



ASSEMBLY —39TH SESSION

EXECUTIVE COMMITTEE

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

**PREPARATION OF A ROADMAP FOR AVIATION COMPETENCIES DEVELOPMENT
IN CAMEROON**

(Paper presented by Cameroon)

REVISION NO. 1

EXECUTIVE SUMMARY

This working paper outlines the roadmap preparation project for developing competencies in aviation initiated by Cameroon and details progress to date. Like many Member States, Cameroon faces a shortage of qualified, competent aviation personnel. The expected growth in air transport will likely exacerbate this manpower shortage without proper human resource planning. 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 competencies by involving those players likely to intervene in the training process (aviation professionals as well as academic and vocational training establishments). One of the priorities of the roadmap currently being drawn up includes ongoing efforts to open the Training School of the Cameroon Civil Aviation Authority (CAA) set up to provide regulatory and specific training for civil aviation authority personnel. Cameroon has always taken the lead in supporting sub-regional training initiatives. If capacities are enhanced in Cameroon, other States in the Central African Region stand to benefit, as well as other French and English speaking States on the Continent thanks to the advantage of bilingualism.

Action: The Assembly is invited to:

- a) review the project initiated by Cameroon to prepare a roadmap for competencies development in aviation;
- b) encourage Member States facing a shortage of personnel qualified to implement Standards and Recommended Practices (SARPs) and Procedures for Air Navigation Services (PANS) to prepare roadmaps for enhancing their competencies;
- c) request the Council to:
 - continue to support Member States in harmonizing the competency levels of aviation professionals;
 - ensure that ICAO regularly provides Member States with the competencies required to implement SARPs, and;
 - ensure that ICAO assists Member States in implementing a roadmap for capacity development in aviation.

Strategic objectives:

¹ French version provided by Cameroon.

<i>Financial implications:</i>	
<i>References:</i>	Assembly Resolution A38-12, Appendix D

1. INTRODUCTION

1.1 During the thirty-eighth session, the Assembly noted the difficulties encountered by certain Member States in implementing SARPs and 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 in Resolution A38- 12, Appendix D, that ICAO would assist Member States in cultivating the competencies of aviation personnel through the Aviation Training Programme.

1.3 Due to a lack of competent, qualified aviation personnel, Cameroon began preparing a roadmap for aviation competencies development based on ICAO guidance material.

2. DISCUSSION

2.1 The safe, orderly development of air transport requires qualified human resources in sufficient numbers, which is not presently the case in Cameroon. This is a sector-wide problem: for the civil aviation authority that oversees the investigation of incidents and accidents, for aircraft operators, maintenance organizations, airport managers, air navigation service providers and training organizations.

2.2 The roadmap for competencies development 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, ministerial departments responsible for secondary and higher 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 current and future training needs 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 in Yaoundé. This workshop aimed to:

- a) identify the stages and tools required to create a roadmap for competencies development;
- b) introduce the stages and tools specific to Cameroon; and
- c) implement ICAO provisions for competencies development.

2.6 The themes broached during this workshop drew attention to high-level needs in terms of aviation sector jobs and profiles, training courses and structures.

2.7 Because Cameroon has a strong fabric of secondary and higher learning, the roadmap will help create synergies toward basic vocational training courses such as maintenance techniques.

2.8 A short term priority was to open the Training School of the Cameroon CAA. Through this school, Cameroon seeks to become a centre of excellence for regulatory and specific training for civil aviation authority personnel.

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

2.10 Likewise, the Aviation Authority has applied for accreditation for the Douala Training Centre as an ICAO Aviation Security (AVSEC) centre for the Africa-Indian Ocean (AFI) Region. The centre in Cameroon will be able to provide training for security personnel from French and English speaking countries, since Cameroon has both as official languages.

2.11 Accordingly, we wish to seize this occasion to thank all of our partners (ICAO, Federal Aviation Administration (FAA) and European Aviation Safety Agency (EASA)) who, through international cooperation, have provided support for the much appreciated training sessions at this centre which were attended by aviation personnel from Cameroon and other States of the Central African Region.

3. CONCLUSION

3.1 The lack 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 safe, orderly development of international civil aviation.

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

3.3 Initiatives to prepare roadmaps for competencies development in aviation like that of Cameroon are to be encouraged and supported.

3.4 Cameroon has always taken the lead in supporting sub-regional training initiatives. If capacities are enhanced in Cameroon, other States in the Central African Region stand to benefit as well as other French and English speaking States on the Continent thanks to the advantage of bilingualism