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**FOLLOW UP MEETING OF THE 1ST PAN-AFRICAN  
AVIATION TRAINING CENTERS COORDINATION  
CONFERENCE**

**Johannesburg, South Africa  
04-05 May 2009**

Jointly Organized by  
The AFI Comprehensive Implementation Programme (ACIP)  
Of the  
International Civil Aviation Organization (ICAO)  
And the African Civil Aviation Commission (AFCAC)

In Collaboration with  
Airports Company South Africa (ACSA)  
And  
Société Internationale des Télécommunications Aéronautiques  
(SITA)

**REPORT FROM PANEL 1: Aviation Training Needs in Africa**

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## 1. AVIATION TRAINING NEEDS IN AFRICA

1.1 Under this agenda item, the meeting reviewed the training needs of African Civil Aviation Organizations and the African aviation industry (airlines, airports and air navigation service providers), Civil Aviation Authorities. This includes a review of the safety trends in Africa, passenger traffic growth and current level of overseas training expenditures.

1.2 Panel 1 noted that there has been a significant reduction of accident rate for AFI since 2005 which has changed from a very high rate of 9.2 in 2005 to 2.12 accidents per million departures in 2008. The main contributing factors to aviation accidents in Africa include the latent environment created by the lack of appropriate safety oversight, aircraft maintenance, limited practice of Safety management, air navigation infrastructure, issues of crew proficiency while the global industry keeps pressure on qualified personnel to move for greener pasture. It can be said that the safety improvements in the AFI region are partly attributable to the training initiatives by various organizations, including the IATA PFS investment initiated in 2005 to assist AFI-based carriers in their preparations for IOSA.

1.3 Panel 1 also recalled that the scheduled passenger traffic forecasts for the period 2006-2008, shows that Africa's passenger traffic has been growing by more than 5% per annum, with a prediction of continued growth in the coming years despite the current economic downturn. It further emphasized the projected growth in the industry can only be sustained in the long run when it is matched by a corresponding growth in human resource development.

1.4 A survey of aviation organizations in East Africa revealed training expenditures in excess of 3 million US Dollars in the year 2007, with air tickets and travel allowances representing 55-65% of the total training costs.

1.5 Panel 1 recognizes that in order to sustain the current and projected air traffic growth, there is a need to provide adequate training in various areas such as Air Navigation Services, Flight Safety, Aeronautical Information Services, Flight Operations, Piloting, Aviation Safety/, Aviation Security, Fire Fighting, Airports Operations and Management, and Civil Aviation Regulations. Each training requires classroom courses as well as On Job Training. The latter is best realized in a local environment.

1.6 The example of the Regional Fire-Fighting School of ASECNA was presented. It demonstrates that when States pull resources together, they are able to meet their collective training needs and also reach out to other States. However, to be able to provide courses for different States, the regulatory requirements need to be harmonized.

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1.7 During the discussions, the meeting pointed out that it was important to establish a reliable and dynamic database of training needs in Africa. The meeting was cautioned to ensure that the initial assessment of personnel requirements and shall be rationale in terms of the actual needs as it may have a subsequent impact on the subsequent requirements for initial and recurrent training. It was also noted that for training centers in Africa to develop adequate training programs to meet the various needs of the stakeholders in the continent, it is essential to have harmonized regulatory framework of the competencies requirements for aviation functions as well as access to resources for examinations (database of questions). Furthermore, there should be mechanisms for sharing revenues between the training centers involved, and in particular taking into account preparatory courses and On Job Training. On this basis, the panel submits the following recommendations to the meeting:

**Recommendation 1/1 – Development of a regional database on training needs**

ACIP, in cooperation with AFCAC and other stakeholders establish and maintain a dynamic database on training needs in Africa, identifying the areas where training is needed and the population concerned by such trainings. The database would be made available to all training centers in Africa for them to be able to deploy appropriate programs to address the identified needs.

**Recommendation 1/2 – Harmonization of regulatory framework on training requirements**

States in the AFI Region shall develop and harmonize 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.

**Recommendation 1/3 – Share of revenues between training centers**

When deploying training courses for students from other countries, Aviation Training Centers in Africa should ensure that appropriate arrangements are made for the share of revenues arising from it with training units based at the country of origin of the students who would be involved in portions of the courses delivery (preparatory, On-Job training, etc..)