



Agenda Item 6: Challenges and opportunities for continuity of training activities in aviation focused by the GAT, and Follow-up of the TRAINAIR PLUS Program activities

**REPORT ON THE IMPLEMENTATION OF THE ICAO CIVIL AVIATION TRAINING POLICY AND GLOBAL AVIATION TRAINING ACTIVITIES DURING 2020 AND 2021.
AVIATION TRAINING POLICY AND BUSINESS DEVELOPMENT**

(Presented by the Secretary)

SUMMARY

This working paper provides a report on the implementation of the ICAO Civil Aviation Training Policy, and the Global Aviation Training (GAT) Section business development activities from January 2020 to 30 June 2021.

References:

Global Aviation Training (GAT) OPERATING PLAN, 2022-2023-2024
A40-25
A40-WP/637
A38-12, Appendix D
C-WP/15239
C-WP/15187
ICAO *Civil Aviation Training Policy*
ICAO's *Aviation Training and Capacity Building Roadmap*

ICAO Strategic objectives:	This working paper relates to all Strategic Objectives and Supporting Strategies.
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1. INTRODUCTION

1.1 This paper provides an overview of the implementation of the ICAO Civil Aviation Training Policy and the Global Aviation Training (GAT) Section business development activities, including the development of new virtual classroom and online courses, deliveries of ICAO training courses, partnerships, events, and ongoing initiatives supporting the global accessibility of training.

2. GAT TPP DEVELOPMENTS AND ACTIVITIES

2.1 Aviation Training and Education Directory (ATED)

2.1.1 ICAO's ATED is a user-friendly and effective web-search mechanism designed for aviation professionals seeking to explore ICAO's training portfolio of competency-based courses and

higher level educational programmes. ATED users can also learn about ICAO's TRAINAIR PLUS Members and Partners for training opportunities at the local, regional, or international level.

2.1.2 ATED also provides TRAINAIR PLUS Members and Partners with global visibility and marketing opportunities, enabling them to be reached by the aviation community and industry stakeholders from ICAO's 193 Member States. The ATED is integrated with the TPEMS database, enabling automatic updates and the possibility to enhance features based on required business needs.

2.1.3 It is currently an active search platform that is planned to be fully integrated in the GAT website by the end of August 2021.

2.2 Deliveries of ICAO-recognized training packages

2.2.1 TRAINAIR PLUS Programme (TPP) Members continuously benefit from newly developed training packages and have access to 339 courses in the GAT catalogue. From January 2020 to June 2021, GAT managed the delivery of 479 ICAO-recognized training packages, benefitting approximately 12,407 trainees globally. By the end of 2021, a projected total of 350 ICAO recognized courses will have been delivered worldwide, with an estimated 4,000 trainees. A projected total of 2,000 trainees will benefit from online and blended Courses in 2021.

2.2.2 In 2020, the evaluation results from course deliveries showed a 85.47 % satisfaction rate from ICAO online courses and 90.10 % from ICAO face-to-face classrooms and virtual classrooms. In terms of the evaluation of instructors' performance, it showed a 94.82% satisfaction rate. The Post Training Evaluation conducted against trainees and their supervisors after 3 months from course participation, scored 4.17, which is equivalent to 83.4% satisfaction rate in percentage.

2.3 Partnerships

2.3.1 Training partnerships with tertiary education providers such as Universities, regional and international aviation-oriented organizations, public institutions and aviation agencies, as well as industry companies are pursued by GAT to the extent they help achieve the objectives of ICAO.

2.3.2 GAT is currently managing 17 active training collaborations that encompass 32 Partnership Training packages (PTPs) composed of courses, programmes, academic certificates, professional designations, academic and professional Master's degrees, and academic Diplomas in English, French, Spanish and Russian.

2.3.3 Partnerships with Academic Institutions constitute an important contribution of GAT to the ICAO Next Generation of Aviation Professionals (NGAP) initiative thanks to: collaborations among partner universities, and among universities and other GAT industry partners; to the international recognition of academic credits, which allow students to collect credits to use towards other academic programmes, Master's degrees, Doctoral degrees, etc.; and to a balanced geographical distribution of the collaborations.

2.4 Events

2.4.1 With international travel restrictions imposed by respective governments due to the COVID-19 pandemic, GAT's physical events planned for 2020 were replaced with virtual ones.

2.4.2 GAT hosted a webinar in May 2020 to inform TPP Members about GAT's online and virtual training activities in response to the challenges posed by the pandemic. In 2021, GAT hosted a series of six Webinars in the first 2 weeks of June 2021, entitled Adapting to a New Normal in Aviation Training, to stay connected with TPP Members, Partners and the aviation industry and to discuss the rapidly evolving

training landscape since the onset of the pandemic. The virtual sessions were hosted in English, French, Russian and Spanish, drawing a total of 658 participants from 119 States.

2.4.3 GAT also launched the ICAO Training Week concept in 2020, in which a specific topic is discussed briefly by a technical panel of experts, followed by the simultaneous delivery of an online or virtual course related to that theme in some ICAO languages during a period of one week. The Managing Compliance with ICAO SARPs Course was delivered simultaneously from 23 to 27 November 2020 in English, French and Spanish. Additionally, GAT hosted a Training Panel during the C-WP/15187 - 4 - virtual ICAO *Global Symposium on the Implementation of Innovation in Aviation*, which was held from 8 to 11 December 2020.

2.4.4 In addition, seven thematic virtual ICAO Training Weeks have been held or are scheduled throughout 2021, as follows:

- 1) Training Competency Development Week, 12 to 30 April 2021
- 2) Airport Safety Training Week, 24 to 28 May 2021
- 3) International Air Law Training Week, 5 to 9 July 2021
- 4) SARPs Compliance Training Week, 6 to 10 September 2021
- 5) CORSIA Verification Training Week, 12 to 15 October 2021
- 6) Safety Training Week, 15 to 29 November 2021
- 7) Security Training Week, 6 to 17 December 2021

3. ONGOING GAT ACTIVITIES

3.1 Pricing Policy

3.1.1 Based on its non-profit principle and the pricing mechanism contained in the ICAO Civil Aviation Training Policy, pricing of training services and products are set to recover GAT staff costs, product development, and delivery costs. Pricing for trainees and training organizations from civil aviation regulatory bodies are cost-based. Revenues from trainees and organizations emanating from non-regulatory bodies are based on a cost-plus pricing to support organizational priorities and strategic objectives, as well as contribute to GAT research, development and reinvestment in new products and services.

3.1.2 To raise awareness and enhance promotion of ICAO training, pricing discounts for specific groups of States, such as LDCs as well as for specific population segments, such as female professionals in aviation, are implemented on a regular basis. These discounts further support GAT to increase its market penetration and render its products and services more accessible in line with the No Country Left Behind (NCLB) initiative. Additional preferential pricings will be implemented on a regular basis.

3.2 Least Developed Countries (LDCs): a preferential pricing initiative

3.2.1 Support of the aviation community in Least Developed Countries (LDCs): a preferential pricing for Least Developed Countries (LDCs) was introduced in 2020. This promotion, which took place from 1 September to 31 December, aimed to provide greater access to online training, from both governmental and non-governmental organizations, originating from LDC's. At 31 December 2020, 361 trainees from 34 out of the 47 LDCs have benefitted from this promotion.

3.2.2 Additional funding from Donor States and Regional projects were allocated to support 121 trainees from LDCs in Africa (on a complimentary basis) in January 2021.

3.3 “Increased Access to Training (IaT)” initiative

3.3.1 Facilitate access to online education for States facing technological difficulties through the “Increased Access to Training (IaT)” initiative, launched in June 2021. This activity is part of ICAO’s comprehensive effort to support States in implementing ICAO Standards and Recommended Practices (SARPs), through more accessible, innovative, and effective training.

3.3.2 Leveraging new technology, this initiative, makes use of the power of artificial intelligence (AI) to bring ICAO online training to areas in the world with low or no internet coverage. Thanks to the support from the ICAO Comprehensive Regional Implementation Plan for Aviation Safety in Africa (AFI Plan), the IaT initiative has been successfully implemented in Niger and Burundi, and entails the distribution of a pre-loaded device (micro-computer) composed of key online training materials.

3.3.3 The courses contained in the device allow Civil Aviation Authority (CAA) staff to enhance their knowledge, skills and overall competencies on several key operational and/or technical areas, in the fields of Safety Management, Performance-Based Navigation and Data-Driven Decision Making. The initiative is particularly significant in the context of the pandemic, given the constraints on in-person learning.

3.4 Enhancing Gender Equality Through ICAO Training

3.4.1 GAT launched an initiative in March 2021 to coincide with International Women’s Day and Women’s History Month by offering a discount of 50% for prospective and current female professionals enrolling in ICAO online courses. The aim of this initiative is to help women further develop their technical skills, and potentially contribute to advancing their educational and career pursuit in aviation.

3.4.2 Furthermore, GAT sought Member States support of this initiative to optimize outreach and female engagement. In May 2021, the United States of America generously agreed to fund training on select ICAO courses for women aviation professionals in all 46 LDCs.

3.4.3 As of 15 July 2021, a total of 405 female trainees from 63 States have benefitted from GAT’s Gender Equality initiative, thereby representing approximately 33% of ICAO Member States. This initiative has recently been extended until 31 December 2021 with GAT expanding its training offerings to include competency development courses in virtual format.

3.5 Contribution to the Implementation Packages (iPacks)

3.5.1 GAT contributes to the development of the training component of an iPack. The Section has developed training components which have been incorporated in the following iPacks:

- Aviation Safety Risk Management related to COVID-19 for CAAs;
- Aerodrome Restart;
- Strengthening National Air Transport Facilitation Committees for the Restart and the Resilience of Civil Aviation;
- Public Health Corridor; and
- Air Cargo Safety Management.

3.5.2 Additional courses will be developed and integrated in iPack as training components, including topics related to National Safety Plans, USOAP, Unmanned Aircraft Systems, and Training Competency Development.

3.6 Outreach to the Training Community

3.6.1 GAT continues to disseminate informational campaigns to reach Member States and TPP Members of GAT training products and services through State Letters, Electronic Bulletins, Newsletters, ICAO website, ICAO and GAT social media channels, etc.

3.6.2 GAT's new Aviation Training and Education Directory (ATED) enables aviation professionals to effectively search ICAO's catalogue of courses, in a very simple and effective way. With its advanced search functionality, and multiple filters, this new search tool, makes it easy for aviation professionals to find exactly the training they are looking for. Users can search for specific topic Courses and Programmes; Upcoming Training Sessions hosted anywhere around the world; and even contact directly any ICAO TRAINAIR PLUS Member training centre, or Corporate Partner across the TRAINAIR PLUS network. ATED also provides TRAINAIR PLUS Members and Partners with global visibility and marketing opportunities, enabling them to be reached by the aviation community and industry stakeholders from ICAO's 193 Member States.

3.7 Growth of ICAO Training Portfolio

3.7.1 During 2022 and 2023, GAT will continuously seek to further enhance its outreach activities making use of the guidance provided by ICAO regional Offices to better understand the market it serves and to raise awareness of GAT offering.

3.7.2 The growth of ICAO Training Portfolio of products and services will be undertaken through the following main activities:

- a) **Enhancing the portfolio of courses**, through the development of new training packages focussing on both virtual and online formats, to fulfil current and future needs of the industry;
- b) **Enhancing management-oriented courses**, to enable ICAO to diversify its training offerings. As the demand for management-oriented courses has been increasing, GAT will focus on the development of management-oriented courses, certificates and diplomas, in collaboration with tertiary education providers;
- c) **Developing additional short online courses**, to provide affordable and flexible training options which address new key competencies required by the industry; and
- d) **Developing and integrating training packages in iPacks**, providing a new channel to disseminate ICAO-recognized courses.

4. CONCLUSION AND ACTIONS BY THE MEETING

4.1 The GAT Office remains committed to enhancing its training products and services to Member States, TPP Members, and the industry, while operating on a cost-based mechanism.

4.2 The meeting is invited to:

- a) note the various training courses, initiatives, and tools made available by the ICAO GAT Section;
- b) encourage additional training organizations in the SAM Region to benefit from the TRAINAIR PLUS Programme and its numerous training initiatives and competency development activities, and
- c) encourage States in the SAM Region to deliver courses listed in the ICAO Global Aviation Course Catalogue.

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