

**52<sup>ND</sup> CONFERENCE OF  
DIRECTORS GENERAL OF CIVIL AVIATION  
ASIA AND PACIFIC REGIONS**

*Manila, Philippines  
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**AGENDA ITEM 3.1:        THEME TOPIC**

*“Evolving the New Generation Aviation Professionals towards a  
Harmonized, Safe, Secure and Green Asia Pacific Sky”*

**STRENGTHENING OF THE REGIONAL COOPERATION  
FOR THE TRAININGS FOR ATM PROFESSIONALS**

(Presented by Japan)

**SUMMARY**

In order to ensure the safe and effective air navigation with addressing the significant air traffic growth, it is essential to provide fruitful trainings for ATM professionals.

Considering the upcoming amendment of PANS-TRG which includes competency based training, this paper introduces the improvement activities for training system in Japan, and furthermore, promotes to recognize the importance of productive and effective training, and to strengthen the regional cooperation to share the information and experiences of training method in Asia Pacific Region.

## STRENGTHENING OF THE REGIONAL COOPERATION FOR THE TRAININGS FOR ATM PROFESSIONALS

### 1. INTRODUCTION

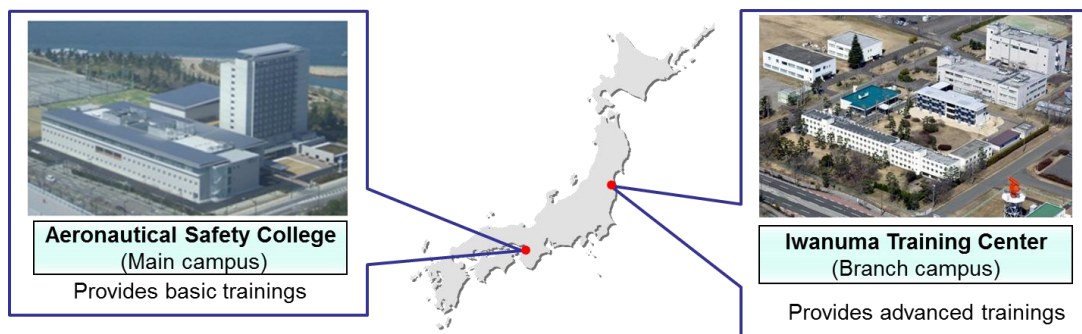
1.1 Global air traffic has doubled in size once every 15 years since 1977 and will continue to do so. Recognizing that the attracting, training, educating and retaining the Next Generation of Aviation Professionals (NGAP) are crucial issues in order to support a safe, secure and sustainable air transportation system as well as to prevent the deficiency of well-qualified aviation professionals such as pilots, engineers, Air Traffic Controllers (ATCOs) and Air Traffic Safety Electronics Personnel (ATSEP) in future, NGAP Task Force and contributing sub groups were established in 2009. ATM Sub Group has contributed to develop the training for ATCOs and ATSEP which focuses on the combination of skills, knowledge and attitudes required to perform a task. On September 4, 2015, ICAO informed the amendment of PANS-TRNG which includes the outcome of ATM sub group with applicability on November 10, 2016.

1.2 Furthermore, ICAO was established TRAINAIR PLUS Programme (TPP) and promotes to certify the training centers which satisfy international standards in order to assist States for training of talented trainees in an efficient manner through the standardization of training contents. ICAO also establishes the worldwide scheme in TPP to share Standard Training Packages (STPs) developed by certified training centers.

### 2. JCAB'S CURRENT EFFORTS

#### 2.1 COMPETENCY-BASED-TRAINING IMPLEMENTATION

2.1.1 Addressing the innovative changes of air navigation services in future, and considering the amendment of PANS-TRG, JCAB has undertaken to incorporate Competency-Based-Training (CBT) in current training courses and worked to develop the training contents toward November next year. For example, all training processes, from basic trainings which are conducted in the Aeronautical Safety College (ASC), which has a main campus at OSAKA and a branch campus at IWANUMA in Tohoku, to advanced trainings including on-the-job trainings conducted at each ATM facility are being reviewed and renovated based on CBT concept.



#### 2.2 IMPROVEMENT OF RECRUIT PROCESS

2.2.1 The first step of education and training is a recruit process. JCAB has a plan to increase the number of new recruits, about 50% for ATCOs and about 40% for ATSEP within a few years. To hire more workforces without degrading performances of them, JCAB improved a recruit process this year for both ATCOs and ATSEP, in special, a method of the job interview. Until last year, interviewer had assessed “the way of thinking” of the applicants, whereas, “the way of behaving” is the current primal point to be assessed.

2.2.2 Another point of improvement, especially for the ATCO candidates, is an implementation of simplified ATC simulation. The air traffic controlling is a kind of rather rare activity and hard to experience in the daily life. Decades long educational experience at ASC says skills of airspace recognition ability and future prediction ability are key elements of air traffic controlling. To assess those abilities, ASC and JCAB had considered the suitable method, and then, simplified ATC simulation has been implemented into the hiring process just last September.

### 2.3 FULL MEMBERSHIP OF THE TRAINAIR PLUS PROGRAMME

2.3.1 Since early on, JCAB and ASC has recognized the importance of TPP. In 2008, ASC started preparation to join TPP including participating in ICAO's Training Developers Courses (TDC) and developing the Standard Training Package (STP), then was approved as an associated member of TPP in 2011. ASC completed its first STP, "*Locating a ground fault in an airfield lighting series circuit*" and was certified as a full member of TPP in 2013. ASC has been continuously working to develop STP to contribute ICAO TPP activities.



## 3. DISCUSSION

3.1 The Asia Pacific (APAC) Region is the world's largest market for air transport and it is expected to grow continuously in future. Therefore, States in APAC Region are required the continuous efforts to ensure the trainings for ATM professionals from now and with anticipation of the future air traffic growth.

3.2 As the result of the APAC DGCA46 in 2009, the conference disclosed the future plan of "SEAMLESS SKY" in the KANSAI STATEMENT. To realize this concept, not only the operational procedures and aviation infrastructures, but also the performances of ATM professionals should be "SEAMLESS" to provide seamless ATM services. As a result, the APAC region needs enough quantity and quality of ATCOs and ATSEP to let the GANP/ASBUs go forward regionally.

3.3 One of the shortest way for reaching this goal is to implement CBT, which is globally standardized as described in the upcoming amendment of PANS-TRG, to all the ATM professionals. As the progress levels are rather different State by State, knowledge, skills and experiences including the best practices should be shared in APAC region, with recognizing the importance of strengthening regional cooperation for the trainings for ATM professionals in order to achieve the seamless performances of ATM professionals.

3.4 To successfully and safely manage the prospected air traffic growth, JCAB and ASC, a full member of ICAO TPP, can contribute to play an important role in APAC region with providing information and best practices of training qualified ATCOs and ATSEP.

## 4. ACTION BY THE CONFERENCE

4.1 The Conference is invited to;

- a) note the information contained in this Paper,
- b) recognize the importance of seamless performances of ATM professionals along with the modernization of services and facilities based on APAC seamless ATM plan, through strengthening regional cooperation for the trainings for ATM professionals, and,
- c) share each State's information and best practices about the education and trainings.