



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

SEVENTEEN AFI PLAN STEERING COMMITTEE MEETING (Malabo, Equatorial Guinea, 30 June 2016)

Agenda Item1:- Training needs road map for Africa.

(Presented by AATO)

EXECUTIVE SUMMARY

This paper presents 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 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 the aviation training roadmap.

2. SUMMARY OF PROGRESS: DECEMBER 2015 – JUNE 2016

2.1 During the 8th AATO council which was held in Addis Nairobi in January 2016, council members, GAT, East African School of Aviation, Kenya CAA, and ICAO ESAF analyzed the results of two surveys conducted by AATO. Additionally, EASA presented to the meeting results of a training needs analysis that was conducted in Kenya, Uganda, Tanzania, Rwanda, Burundi, DR Congo, Djibouti, Eritrea, and Nigeria. A separate and independent input was submitted by Singapore Aviation Academy.

2.2 Based on the training needs analysis results and a USOAP audit report submitted by ICAO ESAF, a three phase draft aviation training road map was prepared. The report was to be complimented by additional inputs from ATOs, GAT and ICAO RDs.

2.3 After obtaining the necessary information, a final aviation training roadmap was prepared. The report details three phases of the roadmap, available training organizations, available training courses (STPs), and costs of different courses.

2.4 The three phases of the road map:

Phase 1

- Increase the level of effective implementation to above 60% for states with less than 60%. (July to December 2016)
 - ✓ Angola
 - ✓ Djibouti
 - ✓ Eritrea
 - ✓ Malawi
- Assist states with effective implementation of less than 60% to gradually come out of the status. (January to December 2017).
- Increase the level of effective implementation for all states to 90%. (From January 2018 to be continuous).

Phase 2

- Succession plan: Replacement of ageing/retiring personnel in all disciplines. Provide training in:
 - ✓ Abnitio
 - ✓ Basic
 - ✓ Advanced
 - ✓ Specialized
 - ✓ OJT
 - ✓ Management

Phase 3

- Harmonize & Standardize Training
- Designate Centres of Excellence

2.5 There are 11 TRAINAIR PLUS members and a total of 30 CAA accredited ATOs and members of AATO. However, a longer list of available training organizations in Africa exists.

2.6 A list of courses is available in the ICAO training catalogue. The courses are in four categories, namely:

- ICAO Training Package (ITP): A training package developed by ICAO, or a Regional Training Centre of Excellence (RTCE) in cooperation with ICAO, using ICAO provisions and supporting ICAO programmes;
- Standardized Training Package (STP): A training package developed by TRAINAIR PLUS Members, using Member States' or industry requirements with operational content;
- Compliant Training Package (CTP): An existing training package developed by TRAINAIR PLUS Members, using Member States' or industry requirements with operational content, and subsequently recognized by ICAO as compliant with ICAO provisions; and
- Partnership Training Package (PTP): A training package developed within the framework of a partnership agreement with Corporate Members and industry partners.

2.7 The Association of African Aviation Training Organization(AATO), GAT, and partners will:

- Continue conducting regular training needs surveys to update the training database,
- Encourage its members in conjunction with GAT, to develop new courses in demand e.g. ATO Inspector Course.
- Look beyond present members through the membership drive and increase the 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.

2.8 The meeting is invited to:

- Adopt the roadmap for implementation;
- 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) continue with participation in AATO programs and projects;
- Provide assistance to TOs and thus, increase their qualitative and quantitative capacity;
- Assist AATO in seeking financial assistance to support its operations;
- Continue promoting and advocating the AATO mandate.