



**ASSEMBLY — 39TH SESSION**

**EXECUTIVE COMMITTEE**

**Item 23: ICAO Civil Aviation Training Policy and Capacity Building in Aviation**

**PREPARATION OF ROADMAP FOR CAPACITY BUILDING  
IN AVIATION IN CAMEROON**

(Presented by Cameroon)

**EXECUTIVE SUMMARY**

This working paper outlines the roadmap preparation project for capacity building in aviation initiated by Cameroon and details progress to date.

Like many member States, Cameroon faces a shortage of qualified, competent aviation personnel. The outlook for growth in air transport-related activities does not augere well for absorbing this manpower shortage if appropriate planning action is not taken to provide for sufficient numbers of human resources.

Cognizant of this situation, of which mention is made in Resolution A38-12, Appendix D, of the Assembly of ICAO, Cameroon authorities are seeking to resolve the issue of aviation capacity by involving those players likely to intervene in the training process (aviation professionals as well as teaching and vocation training structures).

One of the priorities of the roadmap currently being drawn up includes ongoing efforts to operationalize the Cameroon Civil Aviation Authority's (CAAA) Training School set up to provide regulatory and country-specific training for civil aviation authority personnel.

**Action:** The Assembly is invited to:

- a) Review the project initiated by Cameroon respecting the preparation of a roadmap for capacity building in aviation;
- b) Urge member States facing a shortage of qualified personnel to implement Standards and Recommended Practices (SARPs) and Procedures for Air Navigation Services (PANS), and prepare roadmaps to enhance capacity;
- c) Invite the ICAO Council to continue to support member States in harmonizing the proficiency levels of aviation professionals; and
- d) Appeal to contracting States, industry partners, international organizations as well as public and private entities to contribute to ongoing capacity building for aviation personnel.

<i>Strategic Objectives:</i>	This working paper relates to all Strategic Objectives
<i>Financial implications:</i>	
<i>References:</i>	Resolution A38-12, Appendix D

<sup>1</sup> French version provided by Cameroon.

## 1. INTRODUCTION

1.1 During the thirty-eighth session, the Assembly noted the difficulties encountered by certain member States in implementing Standard and Recommended Practices (SARPs) and Procedures for Air Navigation Services (PANS) owing to a shortage of qualified personnel to support the air transport system, current and future.

1.2 Bearing in mind that it is necessary to devote special efforts to help member States fulfil their needs in terms of human resources, the Assembly decided by dint of Resolution A38-12, Appendix D, that ICAO would assist member States in building and maintaining aviation personnel capacity through the Aviation Training Programme.

1.3 Faced with lacking numbers of competent, qualified aviation personnel, Cameroon initiated the preparation of a roadmap, based on ICAO policy, to provide for capacity building in aviation.

## 2. DISCUSSION

2.1 The secure, orderly development of air transport requires qualified human resources in sufficient numbers, which is not presently the case for sectoral players in Cameroon. The civil aviation authority is the entity which oversees the investigation of incidents and accidents, aircraft operators, maintenance organizations, airport managers, air navigation service suppliers and training organizations.

2.2 The roadmap providing for capacity building in aviation seeks to identify training priorities in the short and medium terms, and to define a strategy for addressing these issues in a sustainable manner.

2.3 Over and above the aforementioned front-line players, government departments and ministries responsible for secondary and upper level education, labour and vocational training are also involved in drafting this important planning document. Action in this regard aims to broach the issue of capacity building in aviation at different training levels: academic and vocational.

2.4 The preparation of the roadmap is being conducted in two phases: an introductory phase (Phase I) and an implementation phase (Phase II). Phase I of the initiative seeks to identify training needs current and future in all aviation sectors in Cameroon. Phase II entails producing the roadmap based on results obtained during Phase I

2.5 Phase I was completed following a workshop organized from 11 to 14 July 2016 at Yaoundé. This workshop aimed to:

- a) Identify the stages and tools required to develop a roadmap for building capacity;
- b) Institute the stages and tools specific to Cameroon;
- c) Implement ICAO provisions for building capacity.

2.6 The themes broached during this workshop made it possible to highlight upper level needs in terms of aviation sector jobs and profiles, training and training structures.

2.7 Operationalization of the Training School of the Cameroon Civil Aviation Authority was identified as a short term priority. Through this school, Cameroon seeks to become a centre of excellence for regulatory and country-specific training for civil aviation authority personnel.

2.8 The Douala Training Centre, which is part of the school, has organized and/or hosted since 2013 some twenty or so training sessions intended for safety and security supervisory personnel, as well as security partners personnel. To ensure that this centre tailors training programmes to ICAO standards, action has been taken to join the TRAINAIR PLUS programme.

2.9 Accordingly, we wish to seize this occasion to thank all partners (ICAO, Federal Aviation Administration (FAA) and European Aviation Safety Agency (EASA)) who, through international cooperation, have been instrumental in organizing greatly appreciated training sessions at this centre, sessions attended by aviation personnel from Cameroon and other States of the Central African sub-region.

### 3. CONCLUSION

3.1 The lack of sufficient numbers of qualified, competent aviation personnel in certain member States represents a major obstacle for properly implementing SARPs and PANS, and, as a consequence, for the secure, orderly development of international civil aviation.

3.2 Under ICAO's *No Country Left Behind* initiative, special efforts must be devoted at the international level to help member States fulfil their needs in terms of human resources.

3.3 Initiatives focusing on the preparation of roadmaps for capacity building in aviation, like the one enjoyed by Cameroon, are to be encouraged and supported.

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