



## COMPREHENSIVE REGIONAL IMPLEMENTATION PLAN FOR AVIATION SECURITY AND FACILITATION IN AFRICA (AFI SECFAL PLAN)

### THIRD AFI SECFAL PLAN STEERING COMMITTEE MEETING

*Malabo, Equatorial Guinea, 1 July 2016*

#### Agenda Item 1: Plan of action related to Aviation Security and Facilitation training

*(Presented by AFI SECFAL Plan Secretariat)*

#### EXECUTIVE SUMMARY

This discussion paper presents the proposed plan of action related to training in the field of aviation security and facilitation in Africa, based on the outcome of the needs analysis study presented during the Second AFI SECFAL Plan Steering Committee (SC) Meeting, the conclusions of the Second AFI SECFAL SC and Declaration of Ministerial Conference on Aviation Security and Facilitation held in Windhoek, Namibia.

**Action:** The SC is invited to endorse the proposed approach, recommendations, and related plan of action contained in the Appendix to this paper and give further guidance, as necessary.

#### 1. ANALYSIS OF THE AVIATION SECURITY AND FACILITATION TRAINING NEEDS

1.1 The first meeting of the AFI SECFAL SC held on 18 May 2015, in Maputo, Mozambique, decided that an analysis of the aviation security and facilitation training needs be carried out in all African States, the results of which should be presented to the SC meeting. The outcome of the training needs analysis was presented to the SC meeting held in Montreal, Canada, on 27 November 2015. Based on the outcome of this training needs analysis, recommendations are being proposed to address deficiencies, including further development of a training strategy in the fields of aviation security and facilitation within the AFI region.

1.2 The study was carried out by the ICAO Global Aviation Training Office (GAT), in close cooperation with the Air Transport Bureau's Implementation Support and Development Security (ISD-SEC) Section and ICAO Regional Offices accredited to AFI States.

1.3 The study consisted of on-site visits to a number of AFI States, the African Civil Aviation Commission (AFCAC), sub-regional organizations, and Aviation Security Training Centers (ASTCs), as well as a detailed questionnaire that was sent out to all AFI States (53 out of 54 replied). Additionally, letters were sent to members of the AFI SECFAL SC, identified organizations, donor and other partners inquiring about training needs and possibilities for contributing to assistance activities. The findings and results of the study were generally consistent with those of the Universal Security Audit Programme (USAP), with some exceptions. A similar study carried out by Airports Council International (ACI) in the same region led to a similar outcome.

## 2. SUMMARY OF SURVEY RESULTS

2.1 Results related to ICAO Standards and Recommended Practices (SARPs) indicated the need for:

- a) updating National Civil Aviation Security Training Programmes (NCASTP) (Annex 17, Standard 3.1.6). USAP audit results confirm that in numerous cases where NCASTPs have been developed, the requirements are insufficiently detailed in these programmes to enable effective implementation;
- b) updating of Airport and Airline Security Training Programmes (Annex 17, Standard 3.1.7);
- c) developing certification systems for instructors (Annex 17, Standard 3.1.7);
- d) developing training programmes of persons implementing security controls (Annex 17, Standard 3.4.2); and
- e) developing training programmes of National Aviation Security Inspectors (Annex 17, standard 3.4.7).

2.2 Other results of the Survey

- a) Aviation Security (AVSEC) training facilities:
  - i). The four existing regional ASTCs in Africa indicated that they are largely underused. Nevertheless, some States indicated their willingness to host an ASTC.
  - ii). The study also unveiled that the training capacity within the States is largely insufficient. In particular, there is a lack of dedicated AVSEC training infrastructure, specific training programmes at training centres that are not certified by authorities, uncertified national instructors, NCASTPs that were not developed or approved, a lack of course developers, and inadequate quality control of training activities.

- b) Computer-based Training (CBT) and blended learning: there is an interest for assistance in developing blended training and CBT, inter alia, for screener and inspector certification, and e-learning AVSEC awareness training for airport and airline personnel.
- c) New courses and workshops: States have requested that ICAO look into further development of courses and workshops.
- d) Sub-regional cooperation: the responses from States indicate that some regional organizations, such as Union Economique et Monétaire Ouest Africaine (UEMOA) and East African Community Civil Aviation Safety and Security Oversight Agency (CASSOA), may be able to provide a platform for cooperation in the field of AVSEC oversight and training; however, the regional organizations seem to lack dedicated human resources in the field of aviation security and facilitation
- e) Donor States and organizations: the survey highlighted that contributions by donor States are very much appreciated; however, the survey also indicated that these contributions seem to be concentrated on a limited number of States whilst their content is not always adapted to national needs and requirements.
- f) Facilitation – Approved National Air Transport Facilitation Programme (NATFP): almost all States are asking that assistance be prioritized on the development of their NATFPs.
- g) Attraction and retention: AFI States are facing challenges in attracting and retaining qualified personnel

### **3. THE WINDHOEK MINISTERIAL DECLARATION AND TARGETS**

3.1 On the occasion of the Ministerial Conference on Aviation Security and Facilitation in Africa organized by AFCAC under the auspices of the African Union Commission (AUC) and in collaboration with ICAO, the Windhoek Declaration and related targets on Aviation Security and Facilitation in Africa was adopted on 7 April 2015.

3.2 According to this Declaration, a decision was made to “promote sub-regional cooperation in the field of aviation security and facilitation training”. It was furthermore decided to adopt the aviation security and facilitation targets. With regard to training, these targets include:

- a) all States to have the following written and approved National Programmes by the end of 2017: National Civil Aviation Security Programme (NCASP), National Civil Aviation Security Quality Control Programme (NCASQCP), National Civil Aviation Security Training Programme (NCASTP), and National Air Transport Facilitation Programme (NATFP); and

- b) all States to develop sustainable aviation security and facilitation training capacities by the end of 2023. This may include adapting existing courses to the local needs, developing online and blended learning training, and training of course developers.

#### **4. RECOMMENDATIONS**

4.1 Based on the needs analysis study as well as the Windhoek Declaration and targets, AFI States should address the findings and deficiencies especially the establishment of training strategies and as such the following recommendations are made:

- a) States should be assisted to fully review and/or develop their NCASTP's by the end of 2017;
- b) States should be assisted in implementing certification systems (instructors, screeners, and, where applicable, inspectors);
- c) guidance and advise should be availed to States and other relevant stakeholders on the establishment of an adequate training infrastructure and environment;
- d) guidelines and technical requirements addressing blended learning, CBT and e-learning in aviation should be developed and a pilot project to implement this initiative should be considered;
- e) to develop training based on the outcome of the training needs survey carried out by ICAO;
- f) to further coordinate assistance by the donor States and organizations taking into account that courses will have to be adapted to national needs and systems;
- g) to assist States in the development of National Air Transport Facilitation Programmes; and
- h) encourage States to integrate aviation security and facilitation aspects in their human resource development initiatives at regional and sub-regional levels.

4.2 These recommendations as well as a work plan are detailed in the Appendix. This work plan can only be fully implemented if the appropriate human and/or financial resources are made available by donor States and organizations.

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**Appendix: Matrix**

<b>Recommendation</b>	<b>Lead</b>	<b>Partners</b>	<b>Existing resources</b>	<b>Activities</b>
a) To assist States to fully review and/or develop their NCASTP's by the end of 2017.	ROs	ISD-SEC States ASTCs	ICAO NCASTP workshop	Conduct workshops at the local and Regional Level
b) To assist States in implementing certification systems (instructors, screeners, and, where applicable, inspectors).	ROs	ISD-SEC States ASTCs	ICAO Certification systems workshop	Conduct workshops at the local and Regional Level, as well as coordinate bilateral/multilateral coaching and mentoring
c) To assist States by providing guidance on the establishment of an adequate training infrastructure and environment.	GAT	ISD-SEC States ASTCs	GAT current Guidance material such as manuals, courses etc.	Conduct training activities
d) To explore ways to increase the use of existing ASTC capacity	ROs	ISD-SEC AFI ASTCs States		Convene a Regional ASTCs directors meeting
e) States are encouraged to further develop sub-regional cooperation mechanisms in the field of aviation security training to facilitate the sharing of resources. A pilot project to assist this initiative should be considered.	ROs	GAT ISD-SEC		Establish projects within the AFI Region
f) To address the lack of capacity within the African States to develop courses and adapting existing courses to the local needs.	ROs	GAT ISD-SEC RASFG-WG States	ICAO Training Developers Course (TDC)	Conduct TDCs regionally. States are encouraged to register for it.
g) To develop guidelines and technical requirements addressing blended learning, CBT and e-learning in aviation.	GAT	ISD-SEC ROs ASTCs Sub-regional organizations		Implement two pilot projects: CBT & blended learning.

Recommendation	Lead	Partners	Existing resources	Activities
h) To develop training based on the outcome of the training needs survey carried out by ICAO.	GAT	ISD-SEC Donor States and organizations Regional Training Centres of Excellence (RTCEs) ASTCs		Initially, development by ICAO or jointly with ICAO-recognized training centres of a familiarization course for senior management may be considered. Courses to be developed based on needs and funding.
i) To further coordinate assistance by donor States and organizations, taking into account that courses will have to be adapted to national needs and systems.	ROs	ISD-SEC GAT Donor States and organizations		Compile a list of all available courses and workshops once all information is received from donor States and organizations.
j) To assist States in the development of National Air Transport Facilitation Programmes.	FAL	ISD-SEC ROs Donor States and organizations	ICAO Doc 10042 - Model National Air Transport Facilitation Programme	Develop and implement related workshops.
k) Encourage States to integrate aviation security and facilitation aspects in their human resource development initiatives at regional and sub-regional levels.	AFISECFAL Steering Committee	GAT ROs AFCAC regional and sub regional organizations		Conduct seminars and meetings. Explore the possibility of including this issue into the scope of the NGAP Programme.