



Aviation Training: a critical factor for the growth of Ethiopian Airlines

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Dean Ethiopian Aviation Academy



Outline

1. Brief Overview of ET' Business
2. ET' Training Activity & the Establishment of EAA
3. EAA's Strategy and Future Plan

Brief Overview



ET's Profile

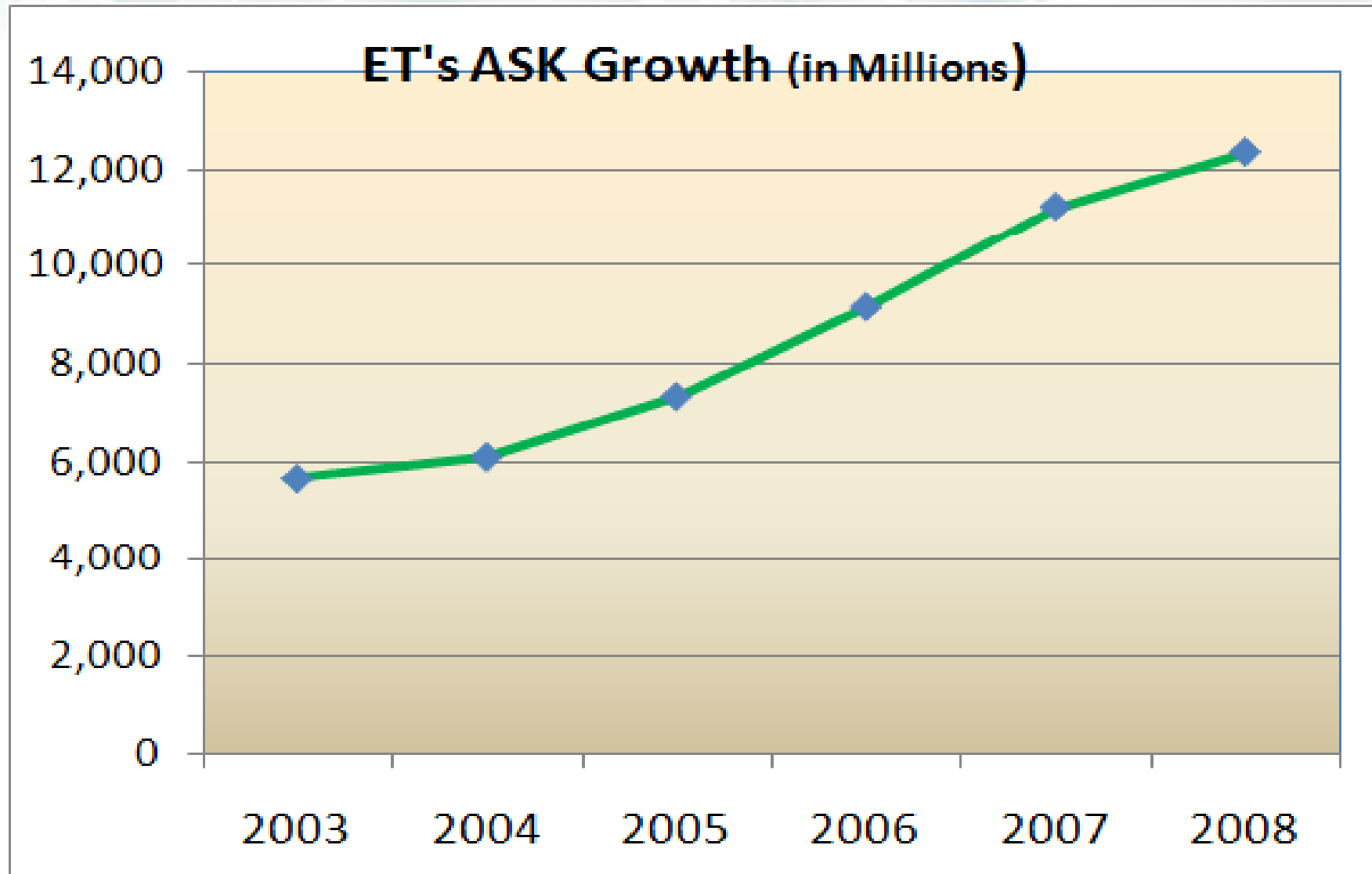
- Established in.....1946
- Revenue (Mill.)US \$ 976 (2008/09)
- Passenger uplift (Mill.)....2.5 (2008/09)
- Main fleet (Jet) 26
- DestinationsInt'l: 55, domestic: 16
- Employees 4868
- Ownership owned by Government

Brief Overview , Cont.

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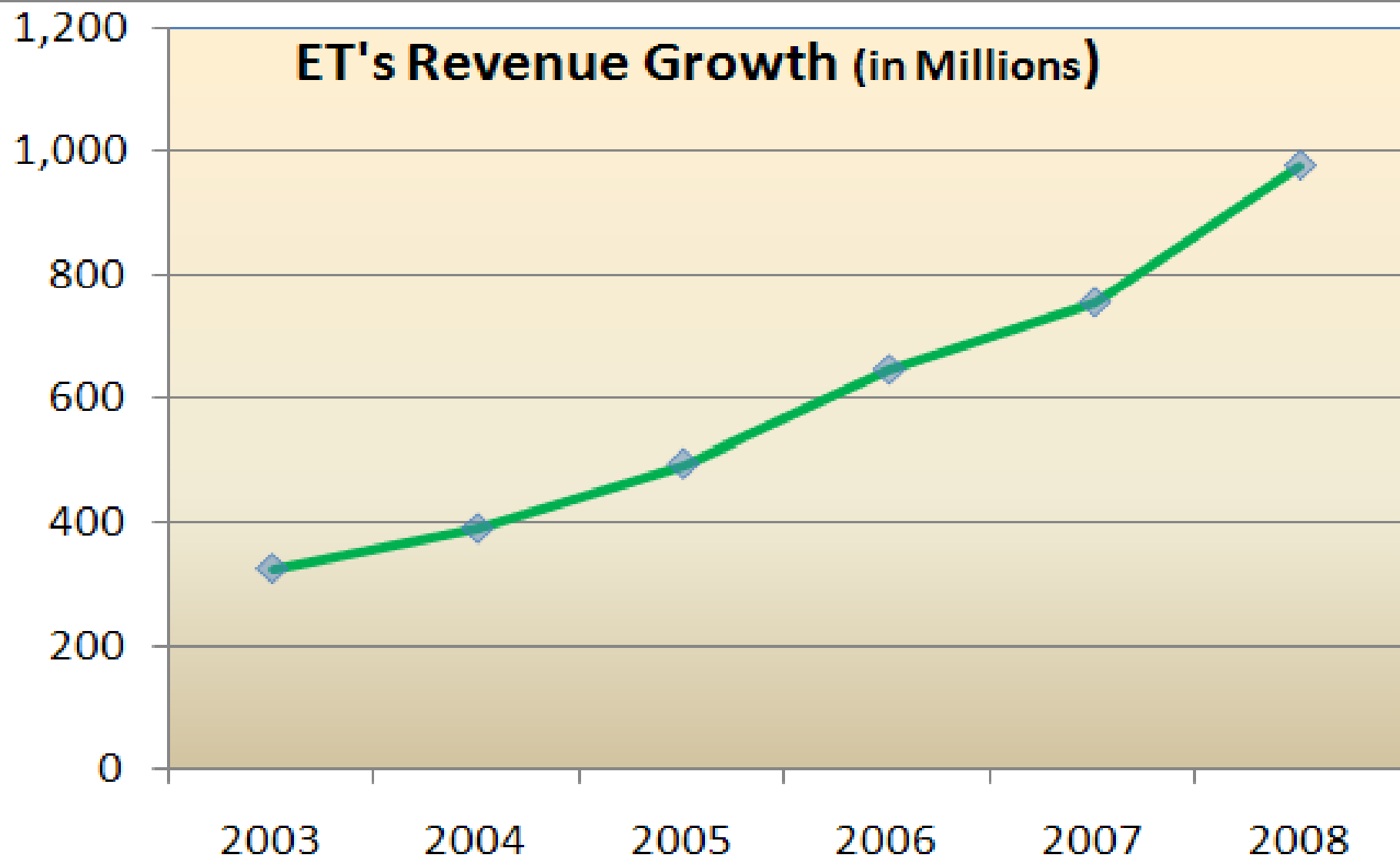
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ASK Growth (in Million)



Brief Overview , Cont.

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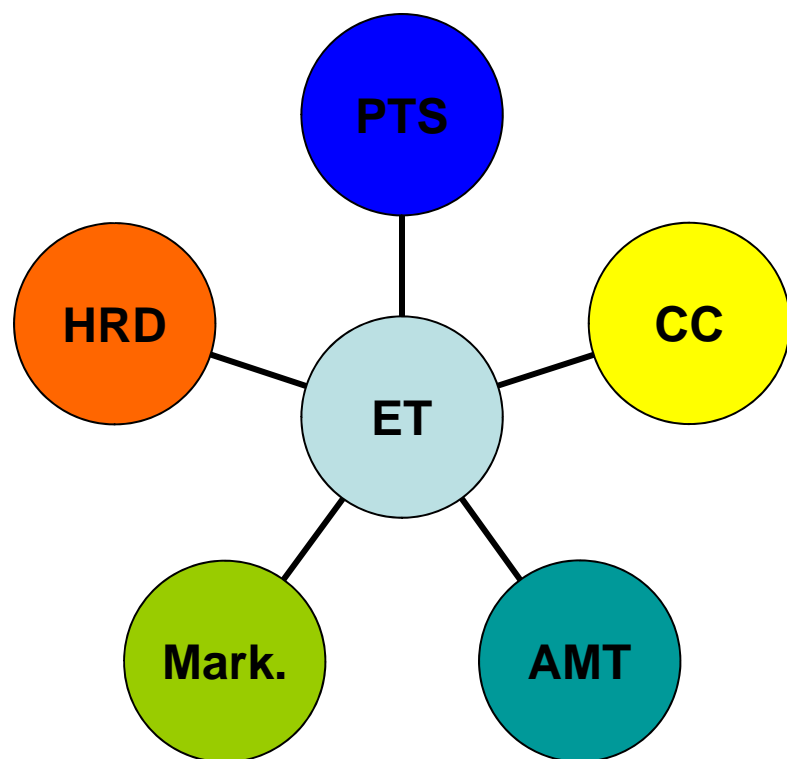


ET's Training Center & Establishment of EAA

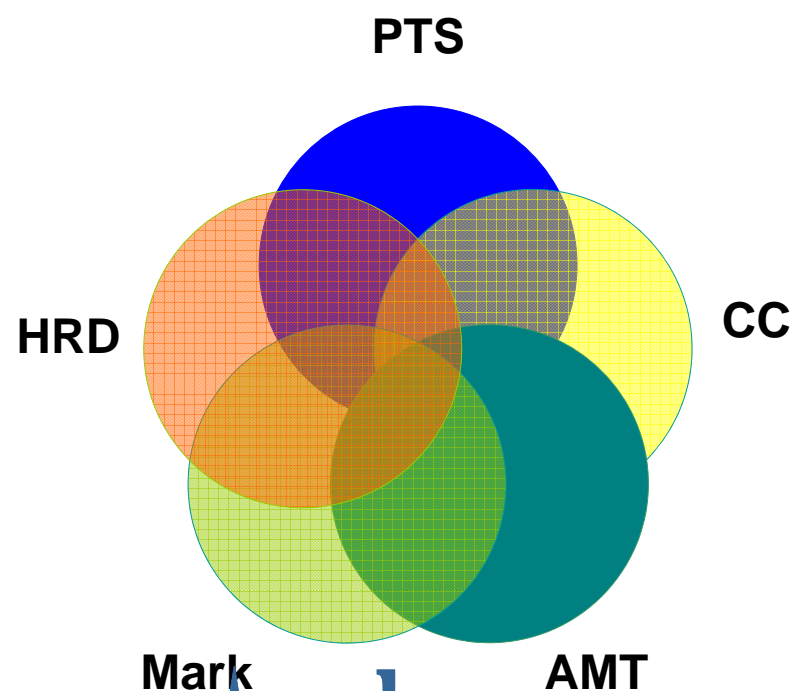


- From its first inception, ET has understood the critical role training plays in Airline business.
- As a result, ET established a training department in 1956. Following this
 - In 1958 cabin crew training began.
 - In 1964 pilot training school was established.
 - In 1967 aviation maintenance technician school was established.
 - In 2007 the Aviation Academy has been established, as a unifying institution.-milestone

Creating Synergy by Integration



Schools



Academy

ET's Training Center, Cont.

Rational for the Establishment of EAA

- To develop Training as Strategic Business Unit with the objective of **diversification of ET's business** by providing world class training services.
- To have training department which is fully aligned with the “**Fast Growth Strategy**” of ET.

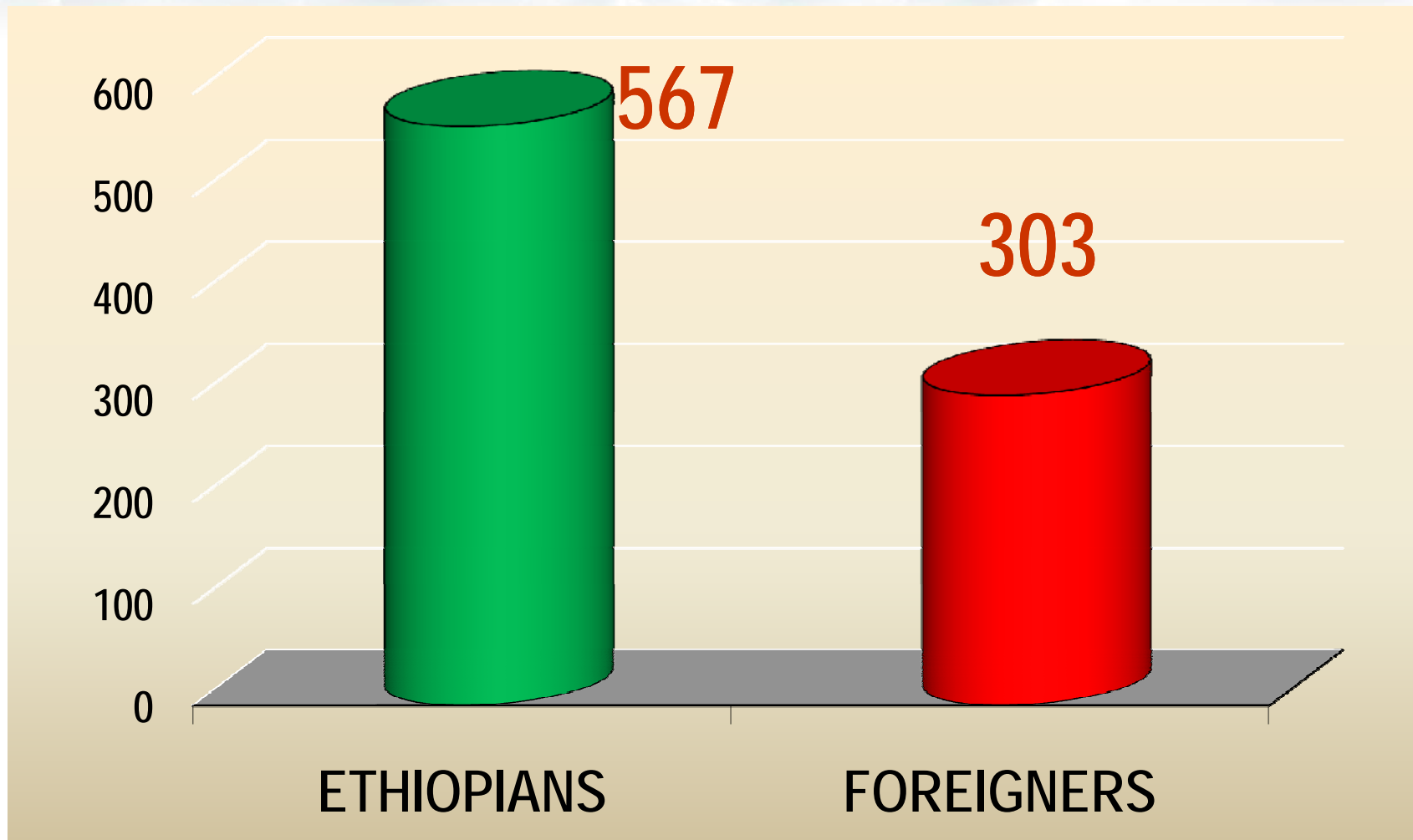
Profile of EAA:

- Total number of employee: 81
- Total number of instructors: 63
- Total number of current trainees (basic): 500
- Total Aviation graduates (Basic): 5000
- Total recurrent graduates: in hundreds of thousands
- Trainees from more than **51 countries** have been trained in the training Schools.

ET's Training Center, Cont.

Serving Africa & the World

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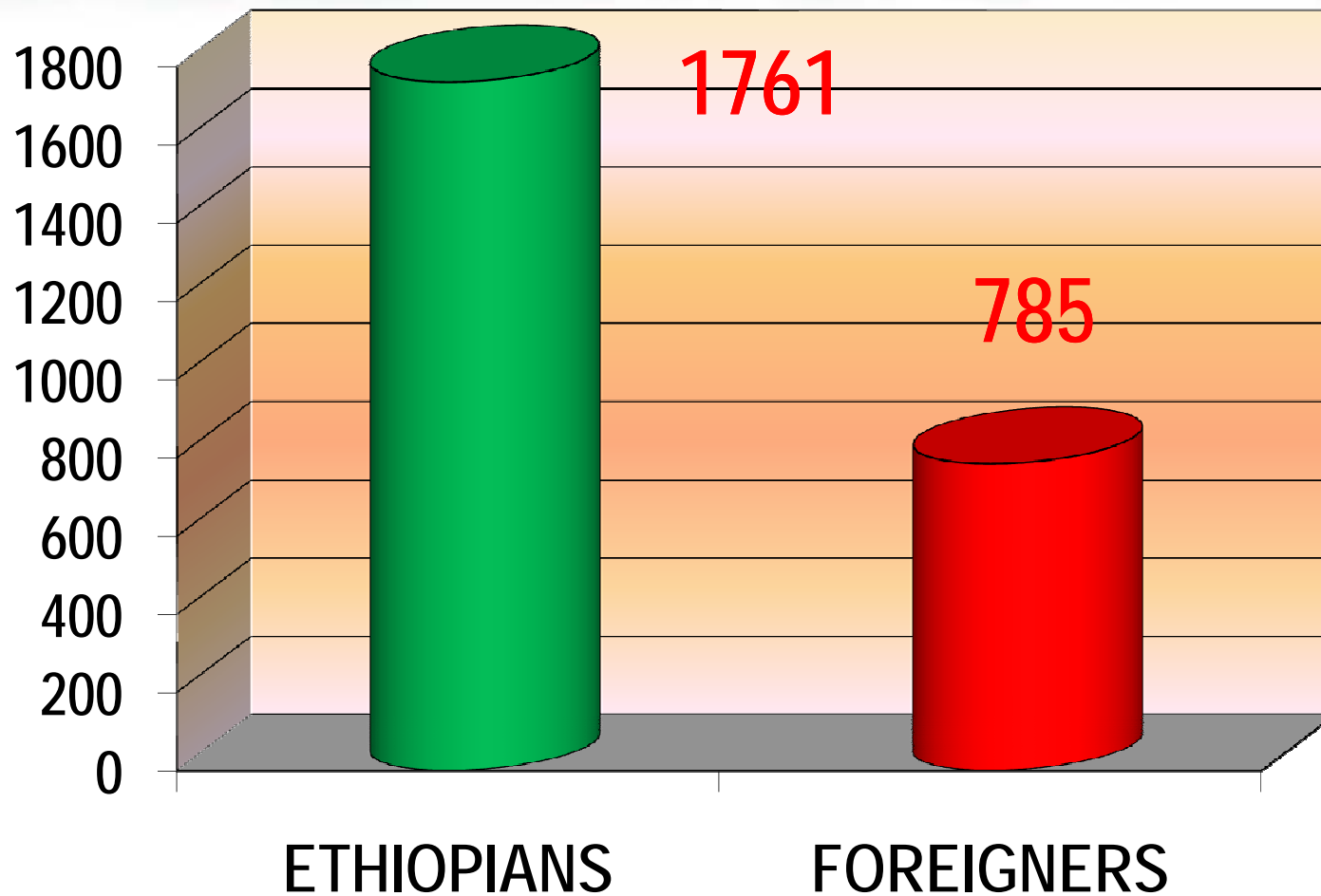


Graduates from PTS (Ab-initio):870

ET's Training Center, Cont.



Serving Africa & the World



Aviation Maintenance Training School (Ab-initio): 2546

ET's Training Center, Cont.



Vision of EAA:

- The vision of the Academy is to be a world class center of excellence in aviation training.
 - Be competitive player in Aviation training in the region (quality and price).
 - Offer standardized (internationally accredited) training programs
- **Competitive advantage of EAA to achieve its vision:**
 - Has more than 40 years of experience in aviation training.
 - Has well established network with major regional customers.
 - Training is conducted in real training environment and facility.

ET's Training Center, Cont.



Training Schools & Departments of AA

1. Pilot training school
2. A/c maintenance training school
3. Commercial operations training school
4. Cabin crew training school
5. Human resource dev't. training dept.
6. Training methods & quality assurance dept.

ET's Training Center, Cont.

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PTS Program

NO	Course	Duration Months
1	Commercial Pilot Course (CPL)	18
2	Instrument Ratings Course (IR)	
3	Multi-Engine Rating Course (ME)	
4	Private Pilot License Course (PPL)	

Admission req.: Engineers, Science graduates

ET's Training Center, Cont.



AMTS Programs

No	Courses	Duration Months
1	AMTS (Aviation Maintenance Technician)-3 in 1	24
2	Avionics Technicians	14
3	Airframe Technicians	11
4	Power Plant Technicians	10

Admission: engineers, graduates of vocational colleges

ET's Training Center, Cont.

Technical Recurrent Training



No	Courses	Duration Hrs
INDT002	Regulations Tech. Policy & Procedure	40
INDT002	Human Factors In Maintenance	24
SYST008	B737NG Airframe & Power Plant Course	56
SYST005R	B767-2/300 A&P Systems Refresher	96

Admission req.: Engineers, Science graduates

ET's Training Center, Cont.

Marketing Training



No	Courses	Duration Hrs
101	Basic Reservations	10
102	Basic & Automated Reservations	10
104	Advanced Reservations	5
202	Basic Passenger Fares and Ticketing	10

Admission req.: Social Science graduates

ET's Training Center, Cont.



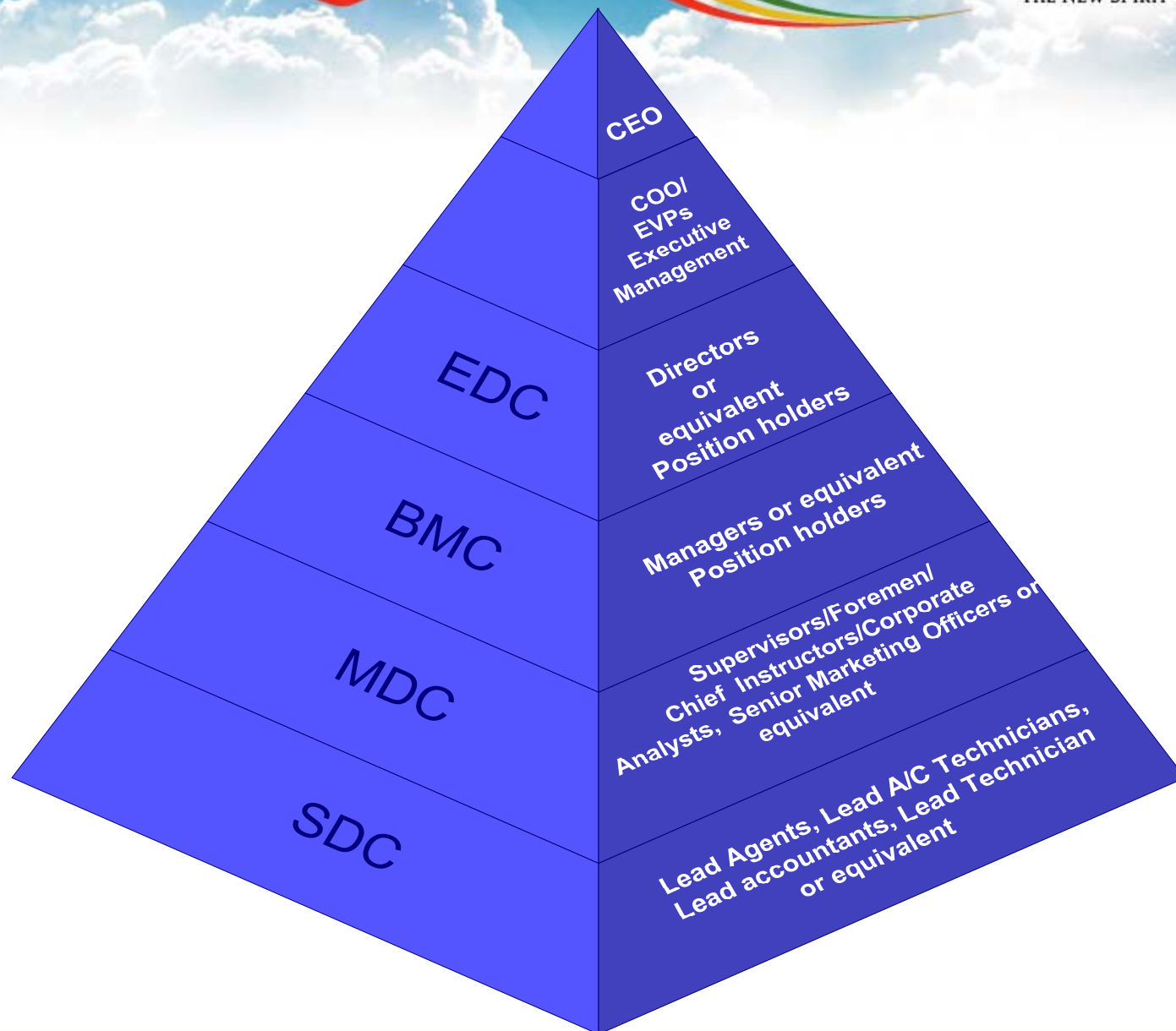
Cabin Crew Training

Courses	Hrs
Aviation Security	4
The Basics of Cabin Crew	9
Cabin Management, Passengers Handling	84
Cabin Crew Basic Grooming Training	42
Safety and crew resource management	112

Total courses=10, 6 months with OJT

Admission req.: High School graduates, university graduates

Leadership Training: Highly structured



Leadership Training, Cont.



Some of the list of courses:

- Leadership and Change
- Performance Management
- Effective Communication
- Financial Management
- Aviation and Business Law
- Fundamentals of Airlines Economics
- Project Management

Strategy & Future Plan of EAA



The way forward: Strategy of EAA

- Raise quality of training by implementing international certification standards (EASA, ISO).
- Use of innovative training methods (MPL, CBT, e-learning, modularization) to raise admission, quality and efficiency.
- Partnership with world class & local training organizations.
- Expansion of training facilities & capabilities

Strategy, Cont.



Improve Quality and Adopt Quality Management System-

- Produce professionals with excellent skill, strong job commitment and good attitude.
 - **Syllabus** (standardized, customer focused)
 - **Instructor** (competence, dedication)
 - **Teaching resources** (lab, CBT, simulator, etc)
 - **Teaching methodology**
- Accreditation: ISO 9001, from world class regulatory bodies (FAA, EASA, etc)

Strategy, Cont.



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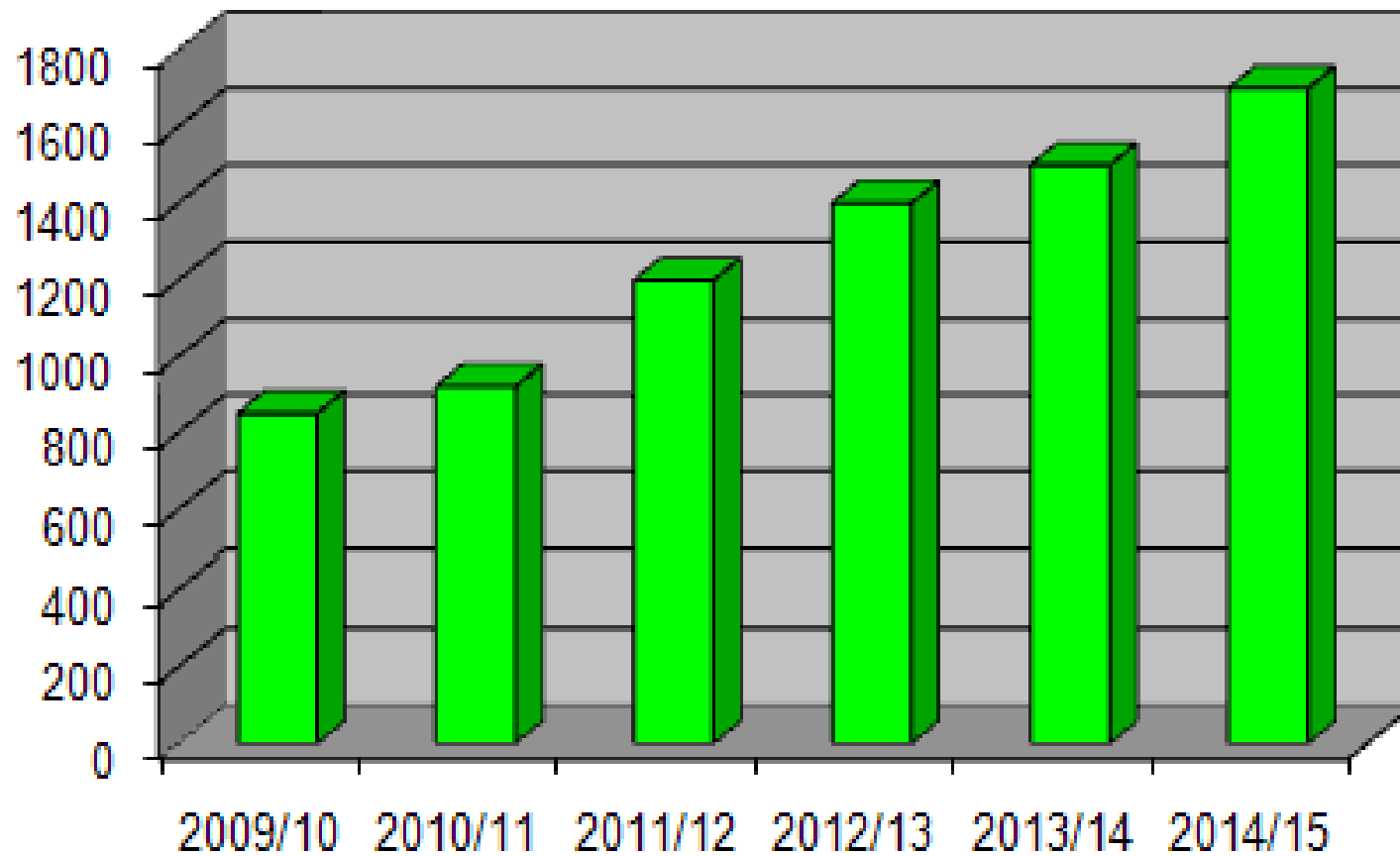
increase admission capacity to meet market demand (ET's and Third party's)

Strategy, Cont.

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Annual New Admission to the Academy



Strategy, Cont.



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Innovative training program to meet demand

- **Modularization of training program:**
introduce task oriented training program
 - *In A/c maintenance (Avionics, Airframe, Power plant)*
 - *In commercial operations (Ticketing and reservation, Cargo service, etc)*

Impact of modularization

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Graduation Number of AMTS (55% increase)

143

92

150

100

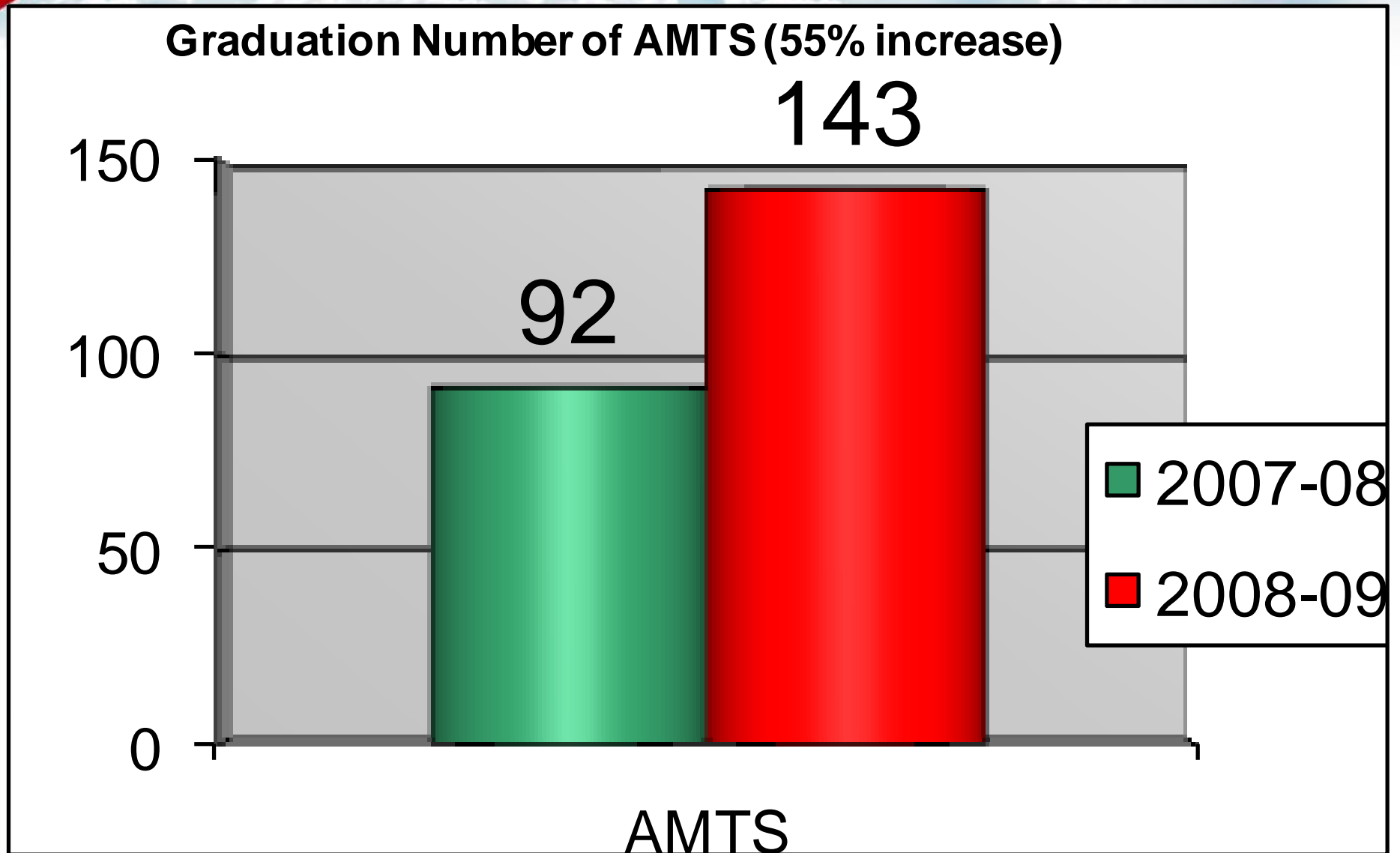
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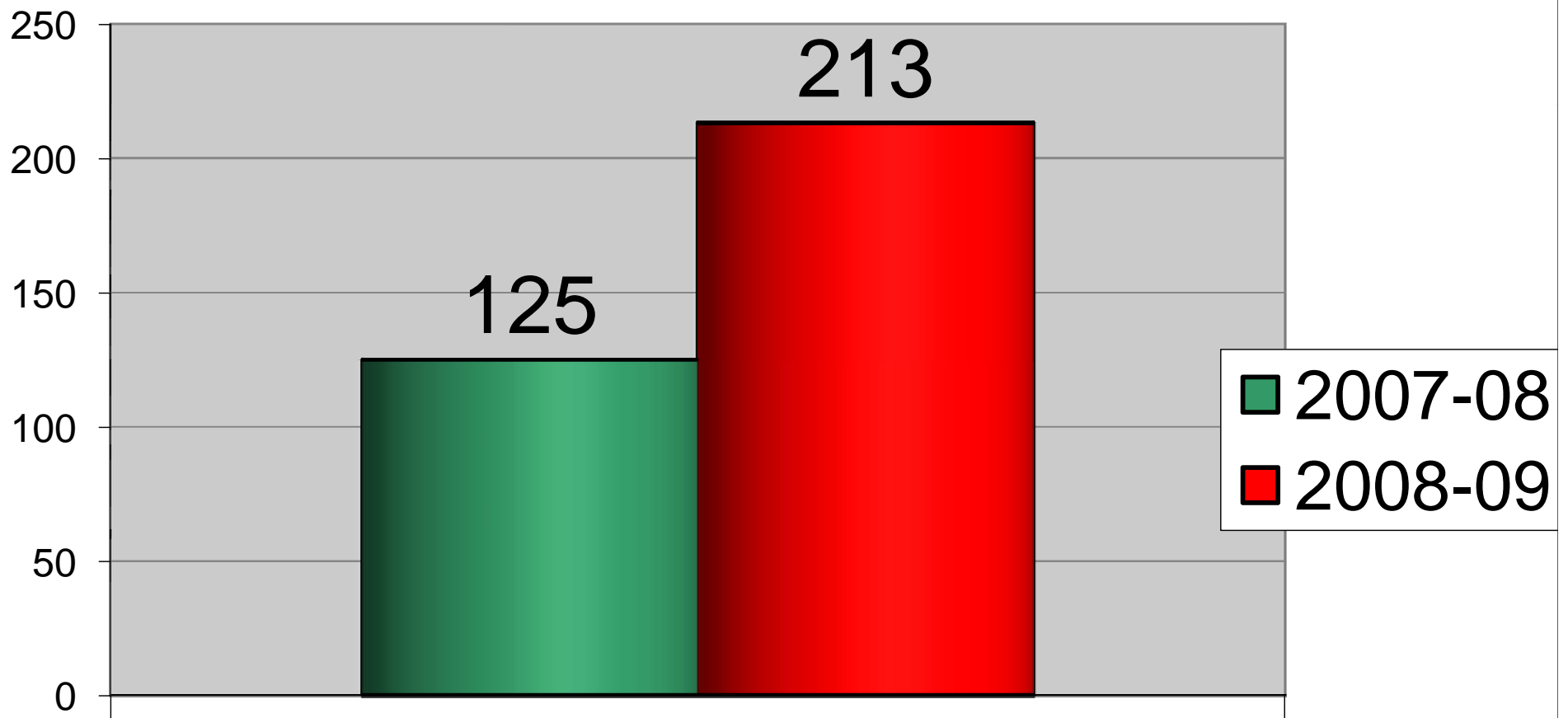
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AMTS



Impact of modularization

Graduation Number of Commercial (70% increase from preceding year)



Strategies Cont



Create & nurture strategic partnership and cooperation

- The cooperation with national and international institutions for mutual benefit is essential for the development of the Academy.
- *Cooperation with International Institutions (IATA and ICAO)*
- *Cooperation with other regional training centers (Good Ex. is the cooperation between EAA & DENEL Aviation TRAINING Centre, South Africa) to effectively utilize the available limited resources in the region.*

Strategies Cont



EAA is member of TRAINAIR: Plat form for cooperation between civil aviation training institutions

- **Ethiopian Aviation Academy, with its previous name Ethiopian Airlines Multi National Aviation training center (EAL MNATC) is a full member of the TRAINAIR program since June 1990.**
- **Completed the preparation of one course as per TRAINAIR standard- (73/006/PROP, Propeller Maintenance)**

Strategies Cont



Status of the TRAINAIR course development at EAA

Item no.	STP designation	Title	Current Status	Future plan
1.	73/006/PROP	Propeller Maintenance	8 & 9	Upgrade
2.	73/016/IGNIT	Aircraft engine Ignition & starting Systems	7	Complete & approve
3.	73/033/PGTE	Aircraft Piston & gas turbine Engines	7	Complete & approve
4.	76/044/AMTELS	Aircraft Electrical Systems	7	Complete & approve
5.	169/032/ACRTP	Aircraft Com. Radio Telephoning	7	Complete & approve

Strategies Cont

Develop & upgrade training infrastructure, facilities and equipment

- In order to be competitive, training should be supported by state-of-the-art infrastructure, facilities and courseware that conform to the highest standards.
- Phase by phase upgrade of the facilities is in progress.

Trainees on Training at EAA

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- The Aviation Language Laboratory
 - Converts Francophone and Arabic speakers to follow English instructions in less than six months

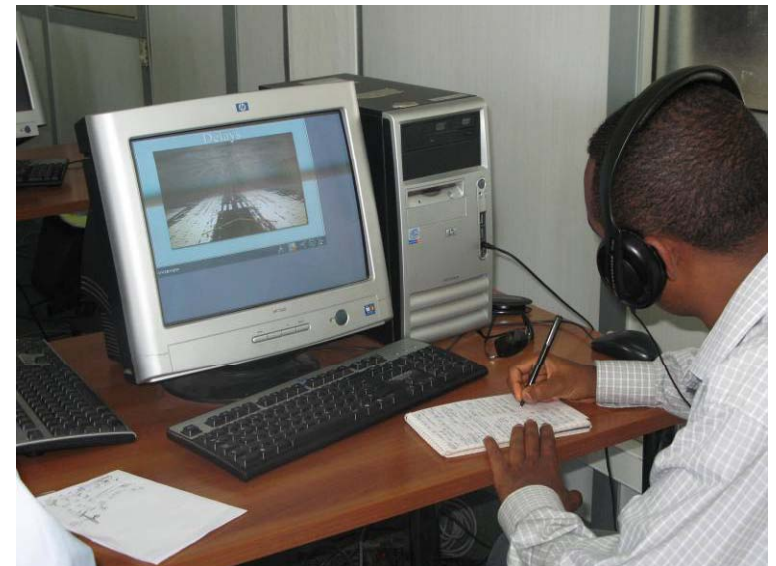


Trainees on Training at EAA



Facilities & Equipment

☛ Computer Based Training



Trainees on Training at EAA



Facilities & Equipment

✈ Flight Training Devices



Trainees on Training at EAA

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The power plant
OJT shop



Conclusion



- Aviation business is a very human capital intensive endeavor.
- Training is the basic fundament of Aviation industry. Aviation growth can not be achievable without training.
- The Aviation community needs to give more support & focus for the development of Training Centers.
 - Professional support
 - Material support



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Thank You For
Your Attention!

