

Colombia Basic Facts

Population: 45 million (July 2008 est.)
 Bogotá 8.2 million
 Medellín 2.2 million
 Cartagena 1.1 million

Area: Size of Texas and California combined.

Leadership: President Uribe re-elected with 62% of the vote in 2006. 70% approval rating in December 2008.

Major Exports: Petroleum, coal, coffee, cut flowers, and textiles.

Major Imports: Machinery, equipment, grains, and chemicals.

GDP per capita (PPP): \$9,000 (2008 est.)



Economic Indicators

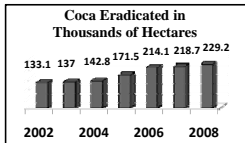
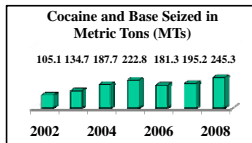
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|--------------------------|--|
| GDP | \$241 billion – 2.5% real growth for 2008 |
| Investment | \$10 billion in 2008; 2nd highest in Colombian history. |
| Inflation | 7.7% in 2008 |
| Unemployment | 12.9% in April, 2009, down from 15% in 2002 |
| Bilateral Trade | U.S. Exports to Colombia 2008 = \$11.3 billion—up 35% from year 2007. U.S. Imports from Colombia 2008 = \$13.9 billion—up 39% from year 2007. |
| Poverty Rate | Down from 57% to 45% since 2002. GOC goal to lower poverty rate to 35% by 2010 |
| Social Spending | \$26.8 billion in 2008, 69.61% of budget |
| Security Spending | \$14 billion in 2008, 21% of budget |

Source: GOC official figures from DANE, Ministry of Finance, National Planning Department.

Why Is Colombia Important?

- **Counternarcotics:** Approximately 90% of the cocaine and 50% of the heroin seized in the United States is forensically determined to be of Colombian origin.
- **Terrorism:** Over 15,000 illegal combatants (e.g. FARC, ELN, emerging armed groups) in Colombia are well-financed and well-armed. FARC has international reach.
- **Trade:** Since 2002, Colombia has opened its economy and increased trade with the U.S. 118% in contrast to trends in Latin America toward economic nationalism.
- **Regional Stability:** Colombia is a regional leader—and staunch ally—in the consolidation of democratic institutions, the expansion of economic reintegration, and the fight against narcotics trafficking and terrorism.
- **Humanitarian:** The Government of Colombia has registered 2.8 million internally displaced persons (IDPs). In 2007, Colombia had the largest number of landmines casualties in the world. Most of the landmines were planted by the FARC and the ELN.

Counter narcotics



- Under CSDI, we are integrating eradication, interdiction & development in a consolidated fashion to break the coca cycle.
- Eradication is a force multiplier for security, interdiction, rule of law & development -- no security, no development.
- UN reports that coca cultivation down by 18% and cocaine production by 28% in 2008 compared to 2007. USG estimates that cocaine production decreased by 24% from peak in 2001.
 - Price of cocaine in U.S. increased by 105% and purity decreased by 35% from January 2007 to December 2008.
- Record-breaking eradication and interdiction in 2008 kept over 400 metric tons of cocaine off the market.
- Seized FARC documents cite eradication as hampering finances and ability to buy weapons, explosives &





Colombian Police Commitment

- Colombian National Police (CNP) is one of the largest police agencies in the Western Hemisphere.
- Post-conflict and consolidation will place higher demands on CNP as the situation turns more to a law enforcement role.
- Total CNP officers killed in the line of duty has decreased by 21%, from 170 in 2007 to 134 in 2008.
- 78 CNP officers were killed in combat situations in 2008, down from 109 officers killed in 2007. An average of one CNP officer was killed in combat every five days in 2008.
- CNP will need more officers and larger budgets.

NARCOTICS AFFAIRS SECTION
United States Embassy • Bogota, Colombia

June 2009



NARCOTICS AFFAIRS SECTION
United States Embassy • Bogota, Colombia

Who Is NAS?

- **938** - Employees
- **7** - Foreign Service Officers
- **206** - U.S. Contractors
- **614** - Local Contractors
- **86** - Foreign Service Nationals
- **5** - Family Member Appointments (FMAs)
- **20+** - Nationalities
- **108** - Helos and **34** Fixed Wing



NARCOTICS AFFAIRS SECTION
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What NAS Does


- Aerial Eradication
- Manual Eradication
- Police Aviation
- Colombian Army Aviation
- Interdiction
- Counterdrug Brigade
- *Carabineros*
- Reestablish Police Presence
- *Junglas*
- GRUIN-UT
- Air Bridge Denial
- Port Security
- Canine Program
- Polygraphs
- Demobilization
- Drug Demand Prevention
- Public Affairs with PAS/USAID/DNE
- Work with Other Agencies

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Why Do We Do It?

- 38,000 + Americans die annually from narcotics related causes
- Colombia:
 - World's leading producer of coca (90% of US cocaine)
 - Major producer of opium poppy (almost 50% of heroin in USA)
 - Important U.S. ally and oldest democracy in region
 - Home to 3 Foreign Terrorist Organizations (FTOs) - we deny them funds



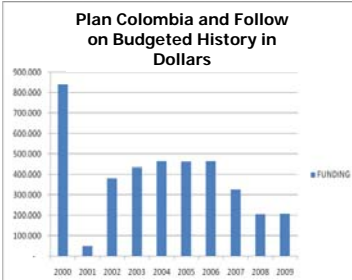
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What is NAS' Piece of the Pie?

- \$5.2 billion since FY2000
- \$1.62 billion (31%) has been "soft side" money
- NAS historically about 67%, but in FY09 only 50% and decreasing
- Out years uncertain

Plan Colombia and Follow on Budgeted History in Dollars



| Year | Funding (Dollars) |
|------|-------------------|
| 2000 | 850,000 |
| 2001 | 100,000 |
| 2002 | 350,000 |
| 2003 | 450,000 |
| 2004 | 480,000 |
| 2005 | 450,000 |
| 2006 | 450,000 |
| 2007 | 350,000 |
| 2008 | 200,000 |
| 2009 | 200,000 |


NARCOTICS AFFAIRS SECTION
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Accomplishments


- Record seizure (245 MT) and eradication (229K hectares) numbers in 2008
- Colombia is safer and stronger: kidnappings and murders down 87% and 53% since 2002
- U.S. cocaine prices up 105% and purity down 34% from 2007 to 2008

NARCOTICS AFFAIRS SECTION
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NAS' Colombian Presence

- 7 Semi-Permanent Spray Bases
- 8 Temporary Spray Bases
- 7 Fuel Locations
- 5 Police Aviation Bases
- 4 Air Bridge Denial Sites
- 8 Airports and Seaports
- 10 DIRAN Bases
- 40+ Upgraded Police Bases






Other Agencies and Offices NAS Works With

- AID
- Diplomatic Security
- ICE
- ATF
- DEA
- DOJ
- ICITAP
- BOP
- POL
- MILGROUP
- DAO



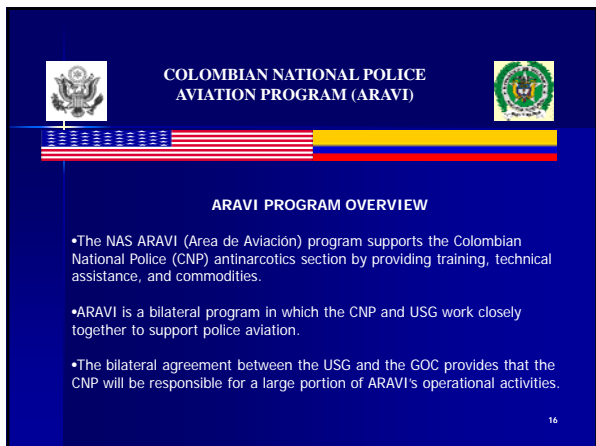
Our Main GOC Partners

- Colombian National Police (CNP)
- Colombian Anti-Narcotics Police (DIRAN)
- Colombian Army (COLAR)
- Colombian Air Force (COLAF)
- Colombian Navy (COLNAV)
- Vice President's Office
- Colombian Ministry of Interior & Justice
- Colombian Ministry of Defense
- Colombian Directorate for Controlled Substances (DNE)
- Colombian Geographic Institute (IGAC)
- Colombian National Health Institute (INS)
- President's Social Action Office
- Colombian Agricultural Institute (ICA)
- Colombian Customs (DIAN)
- Colombian Ministry of Environment
- Colombian Office for Ethnic Groups
- Colombian Office of National Parks
- Private Shipping Companies



Challenges for the Future

- Budget & Nationalization
- Rapid Replanting of Coca
- Competing Missions (HVT, Eradication, Interdiction)
- Pressure to Change Strategy
- No Spray Zones (i.e. National Parks)
- Coordination Aerial & Manual
- Explaining Complexity and Interrelation of Programs
- Conflicting Numbers & Metrics
- Aging Air Fleet that is Flying at Full Capacity
- Need for More Police

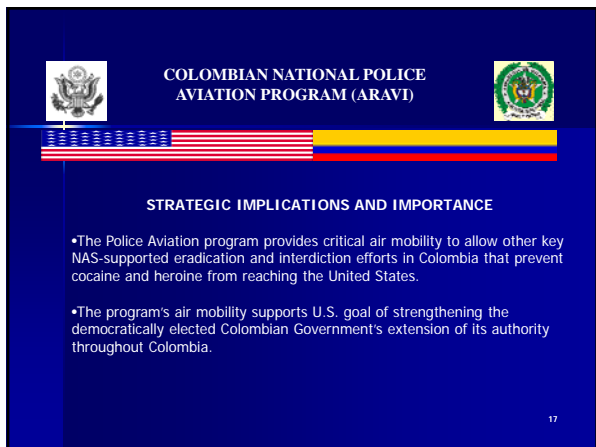


**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

ARAVI PROGRAM OVERVIEW

- The NAS ARAVI (Area de Aviación) program supports the Colombian National Police (CNP) antinarcotics section by providing training, technical assistance, and commodities.
- ARAVI is a bilateral program in which the CNP and USG work closely together to support police aviation.
- The bilateral agreement between the USG and the GOC provides that the CNP will be responsible for a large portion of ARAVI's operational activities.

16

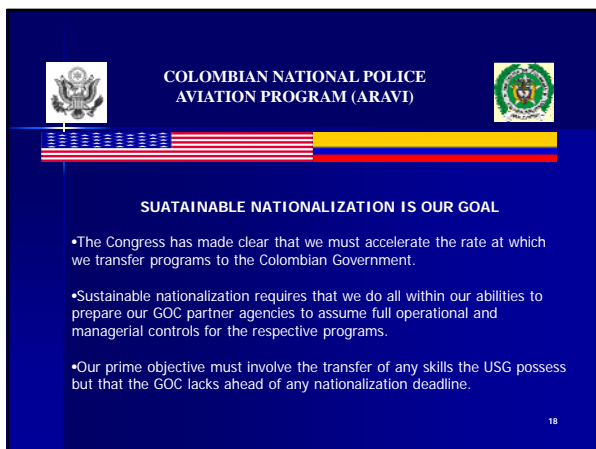


**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

STRATEGIC IMPLICATIONS AND IMPORTANCE

- The Police Aviation program provides critical air mobility to allow other key NAS-supported eradication and interdiction efforts in Colombia that prevent cocaine and heroine from reaching the United States.
- The program's air mobility supports U.S. goal of strengthening the democratically elected Colombian Government's extension of its authority throughout Colombia.

17





**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

SUAINABLE NATIONALIZATION IS OUR GOAL

- The Congress has made clear that we must accelerate the rate at which we transfer programs to the Colombian Government.
- Sustainable nationalization requires that we do all within our abilities to prepare our GOC partner agencies to assume full operational and managerial controls for the respective programs.
- Our prime objective must involve the transfer of any skills the USG possess but that the GOC lacks ahead of any nationalization deadline.

18



 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

PROGRAM AND SUSTAINABLE NATIONALIZATION (Continued)

NAS officials continue to work to improve:

- The CNP program's safety record (especially in light of the aging aircraft fleet)
- ARAVI's personnel management practices (including slowing turnover rates)
- Improving standardization at all levels
- And encouraging improved training practices

19

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

SUATAINABLE NATIONALIZATION IS OUR GOAL (Continued)

Tactical considerations for sustainable nationalization include :

- Prioritizing in-country knowledge transfer from U.S. advisors and also contract personnel.
- In-country training should become a priority to encourage the GOC to develop its capabilities to conduct the missions and operations in a manner consistent with the skill sets they have been exposed to from the United States.

20

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

CHIEF OF MISSION AUTHORITY

All individuals on contract, regardless of nationality, fall under COM and must abide by the latest Embassy security requirements.

This involves:

- Country clearance requests
- In Country Travel Requests (either notifications or requests)
- Force protection requirements inside and outside of Bogota
- Housing guidelines inside and outside of Bogota.

21



COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)



Questions?

22

**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

ARAVI (Area de Aviación) ORGANIZATION:

Started in 1982
Colombian National Police: 1,250 personnel (800 mechanics and 210 pilots)
Mature Program assisted with USG support

1

**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

FIXED
MOBILE

2

**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

UH60 (7)
Hangar 2 : UH-60 & Structural Repair

Huey II (30)
Hangar 3: Bell Products

3

COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)



DC-3 TP (4)



Fix Wing Maintenance Facility



El Dorado

C-26 Passenger (3)



C-26 ISRAP (4)



C-208 Mapping Camera (1)



4

COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)



Bell 212 Maintenance



Santa Marta

Bell 212 (10)



5

COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)



UH-2 Maintenance



Tulua

UH-2 (8)



6

**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

Aircraft Inventory

| MDS | Quantity | Base* | Average Age |
|--------------|-----------|------------------------|-------------|
| B-212 | 10 | Santa Marta | 26 |
| C-208 | 1 | El Dorado | 4 |
| C-26 | 7 | El Dorado | 16 |
| DC-3 | 4 | El Dorado | 64 |
| UH-1H-II | 30 | Guaymaral Tulua | 41 |
| UH-60 | 7 | Guaymaral | 8 |
| TOTAL | 59 | *Varies due to mission | |

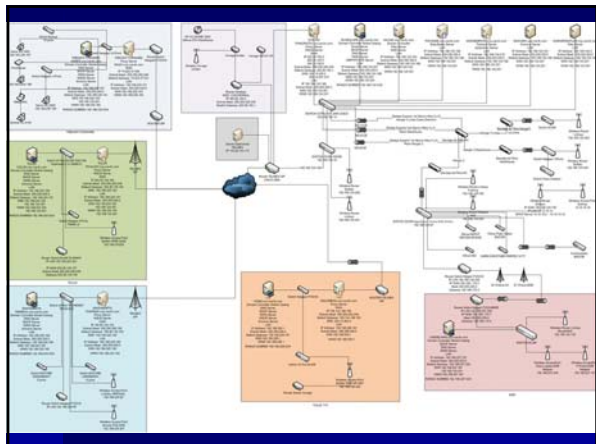
**COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)**

Flying Hour Program for the CNP 2009

| Fixed Wing | | | | | |
|------------------------------------|----------|----------|-------------------|------------|------------------|
| | C-208 | DC-3 | C-26 Passenger | C-26 Intel | Total FW |
| Total Hours for 2009 | 350.00 | 3,900.00 | 1,350.00 | 2,000.00 | 7,600.00 |
| Rotary Wing | | | | | |
| | Bell 212 | UH1HII | UH60L | | Total RW |
| Total Hours for 2009 | 2,400.00 | 7,800.00 | 2,300.00 | | 12,500.00 |
| Total Flight Hours for 2009 | | | | | 20,100.00 |

**2008 FIXED WING FLIGHT HOUR BREAKDOWN
BY MISSION TYPE**

| Mission Types | C-208 | DC-3 | C-26 Paxis | C-26 ISRAP | HOURS | MISSIONS |
|-------------------------------|-----------|-------------|------------|------------|-------------|-------------|
| Aerial Eradication | 0 | 830 | 29 | 0 | 859 | 854 |
| Manual Eradication | 0 | 719 | 6 | 0 | 725 | 690 |
| Instruction | 12 | 169 | 117 | 71 | 369 | 554 |
| Medical Evacuation | 0 | 13 | 88 | 0 | 101 | 112 |
| Logistics Support | 22 | 699 | 351 | 47 | 1120 | 1159 |
| Maintenance Flights | 2 | 23 | 14 | 2 | 42 | 59 |
| Humanitarian Support | 0 | 24 | 0 | 0 | 24 | 24 |
| Interdiction | 0 | 178 | 6 | 1 | 185 | 181 |
| Aerial Reconnaissance | 15 | 1 | 0 | 307 | 323 | 230 |
| Electoral Support | 0 | 7 | 0 | 0 | 7 | 7 |
| Police Operations | 0 | 18 | 31 | 9 | 58 | 41 |
| Police Logistical Support | 5 | 1028 | 163 | 35 | 1231 | 1142 |
| Aerial Patrols | 0 | 0 | 0 | 0 | 0 | 0 |
| Support to other Institutions | 4 | 64 | 32 | 2 | 101 | 113 |
| Verification | 0 | 15 | 0 | 0 | 15 | 16 |
| TOTAL HOURS | 61 | 3788 | 837 | 475 | 5161 | |
| TOTAL MISSIONS | 49 | 3578 | 822 | 380 | | 4828 |



SAFETY

- **CNP Safety**
 The Colombian National Police manages the industrial safety program.

- **CNP HAZMAT/Environmental Compliance**
 The Colombian National Police manages the HAZMAT/Environmental Compliance program.

- **Contractor Responsibility**
The contractor is responsible for maintaining its own safety, hazmat, and environmental compliance program and complying with local and USG regulations.



14



PLAN DE SEGURIDAD AEREA

- ✓PLAN FOD.
- ✓PLAN PRE-ACCIDENTES AEREOS.
- ✓PLAN RECUPERACIÓN DE PERSONAL (BÚSQUEDA Y RESCATE).
- ✓PLAN CONTROL DE DERRAMES (POL).
- ✓PLAN MANEJO SUSTANCIAS Y MATERIALES PELIGROSOS.
- ✓PLAN DE CAPACITACIÓN Y ENTRENAMIENTO EN SEGURIDAD.
- ✓PLAN DE SEGURIDAD EN OPERACIONES.
- ✓PLAN DE SEGURIDAD EN PLATAFORMA.
- ✓PLAN DE DIFUSIÓN (REUNIONES DE SEGURIDAD, CONFERENCIAS DE SEGURIDAD, VIDEOS, CARTELERAS, AFICHES, BOLETINES, ETC.)
- ✓PLAN SEGURIDAD EN MANTENIMIENTO
- ✓PLAN IRO.
- ✓PLAN DETECCIÓN Y PREVENCIÓN DE CONSUMO DE ALCOHOL Y PSICOFÁRMACOS
- ✓PLAN AVIARIO.
- ✓PLAN PREMIO SEGURIDAD AÉREA.
- ✓PLAN REGISTRO Y ARCHIVO.

16



 **COLOMBIAN NATIONAL POLICE**
AVIATION PROGRAM (ARAVI) 

MAINTENANCE AND QC OVERVIEW

Mission
 To provide reliable assets, cost effective maintenance solutions and Quality Control to all program assets in order to accomplish CN Goals

Vision
 To sustain an efficient maintenance program that allows Colombian National Police to operate safely and effectively after USG involvement terminates

1

 **COLOMBIAN NATIONAL POLICE**
AVIATION PROGRAM (ARAVI) 

GOALS

- Minimal Accident/Incident Rate for Maintenance
 - Injuries
 - Incidents
 - Accidents
- Operational Readiness Rates
 - Mission Capable
 - Fixed Wing
 - Rotary Wing
 - Mission Aborts

2

Aircraft HUEY II

- Quantity 30 UH-1H-IIIs
- Average Age / Aircraft Total Time
 - Average 42 years/ 9,568 hours
 - Minimum 38 years/ 4,888 hours
 - Maximum 44 years/ 13,679 hours
- Flying Hours 7,800 hours/year
- Major Inspections
 - 300 hours
 - 24 months

Aircraft UH-60L

- Quantity 7 UH-60Ls
- Average Age /Aircraft Total Time
 - Average 10 years / 3,243
 - Minimum 10 years / 2,800
 - Maximum 10 years / 4,000
- Flying Hours 2,300 hours/year
- Major Inspections
 - PMI I 360 hours
 - PMI II 720 hours

Aircraft Bell 212

- Quantity 10 Bell 212s
- Average Age /Aircraft Total Time
 - Average 25 years / 9,179.7
 - Minimum 15 years / 3,453.9
 - Maximum 35 years / 17,470.1
- Flying Hours 2,400 hours/year
- Major Inspections
 - 100 hours
 - 5 Years

Aircraft DC3

- Quantity 4 DC3s
- Average Age /Aircraft Total Time
 - Average 66 years / 19,796.9 hours
 - Minimum 65 years / 11,797.5 hours
 - Maximum 67 years / 25, 143
- Flying Hours 3,900 hours/year
- Major Inspections
 - 150 hours
 - 2000 hours

Aircraft C26

- Quantity 4 C26 Intel Platforms
- Average Age /Aircraft Total Time
 - Average 17 Years / 11,062.4 hours
 - Minimum 15 Years / 5,882.7 hours
 - Maximum 20 Years / 19,997.9
- Flying Hours 2,000 hours/year
- Major Inspections
 - 100 hours

Aircraft C26

- Quantity 3 C26 Passenger Airplanes
- Average Age /Aircraft Total Time
 - Average 17 Years / 11,062.4 hours
 - Minimum 15 Years / 5,882.7 hours
 - Maximum 20 Years / 19,997.9
- Flying Hours 1,350/year
- Major Inspections
 - 100 hours

Aircraft C208

- Quantity 1 C208 Caravan
- Average Age /Aircraft Total Time
 - 5 Years /2,510 hours
- Flying Hours 400 hours/year
- Major Inspections
 - 150 hours

Allied Shops

- ALSE
- ARMAMENT
- AVIONICS
- BATTERY
- CALABRATION
- ELECTRICS
- ENGINE
- GSE
- HYDRUALICS
- INSTRUMENTS
- NDI
- MACHINE
- PAINTING
- POWER TRAIN
- STRUCTURES
- TIRE
- WELDING



















Machine



Paint



Power Train











Highlights



- Program is the most nationalized State Department sponsored Aviation Program in Colombia
- There are many efficient processes in place allowing Depot Level work; resulting in cost savings to USG and sustainable nationalization
- Motivated CNP work force
- Flexibility and Planning
- Operational Readiness Goals are shared by USG, CNP, and contractor
- Centralized Maintenance Concept

Challenges

- Due to the maturity of the program and the CNP competency, sometimes critical decisions are made without consulting the contractor or USG
- Standardization of maintenance practices
- English is a second language
- Colombian National Police don't always share same goals
- CNP maintains operational control throughout the country, therefore, many repairs and aircraft events occur without the USG or contractor knowledge or presence

Summary

- An excellent program with some challenges.
- The complexity of the program requires continued oversight and effort.
- Program success depends on the CNP, therefore, cooperation between all entities is essential
- The US ARMY Maintenance Management System is the cornerstone for the success of this program

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

USG Goal:

The Contractor provides a lean logistics support system that utilizes state-of-the-art business practices and streamlined processes that minimize infrastructure requirements throughout the organization while maintaining mission capable aircraft.

4

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

Logistics/Procurement

- Property Accountability (end user is CNP)
- Warehouse management, parts receiving and locating, and parts issuing

5

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

Freight Forwarding

The Contractor is responsible for the shipment of program property from/to the US while complying with host nation and USG customs regulations for importation and exportation.

The Contractor will staff personnel, both CONUS and OCUNUS, who are certified in the following:

- International Trafficking in Arms Regulation (ITAR)
- Transport of Dangerous Goods

6

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

Logistics Training

- USG goal is to prepare the CNP to assume all duties related to logistics management.
- Implement a formal OJT program using the Contractor's expertise to train CNP personnel.
- Areas of interest:
 - Procurement
 - Shipping/Receiving
 - Repairable
 - Storage/Warehousing
 - Inventory/EUM

7



 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

Logistics Automation

The CNP program utilizes a USG purchased software, Advanced Maintenance Management System (AMMS), in order to control inventory and tracking.

- The Contractor may develop or utilize existing software.
- All data supporting this program remains USG property, and the Contractor will provide a mechanism to transfer/export the data to a current industry standard format.



8

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

Government Property Accountability

All aeronautical/non-aeronautical property and equipment acquired by the Contractor for the performance of this contract, is nationalized to CNP who is responsible for accountability, control, and disposition. All GFE/GFP procured by the Contractor's for their usage will be maintained in a property book and accounted for in accordance with FAR 52.245-1.

9

 **COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)** 

Contract Data Requirements Listing

FAIRS Report
Quarterly the Contractor will prepare and submit to USG an electronic FAIRS inventory that includes: Flight hours and costing data (unscheduled maintenance and repair parts, and administrative overhead); by serial number for all USG supported aircraft. USG will provide required formatting.

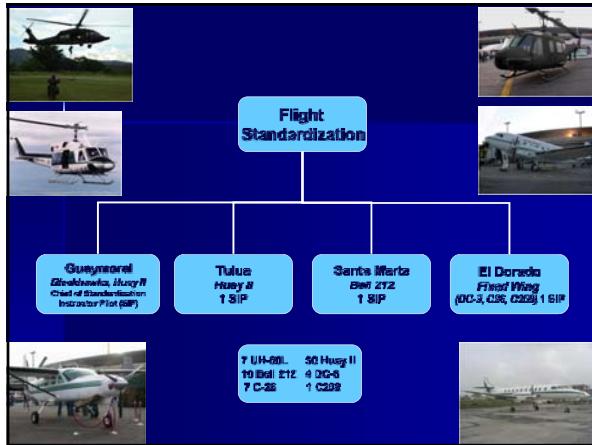
End Use Monitoring (EUM)
Annually provide inventory results, from the cyclic EUM inventories for commodities specified by USG.

10

COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)

Standards Overview

- Oversee aircrew training program
 - In Accordance With: TC 1-210 (CNP PET), AR 95-1, (CNP MOAPN) and Aircrew Training Manuals
- Academic and flight instruction
 - For rated and non-rated crewmembers
- No Notice evaluations
- Monitor Simulator flight training program
 - UH-60L at Fort Hood TX and FT Bragg NC
 - Huey II at Melgar Colombia
 - Fixed Wing El Dorado Colombia



UH-60 Aircrew Inventory

| UH-60 | DAY | NVG | CE DAY | CE NVG |
|--------------|-----|-----|-----------|--------|
| Total SP's | 1 | 1 | Total TIN | 3 2 |
| Total IP's | 3 | 2 | Total TE | 1 1 |
| Total UT's | 0 | 0 | Total TV | 36 31 |
| Total PC's | 11 | 5 | Total AR | 0 0 |
| Total PI's | 16 | 3 | | |
| Total MTP's | 3 | | | |
| Total ME's | 2 | | | |
| Total PILOTS | 36 | 11 | Total CE | 40 34 |

Bell 212 Aircrew Inventory

| Bell 212 | DAY | NVG | | CE DAY | CE NVG |
|--------------|-----|-----|-----------|--------|--------|
| Total SP's | 1 | 1 | Total TIN | 1 | 0 |
| Total IP's | 1 | 0 | Total TE | 0 | 0 |
| Total UT's | 4 | 0 | Total TV | 31 | 15 |
| Total PC's | 13 | 6 | Total AR | 11 | 8 |
| Total PI's | 16 | 3 | | | |
| Total MTP's | 1 | | | | |
| Total ME's | 1 | | | | |
| Total PILOTS | 31 | 10 | Total CE | 43 | 23 |

UH-1HII Aircrew Inventory

| HUEY II | DAY | NVG | | CE DAY | CE NVG |
|--------------|-----|-----|-----------|--------|--------|
| Total SP's | 3 | 3 | Total TIN | 20 | |
| Total IP's | 12 | 2 | Total TE | 1 | 1 |
| Total UT's | 0 | 0 | Total TV | 98 | 11 |
| Total PC's | 34 | 7 | Total AR | 17 | 20 |
| Total PI's | 43 | 8 | | | 6 |
| Total MTP's | 8 | | | | |
| Total ME's | 3 | | | | |
| Total PILOTS | 103 | 20 | Total CE | 136 | 38 |



Fixed Wing Aircrew Inventory

| C208 | DAY | NVG | C26 | DAY | DC3 | DAY | NVG |
|--------------|-----|-----|--------------|-----|--------------|-----|-----|
| Total SP's | 1 | | Total SP's | 1 | Total SP's | 2 | 1 |
| Total IP's | | | Total IP's | 2 | Total IP's | 1 | 1 |
| Total UT's | | | Total UT's | | Total UT's | | 0 |
| Total PC's | 4 | 2 | Total PC's | 7 | Total PC's | 5 | 1 |
| Total PI's | 6 | | Total PI's | 14 | Total PI's | 13 | 3 |
| Total MTP's | | | Total MTP's | | Total MTP's | | |
| Total ME's | | | Total ME's | | Total ME's | | |
| Total PILOTS | 12 | 2 | Total PILOTS | 24 | Total PILOTS | 21 | 6 |

Special Mission Tasks

| | |
|---------------------------------------|--------------------|
| Cockpit Resources Management | CRM |
| Aerial Gunnery Training | M60D, GAU 17, M240 |
| Fast Rope Insertion Extraction System | FRIES |
| High Altitude Training | HAATS |
| Rappell | Rappell |
| Stability Operations | STABO |
| Insertion and Extraction | Hoist |
| Aircrew Survival | SERE |

7

 COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI) 

CNP Human Resources Organization

- Officers
 - Specialties
 - Policemen first
 - Aviators second
 - Common career path
 - Continuity within the Career Management Field is a major challenge (for aircraft type)
 - Goal is to specialize personnel in Safety, Maintenance, Operations and Standardization

4



 COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI) 

CNP Human Resources Organization

- Enlisted
 - 33 Career Management Fields
 - 4 skill levels ranging from basic technician to Technical Inspector
 - Common career path

| |
|--|
| Skill level 1: 302 personnel (74 Students) |
| Skill level 2: 247 personnel |
| Skill level 3: 196 personnel |
| Skill level 4: 82 personnel |



5

 COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI) 

THE TRAINING PROCESS (ADDIE)

- Analysis
 - Training needs analysis
 - Performance analysis
- Design and Development
 - Training approach designed and training plan developed
- Implementation
 - Training provided to target audience
- Evaluation
 - Review of training effectiveness and impact



6

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

TRAINING STRATEGY

- Traditional
 - Job aids
 - OJT
 - Self paced
 - Instructor led
- E-Learning
 - E-Job aids
 - Self directed
 - Web based/Computer based
 - Virtual classroom



7

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 

TRAINING SOURCES PRIORITIES

- In House
 - Whenever possible this is the prime choice to train the trainer
- External
 - Local (Within Colombia)
 - If CNP or contractor do not have the capability, external sources may be sought
 - Mobile Training Teams
 - Overseas (CONUS)
 - This is the last resort


8

 **COLOMBIAN NATIONAL POLICE AVIATION PROGRAM (ARAVI)** 


TRAINING MANAGEMENT

- Training Calendar
 - Online Share Point website
 - CNP and Contractor manage jointly with USG oversight
 - OJT Database
- Training Status Reports
 - Weekly Communications
 - Monthly Reports
 - Quarterly Reports
- Contractor Personnel Involvement
 - Mentorship
 - Quality Control

9



COLOMBIAN NATIONAL POLICE
AVIATION PROGRAM (ARAVI)



Training Challenges

- Training selection process
 - US courses
 - Local courses
- Personnel retention
- Personnel rotation between specialties

13
