

Summary of Panel 3 Papers

THE NEED AND CHALLENGES OF HARMONIZING CAA TRAININGS IN AFRICA

by Dr.-Ing. Getachew Biru, Ethiopian Aviation Academy

The paper described the context of the African air transportation system. It reiterated how training personnel is essential to support the activities of airlines, airports, MROs, air navigation services and civil aviation authorities. To be effective, the air transportation system needs to balance safety and efficient service in a cost-effective manner. The goal of harmonization is to align national regulatory policies and practices to international standards. Training should not be considered in isolation but as a key part of the aviation system.

The paper outlined the human resources challenges and barriers Africa is facing in its aviation system:

- insufficient training capacity in a broad range of disciplines.
- barriers such as: language, economic and political differences, disparity of national regulatory systems, cultural differences, etc.
- accountability towards several stakeholders that may have priorities that are difficult to reconcile

The paper went on to describe the scope of aviation training, how a common set of procedures should be applied to develop training. Examples of documents involved in a training quality system were provided.

The paper concludes by stating that:

- harmonization is not an option
- Safety is good business
- consideration should be given to establishing an African Aviation Safety Agency
- training is a key component in the aviation system

TRAINING POLICY, COORDINATION AND HARMONIZATION IN AFRICAN AIRLINES

by Dr. Elijah Chingosho, African Airlines Association, Nairobi, Kenya

African airlines face new challenges because of liberalisation, alliances, free market pricing and new technology. The brain drain represents a safety hazard if inadequately skilled or inexperienced personnel are allowed to fly or maintain our aircraft.

Training Challenges

Airlines need to train and retrain in a context of scarce capacity. Once trained and qualified, staff migrate to other higher paying jobs. Airlines training needs cover a wide range of disciplines including: maintenance and engineering, flight crew, middle and high level management, commercial management, safety and risk management, etc. Also, training is often delivered in English only, which represents a barrier to non-English speaking organizations.

AFRAA Training

AFRAA considers training as a strategy-critical activity. It has lecture/conference facilities at its headquarters in Nairobi where it delivers training by top level African experts. Its training programmes are designed to complement rather than to compete with the airline training centres within the continent. The focus is on those competencies that may not be available within airlines such as training of senior airline executives, training on the use of the latest information technology tools, the latest marketing techniques, the aero political developments worldwide as well as safety, security and quality programmes to meet regulatory requirements.

AFRAA believes in partnerships to promote and deliver high quality training and ensures that its training is delivered continent wide and in English and French.. Training can be conducted in a variety of locations depending on the needs of the airlines. AFRAA works very closely with the International Airline Training Fund (IATF) to provide specialized courses to airlines for free.

However, as it stands, airlines have to meet their own training needs. To support its constituents, AFRAA develops training syllabi for various specialties in support of the aviation training centres on the continent and favours implementation of a joint developed syllabus by a centre in order to facilitate access to its members.

For example, AFRAA collaborates with several partners including Egyptair Training Centre, Ethiopian Airlines Training Academy, Royal Air Maroc Training Academy, different organizations in South Africa, Kenya Airways Pride Centre.

The paper reiterates the need to make aviation training a priority in government programmes. AFRAA supports the harmonization of training delivery in Africa by all the critical stakeholders including civil aviation authorities, airports, air navigation service providers and airlines for the development of African aviation and recommends that the location and capabilities of these stakeholders and their availability be published in order to foster collaboration.

THE LOOMING SHORTAGE OF PILOTS AND MAINTENANCE CREW – THE CASE FOR THE REVISION AND HARMONISATION OF THE POLICIES ON AVIATION TRAINING

Presented by East African Civil Aviation Academy, Soroti-Uganda

The paper focuses particularly on the potentially severe shortage of pilots and aircraft maintenance engineers which requires immediate measures to be put in place in order to avert it.

While the training for some services such as airports and air traffic remained the responsibility of the State, pilot and engineering trainees are now required to meet all or part of the course fees. The problem was exacerbated by high costs and lack of ab initio training.

The data at the Academy shows that 51% of the aviators who have trained at our establishment are at age 50 and above. This means that in 5-10 years, at least 300 pilots and 150 engineers are going to retire across the region.

The Academy's output has declined and is now of 4 pilots and 7 engineers per year. The main reason for this low output are prohibitive fees. The high fees may also impact safety in that the ability to pay is not always the ability to make the standard. A more affordable fees structure would widen the catchment area and permit a more rigorous selection of suitable candidates.

The paper recommends that States should place the training of aircraft pilots and engineers in the same category of strategic importance as the training of doctors, teachers, etc., and make it more accessible to the deserving candidates by either:-

- Rendering the fees affordable through increased subvention to the training institutions, or
- Introducing a loan scheme to be paid back after the student gets employment. The student could, for example, meet the living and travelling costs while the loan covers the tuition fees (Tanzanian model).

The paper asks AFCAC to persuade airlines to invest in ab-initio training and to provide vital manpower statistics.

EAA PRESENTATION

by Capt. Ahmed ALy Negm, Business Coordinator, Egyptian Aviation Academy

The paper presented a description of the Egyptian Aviation Academy and then stated the case for harmonizing training practices and standards.

The paper raised several important questions such as:

- Have we all information about African training needs?
- Have we all information about Capability, Training Capacity and Programs For Each Resource Available in Africa?
- Have we information about the level of implementation of different aviation training categories?
- How can we standardize training programmes?.
- Are States willing to changes their policy to accommodate regional needs?
- The data collected must truly reflect the existing situation.
- Have we an Effect Control System?

The paper concludes that:

AFCAC should establish an African Training Advisory Board (AFITAB) related to the ICAO regional Offices (Cairo , Nairobi, Johannesburg, Dakar) and include all Centers of Excellence. It should address:

- A. Data Base
- B. Training Needs in the Area of Responsibility
- C. Capability , Capacity and Training Programs using Training Methodologies, Standardization Level.
- D. Policy of Coordination Between Training Centers.
- E. Improve Existing Program to The Standardization Level.
- F. Quality Control System .
- G. Distributing Activities.

TASKS TO BE CARRIED OUT BY THE TRAINING EXPERT GROUP

Presented by Nicole Barrette-Sabourin, Training Officer, FLS, ANB, ICAO

To achieve harmonization and cooperation, the paper proposes that three actions should be taken by the African training institutes:

- Base their training delivery on updated national, sub-regional and regional human resource plans
- Deliver training and assessments based on agreed upon competencies
- Meet criteria of approved training organizations, including for quality assurance

These actions would shape the work of the training expert group recommended during the SP AFI RAN meeting.

The SP AFI RAN meeting recognized that training capacity should be rationalized taking into account the business case for the training industry.

The paper proposes specific tasks for each the actions outlined above.

The paper concludes that:

- all stakeholders should be involved in training expert group
- ICAO and AFCAC should provide secretariat support
- progress should be reported to ACIP Steering Committee, ICAO Council and AFI States
- ICAO Document 9841 and 9868 be used

The paper requests the meeting to:

- agree with the tasks outlined
- request ICAO to finalize and establish detailed TORs for expert group
- agree that TORs be presented to ACIP Steering Committee, ICAO Council, and AFI States
- agree that the first meeting of the expert group be conducted no later than 30 September 2009 and submit their final report and recommendation by April 2010.