



COMPREHENSIVE REGIONAL IMPLEMENTATION PLAN FOR AVIATION SAFETY IN AFRICA (AFI PLAN)

TWENTY-FIFTH AFI PLAN STEERING COMMITTEE MEETING

Agenda Item 4: Status report on the Aviation Professionals Study

(Presented by AFI Plan Secretariat)

EXECUTIVE SUMMARY

This working paper presents the progress made in the conduct of the Aviation Professionals Study.

As part of the initial activities, a survey on current staff levels and gaps within the AFI region was carried out. The present paper briefly describes the main results of the preliminary analysis of the survey responses and the ongoing related activities, for the completion of the study.

Action: *The Steering Committee is invited to:*

- a) note the information contained in this paper; and
- b) provide direction with regard to the ongoing and planned activities of the study.

1. INTRODUCTION

1.1 The challenge of inadequate aviation professionals is prevalent globally and more so in the AFI Region. ICAO Aviation Safety and Security Audits have identified the lack of qualified aviation personnel as one of the common deficiency and root cause for low scores in the average Effective Implementation (EI) of critical elements (CEs) of a State oversight system, hence low levels of compliance with ICAO SARPs in many African States. This adversely impedes States' fulfilment of their international obligations under the Chicago Convention and effective participation in the global aviation market.

1.2 The enhancement of aviation human resource capacity in Africa remains a key component of the deliverables of the AFI Region initiatives including: the Comprehensive Regional Implementation Plan for Aviation Safety in Africa (AFI Plan), the Comprehensive Implementation Plan for Aviation Security and Facilitation in Africa (AFI SECFAL Plan) and the African Human Resource

Development Fund (HRDF). There is also a need for capacity building on Sustainable Development of Air Transport in Africa and the development of State Environmental Protection Plan.

1.3 In addition to the ICAO programmes mentioned above, there is need to implement the African Aviation Training Roadmap indicating aviation training needs in Africa, developed by the African Aviation Training Organization (AATO) and supported by ICAO GAT upon the recommendation of the AFI and AFI AVSEC/FAL Plans Steering Committees (SCs).

1.4 Considering the various initiatives, programmes and plans in the region it is imperative that priority be given to the development of a comprehensive data base on aviation professionals related to ICAO Strategic Objectives, as well as to come up with a gap analysis and a forecast of the needs of the aviation sector in Africa.

1.5 The objectives of the project are to:

- a) establish baseline data/information on aviation professionals in the region and build a sustainable platform for available data on expertise in real time;
- b) assess the existing gaps of expertise in specific areas and present future anticipated demand to effectively carry out the oversight responsibilities of States in the AFI region;
- c) develop a tool to support a data bank/platform providing information on the available aviation professional and accessible to relevant stakeholders such as AFCAC, AATO, ICAO TCB, AFI Plan, AFI SECFAL Plan, RSOOs;
- d) address the gender balance and parity inadequacies in the AFI Region; and
- e) prioritize and provide the required training and competencies.

2. SUMMARY OF IMPLEMENTATION PROGRESS

2.1 Baseline data/information on aviation professionals in the region was established. Related data was gathered through a survey and stored in a prototype database. The main results and findings of the analysis are the following:

- a) challenges were faced during the collection of the data:
 - 1) only 24 States responded to the survey (50 per cent of the States across the Eastern and Southern African (ESAF) and the Western and Central African (WACAF) regions);
 - 2) out of the 24 States which responded to the survey, only 10 (about 40 per cent) provided complete information.
- b) based on the collected data, the highest staffing gaps are in the following areas:
 - 1) aircraft accident and incident investigation (AIG): 65 per cent
 - 2) aerodromes and ground aids (AGA): 52 per cent

- 3) aerodrome operational planning (AOP): 52 per cent
- c) the lowest gaps are in the following areas:
 - 1) aviation security: 4 per cent
 - 2) aeronautical information management (AIM)/aeronautical charts (CHART): 11 per cent
 - 3) primary aviation legislation and civil aviation regulations: 11 per cent

2.2 In addition, PEST and SWOT analyses were carried out. Their results will be included in the future activities (see below).

3. ONGOING AND PLANNED ACTIVITIES

3.1 In order to allow for the ongoing review of current capacity-building needs and to derive trends and forecasts, the data on aviation professionals needs to be constantly updated and maintained.

3.2 The above-mentioned method of collecting data through surveys is therefore not suitable in the long term, as it requires a substantial amount of manual work. In addition, the prototype database, i.e. an Excel workbook, is not designed for the entry and maintenance of large amounts of data.

3.3 Consequently, in order to support long-term data collection and maintenance on an ongoing basis, the existing system needs to be replaced by a software which:

- a) can be directly accessed and updated by the States themselves; and
- b) allows for the automatic generation of reports and statistics.

3.4 In addition, the required review of the capacity of aviation training centres will also need to be carried out on an ongoing basis after the current study, in order to determine whether the capacity meets the forecast demand at any given point in time in the future.

3.5 The planned future activities for the study are the following:

- a) procurement of a software which allows for:
 - 1) the collection and maintenance of data related to aviation professionals and aviation training centres; and
 - 2) the automatic generation of reports and statistics to guide the decision making process.
- b) development of an implementation strategy and plan to address the existing gap and future demand at least in the coming 10 years (2022-2032);
- c) review of the present capacity of aviation approved training centres to meet the forecast capacity building demand
- d) proposal of mechanisms/options for the sustainable funding of the proposed implementation of the plan;

- e) conduct of validation workshops and provision of final reports

4. ACTION BY THE MEETING

4.1 The steering committee is invited to:

- a) note the information presented in this paper; and
- b) provide guidance with regard to the planned activities.

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