

**Follow-up meeting of the 1st pan-African Aviation Training Centres Coordination
Conference**

Draft Report

Panel 2 – African Aviation Institutes Training Capabilities

Presentations

Presentations were made by

Mr. Chifosho Shingalili – Principal, ZASTI

Mr. Charles Chacha – Principal, Civil Aviation Training Centre, Tanzania CAA

Mr. Emnet Meheret Gebru, SITA Africa

Mr. Andries Viljoen, Aviation Academy for Southern Africa, AAFSA

The presentations by ZASTI and CATC Tanzania provided an insight into the activities of the institutions and highlighted issues facing the African Aviation Training Centres relating to

- Funding of the training centres
- Restrictions on effective management as a result of controls put in place by Government owners
- Management of human capital especially in the face of imminent succession crisis
- upgrading of training facilities
- Collaboration among training centres

The main challenge was how to encourage Governments to view aviation as a critical player in national development and provide the support needed by the training institutions.

The presentation by SITA gave an overview of the wide range of professional aviation services offered through its joint venture and outsourcing programmes, including CNS/ATM and safety management training

AAFSA also gave an overview of its core business which covers aviation safety/security advisory services and aviation training. Emphasis was placed on analysis of the various categories of training needs in respect of each sector and by disciplines within each sector, starting with the identification of all of the Regulatory Authority Training needs, followed by Functional, Re-Current and Introductory Training Needs in respect of all those sectors who are to ensure compliance with safety regulations. The presentation particularly highlighted the vital role of the safety quality management system as far as all of the aviation Sectors are concerned, indicating compliance and/or non compliance in terms of the various training needs and the gaps. It also advocated that on completion of the identification of the various categories of training needs, a common training data base be establishment supported by ICAO to the benefit of the African aviation industry.

Summary of discussions

The ensuing discussions extensively examined the issues raised. Regarding funding, it emerged that a regional policy is needed to look into how funding can be mobilized without excessive reliance on Government. Suggestions included diversification, prioritization, and autonomy for more efficient management. Since most of the training institutions are Government owned, it was proposed that a strategy is needed for dealing with the issue of Government interference which impacts seriously on effective management.

Training institutions need to adopt a business approach to training management taking into account issues of economics as well as sound human capital management principles. Retiring/retired personnel provide a resource for training of younger personnel and stop gap measures and should be considered as part of the solution.

However, it was pointed out that the fundamental issue of safety oversight of the regulatory authority and the need to address identified deficiencies should be accorded high priority. Experience shows that once made aware, some Governments are willing to allocate resources to strengthen their oversight capability.

On the subject of cooperation among training centres, complimentary competency-based training through sharing of modules among training institutions is to be encouraged.

ACIP informed that on its part it can provide support for viable regional projects in which States show commitment. One such project could be the development of the training data base which could be outsourced to an organisation in the region such as SITA. ACIP training programme for 2010 includes Safety Management System (SMS) and State Safety Programme (SSP) courses, as well Government Safety Inspector (GSI) training.

Conclusions

A logical framework which will take stock of where we are and define a vision and a strategy is required. Also required is tool for evaluation of the training product. The idea of a framework supports the proposal for the establishment of a Working Group of Training Experts.

Actions

The Working Group to be set up will include in its terms of reference: (put verbs)

- Policy for recruitment and retention of qualified instructors while recognising the utility of retiring/retired personnel as a resource for training of younger personnel and in providing stop gap measures;
- Development of a policy on funding. Look into how funding can be handled without reliance on government;
- Need to take a business approach to training management without losing sight of the mandate to effectively meet civil aviation personnel requirements;
- Cooperation among training institutions to avoid wasteful competition;
- Standardisation in curriculum development;
- Harmonisation of regulations and procedures for approval of Approved Training Organisations (ATO);

- Establishment of a training data base which would highlight training requirements, current training capacity and gaps that need to be addressed.