

African Aviation Training Centres Conference

Johannesburg, South Africa – 4 to 5 May 2009

Training and Personnel Qualification Challenges in Africa

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ACIP Steering Committee instructions

“ACIP promote and facilitate cooperation among existing regional aviation training centres and take advantage of the training centres in capacity building activities directed at resolving identified deficiencies.”

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**;

Why were those instructions and recommendations necessary

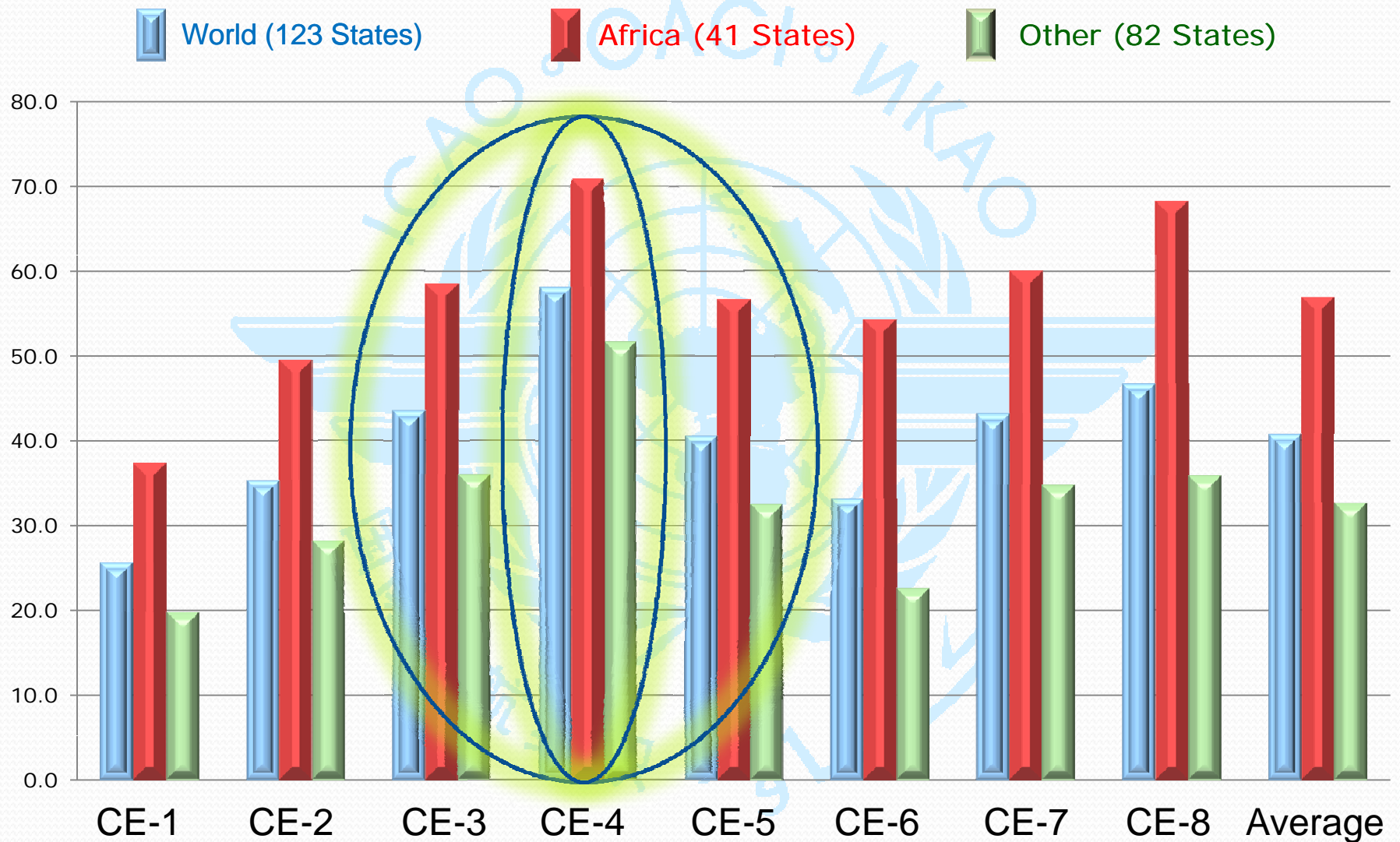
- Training capacity within Africa is limited
- Available training institutes have not kept pace with the advancements in civil aviation and training technology
- Training frequently has to be performed outside the continent at great cost to government and industry
- Shortage of skilled manpower has been a major source of concern in aviation

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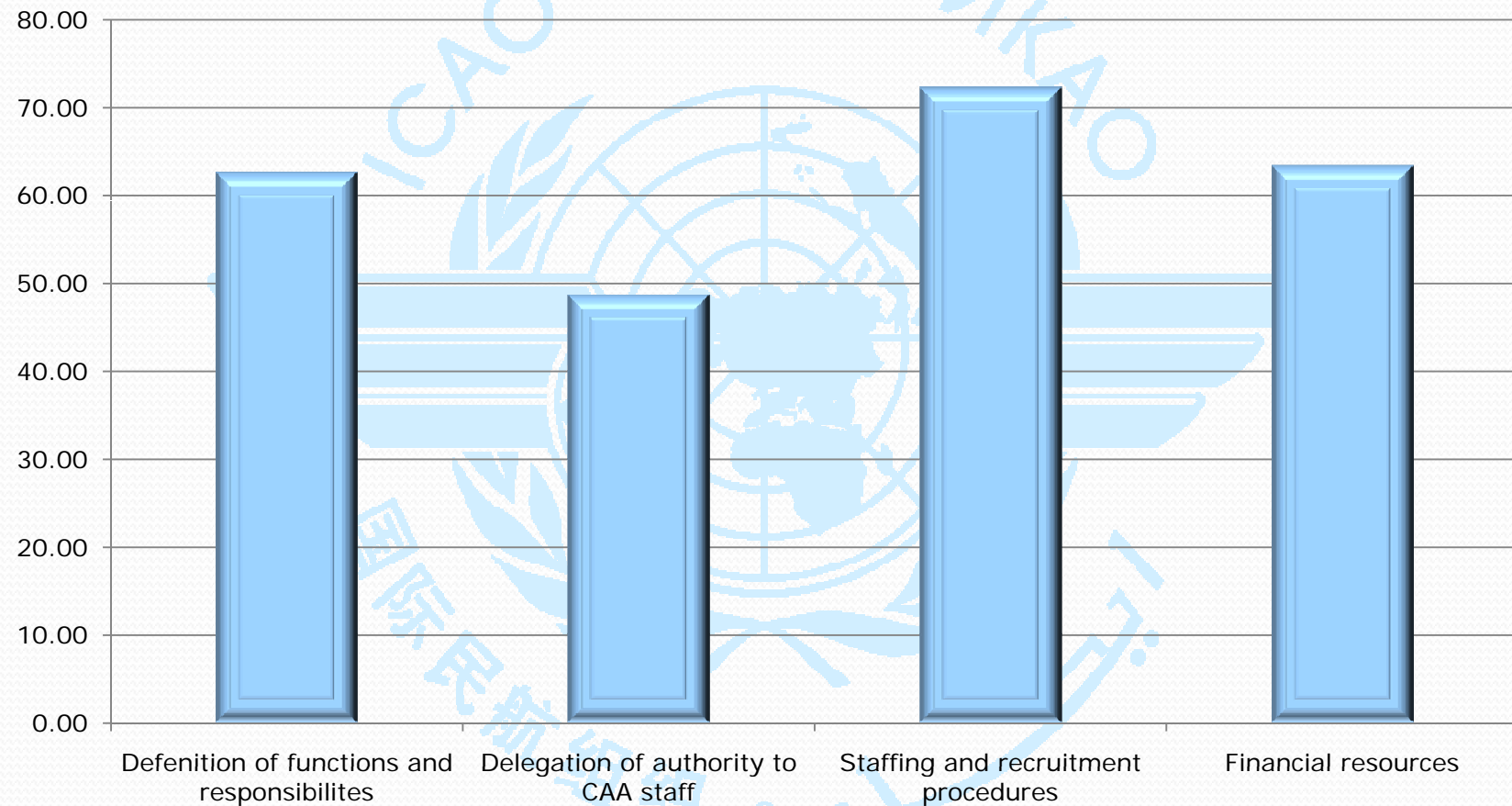
USOAP Findings, 24 March 2009

Critical Elements – Lack of Effective Implementation



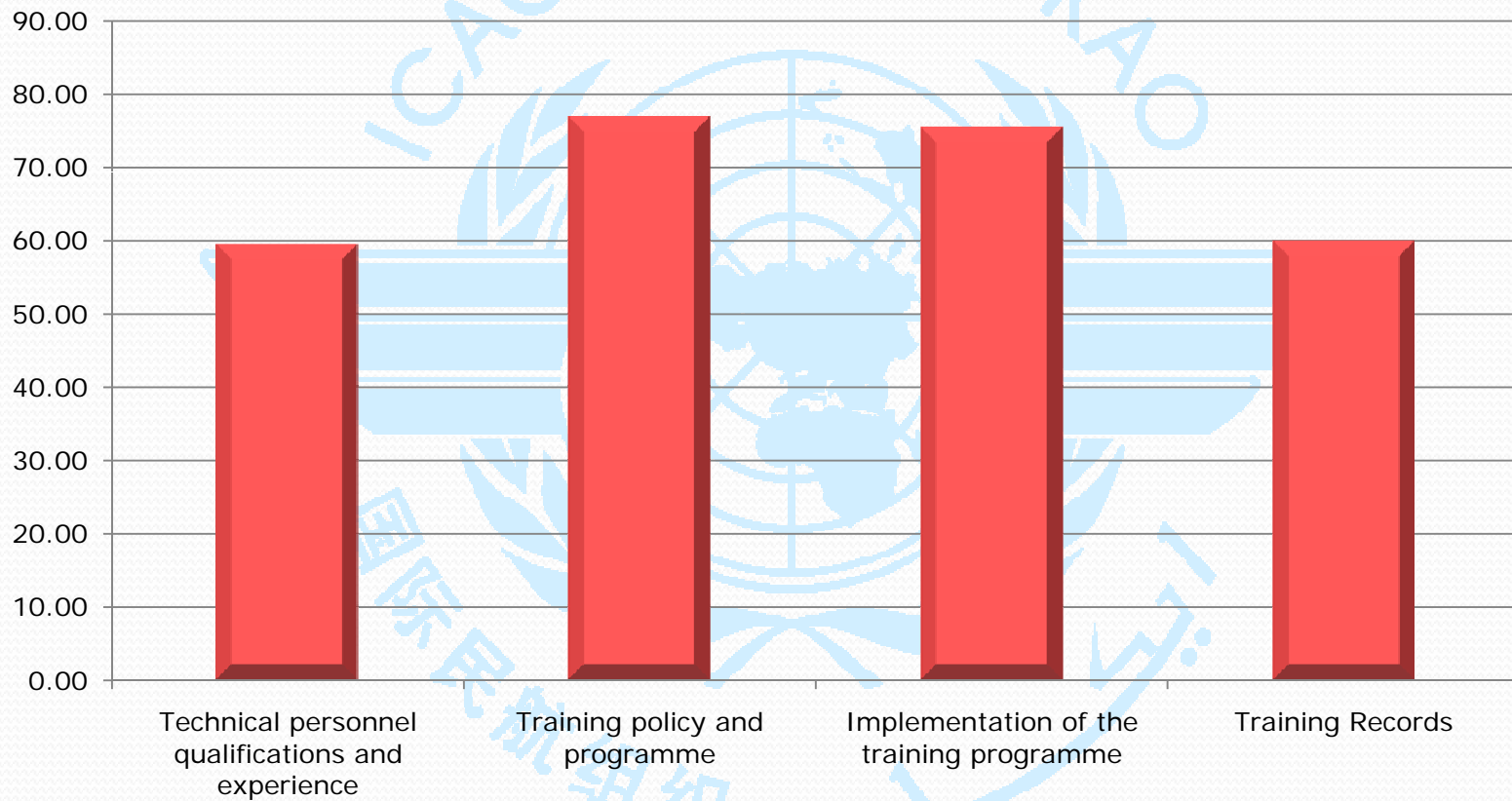
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Critical Element 3 – Civil Aviation System and Safety Oversight Functions



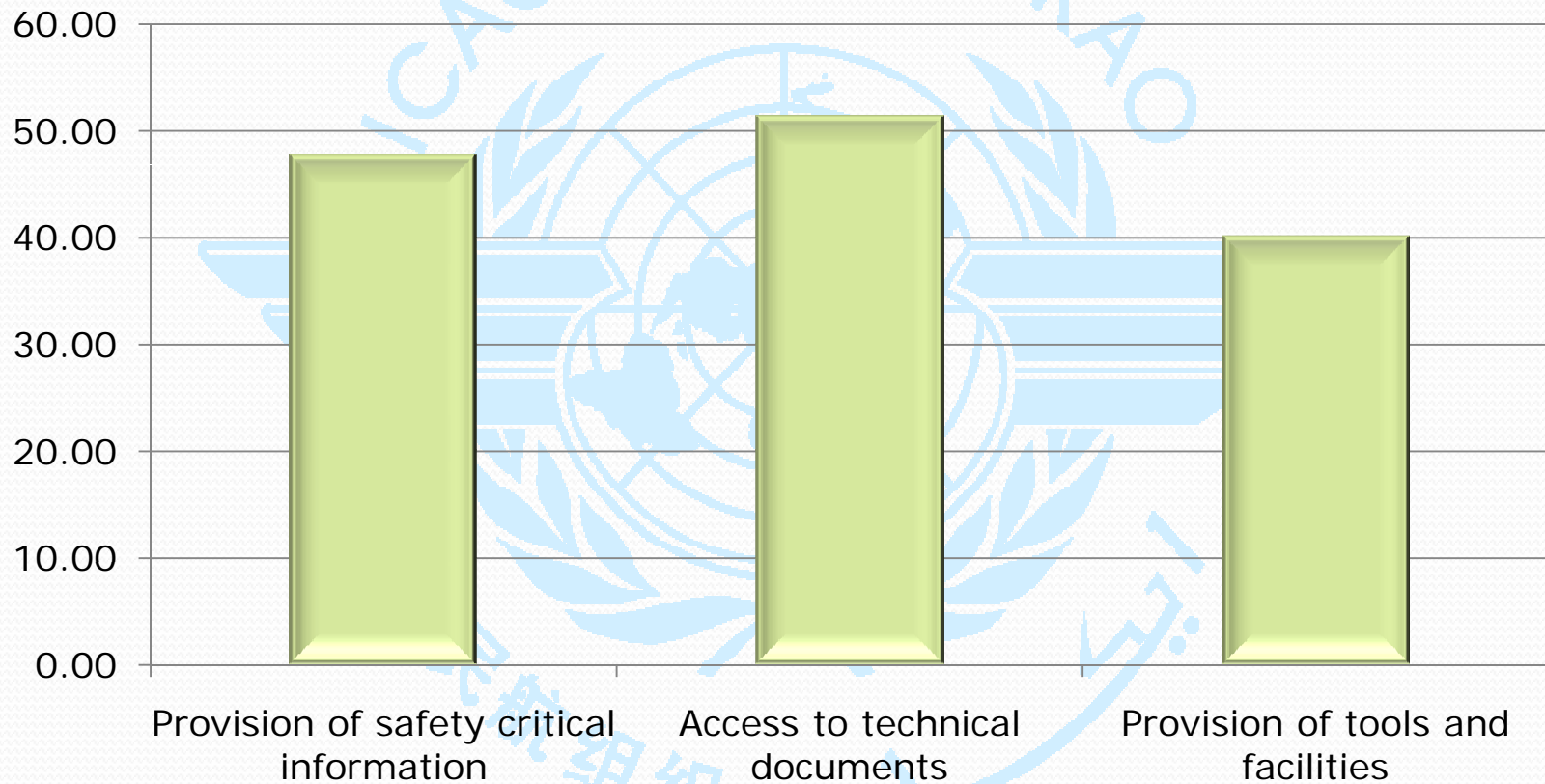
USOAP Findings, 24 March 2009

Critical Element 4 – Technical Personnel Qualification and Experience



USOAP Findings, 24 March 2009

Critical Element 5 – Technical Guidance, Tools and the Provision of Safety Critical Information

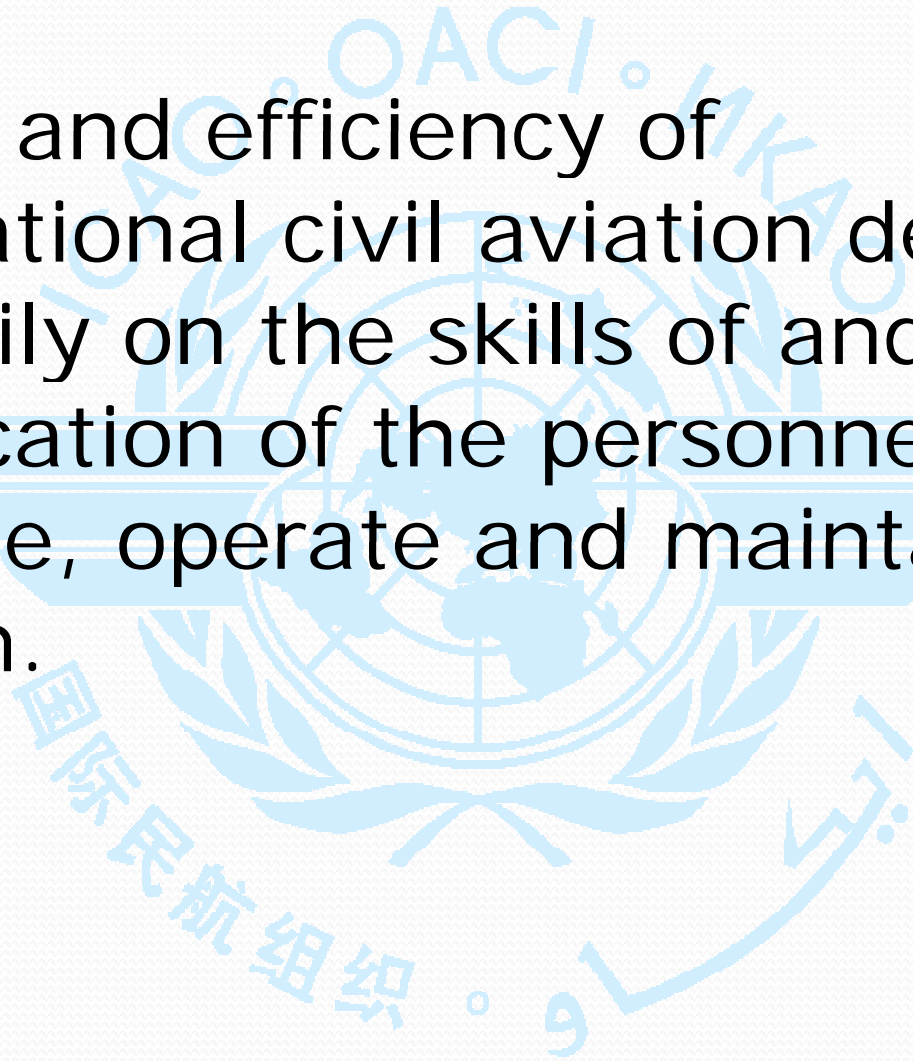


Training and qualification

- No industry, can survive, let alone achieve its goals, unless it is staffed by appropriately trained and qualified personnel;
- Training and qualification of personnel is the foundation upon which successful organizations are built;

Training and qualification

- Safety and efficiency of international civil aviation depends primarily on the skills of and qualification of the personnel that manage, operate and maintain its system.



Training and qualification

- Professionals must not only possess high individual skills and qualifications but must also be able to work together as a team;
- It is no different for training centres especially in Africa because of the need for appropriately trained and qualified aviation experts.

So! What are the challenges?

ONE MAJOR CHALLENGE !!!

- Our ability to work together to overcome the deficiency in the availability of appropriately trained and qualified aviation personnel in Africa.
- This includes the ability to attract, recruit and retain qualified personnel.

Further AFI-RAN recommendations

- ... training needs analysis and States' human resource plans would establish a strategic plan to increase, as well as rationalize training resources within Africa;
- States and donors consider reinforcing the capacity of existing training centres.

Objectives of this conference

- Provide the platform for African Training Institutes to openly discuss the recommendations and initiate the development of a coordinated training policy with standardized courses, and increased cooperation between them;
- In brief, to design the means for the implementation of recommendations of the Special AFI RAN Meeting.

Panels to address specific elements

- Panel One to present papers on the training needs of African Civil Aviation Organizations and the industry (airlines, airports and air traffic service providers);
- Moderated by Mr. Gaoussou Konate, IATA
- Participants expected to discuss and assess the information presented and determine training needs in the various sectors.

Panels to address specific elements

- Panel Two to address the capabilities of existing aviation training institutes in Africa;
- Moderated by Ms. Monhla Hlahla, ACSA
- Participants expected to discuss and assess the information presented and determine the gap that exists between the aviation training needs and the currently available capabilities within Africa.

Panels to address specific elements

- Panel Three to investigate possible venues for better cooperation among African training institutes, initiate the development of a global training policy for aviation training in Africa;
- Moderated by Dr. Getachew Biru, EAA
- Participants expected to discuss and assess the information presented, determine the way forward, elect members of the Working Group and determine the Terms of reference of the Working Group.

The role of AFCAC and ICAO

- In full cooperation and coordination with other African Regional Organizations and Stakeholders, ACIP and AFCAC to provide the necessary assistance to the Working Group and provide Secretarial assistance to the Working Group including organizing meetings and ensuring dissemination of information.

We have no choice, other than to cooperate and work together to overcome one of the main challenges that our continent is facing;

If not US, WHO?

If not today, WHEN?

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The background features a large, semi-transparent watermark of the ICAO logo, which consists of a globe with wings and a laurel wreath. The logo is centered and spans most of the width of the slide.

Thank you

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国际民航组织