



**WORKING PAPER**

**ASSEMBLY — 40TH SESSION**

**TECHNICAL COMMISSION**

**Agenda Item ##: Information Paper**

**HARMONIZATION OF TRAINING IN AFRICA: THE AVIATION TRAINING ROADMAP**

(Presented by AATO)

**EXECUTIVE SUMMARY**

This paper presents the African Aviation Training Roadmap.

Aviation is a sector of strategic importance that supports a broad set of economic and social development. The provision of quality aviation training is critical for the development of a sustainable, safe and secure air transport industry in Africa. As a region that faces shortages in critical skills in key areas of civil aviation to plan, coordinate, manage, operate, and oversee all complex operations in various aviation infrastructure, the growth of the industry will be influenced by the pace at which African organizations are able to develop and retain adequate and skilled human resources in compliance with ICAO provisions, plans, programs and required performance specified in ICAO SARPS. ICAO is concerned about the disparities in aviation training quality and standards that lead to inability to achieve the same level of human performance at work hence the need for States to focus on the development of skills and capacities in order to have a common level. The expected and projected changes in the aviation systems, equipment, ICAO SARPs, technology, demographic changes of workforce will additionally impact aviation training.

**Action:** The Assembly is invited to:

- a) Note the information contained in the paper;
  
- b) Encourage all stakeholders such as Civil Aviation Authorities, Aviation Training Organizations, Service Providers, and Industry partners etc. to continue providing aviation training related information for the continuous improvement of the Roadmap and related Appendices, support the development of the aviation professional's database.
  
- c) Provide technical and financial support in the implementation of roadmap related projects as well as further guidance to the association.

<i>Strategic Objectives:</i>	This working paper relates to Strategic Objectives. Safety, Air Navigation Capacity and Efficiency, Security and Facilitation, Economic Development of Air Transport, Environmental Protection.
<i>Financial implications:</i>	USD 11,169,000 is required for the implementation of Aviation Training Roadmap Projects for the next three years.
<i>References:</i>	ICAO Global Aviation Safety Plan (GASP), Global Air Navigation Capacity and Efficiency Plan (Global Plan), Abuja Safety Targets, Windhoek Declaration, AU SAATM High Level Implementation Plan, AATO Strategic Objectives, Boeing and Airbus Industry Forecasts, UNEP Plans.

## 1. INTRODUCTION

1.1 The Steering Committee (SC) of the Comprehensive Regional Implementation Plan for Africa (AFI PLAN) in its 14<sup>th</sup> meeting held in Montreal, Canada on 24th October 2014 had a discussion on matters related to aviation training in Africa. During this meeting the SC considered the lack of information on an inventory on training needs and courses available as one of the key challenges in the region. Accordingly, it recommended that AATO in collaboration with GAT and Morocco to carry out the training needs analysis and to come up with Draft Training Needs Road Map.

1.2 AATO network of training organizations and partners were considered to be a good source of information that will be used to prepare the Roadmap.

## 2. ROADMAP DEVELOPMENT MILESTONES

2.1 AATO conducted two training needs surveys in 2014 and 2015. Additionally, results of similar surveys from Singapore Aviation Academy and East African School of Aviation were used to prepare a draft aviation training roadmap.

2.2 The draft roadmap was presented to the 18<sup>th</sup> AFI Plan SC meeting held in Montreal, Canada on the 30<sup>th</sup> of November 2016. The SC reviewed the draft training roadmap and advised the AFI Plan Secretariat to assist AATO coordinating a meeting among Partners and stakeholders including GAT to further enhance the content of the roadmap.

2.3 The 11<sup>th</sup> AATO Council decided that, the draft roadmap be shared with aviation training stakeholders and then collaborate with AFI Plan secretariat to convene a stakeholders meeting back to back with the 4<sup>th</sup> ICAO Global Aviation Training and TRAINAIR Plus Symposium in Addis Ababa, Ethiopia.

2.4 The AFI Plan Secretariat coordinated the hosting of the stakeholders meeting which was held on 10 April and attended by 24 participants representing key stakeholders

including Aviation Training Organizations (ATOs), ICAO Global Aviation Training Office (ICAO-GAT), Eastern and Southern Africa and Western and Central Regional Offices of ICAO (ICAO ESAF and WACAF), Singapore Aviation Academy, US FAA, African Business Aviation Association, African Aviation Services, Ethiopian Civil Aviation Authority, Ethiopian Airlines Academy, and Egnos Joint Program Office etc.

2.5 The meeting came out with recommendations on the roadmap structure which will include the objectives, scope, methodology, audience/customers, performance enablers, risks and actions. Additionally, a detailed training needs survey for each state and all professions must be conducted so as to have an accurate training needs database.

2.6 The meeting also recommended adopting the methodology presented by GAT for the training roadmap development to review the African Aviation Training roadmap and incorporate inputs that were submitted by FAA, JPO, SAA, AfBAA, EASA e.t.c.

2.7 The stakeholders meeting report was presented to the 19<sup>th</sup> AFI SC meeting in Gaborone and AATO and partners were directed to continue with the roadmap development and finalize it as soon as possible.

2.8 AATO adopted the Addis Ababa aviation training roadmap development model and prepared a first Roadmap based on results of previous surveys, ATOs' training records, and equipment manufactures forecasts.

2.9 The Roadmap was presented to stakeholders in meeting in Doha jointly organized by AFI SC, GAT and AATO and hosted by Qatar Aeronautical College back to back with the 5<sup>th</sup> Global Aviation Training Symposium on 12<sup>th</sup> December 2018.

2.10 Stakeholders provided comments on the Roadmap structure and contents, which were incorporated and the resulting document contains the Roadmap, five appendices, and seven projects..

2.11 The final Aviation Training Roadmap was presented and endorsed by the Twenty Second AFI Plan Steering Committee meeting held in Kampala, Uganda on 15 May 2019.

**3.** Action required: The Assembly is invited to

3.1 Note the information contained in the paper;

3.2 Encourage stakeholders such as Civil Aviation Authorities, Aviation Training Institutions, Industry partners etc. to continue submitting training related information for the continuous improvement of the roadmap,

3.4 Provide technical and financial to support to the projects, programs, and Roadmap related activities; and

3.5 Provide further guidance as necessary.