



ASSEMBLY — 38TH SESSION

TECHNICAL COMMISSION

Agenda Item 37: Progress on Implementation of the Comprehensive Regional Implementation Plan for Aviation Safety in Africa (AFI Plan)

AFI PLAN INITIATIVES IN TRAINING

(Presented by Niger)

EXECUTIVE SUMMARY

The implementation of the special AFI-RAN Meeting Recommendation 5/8 has led to the establishment of the Association of African Aviation Training Organizations (AATO) in Abuja (Nigeria) in April 2013.

In line with its strategic plan, business plan, policy guidelines, advocacy and communication guidelines and other related documents approved by the constitutive assembly, AATO will pursue the following objectives:

- a) promote cooperation among its members;
- b) promote the interests of its members and aviation training in Africa;
- c) promote the harmonization and standardization of aviation training in Africa; and
- d) encourage the sharing of expertise among its members and other aviation organizations;

in order to help the African continent ensure safer skies through high quality standardized aviation training.

Action: The Assembly is invited to:

- a) take note of the creation of AATO;
- b) request ICAO to continue supporting the activities of AATO mainly in:
 - implementing the strategic and business plans developed by interim council while ICAO was assuming the secretariat;
 - giving technical and/or financial assistance;
 - being a strategic partner in terms of advocacy and communication of AATO to States; and
 - making available the developed database on training organizations.

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| <i>Strategic Objectives:</i> | This working paper relates to the Safety Strategic Objective (Training). |
| <i>Financial implications:</i> | Not applicable. |
| <i>References:</i> | Doc 9841, <i>Manual on the Approval of Training Organizations</i> Doc 9859, <i>Safety Management Manual</i> Recommendation 5/8 of the special AFI-RAN Meeting (2008) |

1. INTRODUCTION

1.1 Following the ICAO audits and assessment of the AFI Region which revealed a lack of qualified personnel in crucial areas of civil aviation throughout Africa, the Recommendation 5/8 was issued at the special AFI-RAN meeting (2008) held at Durban, in South Africa, inviting to harmonization and closer cooperation among training organizations.

1.2 Pursuant to this recommendation, ICAO, AFCAC and some African aviation training organizations worked hard by holding several meetings in Africa culminating to the establishment of the Association of African Aviation Training Organizations (AATO) at its Constitutive Assembly held in Abuja (Nigeria) from 10 to 12 April.

1.3 The following findings were reached at the end of the process of the implementation of the recommendation.

2. FINDINGS

2.1 Instructor capabilities

2.1.1 The survey carried out by the TEWG and SITA to assess the training capabilities in Africa covering 33 aviation institutions showed that 67% of the training centers had less than 10 instructors on a permanent basis and only 4 had more than 40 instructors on a permanent basis. Most institutions do not therefore have adequate instructors.

2.2 Quality assurance

2.2.1 The study findings showed that most of the training centers had adopted national accreditation systems as required by the Civil Aviation Authorities or local education boards. Other institutions have opted for international quality management certification including ISO 9001: 2008.

2.2.2 As such there is no standardized accreditation system for training institutions to assure same quality of aviation training in Africa.

2.3 Design of Curricula

2.3.1 There are various design approaches across the continent according to the findings of the study.

2.3.2 It was established that some institutions use the competency based approach for course development and assessment while others have performance based approach syllabi.

2.3.3 There are even other institutions that combine both and as such there is no standardized method of designing curricula across the institutions.

2.4 Facility capabilities

2.4.1 There is large variety in the capabilities of the training organizations in terms of classrooms and training aids.

2.4.2 Most of the institutions use video projection facilities, internet services, and the number of classrooms ranges from 5-9.

2.4.3 Most schools have limited capabilities of training aids such as simulators and learning laboratory facilities. Only 5 training centers had over 10 classrooms, with simulators and learning laboratories.

2.5 **Recognition Criteria**

2.5.1 The training institutions do not have a mutually accepted recognition criteria that will allow cross country comparison of academic and skill competency qualifications.

2.5.2 This is important for the purposes of cross border admissions and recognition of credits, certificates and diplomas.

2.5.3 This makes it difficult for students to get admission in other countries and for instructors to offer training services in other institutions.

2.6 **Regulatory approvals**

2.6.1 There are differences in regulatory requirements between States making it difficult for training organizations to develop training programs that comply with all those requirements at the continent level.

2.6.2 Training organizations approval processes, where they do exist, vary from one country to another. It is therefore difficult for a training institution to obtain approvals as a training organization from states other than the state of nationality.

2.7 **Demand and Supply Analysis**

2.7.1 The results of demand and supply analysis for the various courses covering regional blocks in Africa showed there is adequate supply of airline operation courses across all the regions.

2.7.2 Data for aircraft maintenance courses also showed that there was excess capacity in the regions. There appeared to be no demand for these services in the Banjul Accord Group and Central Africa regions. On the other hand the demand for air navigation services exceeded supply in the Banjul region and EAC region with the main supply being in SADC, North Africa and UEMOA.

2.7.3 In all the regions with the exception of North Africa and UEMOA there is a higher demand for airport operations courses than the supply while the demand for regulatory courses exceeds demand in all the regions.

2.7.4 Future demand for aviation training in Africa shows that training capacity currently available is not adequate to respond to the continent's training expectations.

2.7.5 Differences also exist between Institutions training capacity and the minimum requirements for provision of adequate and quality training.

3. CONCLUSION

3.1 Knowing that African Training Organizations are facing problems in meeting the demand of Aviation stakeholders in terms of replacing ageing population, while traffic forecasts in Africa are very optimistic implying new demands for qualified personnel, AATO, as a newly born Body, will definitely have an important role to play in the African Aviation Community by:

- a) developing a policy and guidelines for aviation training organizations in Africa in order to facilitate their compliance with international and national standards, and best practices in aviation training;
- b) developing and advocating positions on issues of interests for its members and aviation training in Africa;
- c) developing and implementing a system of designation of Centers of Excellence;
- d) supporting the accreditation of training organizations across borders; and
- e) ensuring the development and implementation of standards, harmonized procedures, and guidelines for aviation training.

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