Twenty-Second Meeting of the AFI Planning and Implementation Regional Group (APIRG/22)
(Accra, Ghana, 29 July – 2 August 2019)

Agenda Item 4: Other Air Navigation Issues

REGIONAL FRAMEWORK ON COMPETENCE – BASED INSPECTOR TRAINING PROGRAMME

(Presented by EAC - CASSOA)

SUMMARY
This paper presents on the AFI Region framework for provision of competency-based training for the purpose of developing and maintaining competent subject matter experts for the provision of a safe and efficient air transportation system. The AFI region competency model emphasizes on the need to gradually achieve "competency maturity" among the experts through the process of improved awareness, development, proficiency to mastery of a given safety related role and responsibility.

Action: The Assembly is invited to:

a) to promote use of the competency-based training and assessment model (CBTA) for purposes of improving the performance on safety-related roles and responsibilities;
b) develop and implement mechanism for collaboration among ICAO, RSOO and Approved Training Organizations to champion competence- based training programmes for the benefit of AFI region
c) take note of the AFI region efforts to develop instructional capabilities and capacity on competency-based training and assessment with the sole objective of achieving desired levels of competencies in the region.

Strategic Objectives:	This working paper relates to Strategic Objectives A – Safety, B – Air Navigation Capacity and Efficiency,
Financial implications:	
References:	• AFI CIS Policy and Procedures Manual • Doc 9868 – PANS-Training • Doc 9379 - Manual of Procedures for Establishment and Management of a State's Personnel Licensing System • Doc 9841 - Manual on the Approval of Training Organizations • Doc 10011 - Manual on Aeroplane Upset Prevention and Recovery Training • Doc 9625 - Manual of Criteria for the Qualification of Flight Simulation Training Devise • Doc 9995 - Manual on Evidence-Based Training

1. INTRODUCTION

1.1

1.2   ICAO Universal Safety Oversight Audit Programme (USOAP) audit results of many AFI States have revealed significantly unsatisfactory levels of effective implementation (EI) of the critical elements of a safety oversight system. As a result, AFI States form the majority of States have been challenged to close out the gap on improving the EI greatly attributive to deficiencies in the competency, skills and availability of competent personnel. Based on prevailing situation, it is

important to ensure that not only number of inspectors in the AFI States is sufficient but also competence among the Safety inspectors is developed and nurtured. To achieve, it is important to develop and maintain a training regime that fosters building of attitudinal or behavioral inclinations towards disposition that influence an individual choice for achieving performance.

1.3   The objective of competency-based training and assessment is to provide a competent workforce for the provision of a safe and efficient air transportation system. The competency-based training and assessment (CBTA) model is premised on developing attitude to resolve safety deficiencies from the perspective of intrinsic drive of the subject matter expert to achieve observable performance. The model emphasizes on the need to achieve the necessary "competency maturity" gradually developing the expert from improved awareness, development, proficiency to mastery of a given role and responsibility.

1.4   Unlike the traditional form of training which relies on the qualification-based principles based on the Annex provisions and national regulations and expressed in quantitative terms, competency based training framework is solely reliant on qualitative "results-oriented" programme aimed at providing would be experts with "observable behaviours" that fosters inclination towards safety practices, effectiveness and efficient in the performance of given roles and responsibilities.

1.5   In addition, the competency-based training is structured in manner that provides for adequate training design requirements that includes establishing the needs analysis, developing of competency-models, training and assessment plans and feedback from the learners on the competency

1.6   Framework for the AFI-Comprehensive Inspector Scheme (CIS) administered by AFCAC for purposes of providing coordinated support towards African States, it is emphasized that Inspectors should have the relevant skill sets, knowledge and attitude that fosters performance. The framework is also in synchrony with latest draft provisions of ICAO Document 9868 – PANS-Training.

2.   DEVELOPMENT OF INSPECTOR'S TRAINING BASED ON COMPETENCY BASED AND ASSESSMENT FRAMEWORK

2.1   The ICAO ESAF, East Africa School of Aviation (EASA) and EAC CASSOA on its meeting conducted on the 19 June 2019 at United Nations Offices in Nairobi deliberated on the need to building and maintaining harmonious efforts on matters relating to providing competency-based training in identified areas of "great training need" in the EAC region and beyond. The existing collaboration among the organizations in regard to building capacity in different safety and security oversight domains is aimed at improving competencies of Inspectors in the region based on AFI-CIS and ICAO Global Aviation Training frameworks. The organizations agreed to implement collaborative approach towards identifying gaps, areas of training, modalities for delivery of the training and developing structured course material and finally providing the course in the region and beyond.

2.2   Additionally, delivery of training on the identified areas contributes to improvement performance and the overall regional human capacity and capabilities in line with the critical element 4 (CE-4) of the Universal Safety and Security Oversight Systems and revised Abuja Safety Targets. Wide gaps in inspector competencies are observed in the areas of certification of approved training organization (ATOs), expertise of dangerous goods and certification of aerodromes.

3.   DEVELOPING INSTRUCTIONAL CAPABILITY AND CAPACITY IN THE AFI REGION

3.1   A successful competency-based training is reliant on the building capabilities in the instructions that are offered. Despite being a global phenomenon, African States have for quite period of time been faced with the challenges of securing adequate instructional capabilities and capacity to

meet the existing demand on compliance with the ICAO SARPs. Based on this fact, it is prerequisite that instructional capabilities are developed to meet the current demands in line with AFI CIS, ICAO GAT and guidance contained in ICAO Doc 9868-PANS Training. AFCAC together with the global Partners will take a leading role in ensuring this objective is attained for the benefit of global air transport system.

4. CONCLUSION

4.1   In order for AFI States and beyond to attain the desired level of Effective Implementation with regard to CE-4, it is important a competency-based training is implemented as a prerequisite to achieving satisfactory performance with regard to compliance with safety standards and recommended practices. The meeting is invited to:
4.2

  a) to promote use of the competency-based training and assessment model (CBTA) for purposes of improving the performance on safety-related roles and responsibilities;

  b) develop and implement mechanism for collaboration among ICAO, RSOO and Approved Training Organizations to champion competence- based training programmes for the benefit of AFI region

  c) take note of the AFI region efforts to develop instructional capabilities and capacity on competency-based training and assessment with the sole objective of achieving desired levels of competencies in the region.