



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

FIFTEENTH AFI PLAN STEERING COMMITTEE MEETING

(Maputo, Mozambique, 19 May 2015)

Agenda Item1: Draft training needs road map for Africa.

(Presented by AATO)

EXECUTIVE SUMMARY

This paper presents draft training needs road map for Africa.

Action: The Steering Committee is invited to:

- a) Note the information and conclusions contained in the paper;
- b) Provide further guidance to the meeting.

1. INTRODUCTION

1.1 One of the challenges identified during the fourteenth meeting of the Comprehensive Regional Implementation Plan for Africa (AFI PLAN) Steering Committee held in Montreal, Canada on 24th October 2014 was the unavailability of an inventory on training needs and courses available in the region. AATO in collaboration with GAT and Morocco were tasked to carry out the training needs analysis and to come up with a Draft Training Needs Road Map report.

1.2 AATO network of training organizations and partners was found to be a good source of information that will be used to prepare the roadmap.

1.3 Non-operationalization of the AATO secretariat was a challenge in conducting the survey.

2. SUMMARY OF PROGRESS: OCTOBER 2014 – MAY 2015

2.1 During the 6th AATO council which was held in Addis Ababa in March 2015, the task of drafting the training needs road map for AFI region was presented to members who agreed to conduct the survey by using an online platform.

2.2 A training needs questionnaire was structured and sent out to 168 respondents. These included aviation training organizations, airlines, airport operators, civil aviation authorities, cargo handling companies, and air navigation service providers. The survey was posted online on 12 April, 2015 and the deadline for submission was 30 April, 2015.

2.3 As the deadline for completion of the survey approached, participants were served with a reminder note. Some reported experiencing some challenges accessing the online questionnaire. Additional information and clarification were issued and extended the deadline to 11 May, 2015.

2.4 By 11 May 2015, there were 11 respondents. Analysis of the results revealed the following issues:-

- Training needs in all aviation disciplines are increasing;
- the available aviation training organizations cannot cope with the increasing training demand;
- there are inadequate qualified and competent instructors;
- there are inadequate training equipment; and
- there are disparities regional wise on the competencies of instructors' English proficiency.

2.5 Association of African Aviation Training Organization(AATO) to:-

- Continue with the survey to cover a larger population, because the time devoted was too short;
- Start its members assessment and establish, in conjunction with GAT, disciplines where ready to be used capacity exist and the ones that need assistance to meet quality requirement;
- Look beyond present members through the membership drive and increase number of actors capable of bringing adequate responses to training services provision; and
- For organisations that provide training without any CAA endorsement or approval, AATO to assist and bring them to seek compliance with regulatory bodies.

2.6 The meeting is invited to:-

- Encourage AFI PLAN to continue its support to AATO namely by providing required experts when needed;
- Invite stakeholders namely CAAs, Service providers and Training Organizations (TOs) to feed the survey in order to have a much better analysis;
- Provide assistance to TOs and thus, increase their qualitative and quantitative capacity;

- Assist Training Organizations (TOs) themselves in their human resources management and;
- Continue promoting and advocating the AATO mandate.

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