

Ethiopian የኢትዮጵያ  
Aviation Academy



# Course Development @ EAA

ICAO NGAP & TRAINAIR PLUS Regional Symposium

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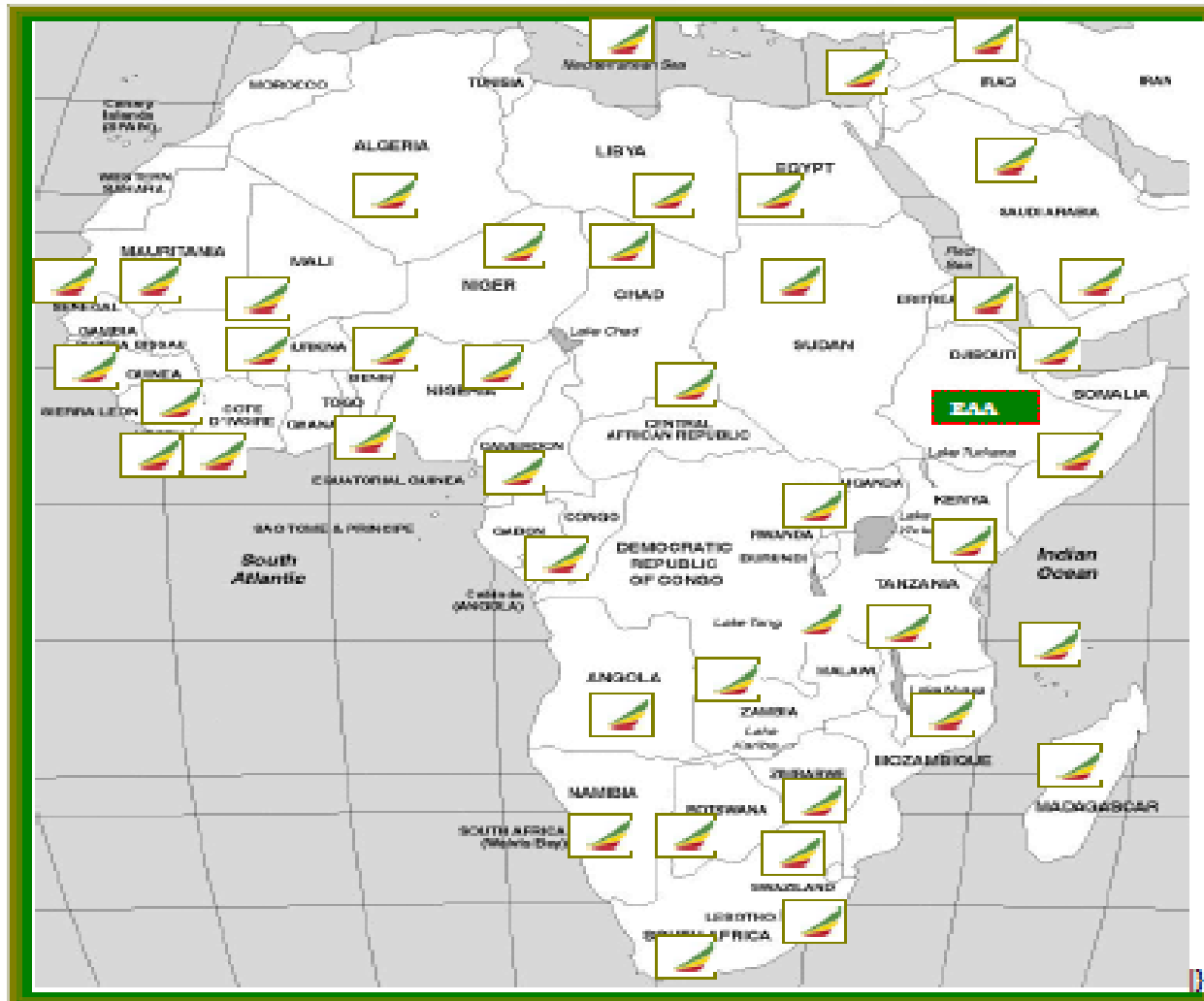
# Outline

- Background about EAA
- Course Development @ Ethiopian Aviation Academy

# Ethiopian Aviation Academy

- ✈ Established in 1957
- ✈ One of the seven business units of the Ethiopian Aviation Group
- ✈ Purpose
  - ✈ Meet all training requirements of the Ethiopian Aviation Group
  - ✈ Generate revenue through training of third party customers
    - ✈ Trained over 1000 pilots and about 4000 maintenance personnel from 44 different African and Middle East countries
    - ✈ Trained over 4000 cabin crew and customer service agents

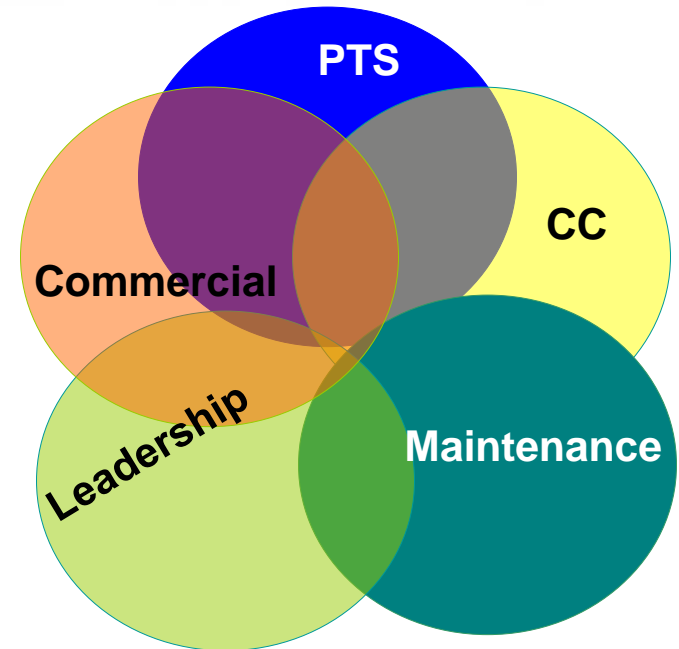
# EAA's presence in Africa & ME



## Background

EAA provides trainings for:

- ✈ Maintenance personnel
- ✈ Pilots
- ✈ Commercial Operations
- ✈ Cabin Crew
- ✈ Leadership and career development



# Background

There are 5 schools and support functions

- ✈ Aviation Maintenance Training- Basic, Type & Recurrent
- ✈ Pilot Training- Basic, Type & Recurrent
- ✈ Commercial Operations- Basic & Recurrent
- ✈ Cabin Crew- Basic, Type & Recurrent
- ✈ Leadership and career development
- ✈ Curriculum Development & E-Learning Solutions
- ✈ Training Quality
- ✈ Administration & Trainee support services

## Administration & support services

- Boarding and non-boarding students
- Dormitory for over 500 students and expanding
- Invested over 42 million USD to expand the aviation academy facilities over the last two years



# Aviation Maintenance Training

- Type Training is EASA approved
- Basic B1/B2 EASA approval underway
- A1/B1/B2/B3 Based on EASA framework
- AMT/Airframe/Powerplant/Avionics for Hangar/line-ICAO
- Avionics Component Maintenance
- Gas Turbine Powerplant Overhaul Maintenance
- Airframe with specialization on Structure Maintenance
- Airframe with specialization on Component maintenance
- A1 with specialization on Cabin Maintenance



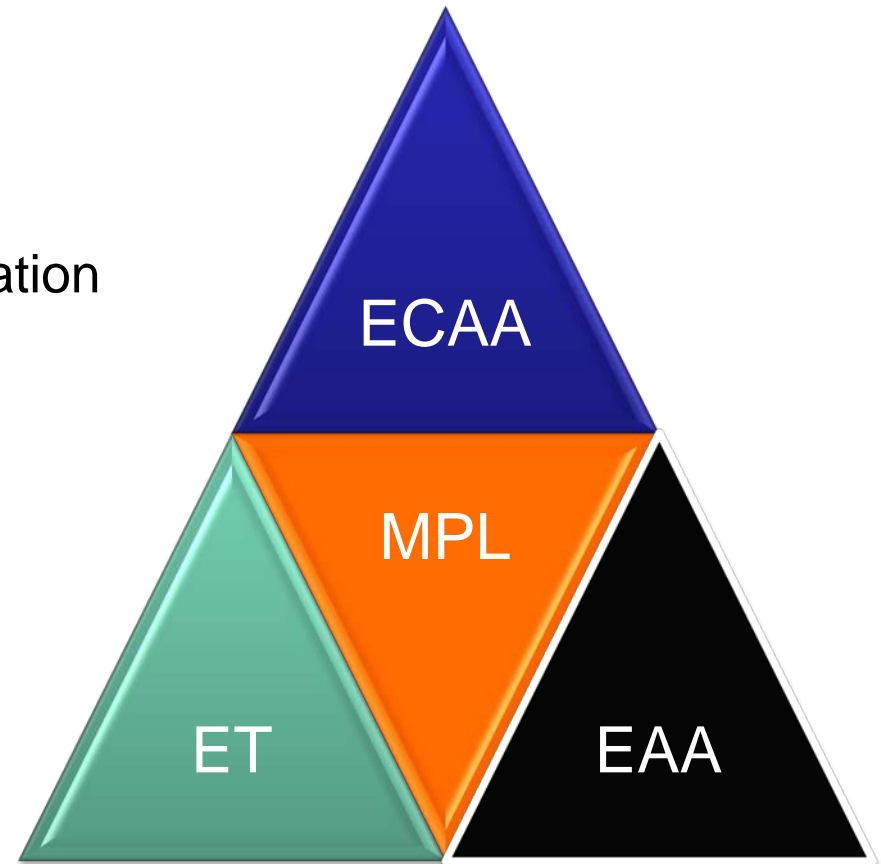
# Pilot Training

- MPL (Multi-crew Pilot License)
  - Implemented since September 2011
  - 46 co-pilots completed IOE so far from the Beta program
- Integrated Frozen ATPL (CPL/IR/ME)
- Integrated CPL/IR/ME
- Modular ATPL (theoretical)
- ATPL



## MPL (Multi-Crew Pilot License)

- Ethiopian Airlines is the first to implement in Africa
- Cooperative program between the Ethiopian Airlines, Ethiopian Aviation Academy and the Ethiopian Civil Aviation Authority
- The training involves ground school, simulator and actual aircraft flying.
- Pilots trained specific in the airline operation for a specific aircraft. Eg. B737NG



# Facilities used for MPL Training

## Aircraft

- DA-40/42
- Boeing 737NG



## Simulators

- DA-40/42
- MPS B737NG Fixed base
- VPT
- FFS (B737 & Q-400)



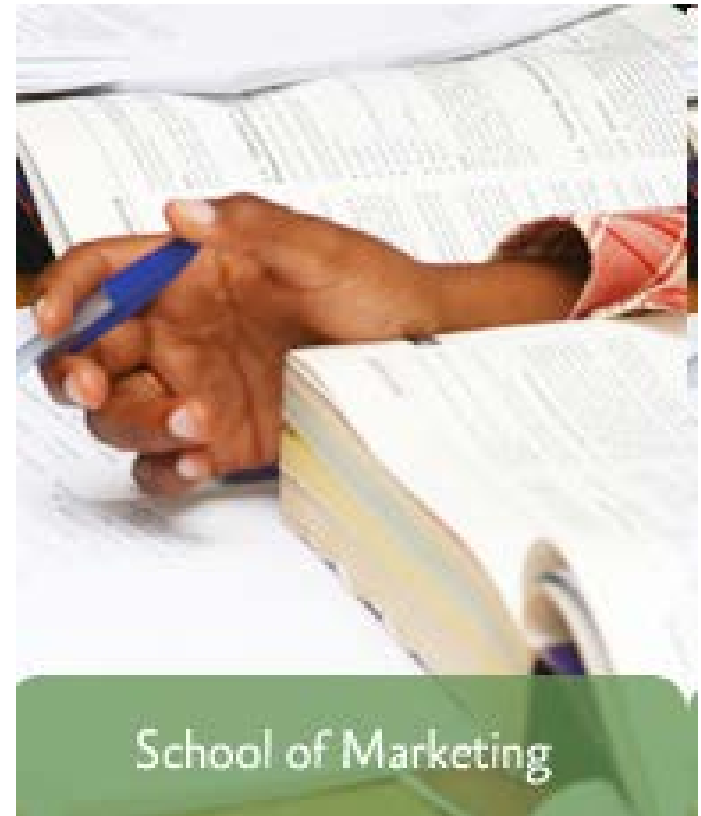
# Cabin Crew Training

- Basic Training
  - Safety
  - Grooming
  - Services
  - 3 months + OJT
- Recurrent Training



# Marketing & Ground Operations Training

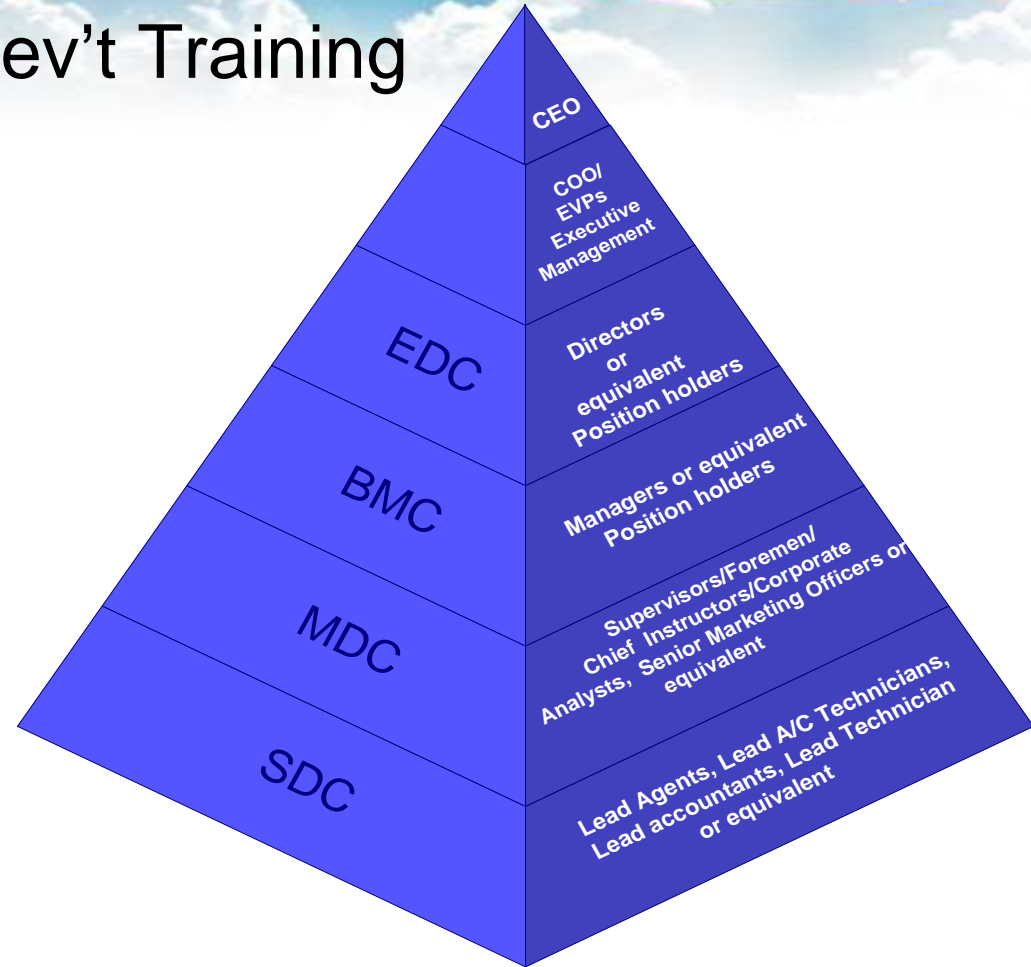
- ✦ Basic Training
  - ✦ School of Marketing
    - ✦ Airport and Ramp Handling
    - ✦ Reservations and Ticketing
    - ✦ Cargo
    - ✦ Combination of the above for ET Domestic Services
  - ✦ School of finance
- ✦ Recurrent Training



School of Marketing

# Leadership & Career Dev't Training

Leadership Trainings



Career Development  
Trainings

## Training Quality

- Ensures compliance of all school operations to regulatory requirements
- Ensures the quality of training design and delivery throughout all schools

## Curriculum Development & E-Learning Solutions Section

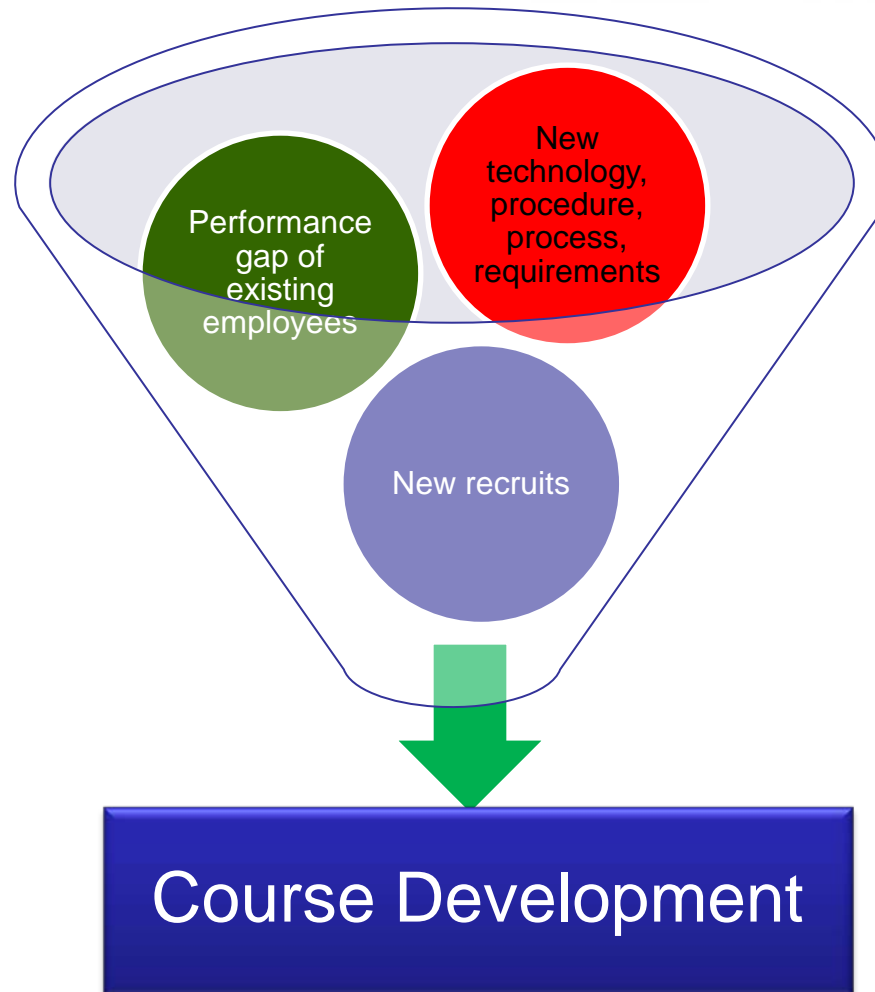
- Dedicated Section to develop curricula for all schools
- Designs courses
- Designs and Develops E-Learning Solutions
- Trains instructors on instructional techniques & Instructional System Designs
- Train coaches and Assessors



# EAA

- The Academy formerly known to be Multi-National Aviation Training Center was the founding member of TRAINAIR back in 1990
- Recently joined the TRAINAIR PLUS network as associate member
- Work to be full member in the near future as we are not far from the TRAINAIR PLUS course development methodology

## What initiates course development @ EAA?



## How do we develop courses?

Course Development  
is carried out based  
on ADDIE  
Instructional  
Development  
Methodology  
≈ TRAINAIR PLUS



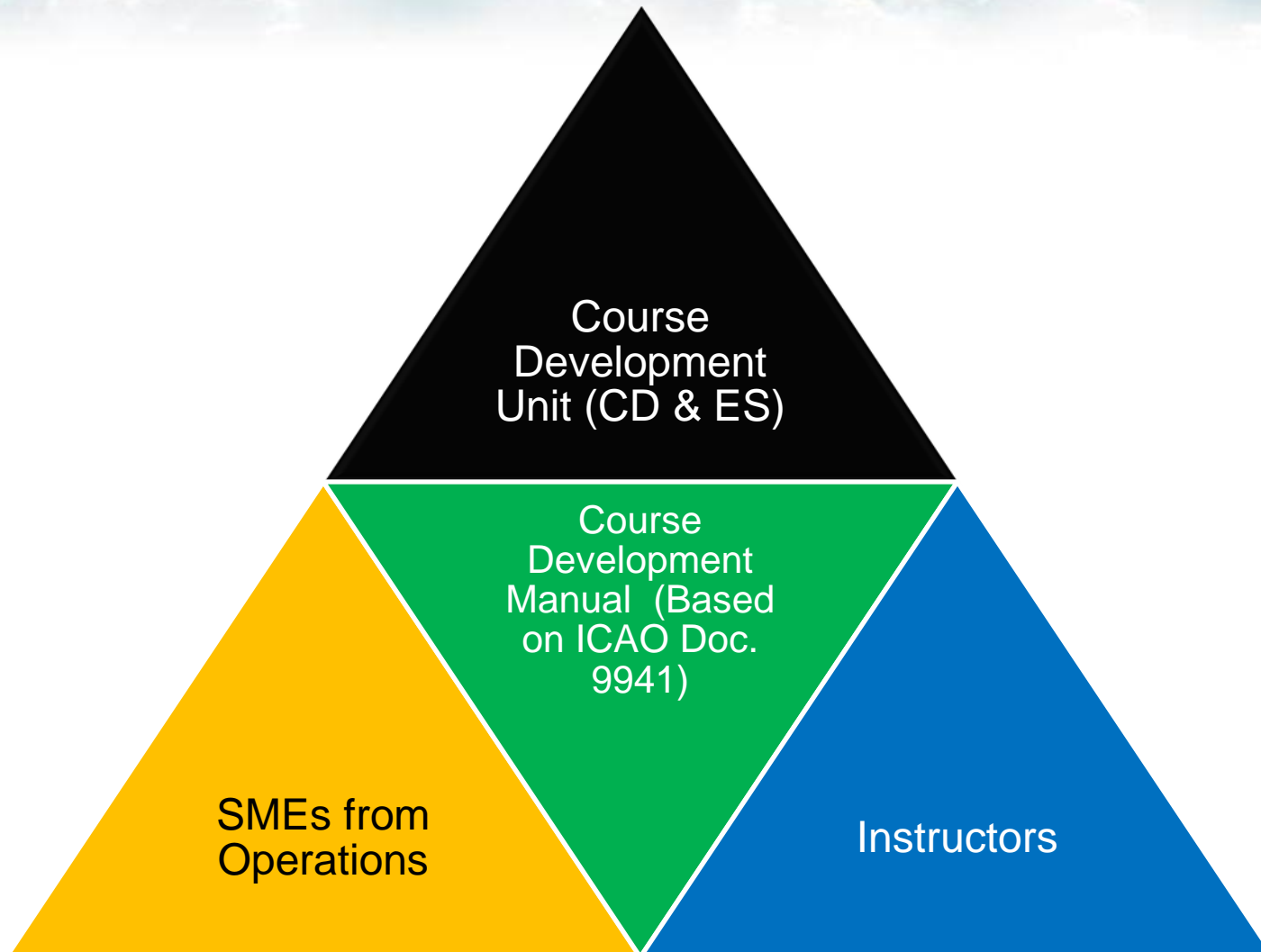
Analysis

Design &  
Development

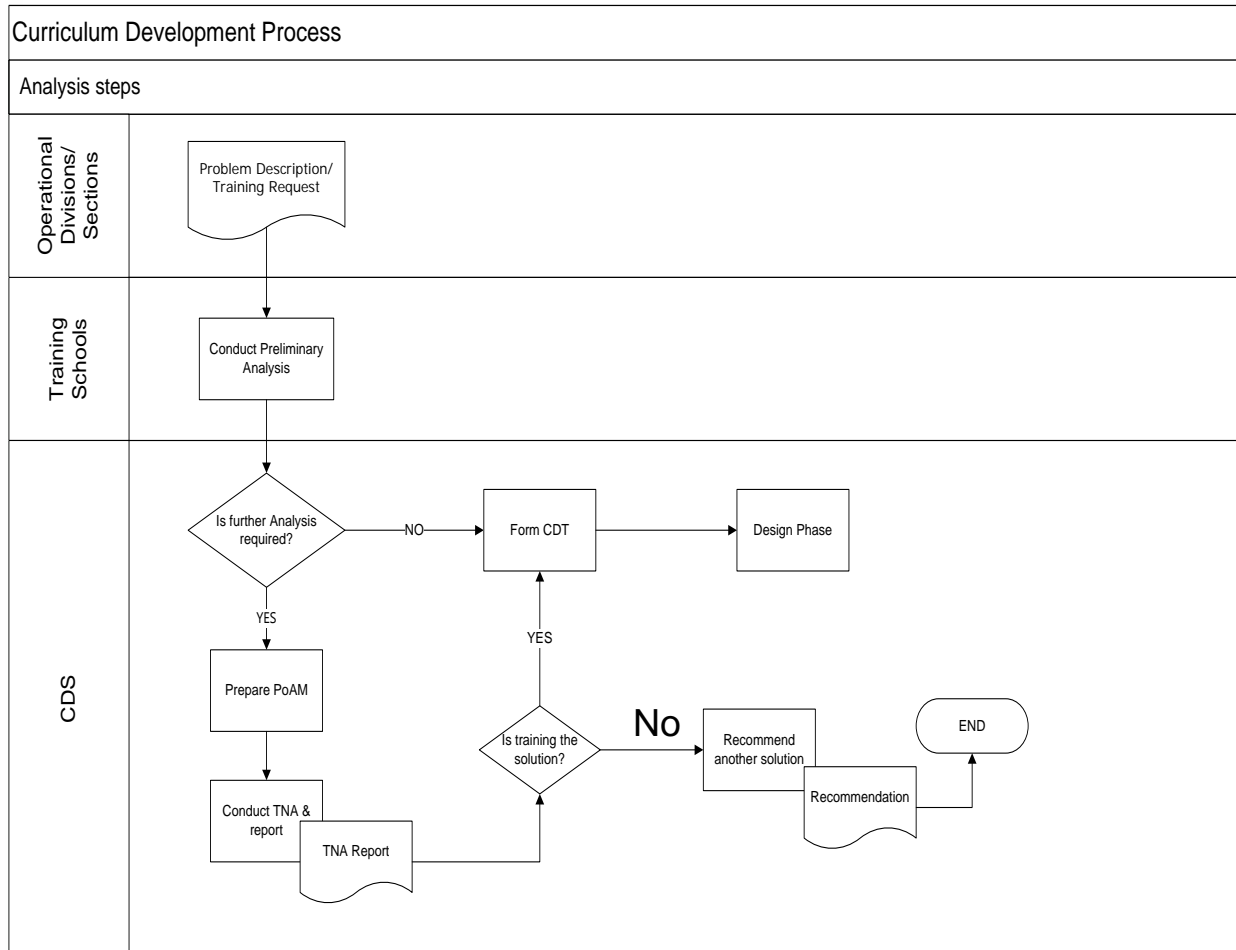
Evaluation






# How do we develop courses (cont'd)?

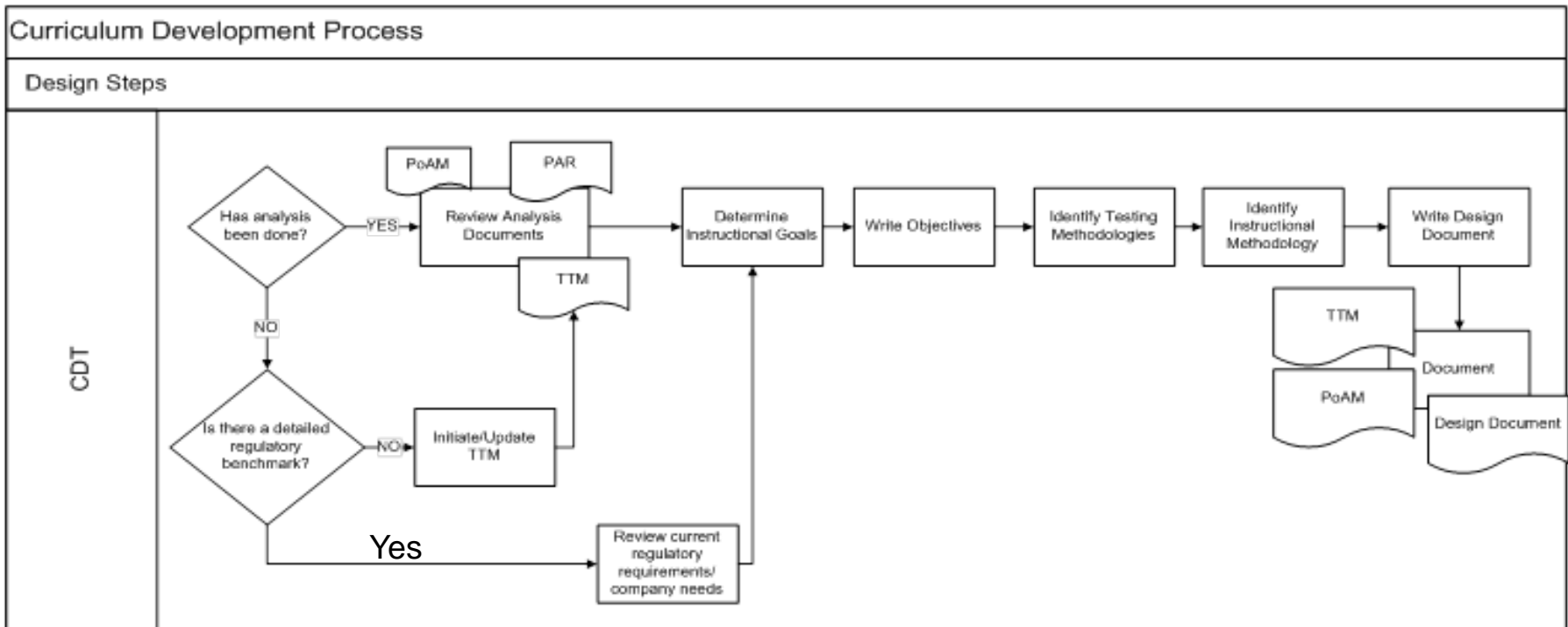


# Analysis

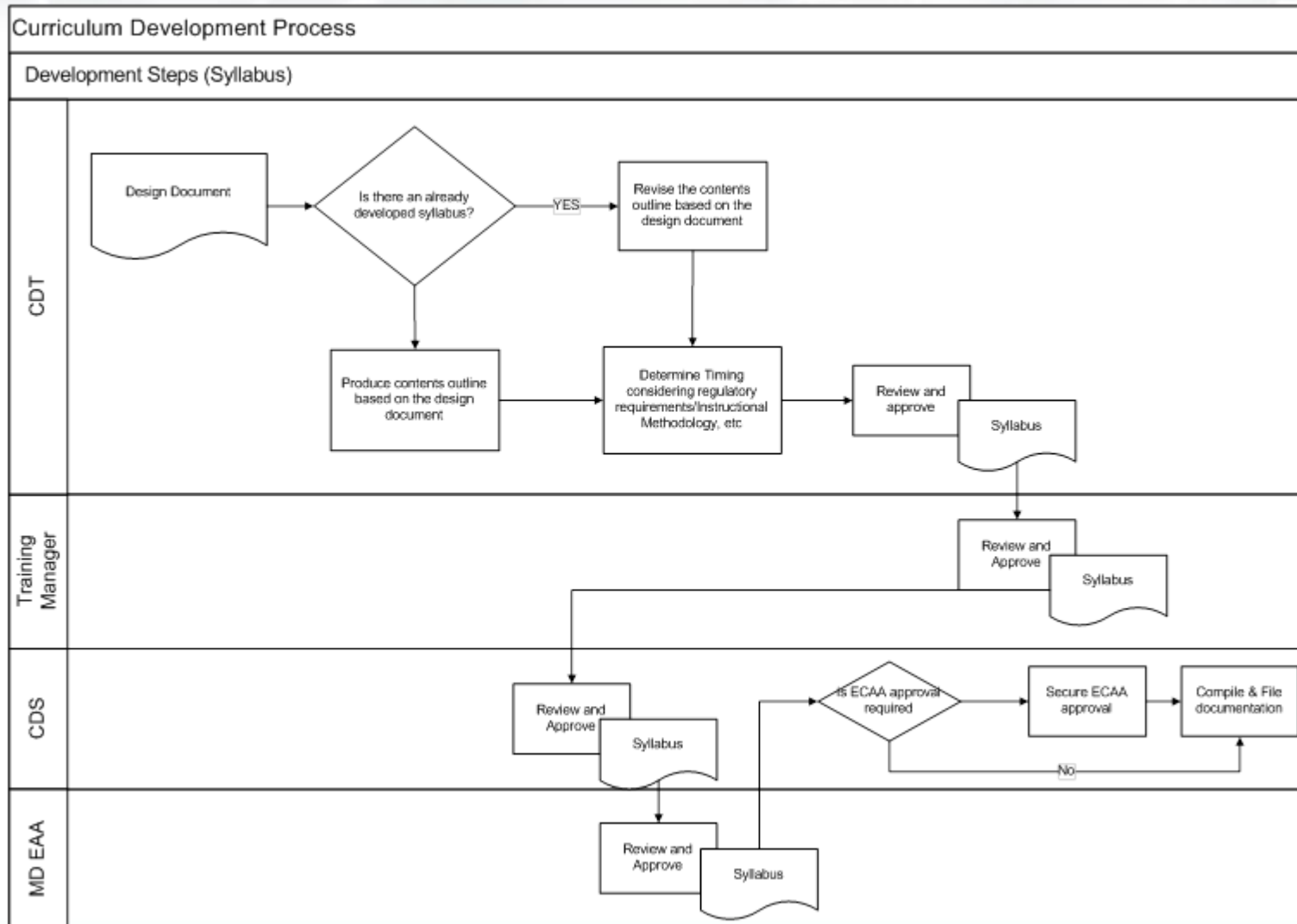


-  TNA
-  Task Analysis
-  Population Analysis

# Design



# Development



# Implementation

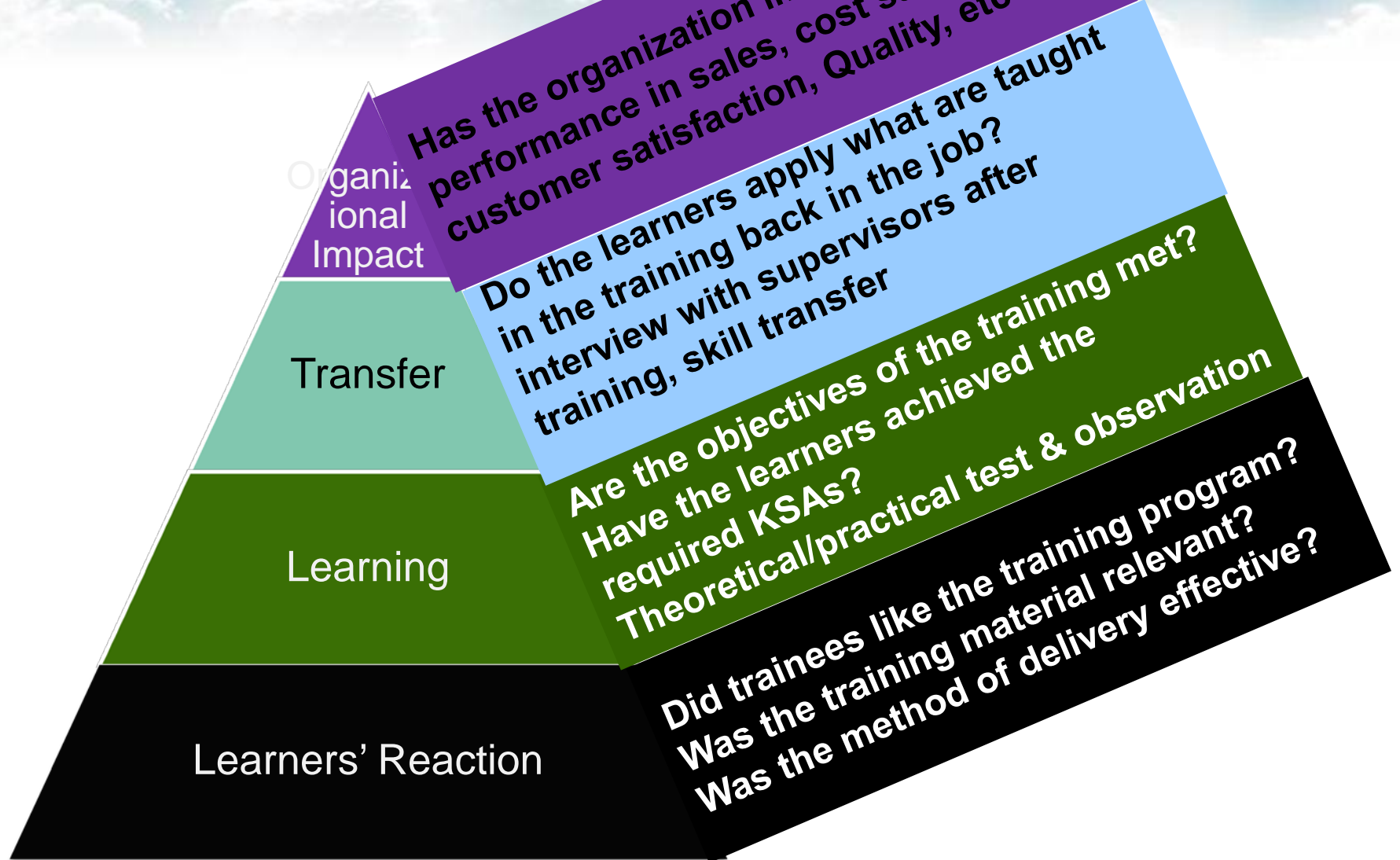
- Each newly developed course shall undergo the validation process
- The first class with the new course can be considered as a pilot class
- The inputs from the pilot class will be considered for improvement and final release



## Implementation (Course Validation)

- In the pilot class, the following are monitored:
  - if the presentation of materials and directions for study are clear and easily understood.
  - Presentations and directions that require modification or clarification are documented on the program revision summary form.
  - Questions that are asked by trainees that relate to effectiveness of training are recorded.
  - Materials are reviewed to ensure ease of use by the instructors

# Evaluation



## Evaluation

- Provides additional information on how well the designed training meets stated objectives
- Focus on the effectiveness, consistency, and relevance of the completed course
- Evaluation should consist of levels including both short term and long term

## Challenge on Long Term Evaluation

- No sufficient data on whether trained employees strictly applied what they learnt
- No discrete impact of the training as overall performance of the organization depends on several factors other than training.

# E-Learning Courseware Development

- E-Learning is one media of course delivery
- EAA has already started developing interactive e-learning courseware in-house
- The CDT will determine appropriate delivery methodology as classroom training, Onsite Training, E-Learning or blended

## E-Learning Courseware Development

- Whenever E-Learning and blended delivery methodology is selected, the Curriculum Development & E-Learning Solutions Section will form a team to develop e-learning courseware
- SMS, Fatigue Risk Management System, Human Factors, Aerodynamics, etc are already developed internally and deployed for use.



# Thank You!