INTERNATIONAL CIVIL AVIATION ORGANIZATION

**AFI PLANNING AND IMPLEMENTATION REGIONAL GROUP
SEVENTEENTH MEETING (APIRG/17)**
(Burkina Faso, 2 to 6 August 2010)

Agenda Item 3.1: Regional and National Performance Framework

**REPORT ON OUTCOMES OF INITIATIVES REGARDING NEXT GENERATION
OF AVIATION PROFESSIONALS**

(Presented by the Secretariat)

SUMMARY

The next generation of aviation professionals (NGAP) initiatives were launched to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. In May 2009, the NGAP Task Force was created and was instrumental in supporting the preparatory work for the NGAP Symposium conducted at ICAO from 1 to 4 March 2010. The NGAP Task Force held its second meeting on 5 March 2010 after the symposium and established a work programme that will address the enhancement of training for flight crew, air traffic management and aircraft maintenance personnel to meet the demands of new procedures and increasingly complex technologies. The High-level Safety Conference (HLSC), held in Montréal in March 2010, recommended that States and international organizations should support the work of the NGAP Task Force.

Action by APIRG/17 is contained in paragraph 5.

1.   **INTRODUCTION**

1.1   The NGAP initiatives were launched to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. This is critical as a large contingent of the current generation of aviation professionals will retire, access to affordable training and education is increasingly problematic, and aviation competes with other industry sectors for highly skilled professionals. The lack of harmonized competencies in some aviation disciplines and a lack of awareness by the "next generation" of the types of aviation jobs available further compounds the problem.

1.2   ICAO has been supporting the work of the IATA Training and Qualifications Initiative (ITQI) that focuses on flight crew and aircraft maintenance personnel training and assessment. The NGAP Task Force was established to address aviation functions not covered through ITQI and was instrumental in supporting the preparatory work for the symposium conducted at ICAO from 1 to 4 March 2010.

1.3   The High-level Safety Conference (HLSC), held in Montréal in March 2010, recommended that States and international organizations should support the work of the NGAP Task Force including work on the enhancement of pilot training to meet the demands of new procedures and increasingly complex technologies.

2.   **OUTCOMES OF THE NEXT GENERATION OF AVIATION PROFESSIONALS SYMPOSIUM (NGAP)**

2.1   The theme of the symposium was "Looking beyond the economic crisis: mobilizing the aviation community to recruit, educate, train and retain the next generation of aviation professionals". The event brought together 403 participants, including over 80 students who actively participated and presented the concerns of the next generation. Participants came from seventy-one States and fourteen international organizations. Fifty-eight presentations were delivered and can be accessed through www.icao.int/ngap.

2.2   The following outcomes were drawn from the presentations and discussions carried out during the symposium:

b)   the orderly and safe development of the international air transportation system depends on the availability of the required human resources and the international aviation community should recognize this as a strategic issue;

c)   the international community has a collective responsibility to attract and retain the "best and brightest" students who will become contributing members of the next generation of aviation professionals and to ensure they have access to quality and affordable aviation education and training;

d)   there is a need to have reliable human resource data in terms of training needs and capacity in the short, medium and long-term;

e)   regulatory frameworks should enable and support the use of modern training and learning technologies (competency-based training, evidence-based training, and increased use of simulation) and should not be an obstacle to industry best practices;

f)   administrative constraints such as multiple certification processes of training organizations, training devices, and training programmes, should be limited as much as possible. In that respect, the cost of data provided by airframe manufacturers to support the qualification of training devices was noted as an obstacle for access to affordable training;

g)   industry-established standards should be supported as a way to demonstrate compliance with regulatory requirements (SARPs and national regulations);

h)   free-flow of professionals should not be inhibited by unnecessary administrative procedures and should be facilitated through internationally agreed upon standards and assessment practices. To this end, there is a need to define competencies for all aviation activities affecting safety;

i)   in order to support the successful implementation of the Global Aviation Safety Plan (GASP), it is essential that transfer of knowledge and procedures be facilitated in all parts of the world as seamlessly as possible; and

j)   there is a need in the global aviation training and education community for a permanent coordinating mechanism to address aviation training and education issues and concerns, and to collaborate with other global stakeholders to further the safe, efficient, and orderly development of aviation, in all of its manifestations.

3.   **NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP) TASK FORCE WORK PROGRAMME**

3.1   During its second meeting, the NGAP Task Force recognized that several aviation professions deserved attention and that competencies should be developed for them. To develop materials in a timely and effective manner, however, it was decided to follow a phased approach. Participants of the task force volunteered to contribute to sub-groups which have been created for the following deliverables.

a)   **Accreditation/endorsement**

Deliverable: Support the development of a policy and criteria for institutions that are approved to deliver Annex 1 — *Personnel Licensing* related training and Government Safety Inspector training by October 2010 which will allow voluntary ICAO endorsement of aviation training institutions by the end of 2010.

b)   **Flight crew licences**

Deliverable: Develop competencies for flight crew in the left seat, check airmen and instructors for large aeroplanes (greater than 5 700 kg) powered by turbine engines by December 2011.

c)   **Air traffic management professionals**

Deliverable: Develop competencies for air traffic controllers and air traffic safety electronics personnel (ATSEP) by December 2011.

d)   **Second NGAP symposium and outreach**

Deliverable: Lead the Organization in planning the next global symposium and/or alternative event scheduled provisionally in late 2011.

Deliverable: Develop and implement a communication strategy to reach out to the next generation of aviation professionals.

4.   **CONCLUSION**

4.1   ICAO has initiated work to develop policies to ensure that enough competent personnel are available to manage, operate and maintain the global air transportation system of the future. As the aviation industry emerges from a difficult economic context, changing demographics and new technologies with far-reaching potential will intensify human resource challenges. In this context, it becomes urgent to review existing regulations and propose a new regulatory environment for the recruitment, education, training and retention of the next generation of aviation professionals.

5.   **ACTION BY APIRG/17**

5.1   The meeting is invited to:

   a)   note the global developments in the field of recruitment, education, training and retention of the next generation of aviation professionals; and

   b)   take these developments into account in defining the regional strategy/work programme.

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