



INTERNATIONAL CIVIL AVIATION ORGANISATION
WESTERN AND CENTRAL AFRICAN OFFICE

First Meeting of Directors General of Civil Aviation

(Abuja, Nigeria, 19 - 21 March 2002)

Agenda Item 2: Human Factors and Planning of Human Resources and Training in Aviation

(Presented by the Secretariat)

Summary

This paper outlines the work of ICAO aimed at facilitating regional human resource/training planning in the AFI Region.

References: APIRG/12 Report
APIRG/13 Report

1. Introduction

1.1 Despite efforts made to improve planning and training of aviation human resources in Africa the situation is still far from satisfactory. ICAO is very well aware of the deficiencies through air navigation missions to States and safety oversight audits. Moreover deficiencies are related to insufficient number of adequately trained personnel and difficulties in the operation of training facilities. As a result these deficiencies are impeding the satisfactory implementation of the AFI Basic Air Navigation Regional Plan and Facilities and Service Implementation Document (AFI ANP/FASID), SARPs and PANs. There is a need therefore, to develop strategies aimed at eliminating these deficiencies in an environment of fast growing technology. ICAO is working towards that goal.

1.2 It may be recalled that the Twelfth Africa India Ocean Planning and Implementation Regional Group Meeting (APIRG/12) concluded “that the Secretariat expedite the development of a new part to the AFI Basic ANP and FASID dealing with human factors and manpower planning requirements.” With that in mind, the Air Navigation Commission agreed that the matter would be addressed in the context of an Air Navigation Commission (ANC) Task.

1.3 It was noted that the objective of the ANC Task is to develop a model for human resource planning and training for use at the regional level as well as supporting guidance material and to analyse the changes to civil aviation job profiles as a result of new systems and the consequential human resource planning and training requirements. This will enable the ANC to assess whether all or portions of the output of the regional human resource and training planning process should be incorporated into the Regional Air Navigation Plans (ANPs).

2. Discussions

2.1 It was also recognized that sub-regional training planning was an effective means to meet the training needs of many States. Hence the need for compatibility between regional air navigation planning and training planning, yet not preclude training planning at a sub-regional

basis. It was then agreed that a contributory body of APIRG examine human resource planning and training issues as they relate to the implementation of all elements in the AFI Regional Air Navigation Plan. Such a body should ensure that the human resource development capabilities in the AFI Region are compatible with the plans to implement facilities and services and that States involve their civil aviation training and human resource planning professionals even if they do not normally attend the activities of APIRG.

2.2 Pending the creation and the functioning of the appropriate body, the APIRG/13 meeting held in Sal, Cape Verde, 25 - 29 June 2001, recommended an ICAO Project aimed at addressing human resource and training planning issues and ensuring that the human resource development capabilities within the Region are compatible with plans for implementing air navigation facilities and services concerned. The APIRG/13 meeting formulated the following Conclusions:

CONCLUSION 13/97: ESTABLISHMENT OF AN APPROPRIATE BODY TO FACILITATE REGIONAL HUMAN RESOURCE/TRAINING PLANNING IN THE AFI REGION

THAT:

AN APPROPRIATE BODY BE ESTABLISHED TO FACILITATE REGIONAL AND SUB-REGIONAL TRAINING PLANNING INCLUDING HUMAN RESOURCES.

CONCLUSION 13/98 NEED FOR AN ICAO PROJECT ON HUMAN RESOURCE AND TRAINING PLANNING FOR THE AFI REGION

THAT:

- a) **ICAO DEVELOP A PROJECT IN ORDER TO ASSIST THE AFI REGION IN FORMULATING A REGIONAL HUMAN RESOURCE AND TRAINING PROGRAMME, BASED ON IDENTIFIED REGIONAL TRAINING CAPABILITIES;**
- b) **STATES IN THE REGION CONDUCT PRELIMINARY SURVEYS OF THEIR FACILITIES AS SOON AS POSSIBLE, AND BE READY TO PROVIDE AN ASSESSMENT OF THEIR SITUATION AS WELL AS THEIR INPUTS TO THE ICAO PROJECT; AND**
- c) **ICAO CONDUCT QUALITY ASSURANCE ASSESSMENT OF ALL APPROVED TRAINING INSTITUTIONS TO DETERMINE THEIR SUITABILITY FOR THE CONTINUOUS LISTING AS ICAO RECOMMENDED CENTRES IN THE TRAINING DIRECTORY.**

2.3 Activities of AFCAC relating to training are given at attachment.

3. Action by the Meeting

The meeting is invited to:

- 1. note the information provided;
- 2. comment thereon.
