



ICAO Next Generation of Aviation Professionals (NGAP) & TRAINAIR PLUS Regional Symposium

Indonesia, Denpasar, 23 to 25 April 2013

DAY 0 – Monday, 22 April

12:00 – 19:00 On-site registration

DAY 1 – Tuesday, 23 April – NGAP

9:30 – 10:30 Opening Ceremony

Speeches delivered by the Government of Indonesia and the International Civil Aviation Organization (ICAO); TRAINAIR PLUS Membership ceremony.

10:30 – 11:00 Break

11:00 – 12:30 Panel 1: “Main Challenges”

This high-level panel made of representatives of International Organizations will discuss the main challenges related to Human Resources currently impacting the air transport industry and will review the situation in the different areas of the air transport system. It will provide an overview of the global situation and will introduce the ICAO Next Generation of Aviation Professionals (NGAP) issues and initiative.

12:30 – 13:30 Lunch Break

13:30 – 15:00 Panel 2: “Attractiveness of aviation”

The vision of the NGAP initiative is to ensure that enough competent personnel are available to support a safe, secure and sustainable global air transportation system. There is a need to establish strategies to attract the next generation and to promote aviation in order to ensure the sustainability of Air Transport in the medium and long terms. States and the industry must work together to market aviation as an attractive and interesting industry and possibly change the conditions of employment in order to stop the brain-drain to other industry sectors currently more appealing to the next generation. Attracting more women in this industry and solving the issue of recognition of aviation studies related to licensing are also a key factor in ensuring its sustainability.

15:00 – 15:30 Break

15:30 – 17:00 Panel 3: “Human Resources Planning”

This panel will address the process of Human Resources requirement identification and planning, which is necessary to develop an effective and efficient training programme. It will also address the necessity for States and organizations to develop comprehensive Human Resources plans to consider the renewal and training of their workforce. Developing forecasts for the future manpower requirements and identifying the future training needs are obviously the first steps of this process. Once planning has been done and training has been completed accordingly, a feedback system must be implemented to measure the efficiency of training in order to correct the training plan if necessary. On a global basis, every organization must consider Human Resources development as a strategic objective for safety.

DAY 2 – Wednesday, 24 April – NGAP

9:00 – 10:30 Panel 4: “Use of a competency-based approach for recruiting and training”

It is very important that organizations select candidates who have the appropriate competencies for the job (skills, knowledge and attitude). Therefore a competency-based approach should be used during the selection process and should be supported by a comprehensive training programme. Conducting job analysis and defining appropriately the various job descriptions are key tasks of that process. This panel will also highlight the use of competency-based training as a foundation to effective and efficient training. It will explain the meaning of “competency-based training” and present its benefits.

10:30 – 11:00 Break

11:00 – 12:30 Panel 5: “Economics: establishing a viable training system”

In those times of global economic crisis, justifying spending for training is very often extremely difficult. Therefore, training should be considered as an investment and organizations should be able to calculate the return on this investment. Increased productivity and Safety are only components of the return on investment and organizations must be able to develop extensive business cases for training activities. In order to train the next generation and therefore ensure its sustainability, the air transport system should find ways to finance access to training. In this regard, few States are considering aviation as a strategic domain and governments are deeply involved in the financing of training. Like any other student, aviation students expect a reasonable return on investment for the investment of their time and money spent on training and the industry needs to develop a mechanism to ensure that future employees do receive such a reasonable return on their investment. The aviation community has the responsibility to ensure that those who have been trained will get a job.

12:30 – 13:30 Lunch Break

13:30 – 15:00 Panel 6: “Learning innovations”

This panel will review some latest trends in the area of aviation training and present tools and technologies that are currently available. This session will explain when to use a specific media or device, depending on the type of training provided.

15:00 – 15:30 Break

15:30 – 17:00 Panel 7: “Changes in the aviation environment and impacts on training: a moving target”

The world and the aviation environment are changing: change of generation, change of learning modes, change of career objectives, change in the labour market, change of technology, change in regulations... The training approach should therefore reflect this new reality. All players of the aviation community (States, operators, air navigation services providers, airports, maintenance organizations, training organizations, and manufacturers) need to acknowledge those changes and to address them on a global level, while in the meantime continue to provide training to the “current generation” who is going to retire soon. The air transport system is composed of a wide variety of systems, aircrafts and personnel from all generations and consequently a balanced approach is required to address this moving environment.

DAY 3 – Thursday, 25 April

9:00 – 12:30 TRAINAIR PLUS:

9:00 – 10:30 Panel 8: “TRAINAIR PLUS in support of the NGAP strategies”

This session will describe the implementation of the ICAO TRAINAIR PLUS Programme, the value for its members, the global aviation training network, Training Development Guides as a competency-based tool, TRAINAIR PLUS Operations and tools. It will describe the membership status and review the assessment process. There will also be a demonstration of the interactive TRAINAIR PLUS website for members.

10:30 – 11:00 Break

11:00 – 12:30 Panel 9: “The Framework”

This session will explain how the Programme and its tools assist training centres in their core businesses with the development of a Training and Procedure Manual, establishment of a Quality Management System, establishment of a Course Development Unit. There will also be presentations illustrating its implementation within a training organization.

9:00 – 12:30 NGAP:

9:00 – 12:30 Workshop with aviation students

Aviation students and trainees will exchange privately with NGAP Team on their expectations and concerns when or if they select a career in aviation

12:30 – 13:30 Lunch Break

13:30 – 15:00 Panel 10: “TRAINAIR PLUS and the HR challenge”

This session will explain how TRAINAIR PLUS can support States’ strategies for the development of Human Resources by standardizing analysis and tools used and also by building and using shared courses. This panel will address the following topics:

- Improving performance and productive contribution from the staff by On the Job Training Programmes;
- Implementation of competency-based methodology for the development of training programmes in the aviation industry using the ICAO Doc 9941, Training Development Guide;
- TRAINAIR PLUS as part of the answer to address aviation training and human resource challenges;

15:00 – 15:30 Break

15:30 – 16:30 Panel 11: “Wrap-up”

Presentation of conclusions and summary of debates if any, and questions and answers session

16:30 – 17:00 Closing Ceremony

DAY 4 – Friday, 26 April

Site visits organized by the host organization

Meetings with the ICAO NGAP and TRAINAIR PLUS teams