* Analytical thinking



Competencies & Skills (examples) needed for AIM

	Product	Additional information	Required Skills / Knowledge	Appropriate Competency
Digital Data Sets	AIP Data Set (DB)	Consist of data of Navaids, Points, Airports, Airspace, Routes, etc.	Data entry & analyzing PANS-AIM Knowledge on: Aerodrome data, Airspace data, ATS and other routes data	Problem Solving Accuracy*



Competencies & Skills (examples) needed for AIM

	Product	Additional information	Required Skills / Knowledge	Appropriate Competency
Digital Data Sets	TOD	Digital representation of terrain and obstacles provided as datasets satisfying user requirements for a series of airborne and ground application such as EGPWS, TAWS, A-SMGCS, MSAW, Procedure Design etc. As per ICAO Annex 15 chapter 5.3.3 ff. as from 8 th November 2018 electronic terrain and obstacle data shall be provided at aerodromes regularly used by international civil aviation.	Able to understand specific characteristics that must be/are provided in the data set delivered.	Data management Chart (Aeronautical) Management.



Competencies & Skills (examples) needed for AIM

	Product	Additional information	Required Skills / Knowledge	Appropriate Competency
Digital Data Sets	AD Mapping	Aerodrome geographic information, to improve the user's situational awareness or supplement surface navigation. Increases safety margins and operational efficiency.	GIS (aerodrome geographic information).	Analytical thinking Managing Data and Information
	Instrument Flight Procedure	Procedures used by aircraft flying in accordance with the IFR, which are designed to achieve and maintain an acceptable level of safety in operations, including instrument approach procedure, SIDs, planned departure routes	Understand the practical aspect presented on the charts. Provision of various information to enable pilots to fly approaches safely in instrument conditions, as prescribed by the ATCS.	Analytical thinking



Competencies & Skills (examples) needed for AIM

	Product	Additional information	Required Skills / Knowledge	Appropriate Competency
Services	Distribution Pre-Flight	Provision of quality compliant service to the users of the published/shared products.	Planning Doc 8126 PANS-AIM	Problem solving. Collaboration Communication.
	Information		Costumer Service (QMS)	Analytical thinking.
	Post-Flight Information			



COMPETENCIES COMPARISON BETWEEN FIELDS RELATED AIM SKILLS, DUTIES AND TASKS

✓	Required
X	Not required
	Optional

COMPETENCY / SKILL TYPE (Aviation Professionals)	AERONAUTICAL INFORMATION SPECIALIST	Flight Dispatcher	ATC	ICT Specialist	Chart Specialist (Aviation)	Data & Workflow Management	Aeronautical station operator
COMPETENCIES	V	V	V	V	V	V	
Proficiency in English	✓	√	√	√	√	√	✓
Safe and efficient provision of aviation services	✓	✓	√	√	√	√	✓
Aviation Knowledge	✓	✓	√			X / \square	/
Flight Planning		✓	√	X	X	X	✓
FPL Monitoring		✓	√	X	X	X	✓
Effective Communication	✓	✓	√	√	√	✓	✓
Customer Service Orientation	✓	✓	✓	√	√		✓
Decisiveness	✓	✓	√		√	✓	✓
Conflict resolution	✓	✓	√	√	√	✓	✓
Analytic reasoning	✓	✓	√	✓	√	✓	✓
Initiative	√	√	√	√			

 $SOURCE: \underline{https://www.icao.int/SAM/Documents/2024-RLA06901-DOC8126yPANSIM/P19\%20AIM\%20COMPETENCY\%20AWARENESS\%20_\%20MAR2024.pdf$



ENGLISH DESCRIPTORS FOR THE AERONAUTICAL INFORMATION SERVICES

PERSONNEL		COMPRE	HENSION	ORAL EXP	PRESSION	WRITING
TYPE / AREA OF FUNCTION	LEVEL	AUDITIVE COMPREHENSION	READING COMPREHENSION	ORAL INTERACTION	ORAL EXPRESSION	WRITTEN EXPRESSION
A I M Y	BASIC REQUIRED LEVEL	Fully understand the main ideas when the speech is clear, whenever everyday matters and/or matters of professional interest are discussed, although clarification strategies may sometimes be needed.	Understand the vocabulary included in forms and spreadsheets necessary to perform the job properly, with the help of reference materials.	Simply exchange information on day-to-day and/or work-related matters, using the correct grammatical structures and classification strategies if necessary.	Explain, in simple terms, the personal and / or work reality. Respond concisely to any questions or requests made in the workplace. Clarification strategies may sometimes be needed.	Know how to complete forms and forms necessary to properly perform the job. Compose short, simple notes on work needs, with the help of reference materials.
& A R O	SUPERIOR LEVEL	Fully understand the main ideas when the speech is clear, as long as everyday matters and/or matters of professional interest are discussed.	Understand the vocabulary included in forms and spreadsheets necessary to successfully perform the job.	Exchange information on day-to-day and/or work-related matters, using grammatical structures correctly.	Explain personal and/or work reality. Respond concisely to any questions or requests made in the workplace.	Be able to complete forms and templates necessary to properly perform the job. Compose notes regarding work needs.

Note:



ENGLISH DESCRIPTORS FOR THE AERONAUTICAL INFORMATION SERVICES

PERSONNEL		COMPRE	HENSION	ORAL EXF	PRESSION	WRITING
TYPE / AREA OF FUNCTION	LEVEL	AUDITIVE COMPREHENSION	AUDITIVE READING WPREHENSION COMPREHENSION		ORAL EXPRESSION	WRITTEN EXPRESSION
Р		Understand Quotes about		information on	Explain, with simple structures,	
U	BASIC	Topics of personnel	and/or work-related topics, with the help	matters in a simple	or work reality,	technical topics and/or topics of
В	REQUIRED	or professional interest, with	of reference materials.	clarification	although sometimes clarification	professional interest, with the help of reference
L .	LEVEL	the possible Use of		necessary.	strategies may be needed.	materials.
1		clarification Strategies.				
A		Fully understand the main ideas when the	Understand texts on everyday and/or	Exchange in a simple, direct and	Explain, with more complex	Translate and/or write texts on
Т			without the aid of		personal and / or	and/or topics of
1	SUPERIOR	matters and/or matters of professional interest	reference materials. Knowing how to find specific information in	matters.	work reality with ease and fluency.	professional interest autonomously.
0	LEVEL	are discussed.	simple writings,			autonomousiy.
N			work-related minds.			
2						

Note:



ENGLISH DESCRIPTORS FOR THE AERONAUTICAL INFORMATION SERVICES

PERSONNEL		COMPRE	HENSION	ORAL EXP	PRESSION	WRITING
TYPE / AREA OF FUNCTION	LEVEL	AUDITIVE COMPREHENSION	READING COMPREHENSION	ORAL ORAL INTERACTION EXPRESSION		WRITTEN EXPRESSION
N O T	BASIC REQUIRED LEVEL	Understand phrases and vocabulary on topics related to daily life and / or work, although sometimes clarification strategies may be needed.	Understand very short and simple texts on topics of personal and/or work interest, with the support of reference materials.	Exchange information on daily and/or work matters in a simple way, using clarification strategies if necessary.	sometimes	Compose notes and short and simple messages related to the work. Complete forms and documents related to work activity, with the help of reference materials.
T A M	SUPERIOR LEVEL	Understand phrases and vocabulary on topics of personal and/or work interest.	Understand moderately complex texts on topics of personal and/or work interest without the help of reference materials.	autonomous way	more complex structures, the personal and / or	Compose and/or translate notes and messages related to the work. Know how to fill out forms and documents related to work activity.





2. Why Certification Still Has Gaps

Different States, Different Standards

Why Certification Still Has Gaps



Page 20

Inconsistent training programs

AIM often excluded from national competency plans

Many professionals operate without structured evaluation

Why Certification Still Has Gaps



There is currently no standardized reference that clearly defines which competencies AIM professionals should be evaluated on.

- AIM Competency Includes, but is not limited to:
 - Data Literacy
 - Understanding of ICAO Annex 15, PANS-AIM & Doc 8126
 - Accurate NOTAM & AIP handling
 - Basic coding and formatting (Q-lines, FIRs, etc.)
 - Metadata validation and data quality control
 - Use of AIM tools and digital systems (e.g., AIXM, CADAS)



Why Certification Still Has Gaps



AIM Competency Includes, but is not limited to

[continued]:

- Operational English (written & verbal clarity)
- Situational awareness & coordination with other units
- Commitment to continuous learning and updates
- Project Management
- Leadership







3. A Practical Way Forward

Let's Raise the Standard – Together



A Practical Way Forward



- From States → AIM Frameworks → ICAO Guidelines → Global Alignment.
- States don't need to wait on ICAO to begin implementation
- ICAO's formal recognition remains critical for structure and support
- AIM's operational role as defined in Annex 19 should be reflected in Annex 15 and PANS-AIM

A Practical Way Forward



The Transition to AIM facilitated:

Phases, Steps and Tasks - Tracking Tool (version 2.0 - by N. Leonora-Belefanti, BEng) (DC-ANSP AIM Manager / ICAO NACC AIM TF Rapp MAY 2025)	Status of Implementation	Standard Percentage value	Percentage reach completion status	Date completed	Phases Total >>	0.0%	NO START/NO INFO PROVIDED
₹ Phase 1 – Consolidation	Amount Completed	100%	0%			State / Country	
					-	Date Last Modified	
P-04 — Monitoring of Annex differences	Completed or In Progress?	20%	0%		-		L
Identify all current differences to ICAO Annex 4 and 15	☐ FALSE ☐	25%	NOT INITIATED				
Conduct regular reviews and update the differences as needed	∏ FALSE □	25% 25%	NOT INITIATED				
Establish a mechanism for notification of differences	∏ FALSE □		NOT INITIATED				
Ensure internal processes reflect the applicable SARPs	☐ FALSE ☐	25%	NOT INITIATED				
P-03 — AIRAC adherence monitoring	Completed or In Progress?	20%	0%				
Establish a national AIRAC calendar	☐ FALSE ☐	20%	NOT INITIATED		-		
Define clear responsibilities for AIRAC cycle implementation	☐ FALSE ☐	20%	NOT INITIATED				
Implement a tracking system to monitor adherence to publication deadlines	☐ FALSE ☐	30%	NOT INITIATED				
Perform regular audits to verify timely data publication and distribution	☐ FALSE ☐	30%	NOT INITIATED				
P-17 — Quality management systems	Completed or In Progress?	40%	0%				
Define and document all AIS/AIM-related processes	☐ FALSE ☐	20%	NOT INITIATED		-		
Develop and maintain Standard Operating Procedures (SOPs)	☐ FALSE ☐	20%	NOT INITIATED				
Create and update the AIS/AIM Quality Manual	☐ FALSE ☐	15%	NOT INITIATED				
Conduct internal audits to assess process compliance	☐ FALSE ☐	20%	NOT INITIATED				
Initiate ISO 9001:2015 certification process and maintain compliance	☐ FALSE ☐	25%	NOT INITIATED				
P-05 — WGS-84 implementation	Completed or In Progress?	20%	0%				
Assess current geodetic reference framework	☐ FALSE ☐	20%	NOT INITIATED		-	_	
Ensure all published coordinates conform to WGS-84	☐ FALSE ☐	30%	NOT INITIATED		Δ	IM Impler	mentation
Coordinate with data originators to validate geospatial data	☐ FALSE ☐	25%	NOT INITIATED		_	iiiipici	
Update AIP and charts accordingly	☐ FALSE ☐	25%	NOT INITIATED		S	teps tasks	s Tracking
						Too	



4. What AIM Certification Could Look Like

Professionalizing the Role with Structure ...



- Contents of the badge:
 - Full Name & Role
 - Certification ID Number
 - Issuing Authority
 - Specialty
 - Validity Period (e.g., 3 years)
- Certified Competency Areas, for THEORY
 & OJT:
 - AIM Data Handling
 - Operational English Language
 - Digital Systems & Tools
 - Quality Assurance

- Renewal Criteria:
 - Refresher Training
 - Language level Re-certification
 - Performance Review
 - General Medical report



Purpose: Formalize AIM professionalism and operational credibility.

What AIM Certification Could Look Like



Purpose: Formalize AIM professionalism and operational credibility.



KEY TAKEAWAYS – Let's Make It Count



It's Time to Certify What We Already Do Well

- AIM is essential, not optional
- AIM needs to be incorporated in DO projects from the initiation, prior to submission for publication!
- Competency protects safety, trust, and consistency
- Structured certification empowers professionals
- This isn't about recognition it's about responsibility









EXAMPLEDutch Caribbean Air Navigation Service Provider

Manager AIM / ICAO NACC AWG AIM TF Rapporteur



+599 9 839 3550 ext. 514 +599 9 563 6285



www.dc-ansp.org https://dc-ansp.org/eAIS/# https://www.icao.int/NACC



Kaya Afido z/n Seru Mahuma Curaçao



n.leonora-belefanti@dc-ansp.org

ICAO | NACC leonorabelefanti.n@gmail.com >> AIM TF