



ICAO

**INTERNATIONAL CIVIL AVIATION ORGANIZATION**

**SIXTH MEETING OF DIRECTORS-GENERAL OF CIVIL AVIATION (DGCA/6)**

**(Brazzaville, Congo, 2 – 4 November 2016)**

**Agenda Item 3: Aviation Safety**

**ICAO Aviation Training Activities Implemented Globally and in the AFI Region**

*(Presented by the ICAO Global Aviation Training Office)*

**SUMMARY**

The Global Aviation Training (GAT) Office's third year of operation has encompassed the development and consolidation of major tools and methods in aviation training. This working paper summarizes ICAO's GAT activities implemented globally, as well as those undertaken in the AFI Region.

The meeting is invited to:

- a) note the various activities, methods and tools made available by the ICAO GAT Office;
- b) encourage additional training organizations in the AFI Region to join the TRAINAIR PLUS Programme to benefit from the Programme's numerous training solutions and competency-development activities, and
- c) encourage States in the AFI Region to deliver courses listed in the ICAO Global Aviation Course Catalogue.

**REFERENCE(S):**

ICAO Civil Aviation Training Policy, dated 25 May 2016

**RELATED ICAO STRATEGIC OBJECTIVE(S):** This working paper relates to all Strategic Objectives and Supporting Implementation Strategies.

**1. INTRODUCTION**

1.1 Since its establishment on 1 January 2014, the GAT Office has been responsible for the planning, management, and coordination of ICAO aviation training activities to ensure the efficient, effective, and harmonized implementation of the ICAO Civil Aviation Training Policy. The GAT Office oversees the TRAINAIR PLUS Programme (TPP), Training Design and Development (TDD) activities, as well as Training Assessments and Consultancy (TAC).

**2. GLOBAL AND REGIONAL IMPLEMENTATION OF THE TRAINAIR PLUS PROGRAMME**

2.1 TPP, ICAO's cooperative network of training centres, is implemented in 87 ICAO Member States. As of 1 October 2016, TPP membership is composed of 92 Civil Aviation Training Centres (CATCs), 8 of which joined in 2016. It includes 21 Regional Training Centres of Excellence (RTCEs), 31 Full Members, 37 Associate Members, and 3 Corporate Members. An updated list of TRAINAIR PLUS Members, including their home State and membership status, can be found at

<http://www.icao.int/Training/TrainairPlus/Pages/trainingcenter.aspx>.

2.2 In the AFI Region, 16 training organizations are recognized as TPP Members in the following categories: 5 RTCEs, 4 Full Members and 5 Associate Members. The list of TPP Members in the AFI Region is indicated in Appendix A. An additional 4 training organizations in the AFI Region are currently undergoing the assessment process to join TPP.

2.3 In line with TPP's objective to build internal capacities of training organizations and reduce costs of course development and delivery, ICAO's instructor and course validator qualification processes and requirements have been updated and communicated to Members of the network. Customized and user-friendly online applications have been developed to facilitate the qualification process and monitor the currency of these experts.

### **3.0 GLOBAL AND REGIONAL IMPLEMENTATION OF TRAINING DESIGN AND DEVELOPMENT (TDD) ACTIVITIES**

3.1 The implementation of competency-based training courses supports human resources capacity-building of Member States in all ICAO Strategic Objectives. In 2015, ICAO launched a training course development plan broadening the categories of ICAO-harmonized training packages, which now includes ICAO Training Packages (ITPs), Standardized Training Packages (STPs), Compliant Training Package (CTPs), and Partnership Training Packages (PTPs).

3.2 As of 1 October 2016, 128 training courses have been made available to support Member States and the aviation industry in their capacity-building for training activities. Additionally, a total of 67 courses are currently being developed. The table below indicates a breakdown of developed courses per category

**Table 1: Breakdown of ICAO-harmonized training packages available per course category**

Aerodrome	Flight Safety and Safety Management	Air Navigation Services	Air Transport	Env	SEC/FAL	Competency Development	Total
43	21	40	5	2	10	7	128

3.3 Training organizations in the AFI Region developed a total of 12 ICAO-harmonized training while an additional 14 are under development. Appendix B includes a table indicating all courses developed by TPP Members in the AFI Region.

3.4 In 2016, the *Government Safety Inspector (GSI)* and the *European Co-ordination Centre for Aviation Incident Reporting System (ECCAIRS) Technical and End User Training Courses* were integrated into the TRAINAIR PLUS Electronic Management System (TPeMS) and made available to the network. Other courses were also developed, including *Control of the Authenticity and Validity of Travel Documents at Airport Borders – Level 1* and *Safety Management Training Programme (SMTP)*. Furthermore, to support the implementation of safety management systems in Member States, the GAT Office, in collaboration with Regional Offices and the Air Navigation Bureau, is training Regional Officers to become SMTP-qualified instructors (2 sessions will be held in Nairobi, Kenya, and in Dakar, Senegal, in December 2016).

#### 4.0 TRAINING ASSESSMENTS AND CONSULTANCY

4.1 The GAT Office conducts assessments of training organizations to analyse their capability to become a TPP Member. Assessments provide a clear and independent view of a training organization's operations and highlights critical areas requiring improvements. Assessments of training organizations outside of TPP are also being conducted upon request by States, under the consultancy services. The GAT Office conducted 162 assessments, which identified 31 non-conformities under Category 1 (recommendations) and 1 188 under Category 2 (observations) to be corrected by Members.

4.2 In 2016, 5 training centres in AFI Region have completed their assessment process while an additional 2 training centres are projected to finalize their assessments before year end 2016.

#### 5. TRAINING EVENTS

5.1 The annual Aviation Training and TRAINAIR PLUS Global Symposium was held in Seoul, Republic of Korea, from 11 to 13 May 2016, and attracted 760 participants from 70 States and international organizations. Moreover, 2 Course Developers and Instructors Standardization meetings are being held before the end of 2016 in Nairobi, Kenya, and in Bogotá, Colombia. Other upcoming global and regional training events, including the next Aviation Training and TRAINAIR PLUS Global Symposium in Addis Ababa, Ethiopia, will be convened in 2017.

#### 6. NEW TRAINING TOOLS AND GUIDANCE MATERIAL SUPPORTING CAPACITY BUILDING

6.1 The GAT Office is making available the following new tools in the next triennium to support Member States in their capacity-building initiatives:

- a) **Online job task catalogue**, comprising standardized job descriptions and competencies for job positions identified during the development of STPs, in accordance with ICAO's *Training Development Guide, Competency-based Training Methodology* (Doc 9941);
- b) **Training Instructors Guide (TIG)** to support aviation professionals in delivering ICAO-harmonized training packages and other competency-based training developed by TPP Members.;
- c) **Instructional Systems Design (ISD) web-based tool** to guide and support the implementation of the TPP methodology for course development;
- d) **Training Needs Assessment tool** to support Member States in identifying and prioritizing specific training needs. A prototype is under development and a pilot project is underway;
- e) **Roadmap**, providing guidelines to support States in the implementation of aviation training and capacity-building activities;
- f) **Post-Training Evaluation (PTE) methodology Post-Training Evaluation (PTE) methodology** to evaluate the impact of training on trainees and on the organization they work for, measured through a series of surveys. A methodology to evaluate training effectiveness for level 1 (Reaction) and level 2 (Learning) was established. Survey results from this methodology are being used for future course improvements. The assessment of level 3 (Behaviour) is currently being applied to selected ICAO training courses and will gradually be implemented for all ICAO-harmonized courses starting from 2017; and

- g) **Aviation Training and Education Directory, (ATED)**, providing user-friendly interface and search mechanism for courses, training centres, and tertiary educational providers.

**7. ACTION BY THE MEETING**

7.1 The meeting is invited to:

- a) note the various activities, methods and tools made available by the ICAO GAT Office;
- b) encourage additional training organizations in the AFI Region to join the TPP to benefit from the Programme’s numerous training solutions and competency-development activities, and
- c) encourage States in the AFI Region to deliver courses listed in the CAO Global Aviation Course Catalogue.

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**Appendix A**  
**TRAINAIR PLUS Programme (TPP) Members in the AFI Region**

State	#	Training Centre	Status
Botswana	1	IAS Aviation Academy	Associate Member
Cameroon	2	École Régionale de Sécurité Incendie (ERSI)	Full Member
Egypt	3	Egyptair Training Centre	Associate Member
	4	Egyptian Aviation Academy	Full Member
Ethiopia	5	Ethiopian Civil Aviation Training Centre	Associate Member
	6	Ethiopian Aviation Academy (EAA)	Regional Training Centre of Excellence
Kenya	7	East Africa School of Aviation (EASA)	Regional Training Centre of Excellence
Morocco	8	Académie Internationale Mohamed VI de l'Aviation Civile (AIAC)	Regional Training Centre of Excellence
	9	Loumed Cabin Crew Training Centre	Associate Member
Niger	10	École Africaine de la Météorologie et de l'Aviation Civile (EAMAC)	Regional Training Centre of Excellence
Nigeria	11	Nigerian College of Aviation Technology (NCAT)	Full Member
Senegal	12	École Régionale de la Navigation Aérienne et Management (ERNAM)	Full Member
South Africa	13	Air Traffic and Navigation Services Limited (ATNS) - Aviation Training Academy	Regional Training Centre of Excellence
Sudan	14	Sudan Academy for Aviation Sciences and Technology (SUDAFASST)	Full Member
Tanzania	15	Civil Aviation Training Centre	Associate Member
Tunisia	16	L'Académie Tuniso-Française de Formation en Sûreté de l'Aviation Civile (AFSAC)	Associate Member

**Appendix B**  
**ICAO-Harmonized Training Packages developed by TRAINAIR PLUS Programme**  
**Members in the AFI Region**

#	State	Training Organization	Title of Training Package	Area	Language
1	Cameroon	École Régionale de Sécurité Incendie (ERSI)	Lutte contre les feux mineurs d'avion	Aerodrome	French
2	Ethiopia	Ethiopian Aviation Academy (EAA)	Aviation English for Aircraft Maintenance Technicians	Air Transport	English
3	Kenya	East African School of Aviation (EASA)	Air Navigation Services CNS Inspector	Air Navigation Services	English
4	Kenya	East African School of Aviation (EASA)	Air Navigation Services ATM Inspector	Air Navigation Services	English
5	Kenya	East African School of Aviation (EASA)	Air Navigation Services MET Inspector	Air Navigation Services	English
6	Kenya	East African School of Aviation (EASA)	Air Navigation Services AIS Inspector	Air Navigation Services	English
7	Morocco	Académie Internationale Mohamed VI de l'Aviation Civile (AIAC)	Facteurs Humains / opérateurs de première ligne ATM	Air Navigation Services	French
8	Niger	École Africaine de la Météorologie et de l'Aviation Civile (EAMAC)	Spécialiste en Maintenance des Stations VSAT Aéronautiques	Air Navigation Services	French
9	Nigeria	Nigerian College of Aviation Technology (NCAT)	Airport Emergency Procedures	Aerodrome	English
10	Senegal	École Régionale de la Navigation Aérienne et Management (ERNAM)	Gestion du Trafic Aérien sur un Aéroport AFIS (Air Traffic Management on AFIS Aerodrome)	Air Navigation Services	French
11	South Africa	Air Traffic and Navigation Services (ATNS) - Aviation Training Academy	Performance-Based Navigation (PBN) for Air Traffic Services Officers (ATSOs)	Air Navigation Services	English
12	Sudan	Sudan Academy For Aviation Sciences and Technology (SUDAFAST)	Aircraft Marshalling	Aerodrome	English