



International Civil Aviation Organization

Third Pan-African Aviation Training Coordination Conference

Cape Town, South Africa, 27 – 29 July 2011

Report on the status of aviation training needs and resources in Africa

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Outline

- Recommendation 5/8 of the Special AFI-RAN and its Implementation
 - ➔ The Recommendation
 - ➔ The Training Experts Working Group (TEWG)
 - ➔ AFI Training Database
- Update on the status of aviation training needs and resources in Africa
- Pan African Aviation Training Coordination Conferences



Special AFI-RAN Recommendation 5/8

- ✈️ ACIP in cooperation with AFCAC and other stakeholders organize Pan African Training Coordination Conferences that will serve as the framework for closer cooperation and harmonization of training requirements as well as standardization and quality assurance;
- ✈️ The First Pan-African Training Coordination Conference form a working group of training experts to define a master plan for harmonization of training in the AFI Region;

Tasks of the Working Group of Training Experts



Develop framework for harmonisation of aviation training in Africa



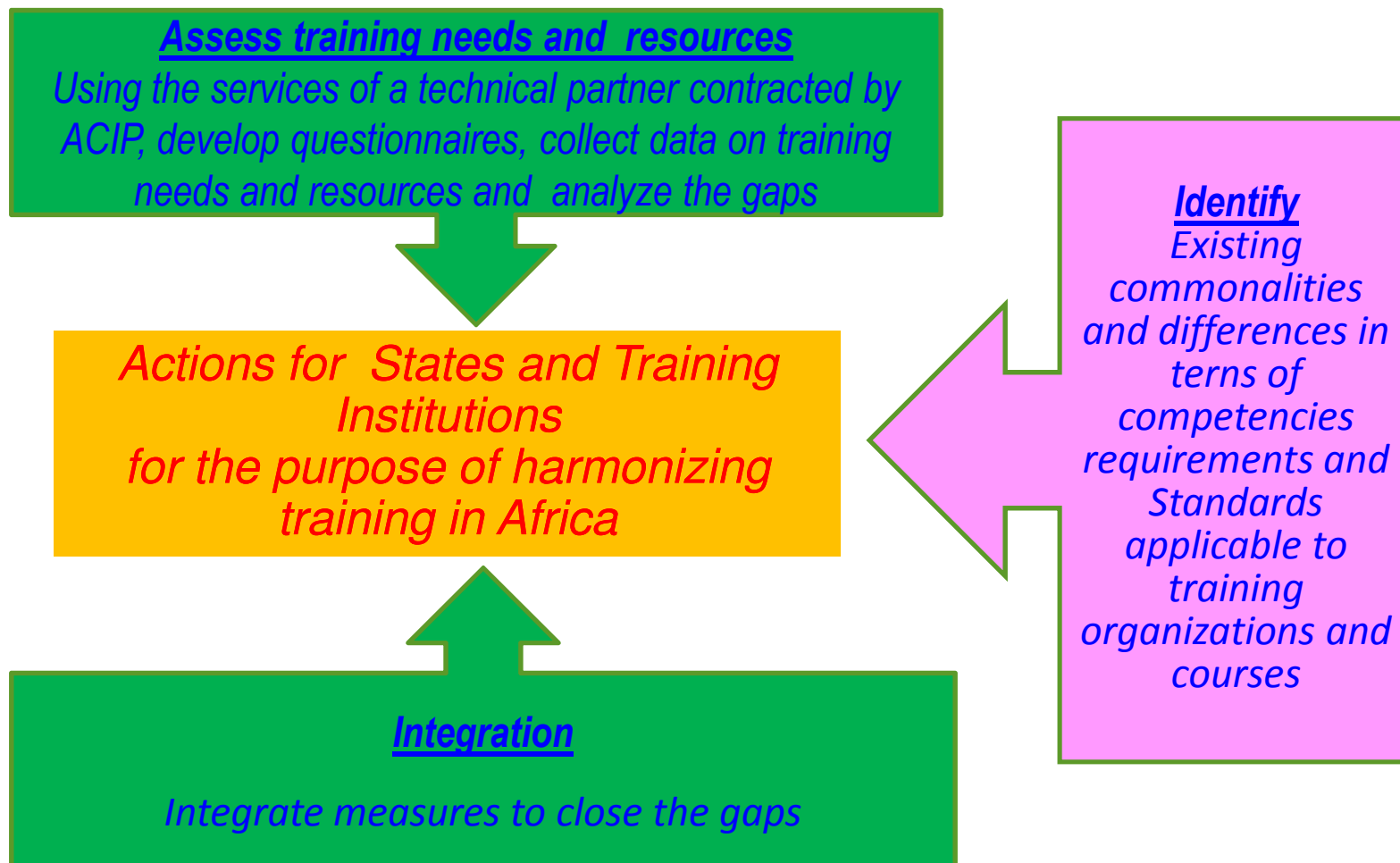
Establish database for aviation training needs and capacities in Africa



Determine and distribute actions for States and training institutions

Implementing the recommendation

- Methodology applied by the TEWG



Survey – training needs and available capacity



- An agreement was signed with SITA to conduct the training need analysis and available capacity based on Africa-wide survey
- Two sets of questionnaires, aimed at
 - *Training Organizations to assess training resources, and*
 - *States and Aviation Services providers to assess training needs; were sent out*
- Additional qualitative information collected through site-visits to selected States and training organizations

Survey – training needs and available capacity



- Training needs
 - Questionnaire aimed at four categories of Organizations
 - *Regulators*
 - *Air Navigation Services Providers*
 - *Airlines*
 - *Airports Operators*
 - *Aircraft Maintenance Organizations*
 - Recognized that Aviation organizations in Africa may fall in one or more of the above categories

Survey – training needs and available capacity



- Questionnaire objectives
 - For key specialists skills/jobs/functions, assess
 - *levels of staffing*
 - *current and forecasted demand of training*
 - Identify Sources of Training
 - *internal*
 - *external*
 - Organization information related to human resources
 - *ownership*
 - *human resources and training plan*
 - *language(s) used for training*
 - *recruitment and sources of training personnel*

Survey – training needs and available capacity



- Questionnaire objectives
 - Identify capabilities of the Training Organization
 - *Instructors*
 - *Accreditations*
 - *Quality Management*
 - Identify existing structures for managing training
 - *Development of courses syllabi*
 - *Examinations Management*

Survey – training needs and available capacity



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Survey – training needs and available capacity



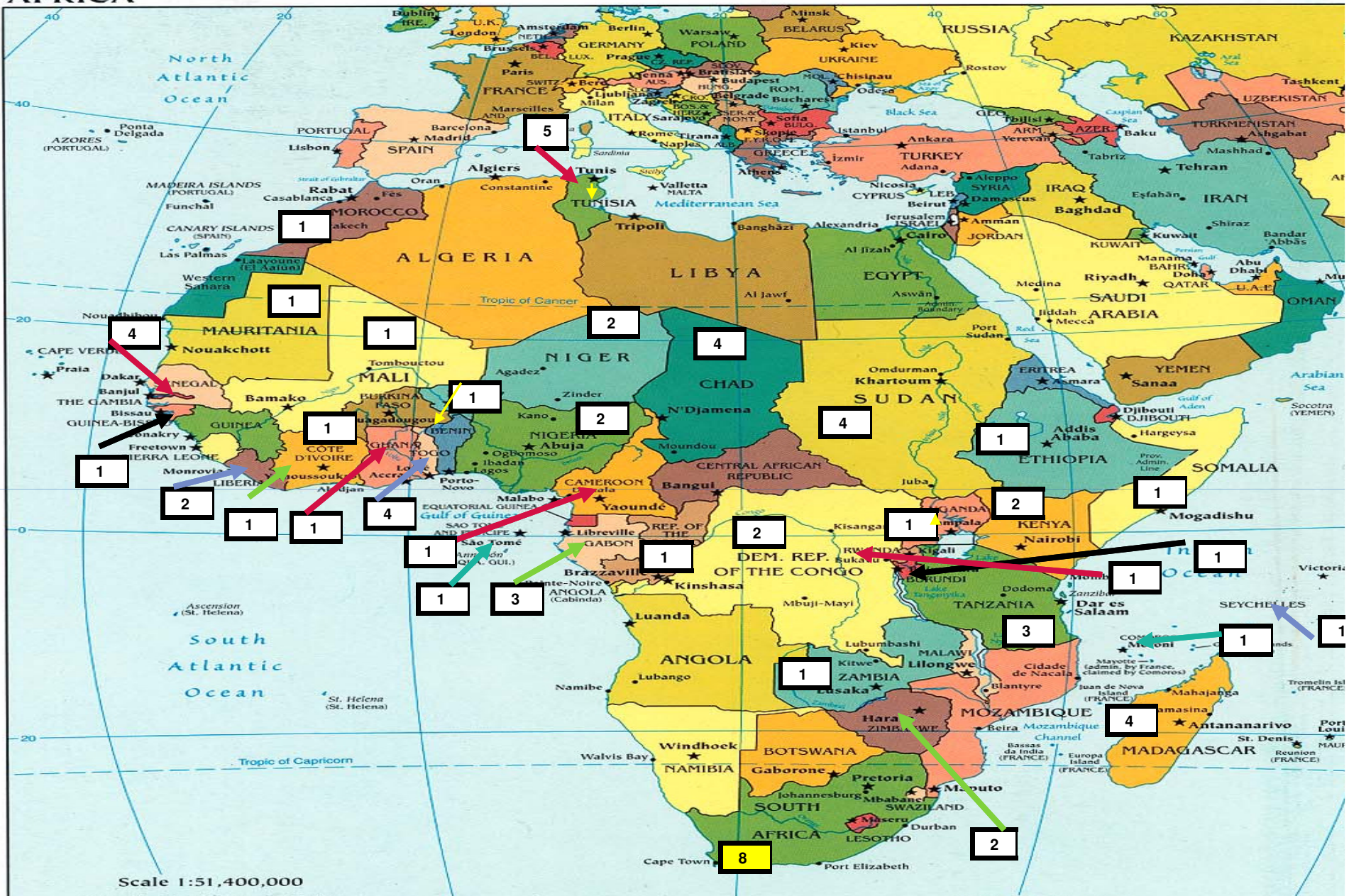
- Questionnaire objectives
 - For key specialized courses, assess
 - *capacity (courses offered and number of seats per annum)*
 - *entry requirements*
 - *qualifications standards*
 - Gather information on
 - *training facilities*
 - *training aids*
 - *students logistics*



AFI Training Database

- ❑ The data collected in 2009 has been incorporated in a database.
- ❑ It contains data collected during the survey.
- ❑ It is also be used to store information on courses run by each training organization and training demand by States, and aviation services providers who have responded to the initial survey.
- ❑ Additional responses received after the survey have been incorporated into the database

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Training Needs - As of 30 June 2011 : 75 Responses from States, and Aviation Services providers from all over Africa

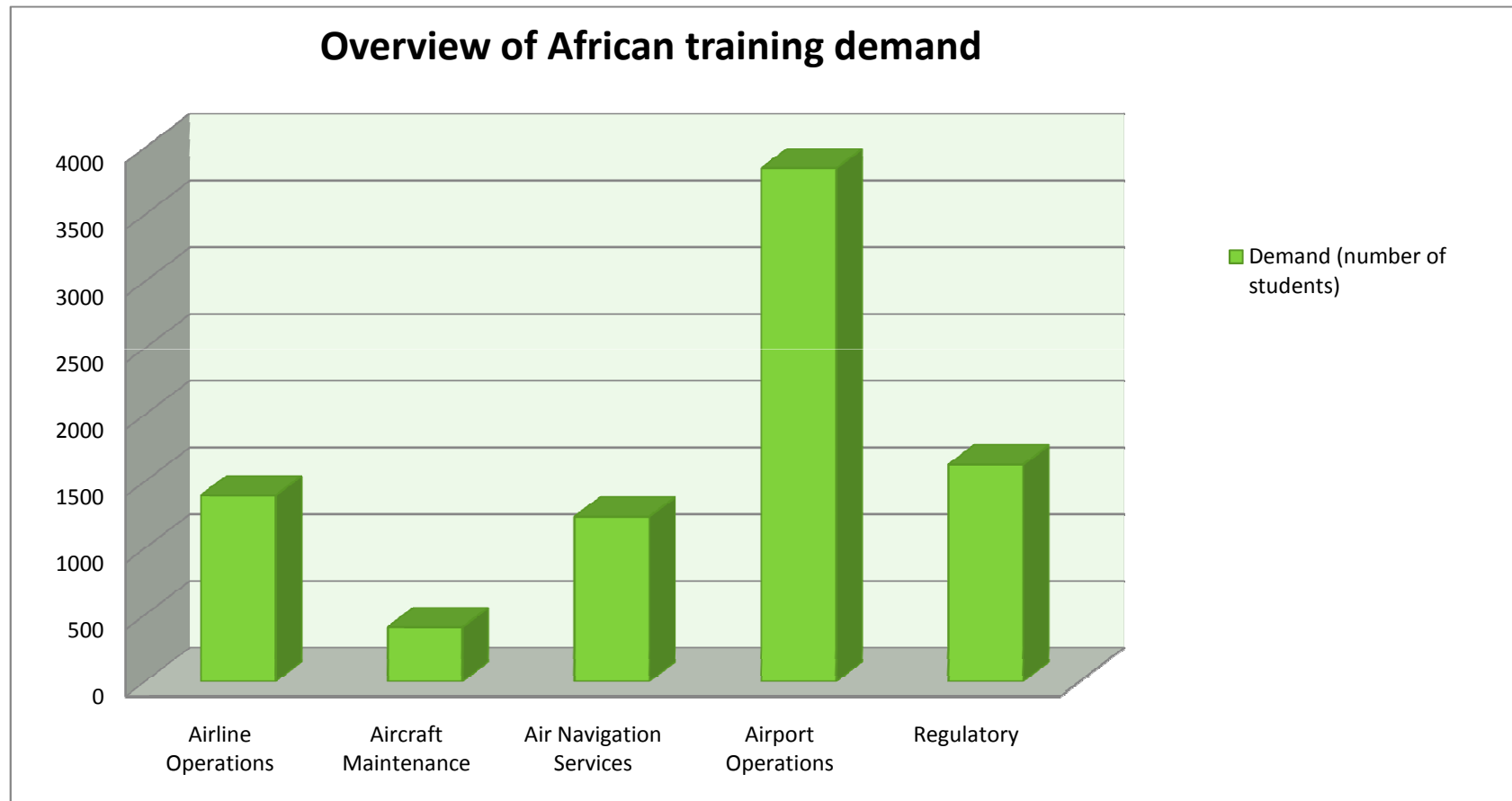
Update on the aviation training needs in Africa



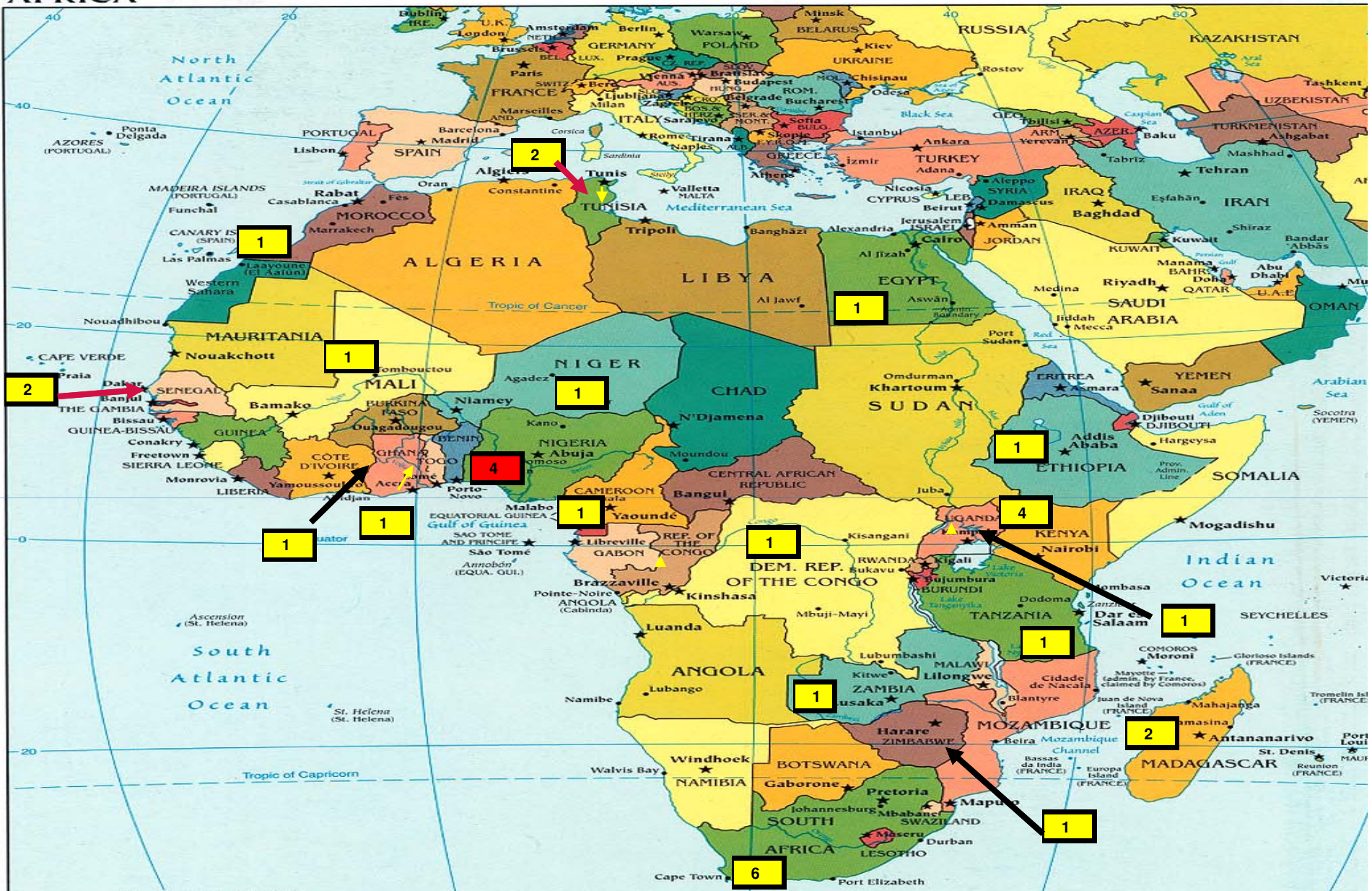
□ 75 Responses from 37 States

- Civil Aviation Authorities (Regulator only) : 23;
- Air Navigation Service Provider (ANSP): 6;
- ANSP and airport operator : 4;
- Airport operator : 15;
- Airline : 20;
- Airline and Approved Maintenance Organisation (AMO) : 2;
- Regulator and ANSP and airport operator: 4;
- Regulator and airport operator : 1.

Review of Responses - Needs



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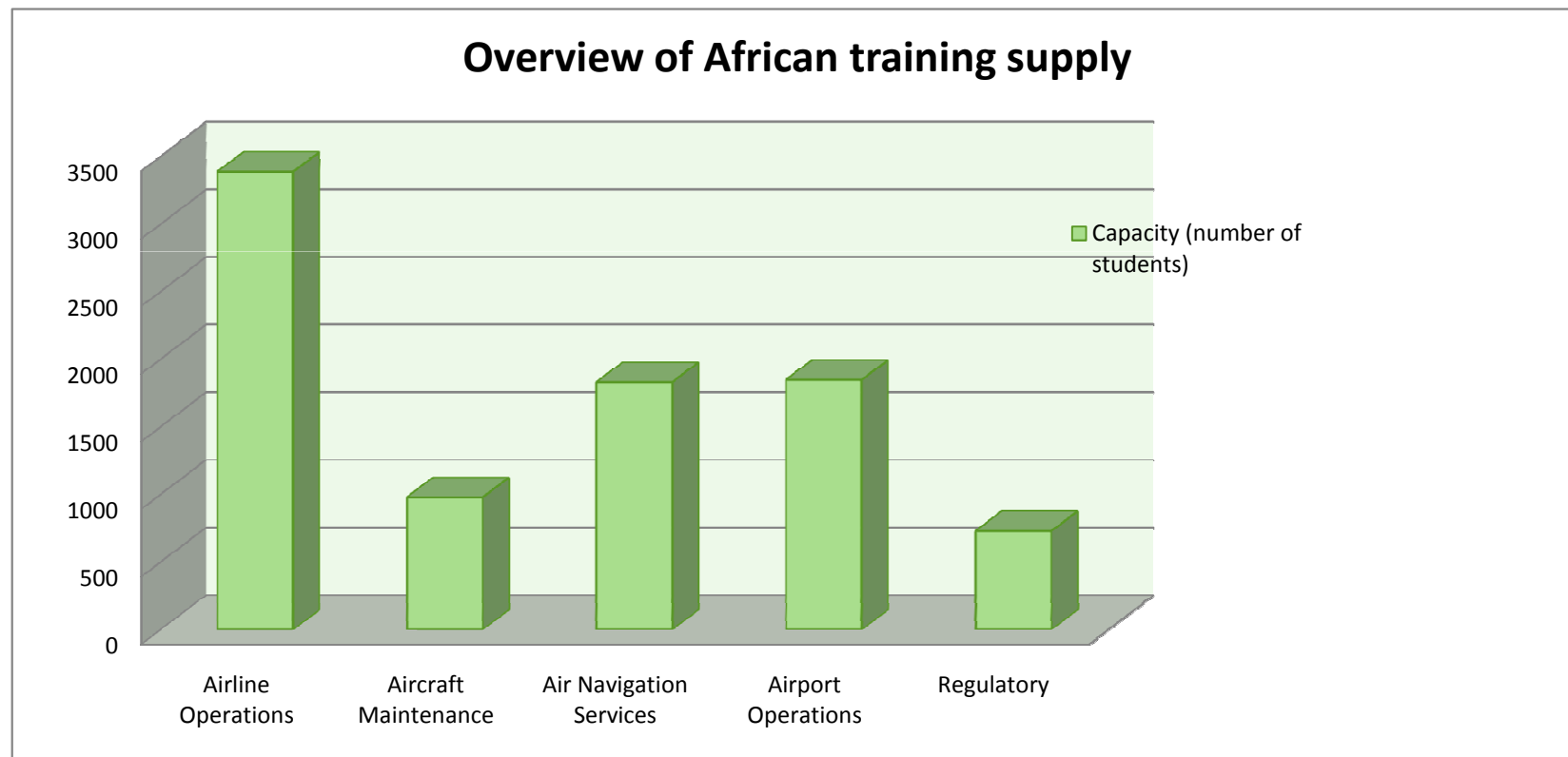
Training Resources: As of 30 June 2011, Responses received from 35 Training Providers



Review of Responses - Capacities

- 35 Responses from 17 States
 - ✈ 04 owned by Airlines;
 - ✈ 02 owned by airports operators;
 - ✈ 02 owned by CAAs;
 - ✈ 04 owned by ANSPs;
 - ✈ 23 autonomously owned.

Review of Responses - Capacities





Review of Responses - Capacities

☐ **Accreditation and Quality Control**

- National accreditation systems as required by the CAAs or local education board.
- Some training centers : ISO, other national CAA, international organization including ICAO TRAINAIR.

☐ **Instructional Staff**

- More than 67% of the training centers have less than 10 instructors on a permanent basis
- Only 4 respondents have over 40 instructors on a permanent basis.

☐ **Syllabi**

- competency-based
- performance objective
- outcomes based approach.

☐ **Training facilities**

- 5-9 classrooms
- only 5 training centers having over 10 classrooms, simulators and laboratories facilities



AFI Training Database

Demand for aviation training in Africa, including for airport operations and management is more than the available supply

The AFI Training Database provides insight on the status of aviation training in Africa

Absence of information on existing resources

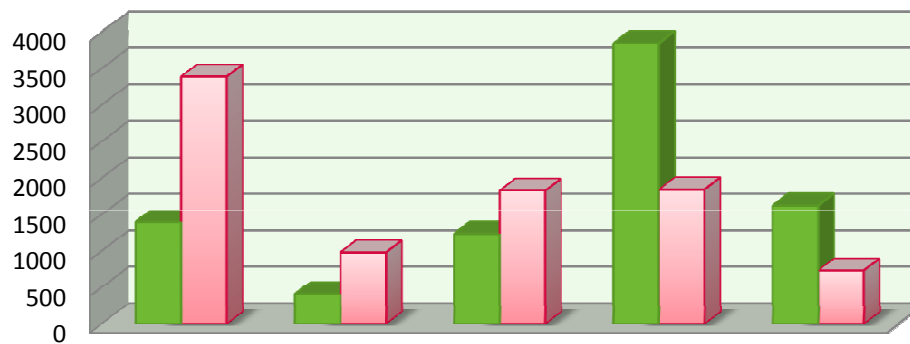
Lack of harmonization of requirements

The Big Picture



Overview of African training supply and demand

Number of Students



■ Demand (number of students)

■ Capacity (number of students)

Airline Operations
Aircraft Maintenance
Air Navigation Services
Airport Operations
Regulatory

Type of activities



What does this tell us ?

- ❑ Demand for aviation training in Africa is more than the supply in regulatory and airport operations
- ❑ The apparent high capacity for training in airline and maintenance can be attributed to the fact that the airlines who responded are mostly those offering training

First Pan-African Aviation Training Coordination Conference, Niamey, 17-19 February 2009



- ❑ Initiated the process of implementing Recommendation 5/8 of Special AFI RAN
- ❑ Laid the foundation for the development of a framework for closer cooperation and harmonization of training requirements as well as standardization and quality assurance

Second Pan-African Aviation Training Coordination Conference, Cairo, 22-24 June 2010



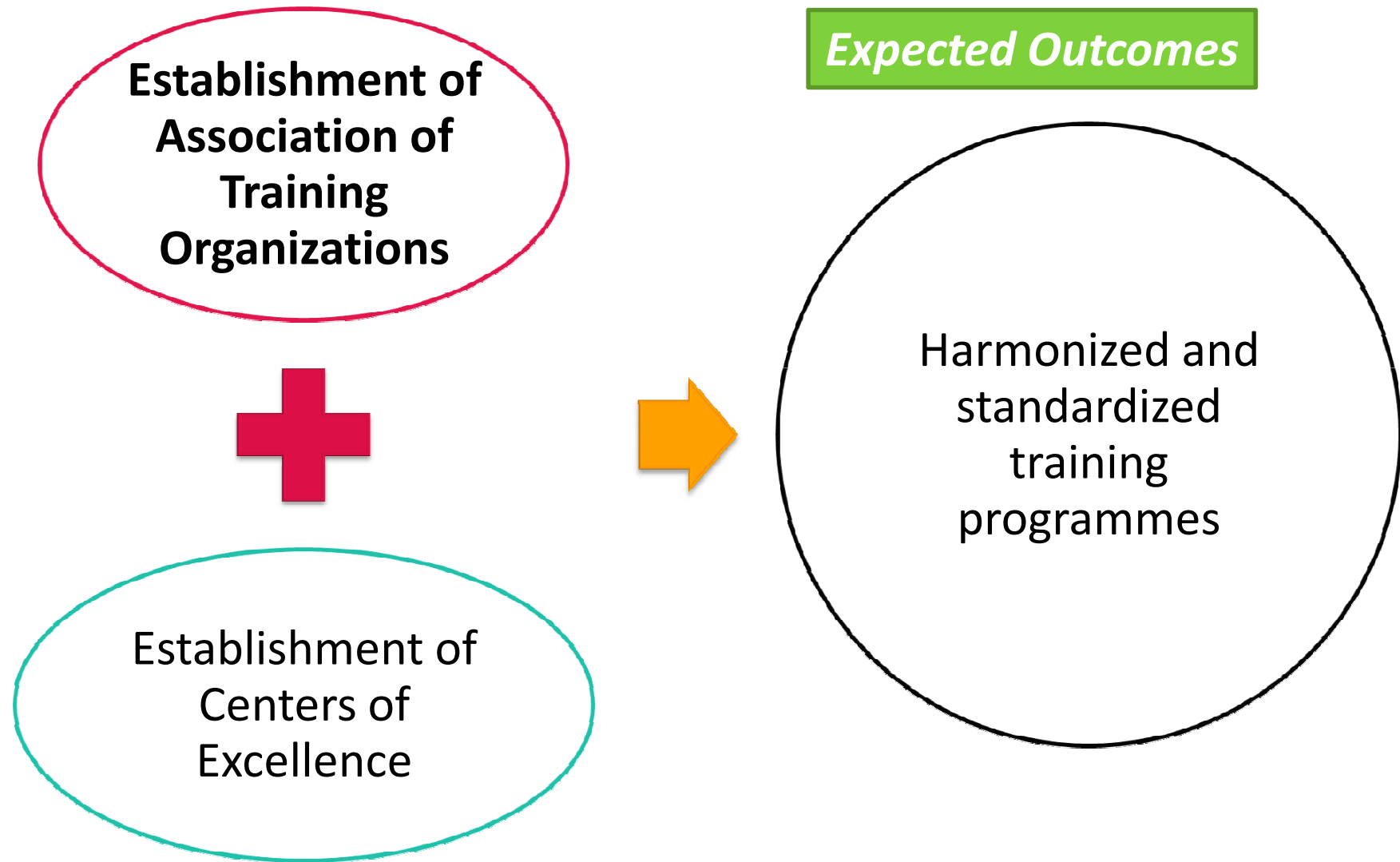
- ❑ Received the Report of the Report of the Training Experts Working Group
- ❑ Adopted a common strategic framework and action plan conceived to:
 - ✈ contribute to improve the availability of affordable and quality training programmes, harmonized and standardized throughout Africa, and,
 - ✈ promote of a common African Aviation training accreditation system recognized around the world

Third Pan-African Aviation Training Coordination Conference, Cape Town, 27-29 July 2011



- ❑ Review the implementation of the action plan adopted by the 2nd Pan African Aviation Training Coordination Conference
- ❑ Four Panels are to be formed to address specific issues:
 - ➔ Panel One will address issues related to the Creation of the Association of Training Organizations
 - ➔ Panel Two will be dedicated to the modalities for the designation of centers of excellence;
 - ➔ Panel Three will address issues related to the Establishment of Training Advisory Board;
 - ➔ Panel Four will focus on the development of a Regional Training Policy

Third Pan-African Aviation Training Coordination Conference, Cape Town, 27-29 July 2011



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Expected Outcomes

Establishment of Training Advisory Board



Adoption of criteria for mutual recognition of diplomas, certificates and degrees

quality training programmes, and a common African aviation training accreditation system



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Thank you