



ASSEMBLY — 40TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 25: ICAO Civil Aviation Training and Capacity Building

HARMONIZATION OF TRAINING IN AFRICA: THE AVIATION TRAINING ROADMAP

(Presented by the 54 Member States² of the African Civil Aviation Commission (AFCAC))

EXECUTIVE SUMMARY

This paper presents the African Aviation Training Roadmap.

As a region that faces shortages in critical skills in key areas of civil aviation to plan, coordinate, manage, operate, and oversee all complex aviation operations, 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 Standards and Recommended Practices (SARPS). The Roadmap provides viable steps necessary to address the skills gaps in Africa.

Action required : The Assembly is invited to:

- a) note challenges related to human capital development and training in Africa;
- b) 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; and
- c) Urge the Member States to provide technical and financial support to the projects, programs, and Roadmap related activities.

<i>Strategic Objectives:</i>	Safety and Efficiency of Air Navigation
<i>References:</i>	ICAO Global Aviation Safety Plan (GASP), Global Air Navigation Capacity and Efficiency Plan (Global Plan), Abuja Safety Targets, Windhoek Declaration on Security and Facilitation Targets, African Union Joint Prioritized Action Plan for the operationalization of the Single African Air Transport Market (SAATM) African Aviation Training Organization (AATO) Strategic Objectives.

¹ English and French versions provided by AFCAC.

² Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Swaziland, Togo, Tunisia, Uganda, United Republic of Tanzania, Zambia and Zimbabwe.

1. INTRODUCTION

1.1 The Steering Committee (SC) of the Comprehensive Regional Implementation Plan for Africa (AFI PLAN) in its 14th 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 the African Aviation Training Organization (AATO) in collaboration with the Global Aviation Training Office (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 18th AFI Plan SC meeting held in Montreal, Canada on the 30th 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 11th 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 4th 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), GAT, Eastern and Southern Africa and Western and Central Regional Offices of ICAO (ICAO ESAF and WACAF), Singapore Aviation Academy, United States Federal Aviation Administration (US FAA), African Business Aviation Association, African Aviation Services, Ethiopian Civil Aviation Authority, Ethiopian Airlines Academy, and EGNOS-Africa Joint Program Office (JPO), 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, SAA³, AfBAA⁴, EASA⁵, etc.

³ Singapore Aviation Academy.

⁴ African Business Aviation Association.

⁵ East African School of Aviation.

2.7 The stakeholders meeting report was presented to the 19th 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 a meeting in Doha jointly organized by AFI SC, GAT and AATO and hosted by Qatar Aeronautical College back to back with the 5th Global Aviation Training Symposium on 12th 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. CONCLUSION

3.1 The African continent faces shortages in critical skills in key areas of civil aviation to plan, coordinate, manage, operate, and oversee all complex aviation operations. The growth of the aviation 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 SARPS. The AATO Roadmap, if implemented, will go a long way to assist African States to address the skills gaps.

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