



ICAO



INTERNATIONAL CIVIL AVIATION ORGANIZATION

AFI AVIATION WEEK – EIGHTH EDITION

(Nairobi, Kenya 21 - 25 August 2023)

AFI AVIATION SYMPOSIUM

SESSION 1: CAPACITY BUILDING

HUMAN RESOURCES DEVELOPMENT

(Presented by AFCAC Secretariat)

EXECUTIVE SUMMARY

This Working Paper 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, gender diversity and youth participation within the industry.

The HRDF Task Force was established to review the Terms of Reference and to determine the views of member States and propose the way forward to ICAO Council for final decision on the management, control and usage of the HRDF. The Platform for the African Women and Youth in aviation (AWAYA) was successfully established in January 2023. In addition, several on-site and virtual courses were made available to all member States consistent with identified training needs.

Action Required

Refer to Part 3 of this Working Paper.

Ref.:

- a) AFCAC 10 Year Strategic Plan, 3 Year Business Plan and Consolidated;
- b) Final Report of the HRDF Task Force;
- c) Approved AFCAC Work Program; and
- d) Concept Note on African Women and Youth in Aviation.

1. INTRODUCTION

- 1.1. AFCAC promotes human resource development through three key initiatives as follows:
 - Human Resources Development Fund (HRDF);
 - Platform for African Women and Youth in Aviation; and
 - Capacity building through partnerships with international organizations.
- 1.2. The HRDF whose management and control were ceded to the ICAO Council in 2014 was meant to provide a mechanism, which will allow for the collection and use of voluntary contributions from States and other donors to identify and create avenues for the enhancement of capacity building in the field of civil aviation across African States. An HRDF Task Force (TF) was put in place in 2019 to review the mandate of the HRDF to make the program more relevant to the needs of member States. Outcomes of the HRDF TF will be presented to the ICAO Council towards the end of 2023.
- 1.3. 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.
- 1.4. 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 to approximately 230 African aviation professionals.

2. DISCUSSION

- 2.1. **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.
- 2.2. **AWIYA** 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. It was recommended that women should among other things consider mentorship programs and collaboration with relevant stakeholders. Improving the environment for gender equity involves a cultural change at the highest corporate levels. Institutional governing bodies need to advocate for diversity and develop clear policy guidelines on how to recruit, train, empower and retain more women at the technical and managerial level. In addition to participating strongly in the ICAO Gender Contest, the African Continent was well represented by members of the African Women and Youth in Aviation Platform during the ICAO (International Civil Aviation Organization) Global Gender Summit 5th -7th July 2023).

2.3. **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 these are more cost effective and flexible. The following is a summary of the training programs conducted in the last 12 months.

2022 Training Needs Survey identified course	Course provided	Host	Number of beneficiaries	International Partner
✓	Safety Management Systems,	Rwanda	25	Singapore
✓	Safe Transportation of Dangerous Goods by Air,	Namibia	35	Singapore
✓	Airport Management in COVID Recovery,	South Africa	25	Singapore
✓	Aerodromes Pavement Evaluation,	Uganda	25	Korea
✓	Aerodromes SMS incorporating PANS-Aerodromes	Mauritania	23	Korea
✓	Various Aviation Diploma courses, and	Qatar	6	Qatar
✓	Airport Operations	Qatar	25	Qatar

	Management,			
✓	other key aviation courses.	Virtual	40	Singapore Aviation Academy; UAE; Malaysia.
		Total	229	

3. ACTION REQUIRED

The Meeting is requested to:

- a) Take note of the updates concerning the HRDF Task Force Report and steps taken by AFCAC to re-establish and operationalize the HRDF in accordance with Member States' needs;
- b) Support the new initiative of the Platform for African Women and Youth in Aviation; and
- c) Encourage member States to take full advantage of both on-line and on-site courses made available to member States through our international partners.

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