



ICAO



AFCAC
African Civil Aviation
Commission

INTERNATIONAL CIVIL AVIATION ORGANIZATION

AFI AVIATION WEEK – EIGHTH EDITION

AFCAC PRESENTATION

SESSION 1: CAPACITY BUILDING

Human Resource Development



- Summary
- Background Information
- Capacity Building Updates
- Conclusion



Summary

This presentation highlights current initiatives by AFCAC on capacity building with particular emphasis on the Human Resources Development Fund (HRDF), Platform for the African Women and Youth in Aviation and training programs provided through international partnerships. The primary objective of implementing these initiatives is to improve the capabilities of aviation professionals through capacity building efforts, as well as to promote inclusivity and gender diversity within the industry.

The Meeting is invited to:-

- a) Support the new initiative of the Platform for African Women and Youth in Aviation; and
- b) Encourage member States to take full advantage of both on-line and on-site courses made available to member States through our international partners.



Background Information

- ❑ Realizing the need for strategic human resource development in Africa, AFCAC established in January 2023 the Platform for African Women and Youth in Aviation to enhance the participation of women and youths in aviation.
- ❑ In 2022, AFCAC also carried out a Training Needs Survey (TNS) in collaboration with its international partners. As a result, several courses consistent with the identified needs of member States were provided for the 2022/ 2023 training period.
- ❑ Management of the HRDF was ceded to ICAO Council in 2014. ICAO subsequently established a mechanism which allows for the collection and use of voluntary contributions from States and other donors to identify and develop opportunities for capacity-building in civil aviation in African States.



Background Information

- ❑ The establishment of the voluntary Human Resources Development Fund (HRDF) was initiated by African Member States through a Declaration by the Ministers at the Third Session of the Conference of African Ministers of Transport, which was held in Malabo, Equatorial Guinea, from 7 to 11 April 2014.
- ❑ In accordance with a Resolution of the 24th AFCAC Plenary on the HRDF, the AFCAC Secretariat and ICAO were mandated to develop in close coordination, modalities to establish and implement the HRDF for the benefit of Africa.
- ❑ Management of the HRDF was ceded to ICAO Council in 2014. ICAO subsequently established a mechanism which allows for the collection and use of voluntary contributions from States and other donors to identify and develop opportunities for capacity-building in civil aviation in African States.



Capacity Building Updates

HRDF management should proceed with the selections for the second round of the HRDF Secondment Programme of African aviation professionals.

HRDF: -

HRDF Task Force was convened in 2021 and deliberated over the issues as directed by the 30th AFCAC Plenary held in Livingstone, Zambia in 2018. A report of the HRDF Task Force was finalized in October 2021 and key recommendations of the report included availing funds to sponsor specific training requirements, internship and mentorship programs for aviation professionals and to continue with the secondment programs.

African Women and Youth in Aviation (AWAYA):-

AWAYA developed a Concept Note that provides for short term, medium term and long-term strategies aimed at increasing the number of women and young aviation professionals in the aviation industry in Africa. These activities are mainly centred around introducing various programmes and activities aimed at encouraging and increasing the number of women in the aviation sector.



Training Programs:-

In line with training needs identified during the 2022 Training Needs Survey (TNS), various on-site training courses were provided in Qatar, Singapore, Korea, Rwanda, South Africa, Mauritania, Uganda and Namibia. Additional training was made available virtually through on-line courses provided by Qatar, Singapore Aviation Academy, Malaysia and United Arab Emirates. As a result, a total of 229 aviation professionals were trained in year 2022/2023:

- (i) Safety Management Systems;
- (ii) Safe Transportation of Dangerous Goods by Air;
- (iii) Aerodromes Pavement Evaluation;
- (iv) Various Aviation Diploma courses; and
- (v) other key aviation courses.

Member States are encouraged to increase the level of uptake of on-line courses as they are

- cost effective;
- flexible.



Way Forward

- ❑ There is urgent need to utilize the HRDF Fund to sponsor training courses aimed at qualifying aviation professionals in areas of need for member States;
- ❑ Based on recommendations of the HRDF Task Force, HRDF management will proceed with the selections for the second round of the HRDF Secondment Programme of African aviation professionals.
- ❑ There is need to establish Internship and Mentorship Programmes for National Inspectors/Aviation Professionals within CAAs of States. In addition, there was also need to include leadership and managerial skills development.
- ❑ In addition, there is also need to establish Fellowship Programmes for African aviation students in conjunction with African Approved Aviation Training Centres.
- ❑ There is need for further research relating to skills gaps in Africa based on statistical data collection and analysis.



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Transforming African Aviation

