INTERNATIONAL CIVIL AVIATION ORGANIZATION

First Meeting of the Africa - Indian Ocean Aviation System Planning and Implementation Group (AASPG/2)

Livingstone, Zambia, 2 - 6 November 2026

Agenda Item 4: Implementation of safety and air navigation goals, targets and indicators, including priorities set in the Regional Aviation Safety and Air Navigation Plans

Cooperative training scheme for the use of national instructors in the BAG region

(Presented by BAGASOO)

SUMMARY	
This working paper presents the importance of establishing a cooperative arrangement in the BAG region to promote the shared use of qualified and experienced national instructors drawn from Civil Aviation Authorities of BAG States, in supporting the BAGASOO mandate as it relates to national inspector training and qualification. It outlines the benefits associated with such initiative particularly in the light of present constraints in the region The action by the Meeting is in paragraph 3	
Strategic Goals	*Every flight is safe and secure*

1 INTRODUCTION

1.1 Inspector training and qualifications have been widely acknowledged as critical determining factor in the successful implementation of the certification and surveillance components of a states' safety oversight system. The reality has been that States with low EI in CE-4 have in many cases recorded correspondingly low EIs in the areas of certification and surveillance which had in turn slowed efforts towards certification of aviation facilities such as airports. The records of ICAO audits of BAG States during the early years of BAGASOO is also reflective of this.

1.2 Mindful of this trend and its implications on safety oversight, BAGASOO has established the Comprehensive Aviation Training System (CATS).

1.3 Due to the limited technical personnel, BAGASOO has over the years being unable to satisfactorily fulfil its yearly and projected training goals of providing training to members States to the extent required by its annual work programme.

1.4 In the light of the above, and in order to address glaring training deficiencies, it is imperative that a regional initiative be evolved that will enable the region to harness and maximize the human resource potentials within the States and ensure they are deployed effectively and optimally to support overall training delivery efforts and the ultimate training goal of the region.

2. DISCUSSION

2.1. Currently, BAGASOO has several courses to its credit. And it is in the process of developing other short courses, all of which form part of the requirements to be met by inspectors under the ITS. It is pertinent to note that its annual work programme activities cover not only training related tasks, but also the provision of technical assistance to States such as certification and surveillance assistance, quality assurance audits, preparation of States for ICAO Audits, regional/international collaborative programmes, technical document development, among others. In the light of these competing obligations, and the limited in-house manpower, it has often being constrained to implement an efficient and functional training delivery programme for the region.

2.2. Available records from the regional training database have shown that a huge overall demand exists for training of inspectors. The prevailing practice of over-dependence on tuition-based foreign training by State CAAs has proven to be capital intensive. Many CAAs have had difficulty implementing their annual training plans due to inadequate yearly budget and the constraints arising from the application of limited resources to meet competing demands. Apart from the internal efforts and arrangements of States, BAGASOO has over the years, worked in collaboration and with the assistance of industry partners and donors to meet some of these training needs. Specifically, FAA/DOT, EU/EASA, Airbus and Boeing must be commended. The assistance of these Organizations has complemented our efforts in the implementation of our annual training plans.

2.3. While these efforts are profoundly appreciated given their huge cost-saving implications, we must be mindful of the vulnerability of States and the region to external shocks arising from sudden policy changes of foreign governments that could impede these programmes. It is therefore imperative that a durable strategy be evolved towards addressing the longstanding issue of strengthening instructor capacity in order to be able to meet existing training needs of BAG member States.

2.4. More than ever before, it has become increasingly necessary to strengthen internal regional training capacity by adopting and implementing training initiatives that will give priority to the reduction of training cost through the expansion and strengthening of local and regional training resource base such as increasing the number of qualified national instructors, without compromising the quality of training provided.

2.5. BAGASOO's technical work includes certification and surveillance assistance, quality assurance audits, preparation for ICAO oversight audits, technical documentation and regional cooperation, alongside training. Reliance on the same limited group of experts for all these activities constrains course delivery. A planned pool of national instructors can broaden delivery capacity while allowing BAGASOO specialists to fulfil their other responsibilities.

2.6. In view of the above and in order to address the shortcomings associated with limited instructors available to BAGASOO and within the BAG region as a whole, for the delivery of training, BAGASOO has formally established a **Cooperative Training Scheme** enabling the use of suitably qualified and experienced national instructors and supporting the training of additional instructors.

2.7. BAGASOO's Cooperative Training Scheme (CTS) provides for the use of suitable qualified and experienced national instructors and the development of additional instructors. It draws on expertise within Member States to supplement BAGASOO's technical capacity. This paper proposes measures to make that regional resource more consistently available and to connect training delivery with inspector qualification and national oversight needs.

2.8. The Scheme envisages a Memorandum of Understanding between BAGASOO and Member States. The MOU define nomination, release of personnel, scheduling, travel and

subsistence, cost allocation, confidentiality and cancellation procedures. Each participating authority should nominate a focal point and identify likely instructor availability. Deployment should be agreed with the providing authority and planned around its oversight obligations. An instructor's inclusion in the regional roster should not be treated as automatic permission for release.

2.9. BAGASOO should maintain course-specific eligibility criteria covering technical qualifications, relevant experience and instructional ability. Selected instructors should complete course familiarization, indoctrination, supervised delivery and on-the-job training as appropriate before independent assignment. Periodic review should consider teaching performance, technical currency and changes to course material. This strengthens the qualification process described in the original Scheme and makes the scope of each instructor's approval clear to course planners and participating States.

2.10. Member States should identify priority inspector tasks and the initial, specialized, recurrent and on-the-job training required. BAGASOO should consolidate these needs into a rolling regional schedule, grouping compatible requirements and matching them to available instructors. National, regional or suitable blended delivery can be selected according to the learning objectives and cost. Practical competencies requiring observation should retain supervised assessment. The schedule should identify funding, host responsibilities, instructor release dates and alternatives for critical courses if an instructor becomes unavailable.

2.11. Common course standards, controlled materials and assessment criteria should support consistent delivery. BAGASOO should review participant feedback alongside assessments of learning and instructor performance. Member States should record attendance, successful course completion and subsequent task qualification separately. The responsible civil aviation authority retains the decision to qualify and authorize an inspector for an oversight task. Regional delivery should therefore be followed by the national practical training or assessment needed to turn course completion into operational competence.

2.12. Currently, there are a total of 23 instructors in the pool who have completed and qualified to conduct one or more of the following BAGASOO-developed courses – Resolution of Safety Concerns, Indoctrination, On-The-Job Training Instructors, Surveillance of Service Providers, Comprehensive Aviation Training System, Foreign Aircraft Safety Assessment Programme, Audit Techniques, Legislative and Regulatory Drafting.

2.13. The CTS can provide a basis for sharing selected courses and instructor expertise with interested regional safety oversight organizations (RSOOs). BAGASOO proposes exploring reciprocal arrangements where national requirements, course content, language and instructor qualifications are compatible. Cooperation should begin with agreed activities and verified capacity before considering a wider pool. The participating organizations should define costs, quality assurance and responsibilities. Such cooperation expands access to expertise without implying automatic recognition of inspector authorizations across States.

3 ACTION BY THE MEETING

3.1 The meeting is invited to:

a) note the information contained in the WP;

b) note the role of CTS in addressing training-delivery constraints and strengthening inspector capacity;

c) encourage Regional Safety Oversight Organizations and States to consider adopting similar initiatives given enormous overall benefit to the region as a whole and the

possibility of a multi-subregional pool or cross-regional sharing of resources;

d) encourage States to nominate qualified instructors, confirm their availability and establish or update participation and release arrangements;

e) encourage to validate a common instructor roster, coordinate a prioritized delivery schedule and report training results and remaining implementation constraints; and

f) request the Secretariat to facilitate consideration of progress and assistance needs through the Safety Management and Oversight Sub-Group (SMO/SG).