Association of African Aviation Organizations Conference

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Report on the status of aviation training needs and resources in Africa

Maamoune Chakira, Regional Officer, AFI Comprehensive Regional Plan for aviation safety in Africa, ICAO Eastern & Southern Africa (ESAF)

icao@icao.unon.org
Outline

- Initial Survey
- Update on the status of aviation training needs and resources in Africa
- Pan African Aviation Training Coordination Conferences
Survey – training needs and available capacity

• Africa-wide survey on training need analysis and available capacity based on Two sets of questionnaires, aimed at
  – *Training Organizations to assess training resources, and*
  – *States and Aviation Services providers to assess training needs; were sent out*

• Additional qualitative information collected through site-visits to selected States and training organizations
Survey – training needs and available capacity

• Training needs
  – Questionnaire aimed at four categories of Organizations
    – Regulators
    – Air Navigation Services Providers
    – Airlines
    – Airports Operators
    – Aircraft Maintenance Organizations
  – Recognized that Aviation organizations in Africa may fall in one or more of the above categories
Survey – training needs and available capacity

• Questionnaire objectives
  – For key specialists skills/jobs/functions, assess
    • levels of staffing
    • current and forecasted demand of training
  – Identify Sources of Training
    • internal
    • external
  – Organization information related to human resources
    • ownership
    • human resources and training plan
    • language(s) used for training
    • recruitment and sources of training personnel
Survey – training needs and available capacity

• Questionnaire objectives
  – Identify capabilities of the Training Organization
    • Instructors
    • Accreditations
    • Quality Management
  – Identify existing structures for managing training
    • Development of courses syllabi
    • Examinations Management
Survey – training needs and available capacity

• Training resources
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Survey – training needs and available capacity

• Questionnaire objectives
  – For key specialized courses, assess
    • capacity (courses offered and number of seats per annum)
    • entry requirements
    • qualifications standards
  – Gather information on
    • training facilities
    • training aids
    • students logistics
The data collected in 2009 has been incorporated in a database.

It contains data collected during the survey.

It is also be used to store information on courses run by each training organization and training demand by States, and aviation services providers who have responded to the initial survey.

Additional responses received after the survey have been incorporated into the database.
Training Needs - As of 30 March 2012: 75 Responses from States, and Aviation Services providers from all over Africa
Update on the aviation training needs in Africa

- 75 Responses from 37 States
  - Civil Aviation Authorities (Regulator only) : 23;
  - Air Navigation Service Provider (ANSP): 6;
  - ANSP and airport operator : 4;
  - Airport operator : 15;
  - Airline : 20;
  - Airline and Approved Maintenance Organisation (AMO) : 2;
  - Regulator and ANSP and airport operator: 4;
  - Regulator and airport operator : 1.
Overview of African training demand

- Airline Operations: 1500
- Aircraft Maintenance: 500
- Air Navigation Services: 1500
- Airport Operations: 4000
- Regulatory: 2000

Demand (number of students)
Training Resources: As of 30 March 2012, Responses received from 35 Training Providers.
Review of Responses - Capacities

- 35 Responses from 17 States
  - 04 owned by Airlines;
  - 02 owned by airports operators;
  - 02 owned by CAAs;
  - 04 owned by ANSPs;
  - 23 autonomously owned.
Overview of African training supply

- Airline Operations: 3500 students
- Aircraft Maintenance: 1000 students
- Air Navigation Services: 2000 students
- Airport Operations: 2500 students
- Regulatory: 500 students

Capacity (number of students)
Review of Responses - Capacities

- **Accreditation and Quality Control**
  - National accreditation systems as required by the CAAs or local education board.
  - Some training centers: ISO, other national CAA, international organization including ICAO TRAINAIR.

- **Instructional Staff**
  - More than 67% of the training centers have less than 10 instructors on a permanent basis.
  - Only 4 respondents have over 40 instructors on a permanent basis.

- **Syllabi**
  - competency-based
  - performance objective
  - outcomes based approach.

- **Training facilities**
  - 5-9 classrooms
  - only 5 training centers having over 10 classrooms, simulators and laboratories facilities
Demand for aviation training in Africa, including for airport operations and management is more than the available supply.

The AFI Training Database provides insight on the status of aviation training in Africa.

Absence of information on existing resources.

Lack of harmonization of requirements.
Overview of African training supply and demand

Number of Students

Type of activities

Demand (number of students)
Capacity (number of students)
What does this tell us?

- Demand for aviation training in Africa is more than the supply in regulatory and airport operations.
- The apparent high capacity for training in airline and maintenance can be attributed to the fact that the airlines who responded are mostly those offering training.
Initiated the process of implementing Recommendation 5/8 of Special AFI RAN

Laid the foundation for the development of a framework for closer cooperation and harmonization of training requirements as well as standardization and quality assurance.
Received the Report of the Report of the Training Experts Working Group

Adopted a common strategic framework and action plan conceived to:

- contribute to improve the availability of affordable and quality training programmes, harmonized and standardized throughout Africa, and,
- promote of a common African Aviation training accreditation system recognized around the world
Reviewed the implementation of the action plan adopted by the 2\textsuperscript{nd} Pan African Aviation Training Coordination Conference

Developed a framework for harmonization of aviation training in Africa
Third Pan-African Aviation Training Coordination Conference, Cape Town, 27-29 July 2011

Establishment of Association of Training Organizations

Establishment of Centers of Excellence

Outcomes

Harmonized and standardized training programmes
Third Pan-African Aviation Training Coordination Conference, Cape Town, 27-29 July 2011

Outcomes

- Establishment of Training Advisory Board
- Adoption of criteria for mutual recognition of diplomas, certificates and degrees
- Quality training programmes, and a common African aviation training accreditation system
Thank you