



ASECNA : THE REASONS OF AN EARLY COMMITMENT TO TRAINING EXCELLENCE

By Sadamba TCHAGBELE, Director of EAMAC

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Outline of the Presentation



- INTRODUCTION TO ASECNA
- A PIONEER IN THE COOPERATIVE AND CONCERTED APPROACH
- REASONS OF AN EARLY COMMITMENT TO SPECIAL AFI/RAN RECOMMENDATION
5/8
- CONCLUSION



□ INTRODUCTION TO ASECNA

ASECNA (the Agency for Air Navigation Safety in Africa and Madagascar)

- ✓ Founded on a cooperative basis
- ✓ Good example of how resources pooling can help developing countries in Africa overcome :
 - some shortcomings
 - lack of means

And even become a reknowned service provider in a domain so demanding like aviation.



INTRODUCTION TO ASECNA



ASECNA

- **Inland** and **oceanic airspaces** with lower and upper airspaces to manage,
- Nearly **6000** persons
 - technical,
 - Administrative
 - and support staff to administer,
- and a geographical distribution that extends from Senegal to Madagascar to monitor.

From ASECNA's historical background and the benefits it has experienced.



INTRODUCTION TO ASECNA



- **Creation:** 12th December 1959, in Saint Louis (Senegal).
- **Member states:** 18, of which 17 are African.
- **Mission:** Provide Air Navigation Services within an airspace of 16.1 million square Km.
- **Vision:** Harmonize practices and cooperate to sustain aviation safety and security.
- **Moto:** Routes of the sky, our profession.



INTRODUCTION TO ASECNA

ASECNA MEMBER STATES



BENIN- BURKINA FASO- CAMEROON- CENTRAL AFRICAN REPUBLIC
COMORS- CONGO- COTE D'IVOIRE- FRANCE- GABON- GUINEA
BISSAU- EQUATORIAL GUINEA- MADAGASCAR- MALI-
MAURITANIA- NIGER- SENEGAL- CHAD-TOGO

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❑ A PIONEER IN THE COOPERATIVE AND CONCERTED APPROACH

ASECNA succeeded facing many challenges :

- **Bring together** the individual national airspaces. Since members are not of a single block, this meant a lot of political and technical coordination with neighboring countries.
- **Manage** of the 16 million square kilometers airspace brought together
- **Set up** of a single human resources management



- **Design** a training policy that endowed member countries with aviation management capacity building.
- **Manage** HR on an international basis. All member countries sharing a common understanding for ASECNA to move any needed expertise from one country to another without heavy protocols.

The success of operation in that coordinated and concerted approach is what explained the EDWARD WARNER award to ASECNA in 1972.



❑ REASONS OF AN EARLY COMMITMENT TO SPECIAL AFI/RAN RECOMMENDATION 5/8

ASECNA, as an ANSP, was confronted from the beginning to non availability of qualified staff:

- No ready-to be employed persons in the different countries,
- No training facilities



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➤ Countries, as a whole, cannot afford outsourcing their important training needs at expensive cost and,

Individually, they could not justify such needs to create a school per country.

High level meetings were then held and, on the 26th of June 1961, the Abidjan conference came out with the decision to create dedicated schools.



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It was decided to create two training centers, ultimately it's three that were created:

- ✓ ERNAM, in Senegal,
- ✓ ERSI, in Cameroon,
- ✓ and EAMAC in NIGER.

Each one of them having (a) dedicated subject(s) which (is) are not duplicated.

The three training organizations serve member and non member countries.



Hence the following targeted objectives of ASECNA training policy :

- Provide member states with adequately qualified human resources at a reasonable cost in a domain where training capability scarcely exists ;
- Match Professional competencies to technical evolution;
- Build managerial capacity ;



ASECNA training policy targeted objectives :

- Ensure adequacy between Jobs/competencies and training;
- Bring training centres to play a key role in OJT and new recruits insertion;
- Comply with quality management requirements in training;
- Assess on a regular basis, trainers and trainings programs;



ASECNA training policy targeted objectives :

- Train and retrain trainers;
- Have training centres certified;
- Encourage cooperation with other training centres;
- Open ASECNA training centres to States other than members;
- Encourage training centres to become self sustainable activities.



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The implementation of this policy aimed at :

- ✓ Working in a cooperative and concerted manner;
- ✓ Pooling resources;
- ✓ Harmonizing practices;
- ✓ Sharing expertise



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With a view of providing quality training at a reduced cost to member countries and even non member countries.

This has helped ASECNA training centres keep pace with technological evolution and regulations requirements.

The following pedagogical facilities that are presently used in these centers will give you an idea of the benefit of joining hands to work together.



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ERNAM, AVSEC LAB

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ERSI, FIRE SIMULATOR



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ATC LABS

SCANSIM/SCANRAD



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SCANTOWER



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EUROCAT-X



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METEOROLOGICAL LABS



MET OBSERVATION LAB

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METEOROLOGICAL LABS



WEATHER FORECASTING LAB

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METEOROLOGICAL LABS



UPPER MEASUREMENT LAB

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METEOROLOGICAL LABS



SATELLITE MET LAB

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METEOROLOGICAL LABS



PUMA SYNERGY LAB

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NAVAIDS LAB

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VOR / DME / GLIDE ANTENNAS

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LOCALIZER ANTENNA

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VSAT ANTENNA

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MEDIATHEQUE

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CONFERENCE ROOM

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STUDENTS HOSTEL

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□ CONCLUSION

The experience ASECNA went through earlier and at a reduced scale, is what we are pursuing today at the continental level.

Hence, the commitment of ASECNA to the SPL AFI RAN recommendation 5/8 that bears real hope for Africa to cooperate in view of aviation quality training service provision for the sake of safety and security.



**Thank you for
your attention**