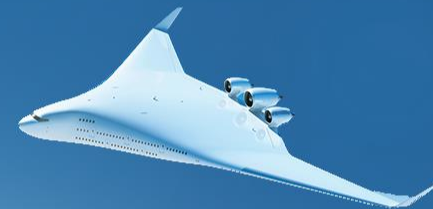


26TH AFI PLAN STEERING COMMITTEE MEETING



ICAO



Agenda Item 4: Review of the outcomes of the Aviation Professionals Study

Presented by: Secretariat

Nairobi, Kenya: Aug 2023

- Introduction
- Summary of Implementation Progress
 - Review and finalization of the existing analysis and assessment
 - Development of an implementation strategy and plan
 - Review of the present capacity of approved training centres to meet the forecast capacity building demand
 - Propose mechanisms/options for the sustainable funding of the proposed implementation of the plan
 - Additional information
- Actions by the meeting

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Background

- Lack of qualified personnel in the AFI Region → States' struggle to fulfil their international obligations under the Chicago Convention and to participate effectively in the global aviation market
- Discrepancy addressed by AFI Plan, AFI SECFAL Plan and HRDF
- There is a need to implement the African Aviation Training Roadmap, developed by AATO and supported by ICAO GAT, upon the recommendation of AFI Plan and AFI SECFAL Plan Steering Committees



- Based on information provided in previous slide, the present project's objectives are to:
 - Establish baseline data/information on aviation professionals in the region and build a sustainable platform for available data on expertise in real time
 - Assess the existing gaps of expertise in specific areas and present future anticipated demand to effectively carry out the oversight responsibilities of States in the AFI region
 - Develop a tool to support a database/platform providing information on the available aviation professionals and accessible to relevant stakeholders such as AATO, AFCAC, AFI Plan, AFI SECFAL Plan, ICAO and RSOOs
 - Address the gender balance and parity inadequacies in the AFI Region
 - Prioritize and provide the required training and competencies

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Review and finalization of the existing analysis and assessment

- Main results of the SWOT/PEST analysis (1)

Item	ESAF	WACAF
Strengths	• No significant safety concerns • 7 States have reached the world average of 67.6% EI • Out of these, 6 States achieved the GASP Target of 75% EI	• No significant safety concerns • 9 States have reached the world average of 67.6% EI • Out of these, 5 States achieved the GASP target of 75% EI
Weaknesses	• 12 States below 60% EI • Out of these, 2 States below 30% EI • Weak performance in CE-6 • 1 State at SSP Level 4 Implementation	• 10 States below 60% EI • Out of these, 6 States below 30% EI • Weak performance in CE-6 in PEL, OPS, ANS and AGA • No SSP Level 4 Implementation

Review and finalization of the existing analysis and assessment

- Main results of the SWOT/PEST analysis (2)

Item	ESAF	WACAF
Opportunities	• Availability of GSI PEL, OPS, AIR • The COVID-19 pandemic threat has reduced and economies opening up	• Availability of GSI PEL, OPS, AIR • Exceptional natural mineral resource and production of industrial crops
Threats	• No GSI course for ANS, Surveillance and Resolution of Safety Concerns • Political instability and uncertainty	• No GSI course for ANS, Surveillance and Resolution of Safety Concerns • Political instability and uncertainty

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Main findings and recommendations

- A list of 19 courses to be delivered in the short to medium term was established
- 15 target states for the short term were identified
- Courses should be developed in English, French and Portuguese
- Approved training organizations (ATOs) to work with partners to develop local content versions of courses in the various categories and to develop specific course in uncovered areas
- To meet adequacy and regional balance in the medium to long term, States should encourage qualified individuals apply and enrol as qualified instructors and provide motivational packages for instructors

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Main findings

- Any ICAO-approved ATO can deliver the GSI PEL, OPS and AIR courses as well as the course CAA Approval of Training Organizations
- The East African Aviation Academy (EASA) can deliver the four recommended ANS courses
- More instructors should be certified for the GSI courses, including French-speaking ones

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Main recommendations

- Call on ATOs to lower course fees and when possible conduct in-house training
- Where a training centre can utilize staff of the local civil aviation authority (CAA), an incentive teaching fee should be paid
- Negotiate with various institutions, e.g. the Federal Aviation Administration (FAA)/Department of Transportation (DOT), the European Aviation Safety Agency (EASA), the Government of Singapore, the World Bank, the African Development Bank, etc., for financial support
- Deliver GSI and other courses in virtual classroom format
- Consider the creation of an “AFI Aviation Professionals Fund” to be sponsored voluntarily by States, organizations, and corporate bodies as a sustainable long-term strategy to ensure continuous training of personnel

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- A workshop was held from 14 to 15 June 2023 to present the outcomes of the study in more detail to Member States. The study report is available on the ICAO website: <https://www.icao.int/WACAF/Pages/AviationProfessionalCVW.aspx>.
- In order to complete the activities related to the study, a database system is being procured. The system will allow the tracking of aviation professionals in the States and of the capacity of ATOs in the AFI region

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✈ The meeting is **invited to take note of the contents of this paper**



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THANK YOU