



# AFI AVIATION WEEK – 8<sup>th</sup> EDITION

## AFI Aviation Symposium

Human Resources  
Capacity Building  
Challenges in Africa



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# Background



The Association of African Training Organizations was birthed by ICAO AFI Plan in 2008



Established in Abuja in 2013



AATO is based in Addis Ababa Ethiopia kindly hosted by the Federal Democratic Republic of Ethiopia at the Ethiopian Aviation University.

# Background Cont'd



AATO is the capacity building arm of the continent.



Established to ensure standardisation and harmonization of training in the continent



Encourages the collaboration of Training Organisations and sharing of resources



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# AATO Journey

AATO, GAT and stakeholders developed a training roadmap for Africa to provide guidance on the development of aviation personnel in Africa.

The training and capacity building Roadmap is a strategic document outlining the human resource requirements for states to achieve its national objectives and to address performance issues identified through gap analysis.

# AATO Journey Cont'd

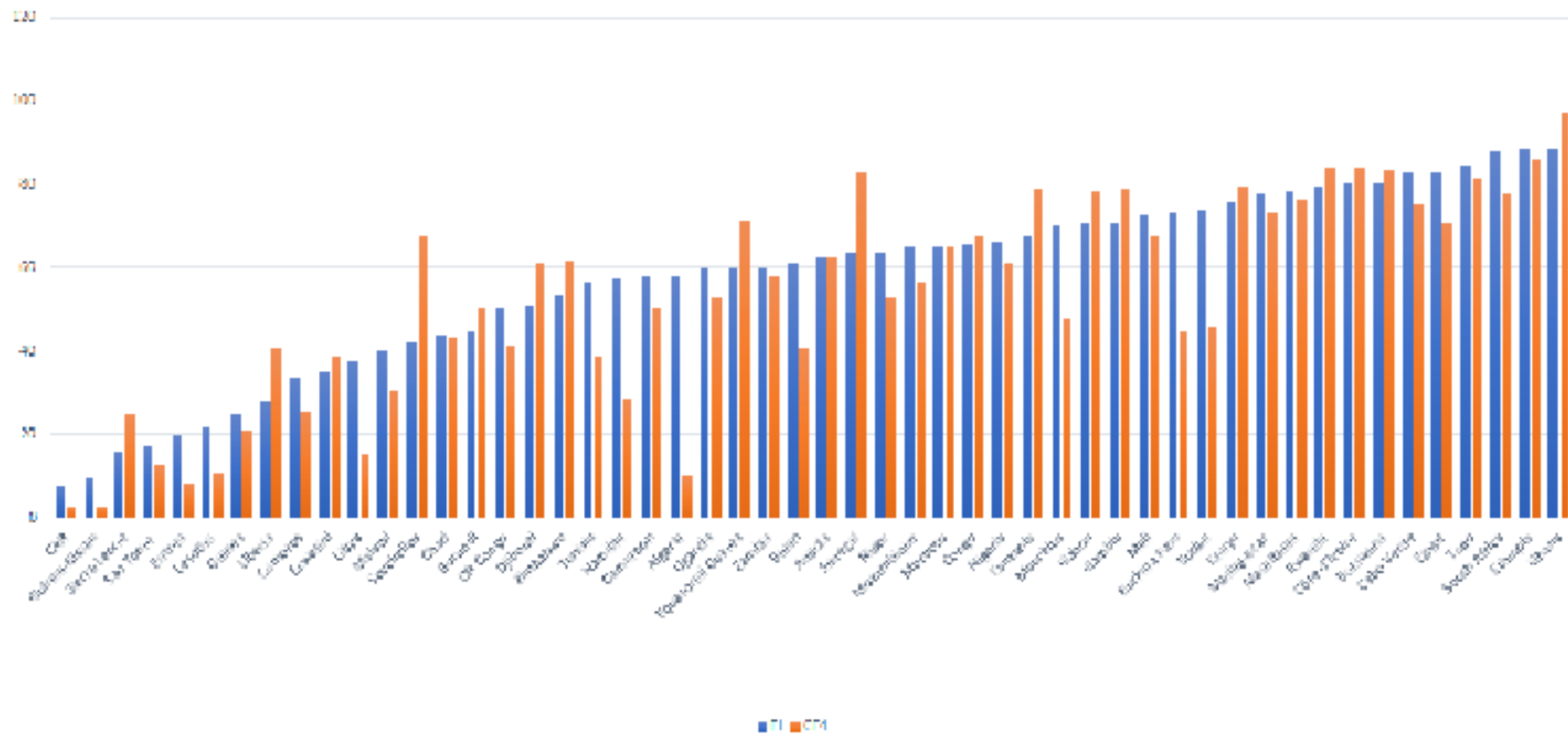
Capacity building is crucial to meet the current and future demands for the industry and in congruent with the ICAO strategic objectives, global and regional plans.

The Roadmap highlighted the identified training needs and its implementation plan.

Lack of financial resources and COVID 19 outbreak derailed the implementation.

# Challenges

African States results of USOAP CMA EIVs CE4



# Challenges Cont'd

## TOP 10 Training Needs



- Engineering
- Airport Security
- Aircraft Main
- Cabin Crew
- DG
- Air Traffic Control
- Pilot Training PPL
- Security Training
- Pilot Training MPL



# Challenges Cont'd

AATO inability to execute its mandate due to.

- Inadequate funding.
- Low Membership.
- Fragile institutional framework.
- Lack of awareness.
- Membership benefits.

# The Way Forward

Collaborate	Collaborate with AFCAC to jointly address the continental training needs by incorporating the identified states' needs.
Engage	Engage AFI SC to assist in the Roadmap updating and implementation.
Review	Review the AATO institutional framework and create a robust and sustainable one.
Seek	Seek financial and technical support from other partners.
Embark on	Embark on an initiative to growth AATO members.

# The Way Forward



Refresher training is inevitable to bring professionals to the required proficiency and likely some additional training to cope with the new norm.



The Roadmap updating and implementation need to be given the highest priority for the success of the ICAO Strategic Objectives as well as Regional and State plans and programs.

# Way Forward



Creation of virtual learning and the online training platforms.



ATOs need to adapt to the new training normal as well as the customer needs.



ATOs are working on the convention of the developed STPs and ITPs for virtual delivery.



Regulators to institute new guidelines.

# Conclusion

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Training of personnel need to get special attention if we need to fast track the aviation industry recovery and growth process.

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Refresher training is inevitable to bring professionals to the required proficiency levels,

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ATOs through AATO need to be supported to carry out this noble task.

# Conclusion Cont'd

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The meeting is invited to:

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Note the information contained in the roadmap presentation;

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Support the updating and continuous improvement of the aviation training roadmap; and

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Financially support the implementation of the Roadmap related projects and programs.

# Conclusion Cont'd



Support to ATOs to train professionals to attain proficiency and recency for licenced personnel with the same safety standards



Support ATOs in the development of virtual learning platforms.



Institute a robust framework that will ensure the sustainability of the AATO.



Address capacity building holistically for safety, security and facilitation success.

# Conclusion Cont'd

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The solutions of the capacity building challenges of this continent are with AATO.

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The continent has AATO members that are well able to meet training needs of the states.

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Let us support AATO and will see how able this continent is in solving its challenges.

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The solutions of Africa problems are in Africa.



**Thank you for your  
kind Attention.**