



TRANSFORMING
GLOBAL ATM PERFORMANCE

canso

civil air navigation services organisation

Regional Challenges Facing Training in Aviation

ICAO TRAINAIR Plus Symposium

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New Delhi

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Director Asia Pacific Affairs

CANSO

Introducing CANSO

- CANSO, the Civil Air Navigation Services Organization is the global association of ANSPs
- Its members support over 85% of the world's air traffic
- Currently 166 members – 86 ANSPs and 80 Associate Members.
- For the Asia Pacific region -19 ANSP members



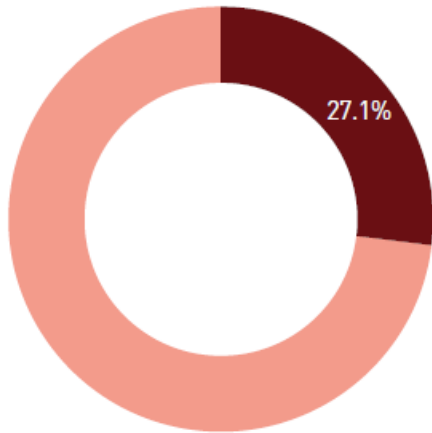
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CANSO Presence



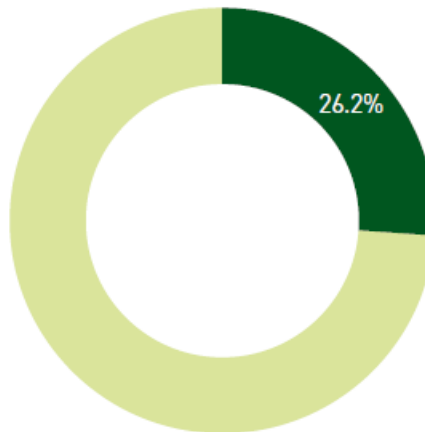
Region's share of air passenger traffic

North America's share of global passenger traffic, 2012



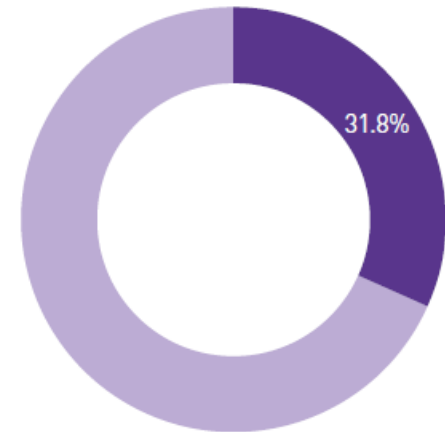
■ North America ■ Rest of the World

Europe's share of global passenger traffic, 2012



■ Europe ■ Rest of the World

Asia-Pacific share of global passenger traffic, 2012



■ Asia-Pacific ■ Rest of the World

Aviation Benefits Beyond Borders
2012 figures

It's People that makes the difference

- People as a key success factor
- People as basis for an ANSP's successful performance



The Challenges Impacting Training

- Increasing demand for training
- New technology
- New procedures
- New regulations
- Reluctance to change
- Improving on the low success rates
- Next Generation of Aviation Professional (NGAP)

The Implications for ANSPs

- Recruitment and selection
- Training and development
- Performance assessment
- Retention
- Compensation, incentives and benefits
- Job design/analysis
- In summary, the approach to Human Resource Management

CANSO HR Workgroup (HRWG)

- Provides platform for sharing experience and information on HR issues, thus supporting Members in HR management practices
 - ATCO terms and conditions of employment
 - HR data and metrics
- Supports Members in compliance with new regulatory initiatives, such as the introduction of competency-based training
- Find out more at: www.canso.org/policy#HR

Training Competencies

➤ CANSO Training Competencies Task Force (TCTF)

- Helped develop CBT provisions for ATCOs and ATSEPs (Amendment to PANS-TRG, Doc 9868) applicable in November 2016
- Helped draft new ATCO Training Manual and revised ATSEP Training Manual to be released in 2016

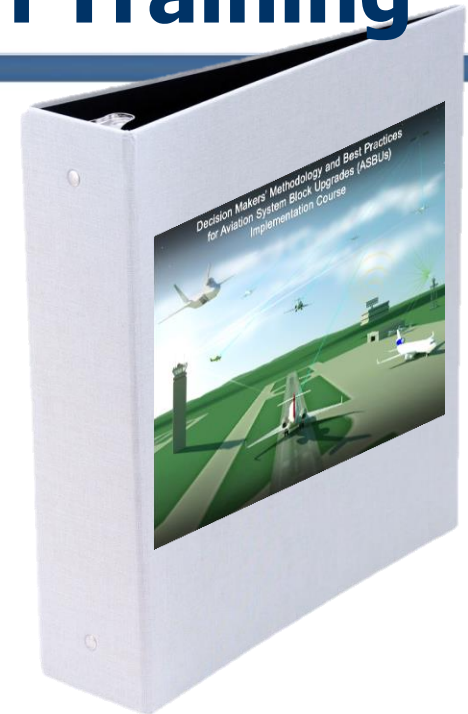
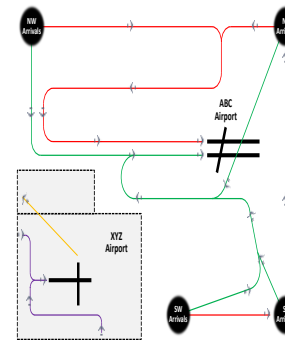
➤ CANSO HRWG

- Will collaborate with ICAO on roll-out of new provisions to support implementation through regional seminars
- Will continue to support NGAP TF

GANP/ASBU Implementation Training

- CANSO partnered with MITRE to deliver course: *Methodology and Best Practices for ASBU Implementation*
- Comprises tutorial material, case studies, exercises, and a simulation of a fictitious ANSP and ATM environment

MITRE



Near-term Modules in Block 0

Performance Improvement Areas (PIAs):	Block 0	Block 1
Airport Operations	5 Modules	3 Modules
Globally Interoperable Systems	3 Modules	3 Modules
Optimum Capacity and Flexible Flights	7 Modules	3 Modules
Efficient Flight Paths	3 Modules	3 Modules

1. Optimized Approach Procedures including Vertical Guidance (BO-03)
 2. Increased Turnover Throughput through Operational Flow Substitution Operations (BO-04)
 3. Safety and Efficiency of Surface Operations (A-SMGCS level 1-2) (BO-73)
 4. Improved Airport Operations through Airport C-Flow (BO-88)
 5. Improve Traffic Flow through Sequencing - SAKAS/SAKAS (BO-112)
1. Increased Interoperability Efficiency and Capacity through Ground General Interoperability (BO-20)
 2. Service Improvement through Digital Aeronautical Information Management (BO-22)
 3. Meteorological Information Supporting Enhanced Operational Efficiency and Safety (BO-23)
 1. Improved Operational through Enhanced Structure Enhancements (BO-10)
 2. Improved Flow Performance through Enhanced Flow Performance (BO-35) based on a Network-wide view
 3. Global Capability for Ground Surveillance (BO-44)
 4. Air Traffic Situational Awareness (ATSA) (BO-45)
 5. Improved Access to Optimum Flight Levels through Flight-Descent Procedures using ADS-B (BO-84)
 6. Enhanced Collision Avoidance Systems (ACAS) Improvements (BO-101)
 7. Improved Efficiency of Ground-Based Safety Nets (BO-102)



www.canso.org/asbu-implementation-training



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What the Course is About....

- **Target Audience:** decision-makers responsible for aviation system modernisation
- **Participants will understand...**
 - Key steps in developing a sound business case
 - How to:
 - Evaluate current and future environments
 - Develop alternative portfolio options
 - Compare institutional objectives and portfolio impacts
 - Engage in multi-stakeholder discussion to reach agreement
- **Participants will be able to...**
 - Navigate the complexities of ASBU implementation
 - Select, prioritise and implement ASBU capabilities
 - Assess investment decisions

Putting Concepts into Practice....

- **Lecture** - Conceptual elements of the modules
 - 5-day course comprised of lectures and interactive case study
 - ASBU concept definition
 - Analytic framework, data sources and characteristics
- **Case study** - Practical application of concept elements
 - Case study through workshop techniques
 - Components needed to make investment decision
- **Exercises and Role-Play** – Understanding of the investment-decision process
 - Exercise scenario threads through all modules that build each of the components needed to make the ASBU investment decision

In Summary....

1. The challenges to training in ATM are numerous
2. New approaches to HR management are needed
3. CANSO has supported the NGAP initiative and the need to transition to CBT approaches
4. CANSO is not a training organisation, BUT has partnered with others to deliver on training needs



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