



ICAO

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

WORKING PAPER

E/CAR/CATG/9 — WP/07
15/07/25

Ninth Eastern Caribbean Civil Aviation Technical Group (E/CAR/CATG/9) Meeting
Miami, United States, 28 to 31 July 2025

Agenda Item 3: Follow-up of the activities of the E/CAR/CATG
3.2 Progress report of the Aeronautical Information Management (AIM)
Committee

Report on AIM Transition Readiness and Training Needs Across Eastern Caribbean States
(Presented by the Rapporteur of the AIM Committee)

EXECUTIVE SUMMARY	
The transition from AIS to AIM remains a critical objective for Eastern Caribbean States, aligned with ICAO's global roadmap and strategic objectives. Despite awareness at the leadership level, multiple challenges have hindered progress, notably personnel shortages, limited training exposure, and a need for greater sensitization of both operational staff and executive stakeholders.	
Action:	Suggested actions are included in Section 6.
<i>Strategic Objectives:</i>	<ul style="list-style-type: none">• Air Navigation Capacity and Efficiency
<i>References:</i>	<ul style="list-style-type: none">• Final Report of the Eighth Eastern Caribbean Civil Aviation Technical Group (E/CAR/CATG/8). Miami, United States, 22 to 24 October 2024• AIM CATG follow up meeting March 14, 2025• AIM CATG follow up meeting Jun 4, 2025

1. Introduction.

1.1 Following the E/CAR/CATG/8 meeting in Miami, 22-24 October 2024 the AIM committee discussed three topics of importance for ECAR states listed below:

- Request for ICAO to assist states in establishing QMS
- Request for ICAO to assist states with the transition from AIS to AIM
- AIM committee to set a date to discuss
 - LOAs,
 - refresher/recurrent training and developing a standardized program,
 - GRF implementation/SNOWTAM promulgation.

1.2 The committee's major focus was on AIM training.

2. Discussion.

2.1 Transition Readiness.

2.1.1 Most states have not commenced AIM implementation due to:

- a) Insufficient personnel.
- b) Lack of awareness of regulatory and procedural requirements.

2.1.2 Directors/Directors General understand the need to recruit, but progress remains slow.

2.2 Training Deficiencies

2.2.1 Significant need for refresher training on

- a) Quality Management Systems (QMS)
- b) AIM fundamentals
- c) Verification and validation process

2.2.2 Long-serving personnel continue outdated practices due to lack of retraining

2.3 Action Plan for QMS Implementation.

2.3.1 QMS is acknowledged as a pillar of AIM success. The committee proposes:

- a) Creating a detailed implementation checklist
- b) A sensitization campaign targeting management
- c) Development of a GAP analysis
- d) Executive endorsement for urgent system reform

2.4 Organizational Review.

2.4.1 AIS Structures across the region require reassessment. Management must be briefed on safety implications and urged to adopt an AIM forward strategy.

2.5 Harmonization of LOAs.

2.5.1 TTCAA completed a draft LOA format aligned with

- a) ICAO Annex 15
- b) Doc 8126
- c) PANS-AIM

2.5.2 Draft will be circulated for regional feedback and endorsement.

3. AIM Training Status (ICAO Courses 2025).

3.1 AIQM(EN) Apr 23-24 & Data-Centric AIS OPS May 19-23, 2025

STATE	AIQM (EN)	DATA CENTRIC AIS OPS
Antigua	2	1
Anguilla	0	0
Barbados	1 1 (2022) 2(2023)	1 1(2022)
Dominica	0	1
ECCAA	0	1
Grenada	0	0
Nevis	0	0
St. Kitts	0	0
St. Lucia	1	1
St. Vincent	1	2
Trinidad	3 (2023)	3 (2023)

Note: Some states experienced registration or technical issues and could not attend.

4. Regional Training Gaps and Recommendations

4.1 Several states expressed a strong interest in repeated ICAO training offers. Antigua requested a template for transforming staff training into a structured competency-based format.

4.2 Trinidad is spearheading the shift by:

- Adopting ICAO's competency-based framework
- Encouraging completion of the ICAO Training Developers Course (TDC)

4.3 Key Recommendations

- Develop and disseminate a regional training model guided by ICAO competencies.
- Incorporate psychometric tools for recruitment, a suggestion from Barbados.
- Encourage states to appoint an AIM transition champion at a senior level.

5. Proposed Next Steps

- Request Trinidad and Tobago to circulate TTCAA's draft LOA for feedback.
- Develop and present AIM sensitization sessions to eastern Caribbean aviation management.
- Conduct a regional GAP analysis on QMS readiness.
- Formulate a Working Paper for ICAO support on automation and training funding.
- Design a structured training and development template for use by states.

6. Suggested actions

6.1 The Meeting is invited to:

- Take note of the information provided in this Working Paper;
- Support the proposed next steps in Section 5; and,
- Suggest any other action deemed necessary.