

EIGHTH MEETING OF DIRECTORS GENERAL OF CIVIL AVIATION OF AFRICA-INDIAN OCEAN REGION



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Agenda item 4.4: Aviation Professionals in the AFI Region – Gap analysis and enhancement project

Presented by: Secretariat

Virtual Meeting, 16 July 2021

2021-07-16

Aviation professionals Gap Analysis and
Enhancement Project



Background

- ❖ In 2017, the AFI Plan SC requested African Aviation Training Organisation(AATO) and GAT to develop aviation training needs of Africa;
- ❖ Subsequently, AATO developed the African Aviation Training Roadmap indicating aviation training needs in Africa, which was approved by the AFI Plan SC in May 2019 (Uganda);
- ❖ The implementation of the roadmap is yet to resume due to AATO's critical financial and institutional challenges prior to and during COVID-19.
- ❖ In addition, some AFI States identified the need for :
 - data collection and establishment of related database on aviation professionals related to AFI Plan (Safety, Air Navigation) and
 - analysis and a forecast of the needs of the aviation sector in Africa.



Status of Aviation professionals in AFI Region

Reports of the AFI Plan, AFI SECFAL Plan, and AFI Weeks indicate that:

- ❖ There is lack of qualified technical personnel in the AFI Region;
- ❖ Data on the available aviation professionals in all areas is absent or inadequate;
- ❖ Information on the gap between available and required aviation professionals is lacking; and
- ❖ Gender balance and parity is wanting in the AFI Region with very low female professionals employed in the aviation sector.



Remedial action to address Aviation professional challenges

Member States

- ❖ Include and prioritise aviation as part of the national development programme and agenda
- ❖ Develop appropriate training programme and provide adequate funding
- ❖ Establish national capacity building plans and succession programmes for aviation professionals
- ❖ Institute programmes to foster gender parity, women empowerment and equality of opportunities;
- ❖ Collaborate and cooperate with ICAO, AFCAC and AATO to achieve the objectives and strategies of the respective entities including contributions (financial and in kind and data)

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- ❖ Provide guidance and training programmes through TCB/GAT
- ❖ Develop specific projects towards Aviation professionals enhancement
- ❖ Support capacity building resources mobilisation
- ❖ Develop and provide aviation professional training under the AFI Plan, AFI SECFAL Plan and HRDF programmes
- ❖ Promote and foster partnership with donors and other stakeholders to address the shortfalls in aviation professionals in AFI Region
- ❖ Collaborate with AFCAC, AATO, RSOOs, etc. to strengthen capacity building efforts

AFCAC and AATO

- ❖ Provide training programmes, through AFI CIS, AFI CES, HRDF etc;
- ❖ Develop specific projects towards Aviation professionals enhancement for AFI Region;
- ❖ Mobilise resources to support capacity building and implementation of the AATO training roadmap;
- ❖ Support the aviation professional training under the AFI Plan, AFI SECFAL Plans;
- ❖ Collaborate with ICAO, RECs and RSOOs, etc. to strengthen capacity building efforts



Project on AFI aviation professionals

Initiated by ICAO Secretary General in October 2020, in coordination with the AFI Group and AFCAC

Project objectives:

1. Establish sustainable platform for available data on expertise in real time;
2. Assessing the existing gap of expertise in specific areas;
3. Developing a tool to support a data bank/platform providing information on the available aviation professional and accessible to relevant stakeholders such as AFCAC, AATO, ICAO TCB, AFI Plan, AFI SECFAL Plan, RSOOs, etc.; and
4. Supporting the existing frameworks of AFI Cooperative Inspectorate Scheme (AFI CIS) and AFI Collaborative Experts Scheme (AFI CES) under the auspices of AFCAC and implementation of the AATO training roadmap for Africa.



Project phases (updated, July 2021)

ITEM	ACTIVITIES	DELIVERABLE	TIME FRAME
Phase 1	<ul style="list-style-type: none">▪ Launch the project and collection of data on aviation safety and air navigation services professionals (AFI Plan)▪ Consolidate the information/data;▪ Gap analysis of aviation safety and air navigation services;▪ Identification/development of the tool and platform for data and information on aviation professionals	<ul style="list-style-type: none">• Real time Information in areas of safety and air navigation;• Database on aviation professionals for strategic objectives (A and B)	August 2021
Phase 2	<ul style="list-style-type: none">▪ Collection of data on aviation security and facilitation and air transport professionals (AFI SECFAL Plan, AFCAC)▪ Consolidate the information/data;▪ Gap analysis of aviation security/facilitation and air transport professionals	<ul style="list-style-type: none">• Real time Information in the area of and aviation security/facilitation and air transport;• Database on aviation professionals for strategic objectives C and D	September 2021
Phase 3	<ul style="list-style-type: none">▪ Expand the project to include environmental protection (source of funding/resources to be identified)	<ul style="list-style-type: none">• Real time Information in the area of environmental protection;• Database on aviation professionals for strategic objective E	October 2021



Linkage of project to NGAP, NCLB and other ICAO initiatives

The project can be linked to NGAP, NCLB and other ICAO initiatives to achieve the following:

- ❖ Realising NGAP and NCLB goals and fostering the involvement of youth in aviation professions;
- ❖ Raise awareness and enhance attraction of young aviators to the industry; and
- ❖ Assess the possible impact of COVID-19 to the NGAP and NCLB initiatives after the unprecedented negative impact to the aviation sector.



Linkage of project to GAT and AATO efforts

The project could be linked into the Association of the GAT and the African Aviation Training Organizations (AATO) efforts to:

- ❖ Facilitate the implementation of the African Aviation Training Roadmap developed as part of the AFI Plan support to AATO.
- ❖ Expand on the scope of data and information on Aviation training needs of the Continent, the covering all aspects of Aviation.



Expected benefits

- ❖ Address the current lack of information and forecast on professionals involved in the implementation of all ICAO objectives for CAAs
- ❖ A tool can be developed to provide real data on aviation professionals to cover all the ICAO strategic objectives; and
- ❖ The information in the database could help formulating of training and human resource planning activities/programmes and seeking of donor support and funding.



Status of Implementation

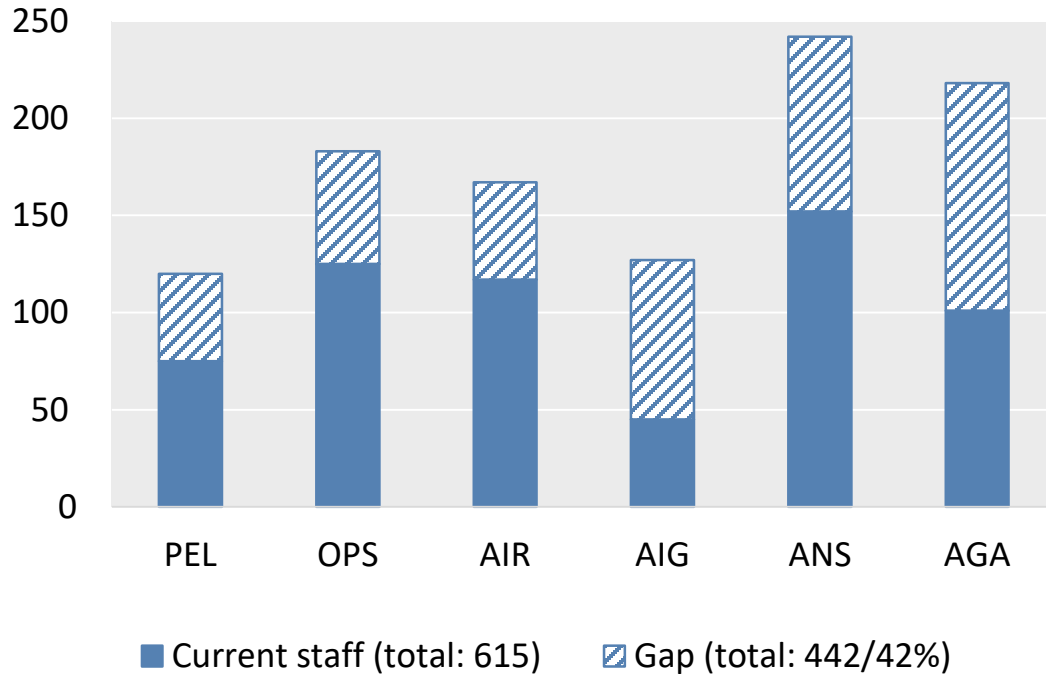
- ❖ Project Document and Terms of Reference developed & approved by ICAO Secretary General (January 2021)
- ❖ Project Team established [Regional Offices & GAT] (7 March 2021)
- ❖ Funding/Budget approved by ICAO SG (24 March 2021)
- ❖ Vacancy Notice for Consultancy published (7-21 April 2021)
- ❖ Fact-finding/Data collection launched in May 2021 (as a preliminary step) pending recruitment of a Consultant
- ❖ Consultant recruited and commence work- July 2021



Preliminary Analysis of ESAF/WACAF Regional Offices Survey

- ❖ Survey launched 31 May 2021 was aimed to capture data on current staffing numbers and supposed gaps and develop preliminary observations (89 data points in total). The survey was anchored on 89 data points and response rate was 24/48 States (50%).
- ❖ Completeness of information:
 - ➔ 83% of the States provided on average (74 out of 89 data points)
 - ➔ 43% of the overall data for ESAF and WACAF sub-regions available

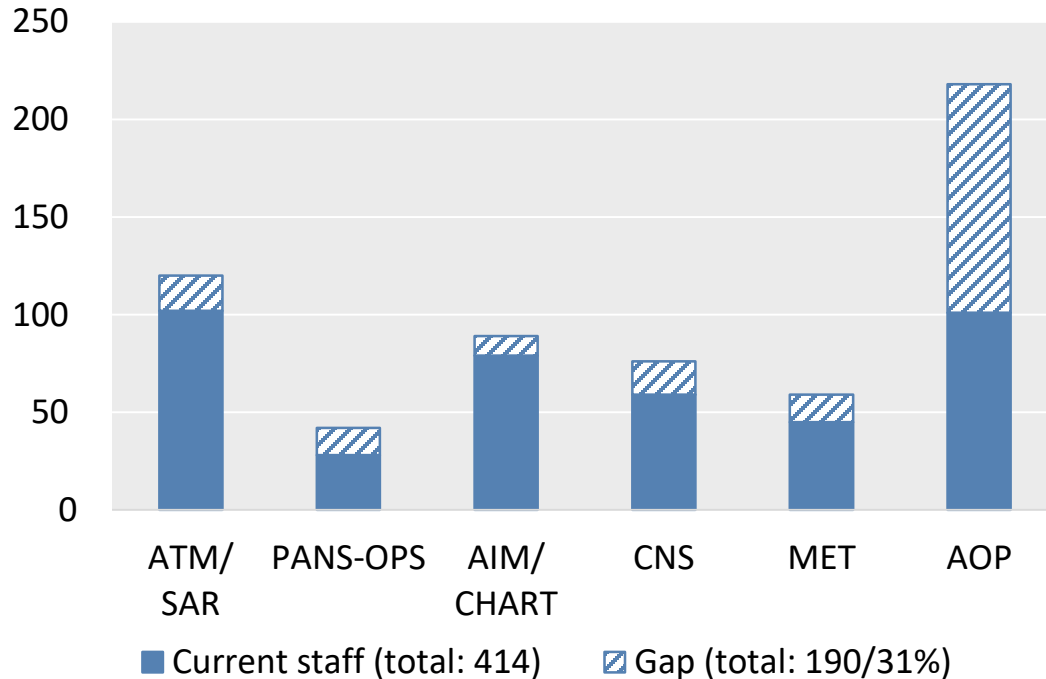
Current Staff and Gaps - Strategic Objective A



Preliminary Observations

- a) About 40% of the positions are vacant.
- b) There are significant gaps in all areas, the largest ones being in AIG, ANS and AGA.

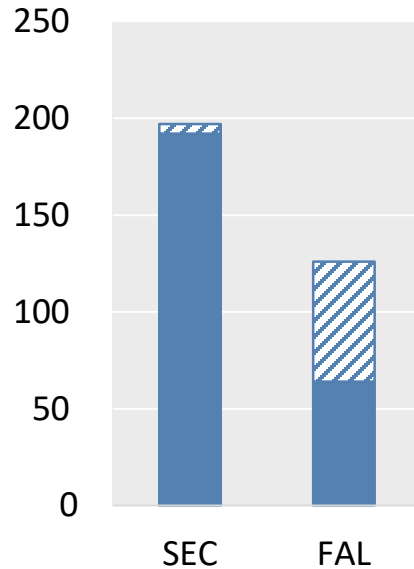
Current Staff and Gaps - Strategic Objective B



Preliminary Observations

- a) Close to 30% of the positions are vacant.
- b) The gaps are overall small, with the exception of AOP (which is identical to AGA for Strategic Objective A).

Current Staff and Gaps - Strategic Objective C

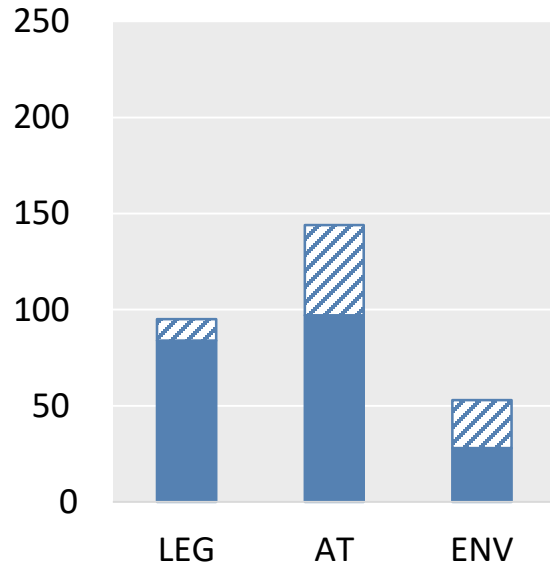


■ Current staff (total: 256) ▨ Gap (total: 67/21%)

Preliminary Observations

- a) About 20% of the positions are vacant.
- b) While the gap for Security is small, close to 50% of the positions in Facilitation are vacant.

Current Staff and Gaps - Strategic Objectives D (LEG/AT) and E (ENV)

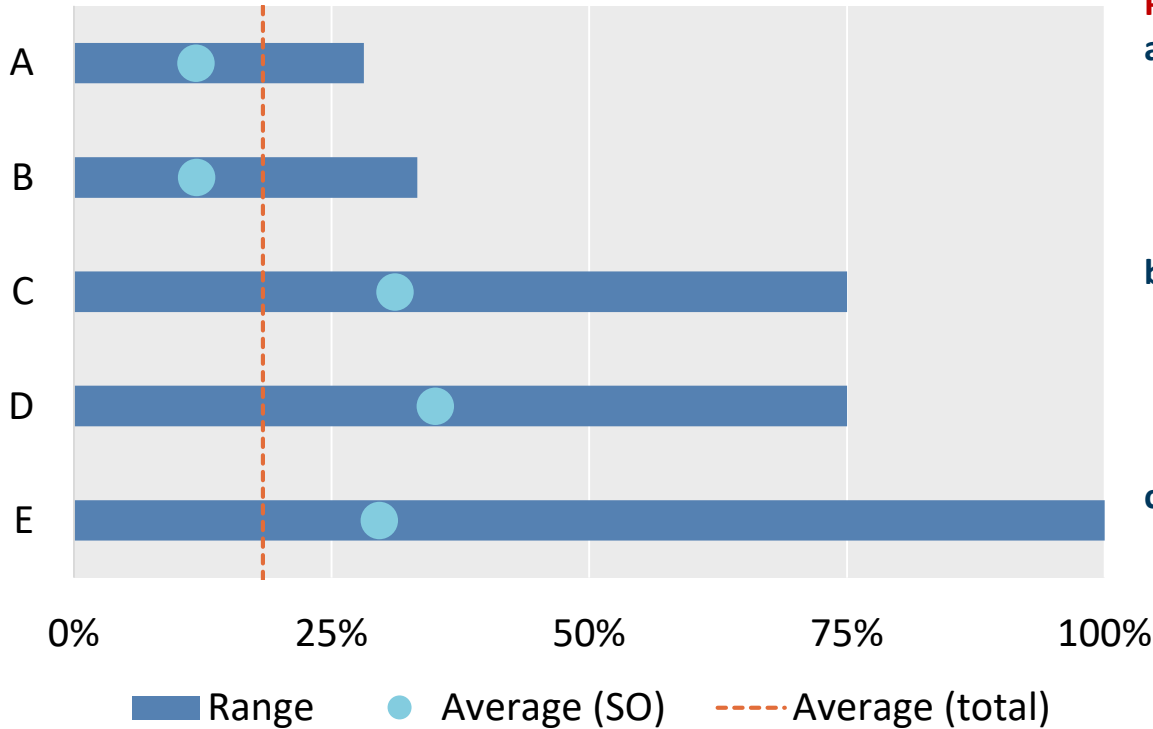


■ Current staff (total: 209) ▨ Gap (total: 83/28%)

Preliminary Observations

- a) About 28% of the positions are vacant.
- b) The gap is relatively small for the Legal Experts, however one third of the Air Transport Expert positions are vacant.
- c) Environment shows a gap of 50%, however the number of current staff is overall very low.

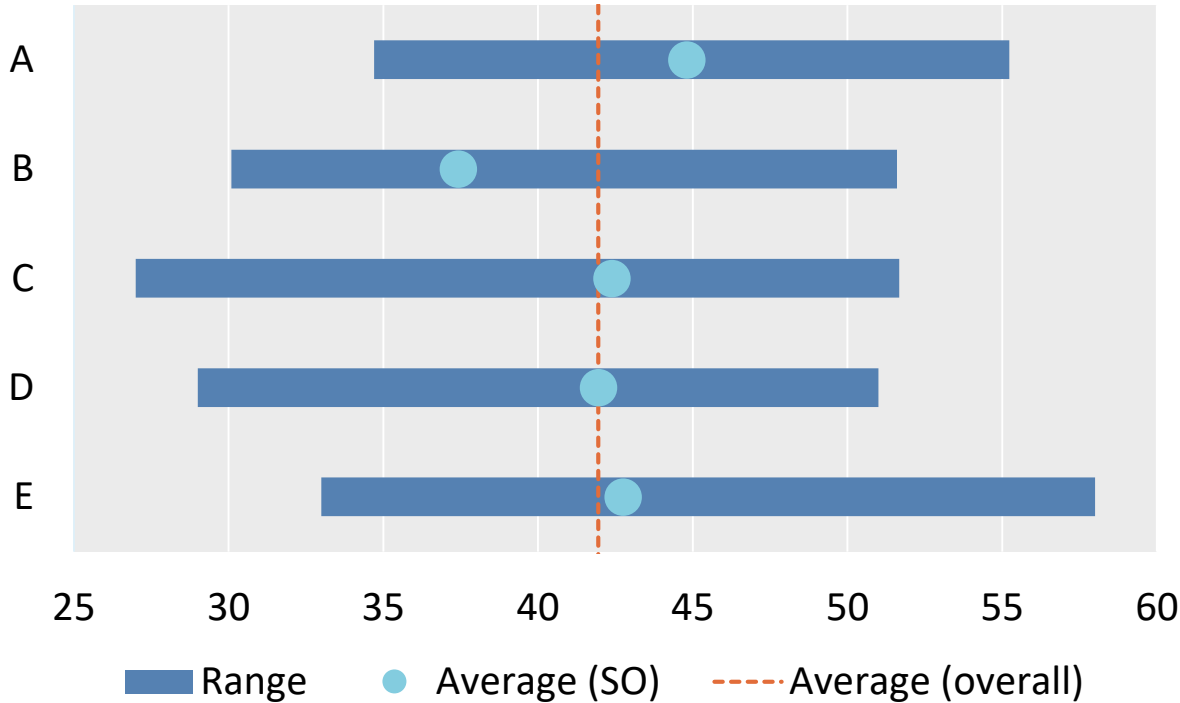
Females by Strategic Objective



Preliminary Observations

- a) 18 per cent of the staff across all Strategic Objectives are female. Assuming a goal of 50 % of female staff, the current number corresponds to less than half of the target.
- b) The percentage of female staff for Strategic Objectives A and B (12 % on average) is significantly lower than for Strategic Objectives B, C and D (30 to 35% on average).
- c) There are significant variations amongst States and across the Strategic Objectives with regard to female staff.

Average of Current Staff by Strategic Objective



Preliminary Observations

- a) Assuming a staff age range of 25 -60 (retirement), the average age of current staff of 42 years is close to average range of 42.5 years.
- a) With the exception of Strategic Objective B, with average age of 37 years, the average ages for all Strategic Objectives are close to the overall average of 42 years.
- b) There are significant variations amongst States and across the Strategic Objectives. In some States the average age of staff is less than 35 years, while in other its higher than 50 years. For Strategic Objectives A and E, there are States with average more than 55 years old, i.e. close to retirement.



Recommendations & Way Forward

- ❖ **Commend the ICAO Secretary General's for the initiation of the Project in close coordination with the AFI Group and AFCAC;**
- ❖ **Recognise and applaud ICAO SG support to build robust aviation sector in Africa dependent on a aviation professionals component especially in the post COVID-19 recovery period.**
- ❖ **African States to take advantage of existing programmes and initiatives to address inherent and anticipated challenges in AFI Region and support the project by designating Focal Points and provide complete information/data through surveys.**
- ❖ **Preliminary obseravations indicate significant gaps in the number of required aviation professioanls in several areas and gender imbalance.**
- ❖ **A comprehensive study will be undertaken by the Consultant and the outcome coordinated with AFI Group and AFCAC and shared by States for implementation.**



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