

**Summary of the discussions of the Follow-up meeting of the 1<sup>st</sup> Pan-African Aviation Training Centres Coordination Conference, held in Johannesburg, South Africa, 04 – 05 May 2009**

1. Following recommendation 5/8 from SP/08 AFI-RAN, a first Pan. African Aviation Training Centers Coordination Conference was held in Niamey, Niger, 17-19 February 2009. A follow-up meeting was held in Johannesburg, South Africa, 04-05 May 2009. It was jointly organised by the AFI Comprehensive Implementation Programme (ACIP) and the African Civil Aviation Commission (AFCAC), kindly hosted by Airports Company South Africa (ACSA) and sponsored by SITA. It brought together more than 48 delegates from 16 countries. The delegates were senior managers of 13 Aviation Training Organizations, as well as representatives of civil aviation authorities, services providers and regional organizations, from 16 countries.
2. The follow-up meeting of the 1<sup>st</sup> Pan-Africa Aviation Training Centers Coordination Conference was successful in bringing together all key stakeholders and in serving as a platform for outlining training needs, evaluating the training capabilities available throughout the continent, identifying the key challenges related to the provision of aviation training in Africa, and formulating the way forward for a coordinated approach of aviation training in Africa including a closer co-operation between Aviation Training Organizations, harmonization and standardization of aviation training in Africa.
3. The meeting addressed a wide range of areas related to aviation training in Africa including notably:
  - Training Needs: The safety trends in Africa, passenger traffic growth and current level of overseas training expenditures point to the existence of training needs in all aviation disciplines. However, a database should be established to further quantify these needs in a dynamic manner.
  - Training Capabilities: There is a large number and variety of training programmes and institutions in Africa offering training courses on aviation related subjects. However, the training provided has not been quantified and the resources available to the training centers are limited. There are also restrictions on effective management as a result of controls put in place by Governments. They also face imminent succession crisis due to aging instructors and their facilities are in need of major upgrade.
  - Harmonization and Standardisation of aviation training in Africa: Aviation courses delivered in Africa are not standardized due to the lack of a harmonized regulatory framework on the training requirements for aviation functions. Furthermore, cooperation between African Aviation training institutions is limited.
4. The participants recognised that the ICAO audits point to a shortage of skilled personnel in Africa. It further emphasizes the necessity to establish and maintain an up-to-date database on training needs in Africa, identifying the areas where training is needed and the population concerned by such trainings.
5. The participants agreed on the importance of harmonizing the regulatory requirements related to the competencies requirements for each aviation function in order to

enable training centers in the Region to develop appropriate training curriculum and programs in response to regional needs rather than limited to local needs.

6. Aviation Training Organizations need to adopt a business approach to training management taking into account issues of economics as well as sound human capital management principles.
7. Aviation Training Organizations are encouraged to strengthen co-operation on a broad range of issues in order to enhance collectively their abilities to meet the training needs in Africa, in particular through sharing of modules among training institutions.
8. The meeting adopted the attached Terms of Reference of the Working Group of Training Expert line with recommendation 5/8 of SP AFI RAN (2008).

**Working Group of Training Experts  
TERMS OF REFERENCE**

**A. Tasks**

1. Develop a framework for harmonization of aviation training in Africa,
2. Establish database for aviation training needs and capacities in Africa,
3. Determine and distribute actions for States and Training Institutions.

**B. Membership: training experts from:**

**Airports Council International (ACI) - Africa  
Airports Company South Africa (ACSA) Training Centre  
African Airlines Association (AFRAA)  
Air Traffic National Services South Africa (ATNS)  
Agence pour la Sécurité de la Navigation Aérienne en Afrique et à  
Madagascar (ASECNA)  
Eastern Africa School of Aviation (EASA)  
Ecole Régionale de la Navigation Aérienne et du Management (ERNAM)  
Egyptian Aviation Academy (EAA)**

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