

TRAINING AND QUALIFICATION OF AGA TECHNICAL STAFF (REGULATOR AND AIRPORT OPERATORS) PROJECT

(Presented by the Training & Qualification Project Team)

SUMMARY
<p>This paper presents a progress report on the status of the development of the proposed project for training and qualification of AGA technical staff for both the aerodrome regulator and operators.</p> <p>Action by the meeting is on paragraph 3</p>
<p>REFERENCE(S):</p> <ul style="list-style-type: none">- Terms of Reference of the Training and Qualification Project Team- States' responses to the Training and Qualification Questionnaire
<p>Related ICAO Strategic Objective(s):</p> <p>A – Safety</p> <p>B – Air Navigation Capacity and Efficiency</p>

1. INTRODUCTION

1.1 The meeting will recall APIRG23 Conclusion 23/10 which required the Aerodrome Operations Project teams to be reorganised for effective and efficient reporting. It was desirable that adequate capacity be built in AFI Region for the training and qualification of aerodrome operational personnel and regulatory personnel.

1.2 The objective of the project is to increase training opportunities for aerodrome inspectors and technical personnel in the region by facilitating the development of comprehensive training programmes, in coordination with the AFI region Training Centers.

1.3 The meeting will also recall Decision 24/22 of the Twenty-fourth Meeting of the AFI Planning and Implementation Regional Group (APIRG), held virtually from 2 to 4 November 2021, which endorsed the Work programme of the Airspace and Aerodrome Operations Sub-Group (AAO/SG).

1.4 To complete the development of a Project document on the Training and qualification of AGA technical staff (Regulators and airport operators), the project team identified and initiated the conduct of a gap analysis in the States.

2. DISCUSSION

2.1 Noting the cost related to obtaining training and the need to mitigate this, the project proposes to utilize resources within the AFI Region to develop and deliver quality training that ensures the

sustainability of such training and appropriateness to the operational conditions in the region.

2.2 The project proposes to enhance the profile of the region and Training organisations by developing suitable courses to be hosted by the Approved Training Organisations (ATOs) and therefore ensure sustainability in the training and qualification of aerodrome personnel across the region.

2.3 The project team has developed a draft project document which required a gap analysis of the AGA technical expertise in the States for its completion. States were invited to effectively contribute to the gap analysis.

2.4 To perform the gap analysis of the training and qualification in the Aerodrome domain, questionnaires were sent in Q2 2022 to the States and Training organizations to gather data on the training and qualification of aerodrome inspectors and technical personnel and the challenges encountered concerning training and qualification of inspectors. The gap analysis also provided information regarding training organizations providing training in AGA technical areas.

2.5 Only Fifteen (18) States out of the forty eight (48) States, accounting for 37.5%, of the States in ICAO ESAF and ICAO WACAF and three (3) training organisations responded to the questionnaires.

2.6 The results of the gap analysis were presented during AAO/SG5 meeting but because there were few responses, the meeting agreed to extend the response time from the States until 31 October 2022.

2.7 As of July 2023, 30 States in total provided responses to the questionnaires. Responses provided information on the qualification of their aerodromes inspectors as well as their challenges. The analysis of the responses to the questionnaire highlighted the following aspects, illustrated by the graphics in Appendix A of this paper:

2.7.1 *State Information – Qualification of Staff:* 100% of the States that responded have accredited AGA inspectors although it was noted that many of the States that responded do not have qualified ICAO instructors, certified ICAO course developers, certified USOAP CMA Auditors in AGA and qualified ACI APEX assessors

2.7.2 *State Training Profile:* All the states indicated that they had an on-the-job training programme for aerodrome inspectors, however, one of four States indicated that they do not conduct training needs assessment for their aerodrome inspectors.

2.7.3 *State training Content:* In most of the States, aerodrome inspectors are not trained in all the basic areas that must be included in the initial training as listed in the training questionnaire. The following courses had at least more than one state that did not offer them: Aerodrome Design and Planning, Aerodrome Operations, Aerodrome Maintenance, Pavement design, construction or maintenance, Aerodrome electrical system, Obstacle Control, Rescue and firefighting services, Aeronautical studies and Wildlife Hazard Management.

2.7.4 *State Project Support Commitment:* The responding States all expressed commitment to support and participation in developing inspector training for the AFI region.

2.8 *Challenges:* The main challenges raised by the States in regard to training were:

- 2.8.1 Insufficient funds to train the aerodrome inspectors;
- 2.8.2 lack of specialized training within the region, in English-French language;
- 2.8.3 Lack of training centres within the AFI Region;
- 2.8.4 Lack of in-house instructors in the States;
- 2.8.5 Cost of training, including cost of travel to destinations with the required training courses;
- 2.8.6 Difficulties in implementing the training policy within the CAAs.

2.9 Five Training organizations responded to the questionnaire, and below is a summary of the responses.

- 2.9.1 *Training Organization Profile:* Not all the training centers are certified by their regulatory authority and only 3 of them are certified Train-Air plus. A significant number of aerodrome-related courses are not offered at the responding training centers(see Appendix B).
- 2.9.2 *ATO Project Support Commitment:* The ATOs expressed commitment to support and participation in the development of inspector training for the AFI region.
- 2.9.3 *Curriculum Development of Course Developers:* The ATOs indicated existence of course development units, however, the number of developers is not adequate to effectively support the project.
- 2.9.4 *Qualified instructors:* The respondents indicated that there were not enough qualified instructors; Furthermore the instructors available need more training.
- 2.9.5 *Challenges :* The training centers indicated that their main challenges are : the lack of funding, the insufficient human resources, the high rate of turnover among instructors due to poor conditions of remuneration and no perspective on capacity development, and the insufficient demand for training and number of clients.

2.10 The obtained gap analysis reflects the status of qualification and training of AGA technical personnel in the Region and the project team proposes the results of the analysis can be used as priorities to be addressed by the project on training and qualification of AGA technical staff.

3 ACTIONS BY THE MEETING

- 3.1 The meeting is invited to:
 - 3.1.1 Take note of the progress made by the project team. In particular, information gathered through the administered questionnaires;
 - 3.1.2 Agree on the priorities to be included in the project document for training and qualification of AGA technical staff

- 3.1.3 Urge States to commit to the capacity building of course developers and instructors who will be instrumental in the implementation of the project and the sustainability of AGA experts' capacity building in the region;
- 3.1.4 Recommend the provision of resources to support the project for implementation.

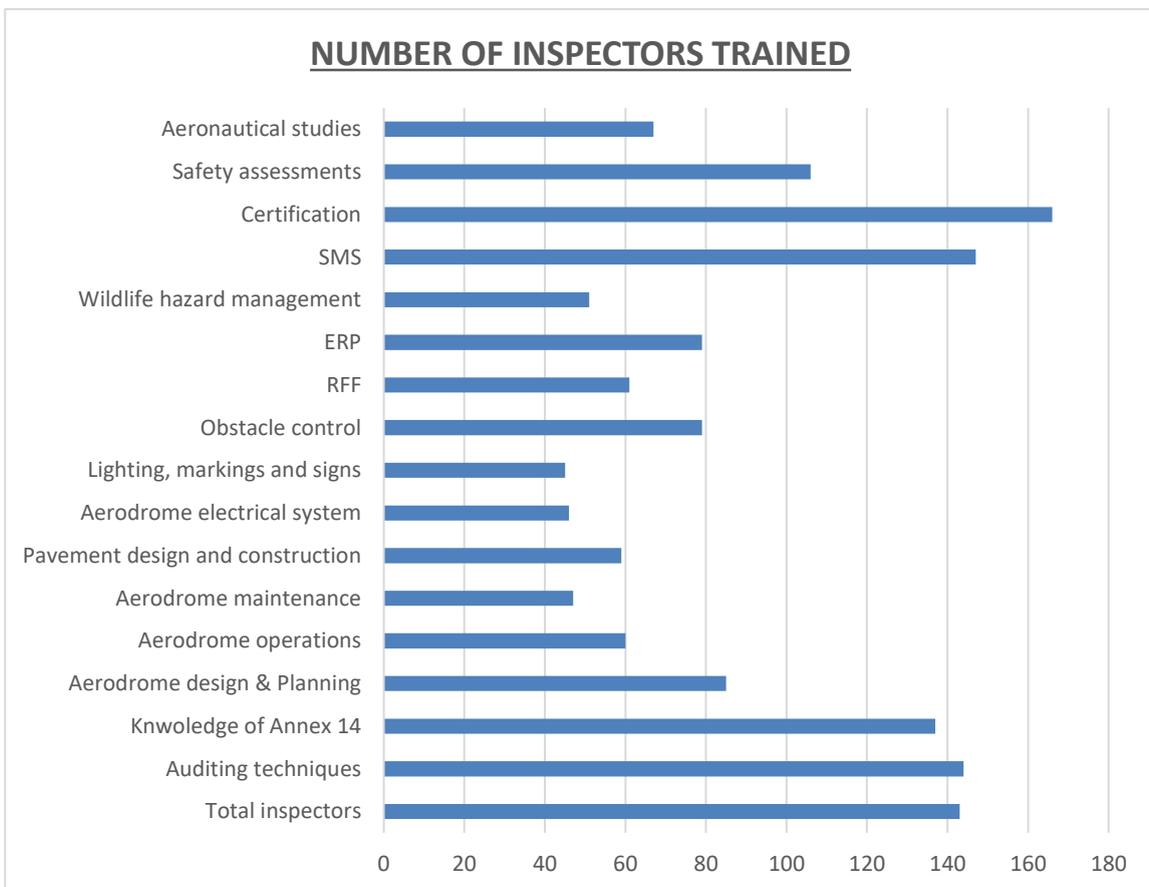
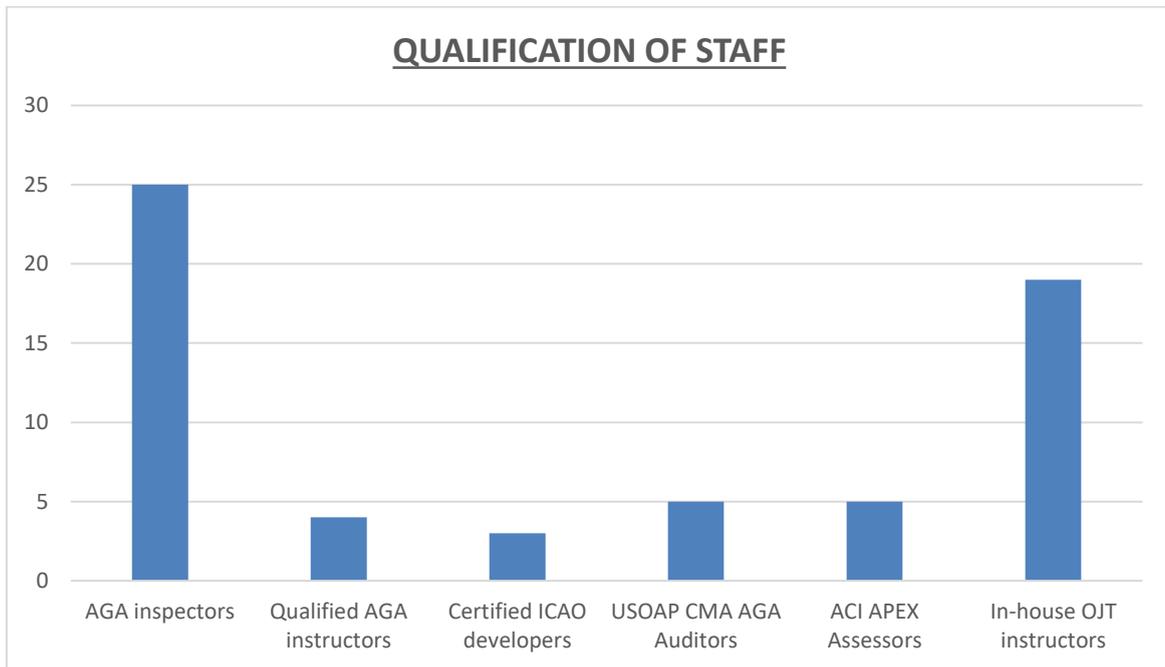
APPENDIX A:

LIST OF STATES AND TRAINING CENTERS HAVING RESPONDED TO THE QUESTIONNAIRES

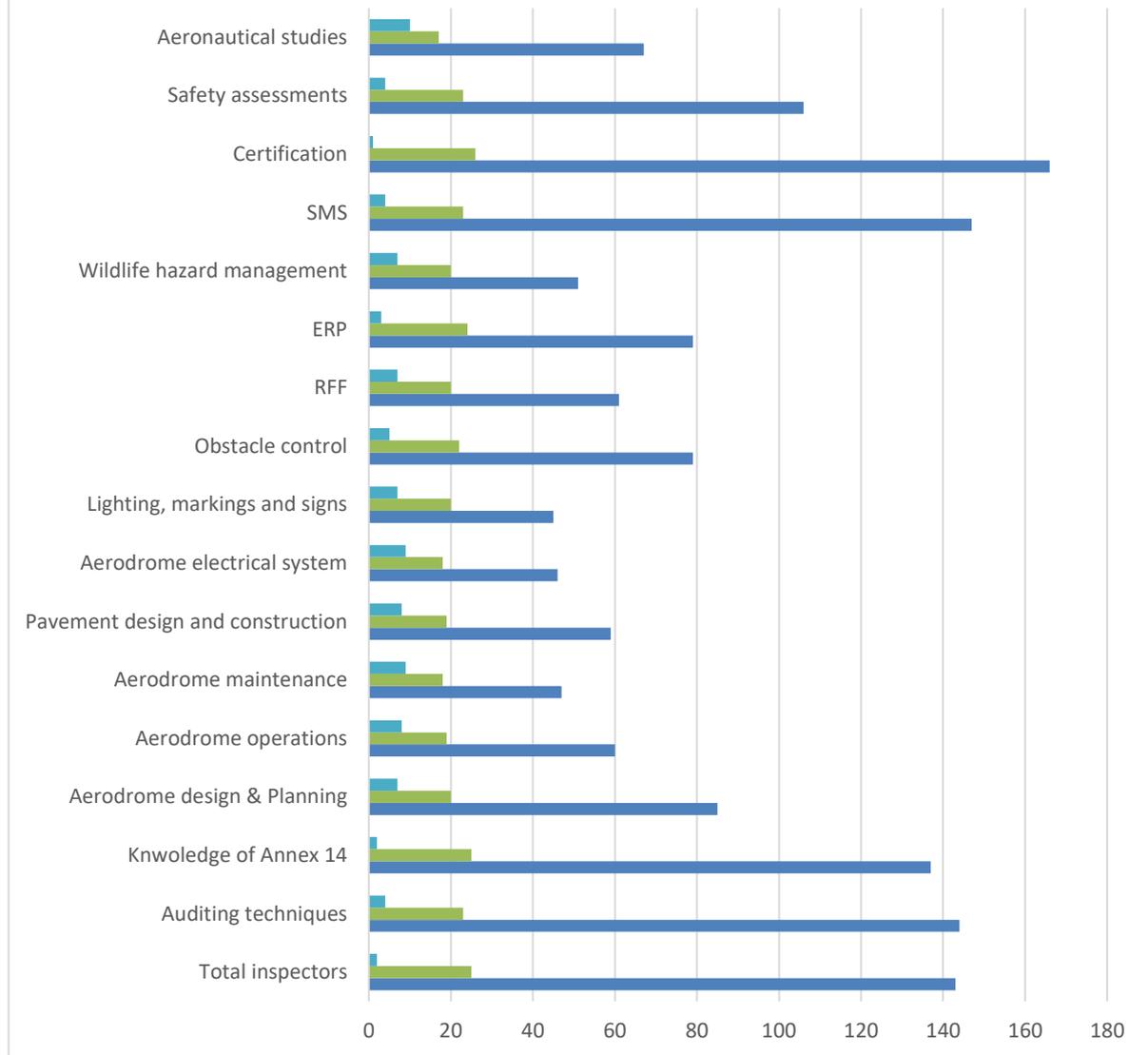
States	Training centers
Burkina Faso Cabo Verde Cameroon Equatorial Guinea Gabon Ghana Guinea Ivory Coast Madagasacar Mauritania Benin South Africa STP Tchad Togo Tanzania Kenya Uganda Niger Nigeria Senegal Sierra Leone Central African Republic Gambia Angola Ethiopia DRC	Cameroon EAMAC Ethiopia Nigeria college Sierra Leone School

APPENDIX B:

GRAPHICAL REPRESENTATION OF THE ANALYSIS



AERODROME INSPECTORS TRAINED IN THE SPECIFIC AREAS



States without trained inspectors
 States with trained inspectors
 Number of inspectors trained

REGIONAL TRAINING CENTERS PROFILE



REGIONAL TRAINING CENTERS COURSE OFFERING

