REPORT

Second Pan-African Aviation Training Coordination Conference,

Cairo, Egypt, 22-24 June 2010

1. The Second Pan-African Aviation Training Coordination Conference, organised by the ICAO AFI Comprehensive Implementation Programme (ACIP) in cooperation with the African Civil Aviation Commission (AFCAC), and hosted by the Ministry of Civil Aviation of Egypt was held in Cairo, Egypt, 22 – 24 June 2010.

2. The Conference brought together 116 delegates from 31 States civil aviation authorities, 14 aviation services providers, 16 aviation training organizations, and 5 regional and international organizations.

3. The Conference opened on 22 June 2010 with a welcome note from Pilot Hassan Mohamed Hassan, Chairman of Egyptian Aviation Academy (EAA). He highlighted the investments made by the EAA to develop world class training facilities and programs for the Egyptian aviation industry and is also open for other African States. He also reiterated the readiness of the EAA to continue to cooperate with training institutions throughout Africa.

4. The Conference was also addressed by Mr. Guelpina Ceubah, President of the African Civil Aviation Commission and Mr. Raymond Benjamin, Secretary General, Secretary General, International Civil Aviation Organization (ICAO).

5. In his opening remarks, Mr. Guelpina Ceubah informed the participants that the promotion of aviation training in Africa was at the core of the functions of AFCAC and as such the organization is ready to continue to play its role in the process of harmonizing aviation training in Africa pursuant to the recommendations of the Special AFI-RAN meeting held in Durban, in November 2008.

6. The Secretary General of ICAO, Mr. Raymond Benjamin, started his address by thanking the Government of Egypt and the Egyptian Authorities for having accepted to host this important conference for the aviation community in Africa and worldwide. He recalled that the exercise conducted by ACIP, supporting the activity of the Training Experts Working Group (TEWG) allowed the identification of the gap in training needs and existing capacities in a number of African States throughout the Continent. He reiterated that ICAO stands ready to provide support in maintaining the database developed as recommended by the Special AFI RAN Meeting and in analyzing training-related trends. He exhorted the participants to devise solutions that pool the inherent strengths and resources of existing training institutions through harmonization, standardization and quality assurance of training dispensed. He also encouraged the aviation training institutions throughout Africa to establish an umbrella organization to effectively and collectively make their positions and concerns known at international aviation gatherings and before government regulatory authorities, including ICAO.

7. The Conference was officially opened by Capt. Sameh El Hefny, President of Egyptian Civil Aviation Authority on behalf of H.E. Mr. Ahmed Shafik, Minister of Civil Aviation, Egypt. In his opening speech, Capt El Hefny recalled the importance of availability of qualified personnel as an integral part of the evaluation of the safety

oversight capabilities of a State under ICAO USOAP and level of implementation of safety best practices under the ICAO Global Aviation Safety Plan (GASP). He commended the achievements of ICAO through the effective implementation of the AFI Plan and ACIP in developing capabilities and building capacity in Africa through training of aviation safety experts for the African civil aviation regulators and its aviation industry. He reiterated Egypt's support to ICAO and ACIP activities including those related to the harmonization of aviation training in Africa.

8. The Conference served as a platform for reviewing training needs, evaluating the training capabilities available throughout the continent and identifying the barriers constraining the availability of affordable quality training programmes in Africa.

9. The Conference formulated the way forward for a coordinated approach of aviation training in Africa through a closer co-operation between aviation training organizations; harmonization of competency requirements and approval processes of training organizations; and establishment of criteria for mutual recognition of credits, certificates, diplomas, or degrees. It also suggested the implementation of harmonized standards for quality assurance; standardization of courses; and the development of "train the trainers" programme.

10. The Second Pan-African Aviation Training Coordination Conference received the report of the Training Experts Working Group (TEWG) that was set up in May 2009, pursuant to Recommendation 5/8 of SP/08 AFI-RAN meeting, with a mandate to review training needs and available capacity in Africa. The TEWG reports provided insight into the state of aviation training needs and the training capacity available throughout the continent as well as on the barriers preventing harmonization of aviation training in Africa.

11. The Conference further addressed the following fundamentals related to aviation training in Africa:

a) **Current and forecasted demand for training in Africa**: The Conference was appraised by aviation services providers (SODEXAM, Ivory Coast and ASECNA) on their respective experiences and challenges in terms of assessing and addressing the current and forecasted training needs. It further reviewed the training needs of African States civil aviation authorities and the African aviation industry based on data that has been collected by the TEWG.The data gathered from 66 States civil aviation authorities and aviation services providers indicated that there is a high and increasing demand for aviation training throughout Africa and across all sectors of the industry.

b) **Capacity for aviation training in Africa**: The Conference was presented with case studies from training organizations in Africa (East African School of Aviation, Kenya, Egyptian Aviation Academy, Egypt, National Aerospace Center of Excellence, South Africa) on their respective experiences in assessing and meeting the current and forecasted training needs of their customers throughout the continent. It also assessed the capabilities of the aviation training institutions currently existing in Africa based on the data collected by the TEWG. The available data from 33 training organizations showed that the training capacity currently available in the continent is not adequate to respond to the current and future demands for aviation training in Africa. The capabilities of the training organizations are further constrained by the differences of regulatory requirements between States and the lack of mutual recognition of credits, certificates, diplomas, or degrees among African States.

c) **Barriers to harmonization of aviation training in Africa**: The conference was briefed by a training institution (Denel Center of Learning and Development, South Africa), a regulator/service provider (Civil Aviation Authority of Zimbabwe,

Zimbabwe) and a regional organization (Union Economique Et Monetaire Ouest-Africaine, UEMOA) on their respective experiences in assessing and overcoming the barriers to delivering or purchasing training services in Africa. Harmonization of aviation training was identified as one of the essential tools to address existing gap between the demand and supply of aviation training in Africa. The conference identified a wide range of issues that need to be addressed for the successful harmonization of aviation training in Africa. These include differences of regulatory requirements between States making it difficult for training organizations to develop training programmes that comply with the varying requirements of States in Africa. The processes of approvals of training organizations, where they exist, vary between States. It is therefore difficult for a training institution to obtain approvals as a training organization from States other than the State of nationality. Other barriers include insufficient number of instructors/facilitators, limited learning facilities, logistics difficulties related to access to training centers and accommodation for foreign students.

12. The Conference recognised that States, aviation services providers, and aviation training organizations need to establish a closer working relationship in order to develop solutions that will allow for the demand of aviation training in Africa to be met in as much as possible within the continent in a sustainable manner while providing aviation professionals throughout Africa with the required skill and quality training, at par with the other regions of the World.

13. The Conference participants agreed on a set of actions to be implemented by ICAO, AFCAC, States, aviation services providers and aviation training organizations in Africa for an effective harmonization of training requirements and rationalization of the capacities. They further recommended that:

   a. ICAO should continue to collect data, maintain a database on aviation training needs and capacities in Africa, and provide bi-annual report on the state of aviation training needs and the training capacity available throughout the continent. The report should include information on existing and emerging barriers preventing harmonization of aviation training in Africa;

   b. States should identify a Point of Contact to coordinate efforts required in the collection and dissemination of data related to training needs and capacities and provides ICAO with the necessary information.

   c. Aviation training organizations should implement SMS, coordinate and integrate course development through the establishment of Centers of Excellence. These would be mandated to conduct Research and Development (R&D) and create and maintain harmonized and standardized training courses in specific areas of competence.

   d. Aviation training organizations should form an Association of Training Organizations to foster cooperation and sharing of resources among themselves and that will also serve as the focal point and advocate on matters related to aviation training in Africa.

   e. States should form a "Training Advisory Board (TAB)" entrusted with the leadership in the implementation and monitoring of activities related to harmonization and rationalization of aviation training in Africa. The TAB should also be tasked with the development of a common African Aviation training accreditation system recognized around the world.

   f. States and aviation training organizations should cooperate and agree on harmonized common competencies requirements for key aviation specialists skills/jobs/functions and common criteria for mutual recognition of credits,

certificates, diplomas, or degrees obtained from African training organizations, including prior learning and train-the-trainers programmes.

g. States should cooperate and agree on harmonized common requirements for the approval of training organizations throughout the continent.

h. Aviation service providers should make use of the training institutions available in Africa.

i. The TEWG should continue its activities that shall also include overseeing and reviewing the implementation of the recommendations from the Conference. It should also call for the participation of States, aviation services providers and training organizations for additional expertise and inputs.

14. The Conference called upon ICAO and AFCAC to continue to support States, aviation services providers and aviation training organizations in the implementation of the recommendations of the Conference.

15. Regional Aviation Organizations such as AFRAA, ACI-Africa are called upon to play a key role in the implementation of the recommendations, in the area of their respective competence.

16. International partners and other stakeholders are urged to support States, aviation services providers and aviation training organizations in the implementation of the recommendations in line with ICAO Assembly Resolution A36-1.

17. It is anticipated that the implementation of the recommendations forwarded would facilitate the use of training centres in Africa by multiple States contributing to a rationalization of the training resources and oversight of training organizations by States, reducing duplication of efforts while achieving economies of scale in terms of investment in training facilities and related oversight.

18. The Conference adopted the attached Common Strategic Framework and Action Plan which details the required steps for the implementation of harmonized and standardized training in Africa in line with recommendation 5/8 of SP AFI RAN (2008).

19. The Conference further recommended that the 3rd Pan-African Aviation Training Coordination Conference should be held in the third quarter of 2011 to review the implementation of the attached Common Strategic Framework and Action Plan for the implementation of the recommendations of the 2nd Pan-African Aviation Training Coordination Conference and give further instruction as may be required.

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Common strategic framework and action plan for African States, aviation training organizations, and aviation services providers on the implementation of Recommendation 5/8 of Special AFI RAN meeting

A. Background

Pursuant to recommendation 5/8 of SP/08 AFI-RAN meeting, a Training Experts Working Group (TEWG) was established in May 2009 with a mandate to review training needs and available capacity in Africa.

The TEWG submitted its report to the Second Pan-African Aviation Training Coordination Conference which was held in Cairo, Egypt, 22 – 24 June 2010.

Using the information collected through an Africa-wide survey, on the state of aviation training needs and capacities in Africa, conducted in cooperation with SITA and analysed by the TEWG, the Conference reviewed the training needs, evaluated the available training capabilities and identified the barriers with the aim to increase the availability of affordable quality training programmes in Africa.

B. Common Strategic Framework for a coordinated approach for aviation training in Africa

The Conference formulated the following actions for States and training organizations as the way forward for a coordinated approach of aviation training in Africa:

a) ICAO should continue to collect data, maintain a database on aviation training needs and capacities in Africa, and provide bi-annual report on the state of aviation training in Africa;

b) States should appoint a Point Of Contact to coordinate efforts required in the collection and dissemination of data related to training needs and capacities.

c) Aviation training organizations in Africa should implement SMS, coordinate and integrate course development through the establishment of Centers of Excellence.

d) Aviation training organizations should form an Association of training organizations.

e) States should form "Training Advisory Board (TAB)".

f) States and aviation training organizations should cooperate and agree on harmonized common competencies requirements for key aviation specialists skills/jobs/functions and common criteria for mutual recognition.

g) States should cooperate and agree on harmonized common requirements for the approval of training organizations throughout the continent.

h) Aviation service providers should make use of the training institutions in Africa.

i) The TEWG should continue its activities towards the implementation of the recommendations from the Conference.

An action plan for the implementation of the above recommendations by July 2011 is presented in Section C, below.

C. <u>Action plan for a coordinated approach to aviation training in Africa</u>

<table>
<tr><td colspan="1" align="center">**C.1 - Cooperation between aviation training organizations**</td></tr>
<tr><td>*Objective*</td></tr>
<tr><td>

- Foster cooperation and sharing of resources among training organizations;

- Create an Association of Aviation Training Organizations that would advocate on matters related to aviation training in Africa;

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<tr><td>*Actors*</td></tr>
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- TEWG
- Training organizations
- Regional and International Organizations: ICAO, AFCAC, and AFRAA

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<tr><td>*Mechanism – Continuation of the activities of the TEWG under revised Terms of Reference*</td></tr>
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In the area of cooperation between training organizations, the TEWG is requested to:

- Develop the framework for standardization of training programme and instructor qualifications;

- Develop a framework for standardization of criteria for approval of aviation training organizations

- Establish criteria for endorsement of Centers of Excellence

- Conduct the preparatory activities leading to the formal creation of the Association of Training Organizations;

- Identify actions and assistance required from States, ICAO, AFCAC, AFRAA, and other partners to enable the newly created association to operate efficiently and effectively.

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<tr><td>*Activities*</td></tr>
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(1) By 30 November 2010, TEWG to adopt its revised work programme, and identify stakeholders and partners; [Adapt and assign Secretariat, invite meeting]

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(2) By first quarter 2011, hold the conference for the formal creation of the Association of African Training Organizations;

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(3) By second quarter 2011, formalize the relationship between the newly created Association of African aviation training organizations, States, aviation services providers, regional and international organizations on matters related to aviation training in Africa.

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C.2 - Cooperation between States in Africa on training
Objective
• Foster cooperation and sharing of resources among States on training related matters, including accreditation and oversight;
• Create Training Advisory Board (TAB), a focal point of States on matters related to aviation training in Africa, including accreditation and oversight;
• Establish a framework for implementation monitoring of the activities related to harmonization and standardization of aviation training in Africa;
• Establish a framework for the development of a common African Aviation training accreditation system recognized around the world.
Actors
• TEWG
• Training Organizations
• States
• Regional and International Organizations: ICAO, AFCAC, and AFRAA
Mechanism
– Continuation of the activities of the TEWG under the revised Terms of Reference
In the area of cooperation between States, the TEWG is requested to:
• Conduct the preparatory activities leading to the formal creation of the *"Training Advisory Board (TAB)";*
• Identify further actions required by States and assistance needed from ICAO, AFCAC, AFRAA and other partners to operationalize the TAB and enable it to operate efficiently and effectively.
Activities
(1) By first quarter 2011, hold the conference for the formal creation of the African *"Training Advisory Board (TAB)"*
(2) By second quarter 2011 formalize the relationship between the newly created Board, training organizations, States, aviation services providers, regional and international organizations on matters related to aviation training in Africa.

C.3 - Rationalizing Training Capacities in Africa
Objective
- Improve usage of aviation training institutions in the continent by multiple States;   - Improve availability of quality aviation training in Africa.
The principal way of achieving within a reasonable time the above objectives is to create Centers of Excellence throughout Africa
Actors
- States   - Training Organizations: - Regional and International Organizations: ICAO, AFCAC, and AFRAA
Mechanism – Continuation of the activities of the TEWG under revised Terms of Reference
Activities
(1) By last quarter 2010, draft procedures and criteria for designation of Centers of Excellence, and an initial list of Centers of Excellence;
(2) By first quarter 2011, obtain agreement from Training Organizations on the procedures and criteria for designation of Centers of Excellence (at the first meeting of the association of Training Organizations);
(3) By second quarter 2011, propose to the *Training Advisory Board (TAB)"* an initial list of Centers of Excellence for accreditation.

C.4 – Harmonization and standardization of training
Objective
• Harmonize competencies requirements for key aviation specialists skills/jobs/functions;
• Harmonize requirements for the approval of training organizations;
• Establish common criteria for mutual recognition of credits, certificates, diplomas, or degrees delivered by aviation training organizations in Africa.
Actors
• TEWG
• States
• Training Organizations:
• Regional and International Organizations: ICAO,AFCAC, and AFRAA
Mechanism – Continuation of the activities of the TEWG under revised Terms of Reference
Activities
(1) By last quarter 2010, draft an initial list of the key aviation specialists skills/jobs/functions for which competencies requirements are to be harmonized;
(2) By second quarter 2011, obtain agreement from aviation training organizations and States on the key aviation specialists skills/jobs/functions for which competencies requirements are to be harmonized;
(3) By second quarter 2011, submit to the *Training Advisory Board (TAB)"* and the Association of African Training Organization a proposal on harmonized requirements for the approval of training organizations including quality assurance standards.
(4) By second quarter 2011, submit to the *Training Advisory Board (TAB)"* and the Association of African training organization a proposal on common criteria for mutual recognition of credits, certificates, diplomas, or degrees delivered by training organizations in Africa
(5) By second quarter 2011, submit to the *Training Advisory Board (TAB)"* a proposal on harmonized competencies requirements for the aviation specialists skills/jobs/functions.

D. **Conclusion**

The actions presented in this common strategic framework and action plan are conceived to contribute to improve the availability of affordable and quality training programmes, harmonized and standardized throughout Africa, and the promotion of a common African aviation training accreditation system recognized around the world.

It suggests the continuation of the activities of the TEWG to speed up implementation. In the area of aviation training organizations, the TEWG will address issues specific to cooperation between training organizations and rationalization of training resources. TEWG will continue to focus on the development of framework for harmonization of aviation training in Africa through cooperation between States on aviation training matters including accreditation and oversight as well as the harmonization and standardization of training.

It is anticipated that the TEWG will complete its additional tasks by the second quarter of 2011, developing organizational capabilities within States and aviation Training Organizations through the newly created bodies to pursue and monitor the various activities related to the continuous harmonization and standardization of training in Africa.

The 3rd Pan-African Aviation Training Coordination Conference requested by the Conference to be held in the third quarter of 2011 will review the implementation of the action plan and assess progress made in the development/establishment of the Association of Training Organizations and Regional Training Organizations.

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