ICAO

GLOBAL AVIATION TRAINING
TRAINAIR PLUS™

Training and Human Resources Development Issues in Africa

5TH AFI Aviation Safety Symposium

Niamey, Niger

16 July 2018

Presented by

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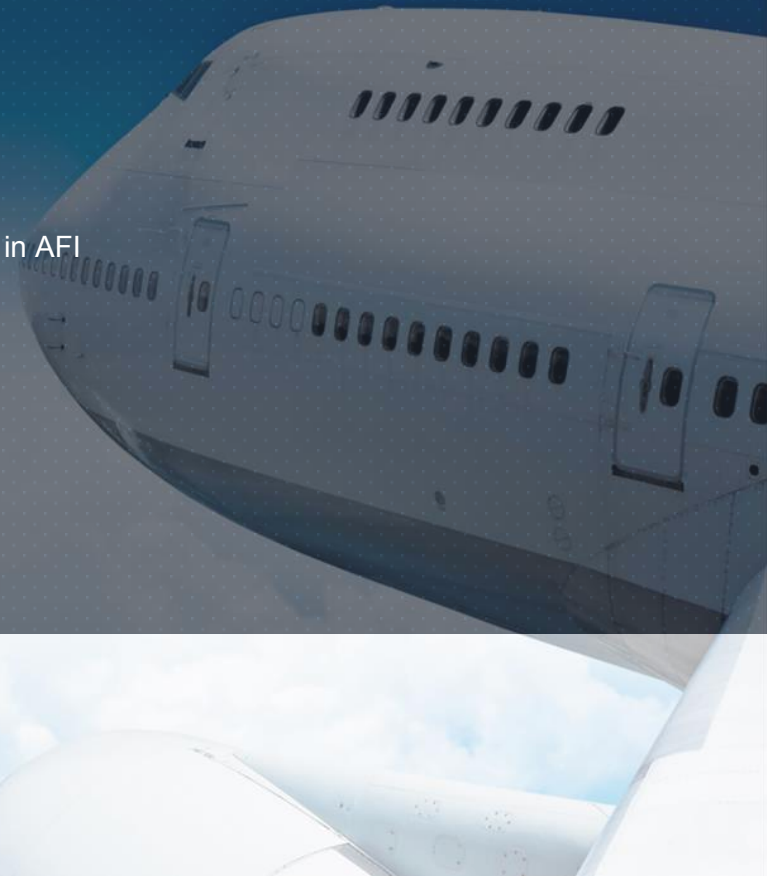
Agenda



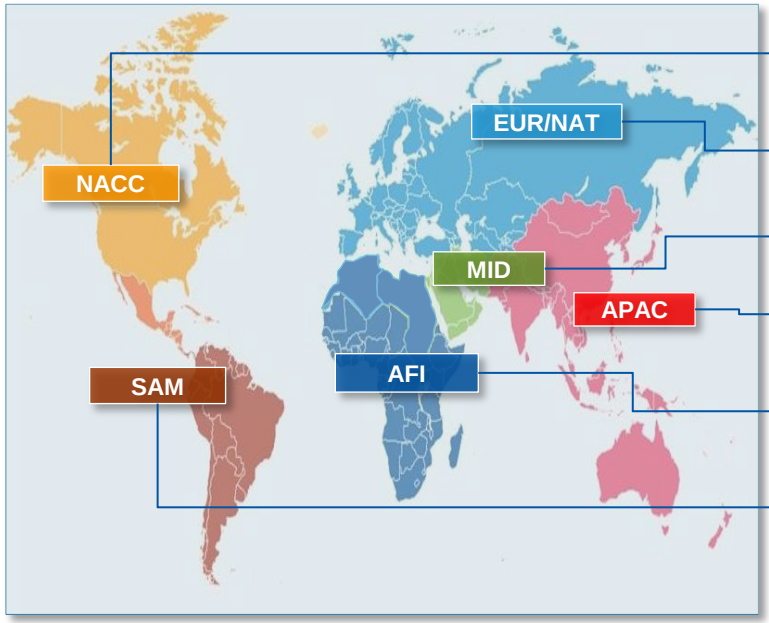
- ICAO's Global Aviation Training (GAT) Activities in AFI
  - TRAINAIR PLUS Programme network
  - Course development status
  - Course delivery activities
- Training and human resources challenges
- Path forward

TPP Membership in AFI (22 Members)

Algeria		1
Angola		1
Botswana		1
Cameroon		1
Egypt	1	2
Ethiopia	1	1
Chana		1
Kenya	1	
Mauritius		1
Morocco	1	1
Niger	1	
Nigeria	1	
Senegal		1
South Africa	1	
Sudan		1
Tanzania		1
Tunisia		1
Zambia		1

TPP Global Membership Distribution

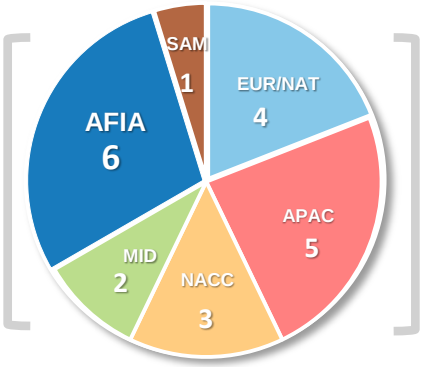
Membership Regional Distribution



North America Central America The Caribbean	16
Europe and North Atlantic	17
Middle East	10
Asia Pacific	25
AFI	22
South America	12
TOTAL	**102**

Membership Category

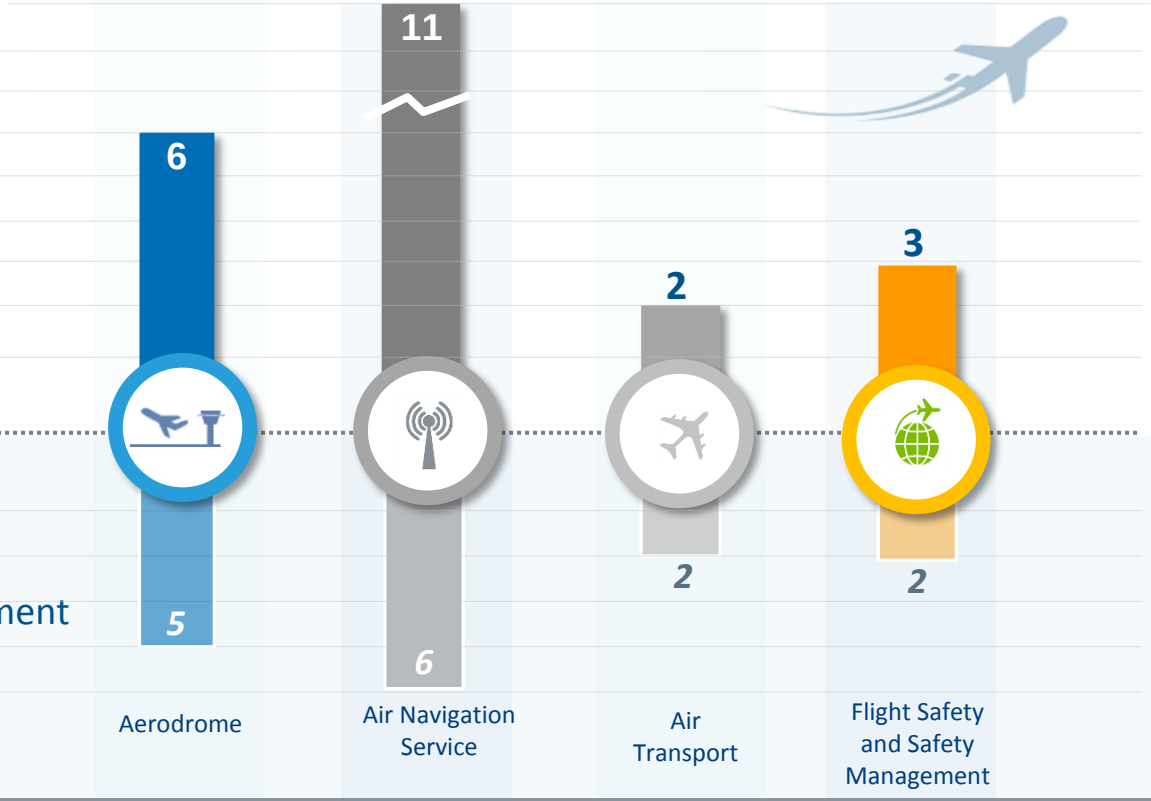
Associate	39
Full	38
RTCE	**21**
Corporate	4



Course Development Status in AFI

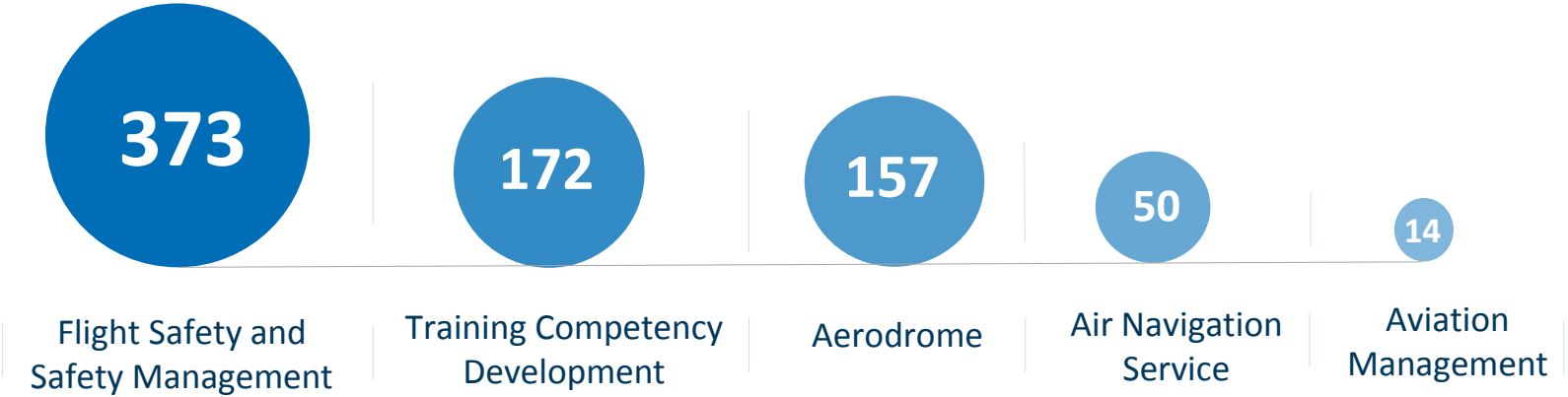
22 Courses Developed

15 Courses Under Development



Course Implementation in Africa (2017)

786 trainees completing ICAO courses



49 deliveries of ICAO courses

Training challenges facing States

- Lack of harmonization of licensing requirements
- “Train Regionally” concept currently difficult to implement
- Lack of harmonization and standardization of curricula
- Non-recognition of certificates
- Insufficient resources (financial, human, material)
- Redundancy of training

Path forward

- **Strengthening collaboration and harmonization**
  - i.e. through the Association of African Aviation Training Organizations (AATO)

- **Pursue standardization of training**
  - In the fields of course development, instructional delivery, management of training etc.

- **Sharing available resources**
  - such as existing courses; course developers, instructors, training managers

Existing Competency-based Courses

	Courses available	Courses under development
AERODROMES	53	22
AIR NAVIGATION SERVICES	51	20
AIR TRANSPORT	9	6
ENVIRONMENT	2	0
FLIGHT SAFETY & SAFETY MANAGEMENT	28	13
SECURITY & FACILITATION	14	2
TRAINING COMPETENCY DEVELOPMENT	7	1
AVIATION MANAGEMENT	3	0
TOTAL	**167**	**64**

ICAO Training Portfolio (1)

General

1. Fundamentals of the Air Transport System — E-learning

Air Law

1. International Air Law Course

Economics — E-learning

1. Air Transport Forecasting Course
2. Air Transport Statistics Course
3. Air Transport Economics and Regulations course

Safety Audit and Inspection

1. ICAO Government Safety Inspector Operations – Air Operator Certification Course (GSI-OPS-18700) — E-learning
2. ICAO Government Safety Inspector Personnel Licensing Course (GSI-PEL-18710)
3. ICAO Government Safety Inspector Airworthiness – Air Operator and Approved Maintenance Organization Certification
4. Universal Safety Oversight Audit Programme Computer-based Training (USOAP CBT)

Training Competency Development

1. Validating Competency-based Training (VCT) – EN/SP — Spanish
2. Post-Training Evaluation (PTE) Course - EN/SP
3. Post-Training Evaluation (PTE) On site OJT
4. Managing Aviation Training Intelligence (MATI) - EN
5. Training Developers Course (TDC) - EN/ SP — Spanish
6. Training Instructors Course (TIC) Part 1 — E-learning
7. Training Instructors Course (TIC) Part 2 – EN/SP — Spanish
8. Training Managers Course (TMC) - EN/SP — Spanish

ICAO Training Portfolio (2)x

SMS

1. Safety Management for Practitioners (SMxP)
2. Aerodrome Safety Management Incorporating PANS-Aerodromes
3. Online Safety Management Training Course E-learning
4. Masters Programme in Safety Management

Aerodrome

1. ICAO-ACI Aerodrome Certification Course
2. ICAO-ACI Course in Airport User Charges
3. ICAO-ACI Management of Airport Security
4. Airport Management Professional Accreditation Programme (AMPAP)

Personnel Licensing

1. Personnel Licensing (PEL) System (Part 1) E-learning
2. Personnel Licensing (PEL) System (Part 2)

ANS - PBN

1. Performance-Based Navigation (PBN) Operations
2. Performance-Based Navigation (PBN) - Airspace Design
   Performance-Based Navigation (PBN) Overview Course
3. Performance-Based Navigation (PBN) for Pilots Course

Management

1. Management Certificate in Civil Aviation

Others

1. Dangerous Goods Part 1 – Using the Technical Instructions for the Safe Transport of Dangerous Goods by Air
2. Control of the Authenticity and Validity of Travel Documents at Airport Borders - Level 1
3. ECCAIRS - European Co-ordination Centre for Accident and Incident Reporting Systems (ECCAIRS) Technical/ End User Courses

Providing ICAO training in cost-effective way

Course Development/ Delivery Costs

- Course Developer(s)
- Subject Matter Expert(s)
- Course validator(s)
- Course updates
- Instructor fees
- Delivery costs (logistics)

Accessibility

- Group pricing
- Scholarships
  - Tuition fee only
  - Tuition fee and travel costs
- Continuing pricing review

CAA Senior and Middle Managers Training Course (CAA SMMTC)

Course Goal

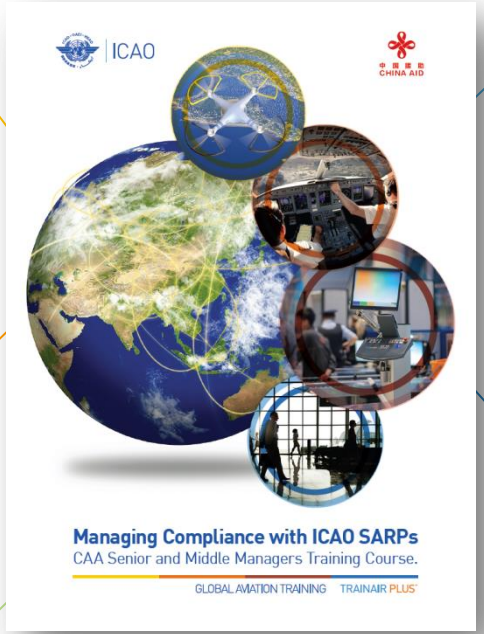
This course aims to enable CAA senior and middle managers to effectively plan, manage and assess the implementation of ICAO SARPs in their States.

Course Objectives

1. Developing the ICAO SARPs Implementation Plan
2. Managing the ICAO SARPs implementation
3. Assessing the ICAO SARPs implementation

Target Audience

Senior and middle managers of State's CAA in charge of SARPs implementation



Course Format

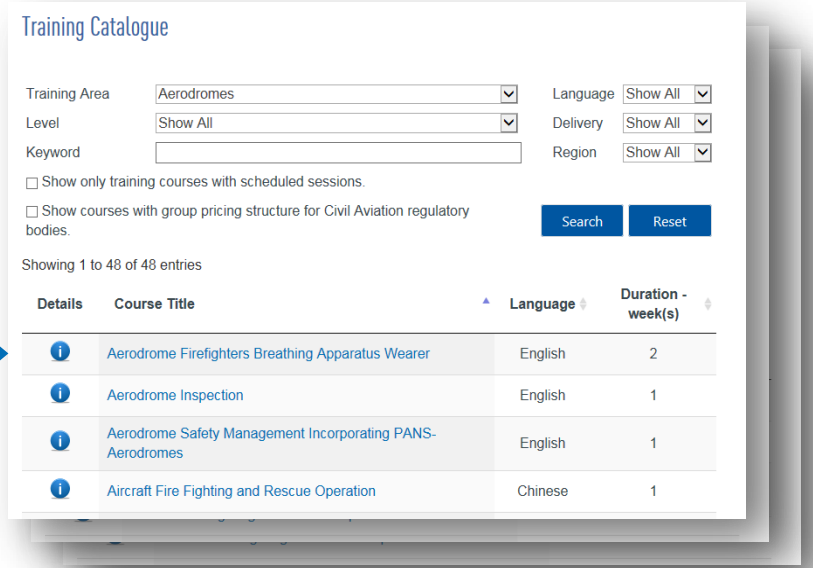
- **Mode** : Blended (online + classroom)
- **Duration** : 1 week / 5days
- **Language** : Spanish, English, French

Delivery Projections

- **Deliveries** : 20 sessions globally from July 2018 to January 2019 (8 in AFI)
- **Trainees** : 500 scholarships will be offered

ICAO Training Portfolio (Searching)

https://www.icao.int/Training



Thank you