



| ICAO

# INTERNATIONAL CIVIL AVIATION ORGANIZATION

A UN SPECIALIZED AGENCY



# Session 1

## Capacity Building

### Training and Human Resources Development opportunities in Africa & Next Generation of Aviation Professionals (NGAP) Initiative

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Nairobi, Kenya: August 2023

# No Country Left Behind (NCLB) initiatives in AFI States since 2021

## 1. Initiative for 33 Least Developed Countries (LDCs) in AFI Plan Network

- Participation of 26 LDCs, enrolling 104 participants in (4) ICAO regulatory online and virtual training courses.

## 2. Increased Access to Training (IaT)

- Pilot project completed in Niger and Burundi; 5 additional States to benefit from this initiative (Comoros, Eritrea, South Sudan, Democratic Republic of the Congo, Liberia)

## 3. Enhancing Gender Equality through Training

- Total of 227 female participants from 46 States have benefited

## 4. ICAO Annex 9 – Facilitation, Virtual and Classroom deployment 2021-2023

- English, Arabic and French
- 24 sessions, + 400 aviation professionals across 54 AFI States



Facilitation

ICAO Annex 9 -  
Facilitation (FAL EN)

 Virtual Classroom

# TRAINAIR PLUS Programme (TPP): AFI States Presence (2021-2023)

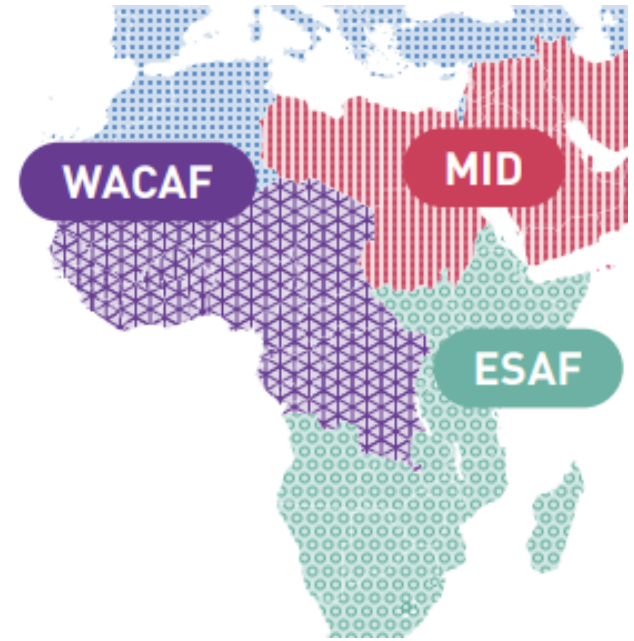
## Current TPP Members in 18 States:

- Algeria
- Angola
- Cameroon
- Côte d'Ivoire
- Egypt
- Eritrea
- Ethiopia
- Ghana
- Kenya
- Mauritius
- Morocco
- Mozambique
- Niger
- Nigeria
- Senegal
- South Africa
- Tunisia
- United Republic of Tanzania

## New Potential Members:

- Rwanda
- Namibia
- Zimbabwe
- Madagascar

	WACAF	ESAF	MID & EUR/NAT	Total
<b>TPP Members</b>	8	13	7	<b>24</b>
<b>Trainees</b>	920	1,116	538	<b>2,474</b>
<b>Deliveries</b>	89	128	96	<b>313</b>



## 1. Umbrella agreements to partner with your State for customized training proposals for In-house training delivery :

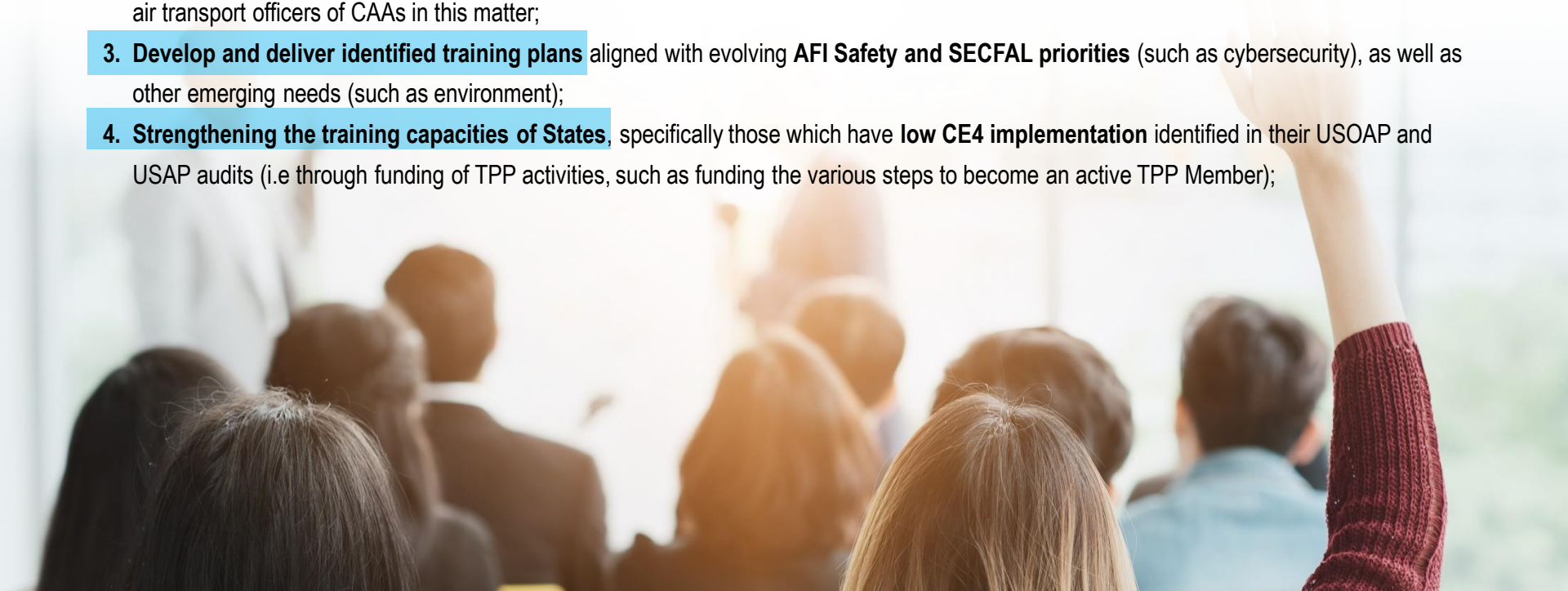
- Management Service Agreement (MSA)
- Training Service Agreement (TSA)

## 2. Customized support under the form of consultancies:

- Approval of Training Organizations (ATOs)
- Development of aviation training and capacity building roadmaps of States
- Training needs assessments
- Development of training plans
- Assist local Universities in the development of aviation Degrees (Bachelor, Master and PhDs)
- Other services addressing ICAO provisions in aviation training



1. **Organize workshops/seminars** to provide assistance for the practical application of the **ICAO Aviation Training and Capacity-Building Roadmap** (in line with A40-25 Assembly Resolution);
2. **Organize workshops/seminars** to provide guidance on the implementation of **ICAO policies on international air transport** and familiarize air transport officers of CAAs in this matter;
3. **Develop and deliver identified training plans** aligned with evolving **AFI Safety and SECFAL priorities** (such as cybersecurity), as well as other emerging needs (such as environment);
4. **Strengthening the training capacities of States**, specifically those which have **low CE4 implementation** identified in their USOAP and USAP audits (i.e through funding of TPP activities, such as funding the various steps to become an active TPP Member);





ICAO's catalogue of training courses continues to expand with a portfolio of over **350 training packages**, across these **10 strategic training areas**

## In-House Training

In collaboration with our recognized training centres around the globe, courses are delivered by qualified instructors and are available in self-paced or instructor-led formats, to provide wider accessibility.

## TRAINAIR PLUS Membership

International recognition framework which establishes, shares, and maintains, the highest standards of civil aviation training practices

## Training Partnership

We partner with universities and international organizations on training and educational programmes that nurture the current and future generations of skilled aviation professionals

# NGAP

Capacity Development of NGAP  
is a major milestone for  
securing the survival of the global  
aviation system going forward





# NGAP Objectives

Raise global awareness of forecasted shortage

Promote best practice HR management reform to attract and retain NGAP

Build NGAP Passion in aviation

Harmonize global training and certification of courses

Encourage Partnership between States, Academia & Industry

# Challenges

**How to proactively build global NGAP capacity** to mitigate threat of potential personnel gaps arising from projected expansion of global aviation systems.

**Lack of access to affordable education and training** to address skill shortages in aviation.

**Mitigate natural attrition** (succession planning)

**No structured HR platform** to address NGAP Challenges

**No coherent statistical data base** on all career specializations in aviation for ease of planning.

**No global platform to facilitate stakeholder collaboration** (Academia, CAA's, Airports, Airlines and other industry stakeholders), determine personnel requirements for the future.

**No global guidelines or strategies** to address the threat of future talent shortfalls by specialization and gender

# Four Strategic Pillars - Partnership and Collaboration

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## Stakeholder Partnership & Collaboration

### 1. GLOBAL PLANNING

Engage Stakeholders in prioritizing needs and determining global targets.

### 2. GLOBAL STRATEGY

Consolidate stakeholder partnership-collaboration in implementing results-based strategies and value chains.

### 3. GLOBAL POLICY ADVOCACY & GUIDELINES

Leverage global platform to advocate and negotiate standardization of NGAP policies and guidelines.

### 4. GLOBAL APPROACH TO FUNDING

Mobilize resources and optimize utilization through pooling of activities etc.



**Outreach – Promote Aviation in schools and colleges as a career choice.**

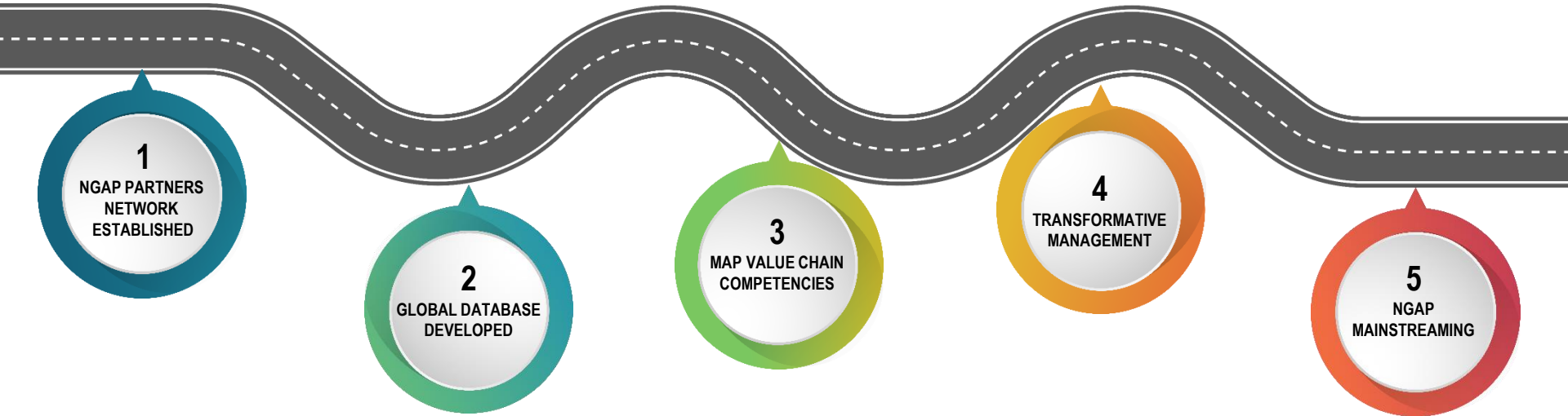


- **Education, Training & Development**
- **Innovation and Technology Research in Aviation**
- **Knowledge and Information Sharing**



**Management Reform, Leadership and emergent Technical Specialization**

# Roadmap To Global Mainstreaming of NGAP



**Revamp the global leadership forum to review NGAP vision, recommend standards and implementation support strategies:**

- HR Managers
- Academia
- Trainers
- Policy makers/Planners

**Make available a baseline database with capability to provide real time update/access to global Skills inventory data by:**

- Demography
- Specialization
- Gender
- Region/State

**Conduct competency mapping of aviation jobs and encourage collaborations between:**

- Schools, academia, training institutions, industry stakeholders to develop curriculum
- Global standardization of certification.

**Recommend and guide on transformation of HR plans, policies and support the adaption of management & work practices that will:**

- Inspire
- Build passion
- Attract
- Retain NGAP in aviation and aerospace.

**Availability of:**

- Succession plans
- Critical mass and sustainable supply of adaptable and resilient NGAP talent.
- Special programs for NGAP, Gender (diversity & Inclusion) etc.

# WALK THROUGH THE ROADMAP:- Opportunities for collaboration with AFI States

1. **Organize events – regional/national NGAP workshops, seminars symposia, innovation exhibitions, job fairs and incubator programs, competitions etc,**
2. **Establish a stakeholder committee with national focal points for AFI Region, to plan prioritize and drive the implementation of NGAP in Africa.**
3. **Support the inclusion of NGAP in regional and national aviation plans to include inter alia**
  - Skills inventory and graduate databases.
  - Mentorship, scholarships and secondment programs.
  - Promotion of NGAP in school and colleges – establishment of aviation clubs and associations.
  - management reform focused on best practices aligned to attract, develop and retain NGAP.
  - Mainstreaming Gender, diversity, equality and inclusion programs.
  - Harmonize aviation training curriculum and certification and provide affordable courses in aviation
4. **Strengthen stakeholder collaboration and partnerships between States, Academia, training institutions, industry**
5. **Funding**



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Thank You!