ECAC Training Policy

ECAC Directors General, at their one hundred and thirty fifth meeting in Paris (DGCA/135, 7 December 2010), endorsed the eight principles underpinning the ECAC pan-European training policy. This training policy will contribute to attaining high standards in safety and security both within and outside of the ECAC region.

The eight principles of the ECAC pan-European training policy are:

- **Promoting training**: Despite the economic crisis, all ECAC Member States encourage and support the organisation of training for their own staff and for staff of industry stakeholders (airport operators, ground handling agents, air carriers, cargo agents, etc). ECAC should show leadership and promote education and training as a means to reach significant progress in terms of the delivery of satisfactory safety and security standards in both ECAC and non-ECAC States.

- **Developing competency-based training:** Recognising the role of EASA in defining requirements for "regulated training" (e.g. positions requiring a licence such as pilot, etc.), ECAC efforts will focus on activities for which only minimum qualifications are defined and for which there are no specific training requirements such as in the economic and environment areas.

- **Establishing an aviation culture**: Training can play an important role in establishing a common aviation culture in Europe. While recognising that there are differences between Member States on how the delivery of training is organised, the objective is to ensure that a uniform level of training is achieved by the various entities developing and delivering training programmes.

- **Fostering mutual recognition**: Establishing a common reference framework including minimum qualifications will enable Member States, training organisations, industry stakeholders and aviation professionals to compare qualifications across the different training systems. This ability should facilitate the mutual recognition of competencies and qualifications and, subsequently, the mobility of people working in aviation within Europe.

- **Anticipating needs:** The European training system should be capable of anticipating new and emerging needs for training whether these needs come from new regulations, new technologies or new systems; this includes the identification of potential future gaps. The policy should promote reflection on what training needs will be in the future and better communications with training providers. Forthcoming regulations will determine a series of new requirements on training, and will have an impact on needs for several categories of persons involved in aviation.

- **Supporting competition in training**: ECAC supports a market-based approach to the delivery of training while at the same time considers essential to ensure that training programmes are accessible at affordable costs, notably by encouraging the availability of local/national/international training programmes, and also by promoting learning at the workplace, and by facilitating on-the-job training. Whether private sector or public, all training organisations should have equal opportunities to offer training programmes in the region. In application of this principle, ECAC does not endorse any training organisation or training programmes/courses.

- **Ensuring quality of training**: The quality of training should be promoted, and initiatives such as the definition of minimum competencies for instructors should be encouraged. Standardising the minimum content of training could contribute to improving the quality and relevance of training delivered. Training programmes should be established by professional course developers and benefit from the experience of practitioners. Tools should also be developed to measure the effectiveness of training programmes.

Establishing partnership with non-ECAC States: Europe's training policy includes the promotion of European aviation culture internationally. Due to our interdependence with neighbouring countries, the European training system cannot live in isolation and should also consider the needs of these neighbouring States. Supporting and/or organising training courses could contribute to the development of air transport in other regions.