



Maintaining Excellence at Ethiopian Aviation Academy

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Outline

1. Overview of EAA
2. Training Programs
3. Maintaining Excellence at EAA
4. Training Facility of EAA

Overview of EAA

- 1. In 1956 ET's training department was established.**
- 2. In 1958 cabin crew training began.**
- 3. In 1964 pilot training school was established.**
- 4. In 1967 aviation maintenance technician school was established.**
- 5. In 2007 the Aviation Academy has been established, as a unifying institution.-**

milestone

Overview of EAA

Rational for the Establishment of EAA

- **To develop Training as Strategic Business Unit with the objective of diversification of ET's business by providing world class training services.**
- **To have training department which is fully aligned with the “Fast Growth Strategy” of ET.**

Overview of EAA

Profile:

- **Total number of staff: 145**
- **Total number of instructors: 103**
- **Total current students (Basic): 800**
- **Total aviation graduates (Basic): 7000**
- **Leadership & career dev't: 31,690**
- **Total recurrent participants: 50,000**

Overview of EAA

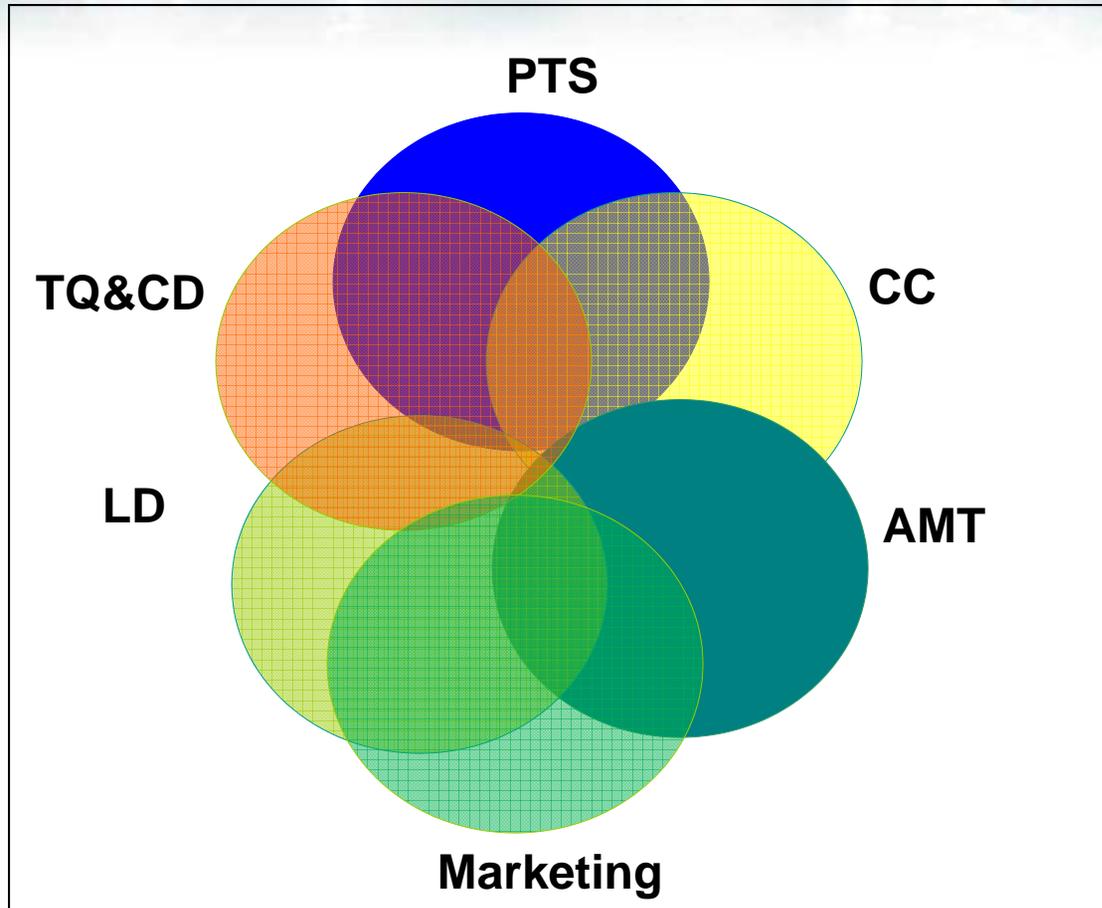
Vision:

- The vision of the Academy is to be a world class center of excellence in aviation training.
 - Offer standardized (internationally accredited) training programs
 - Be competitive player in Aviation training in the region (quality and price).

Overview of EAA

- **Competitive advantage of EAA to achieve its vision:**
 - Have more than 40 years of experience in aviation training.
 - Have well established network with major regional customers.
 - Training is conducted in real training environment and facility.

Training Programs



Schools & Departments

Training programs

PTS Program

NO	Course	Duration Months
1	Private Pilot License Course (PPL)	18
2	Commercial Pilot Course (CPL)	
3	Multi-Engine Rating Course (ME)	
4	Instrument Ratings Course (IR)	

Training programs

AMTS Programs

No	Training programs	Duration Months
1	Avionics Technicians	14
2	Airframe Technicians	11
3	Power Plant Technicians	10
4	AMT (Aviation Maintenance Technician)-the full-package	24

Total courses=43

Training programs

Technical Recurrent Training

No	Courses	Duration Hrs
INDT001	Regulations (Tech. Policy & Procedure)	40
INDT002	Human Factors in Maintenance	24
SYST008	B737NG Airframe & Power Plant Course	56
SYST005R	B767-2/300 A&P Systems Refresher	96

Total courses=50

Training programs

Marketing Training

No	Modularized programs	Duration Hrs
1	Reservation & Ticketing	499
2	Airport Operations	665
3	Cargo Handling	435
4	Finance	526
5	Full-package	789

Total courses=27, 3-6 months

Training programs

Cabin Crew Training

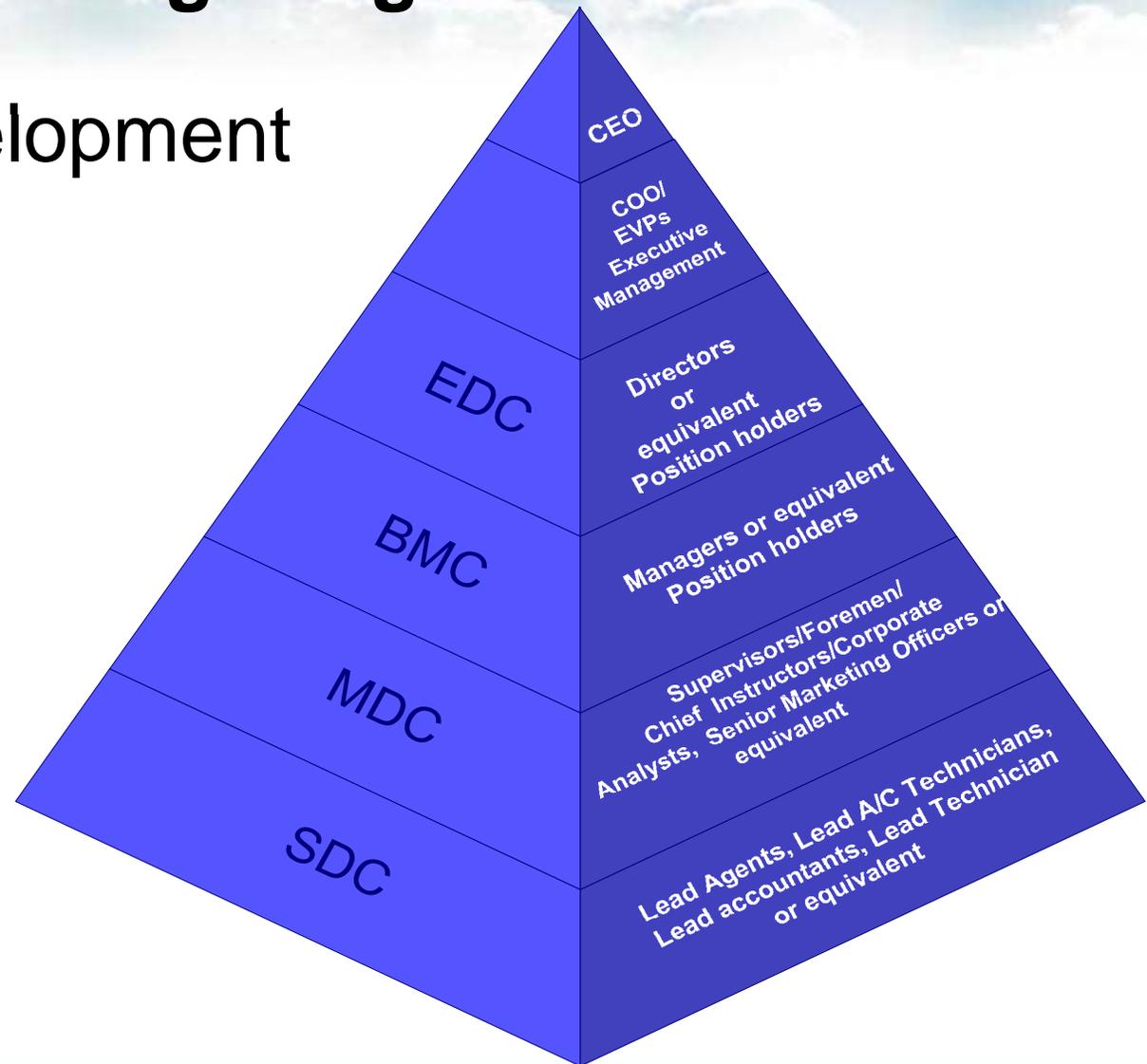
Courses	Hrs
Aviation Security	4
The Basics of Cabin Crew	9
Cabin Management, Passengers Handling	84
Basic Grooming Training	42
Safety and Crew Resource Management	112

Total courses=10, 6 months with OJT

Training Programs

Leadership Development

ET trains and develops its managers and leaders by offering a continuous Leadership Training.

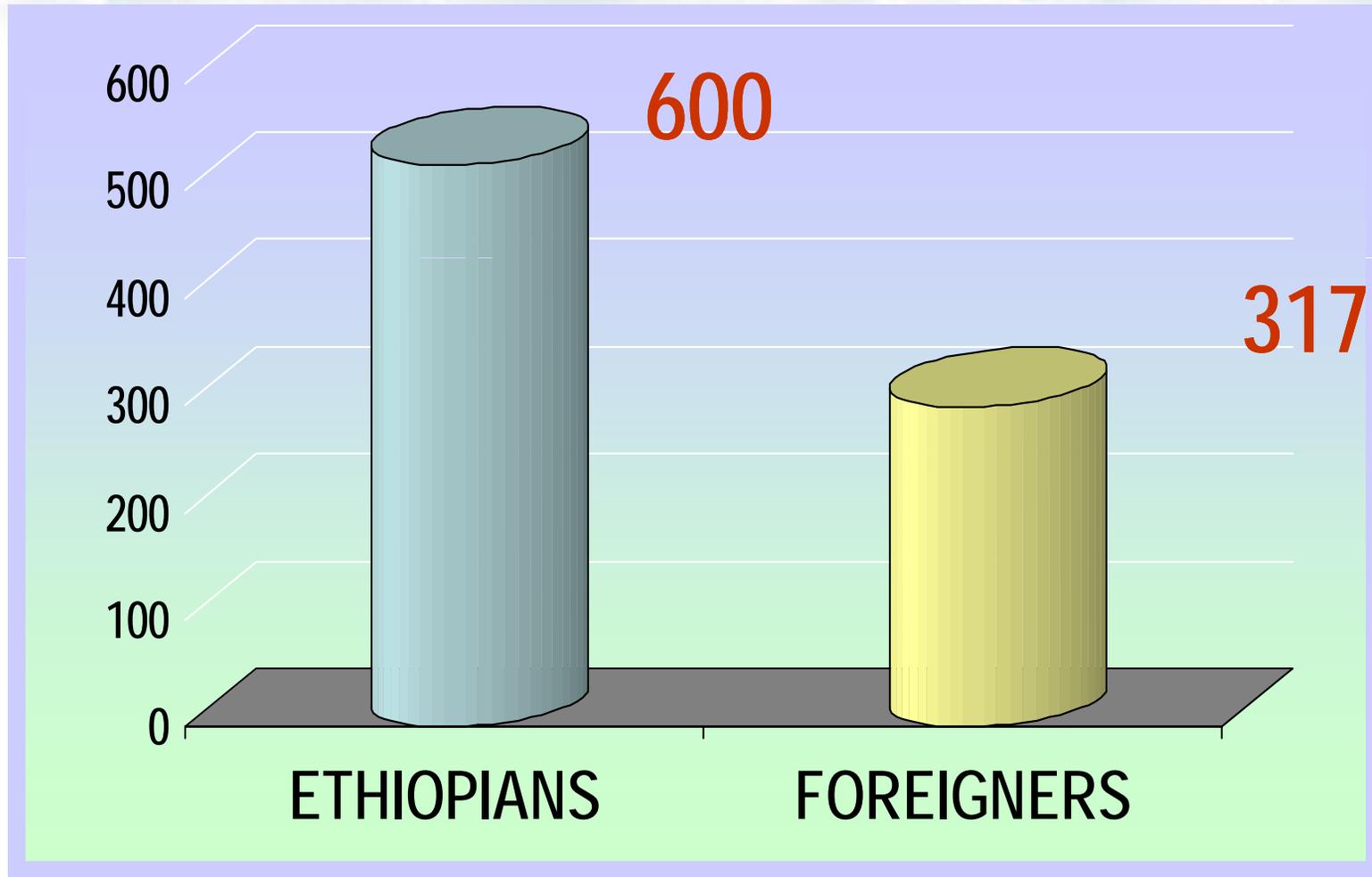


Training Programs

List of courses for Leadership Training:

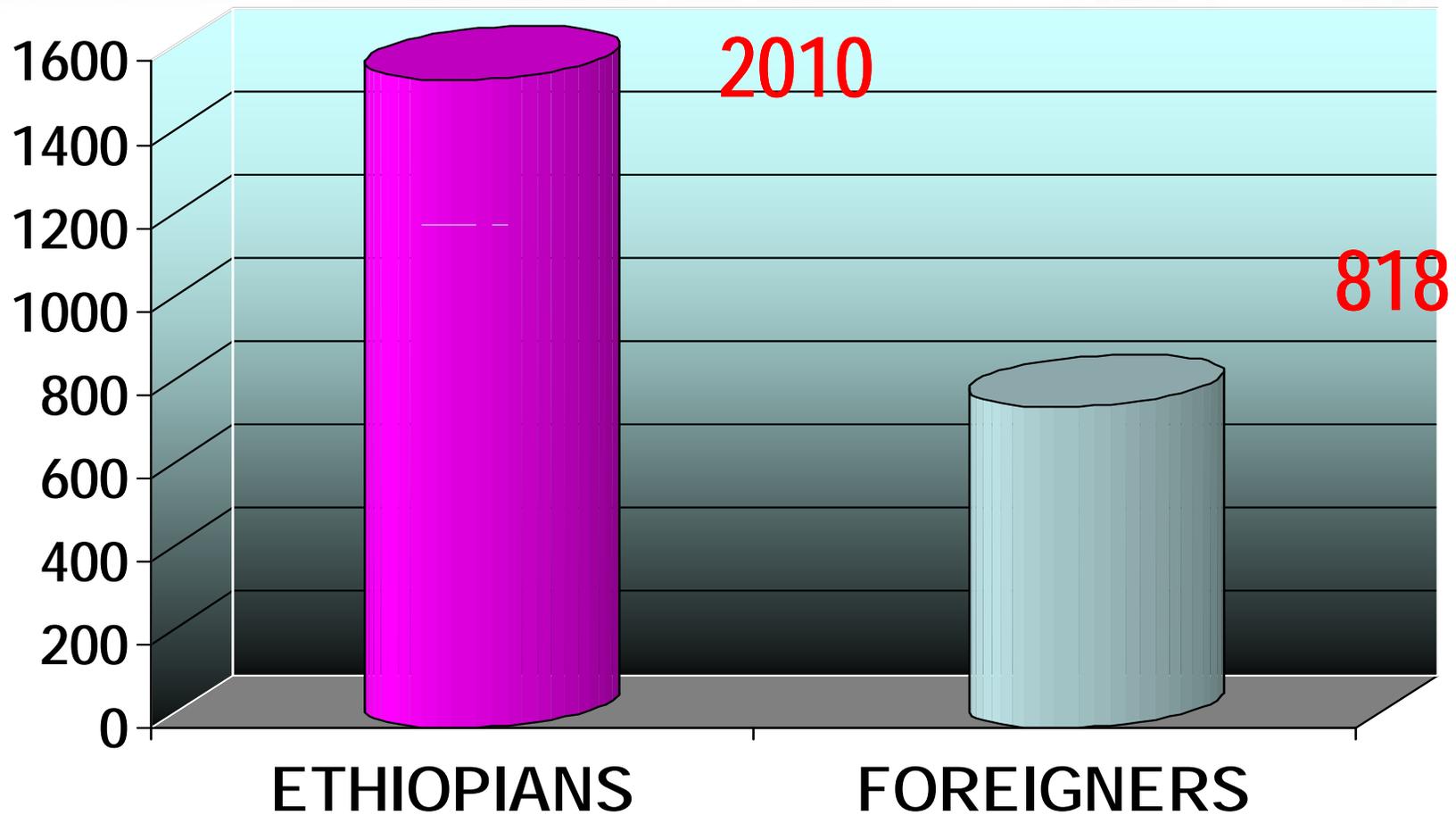
- Leadership and Change
- Performance Management
- Effective Communication
- Financial Management
- Aviation and Business Law
- Fundamentals of Airlines Economics
- Project Management, etc

Serving Africa & the World



Graduates from PTS (Ab-initio):917

Serving Africa & the World



Aviation Maintenance Training School (Ab-initio): 2828

Maintaining Excellence at EAA

Main requirement of an airline operation

1. Ensure **safety** in accordance with national & international standards.
2. Provide efficient **quality** service at **competitive price**.

Maintaining Excellence at EAA

Humans play a big role in ensuring safety and quality service.

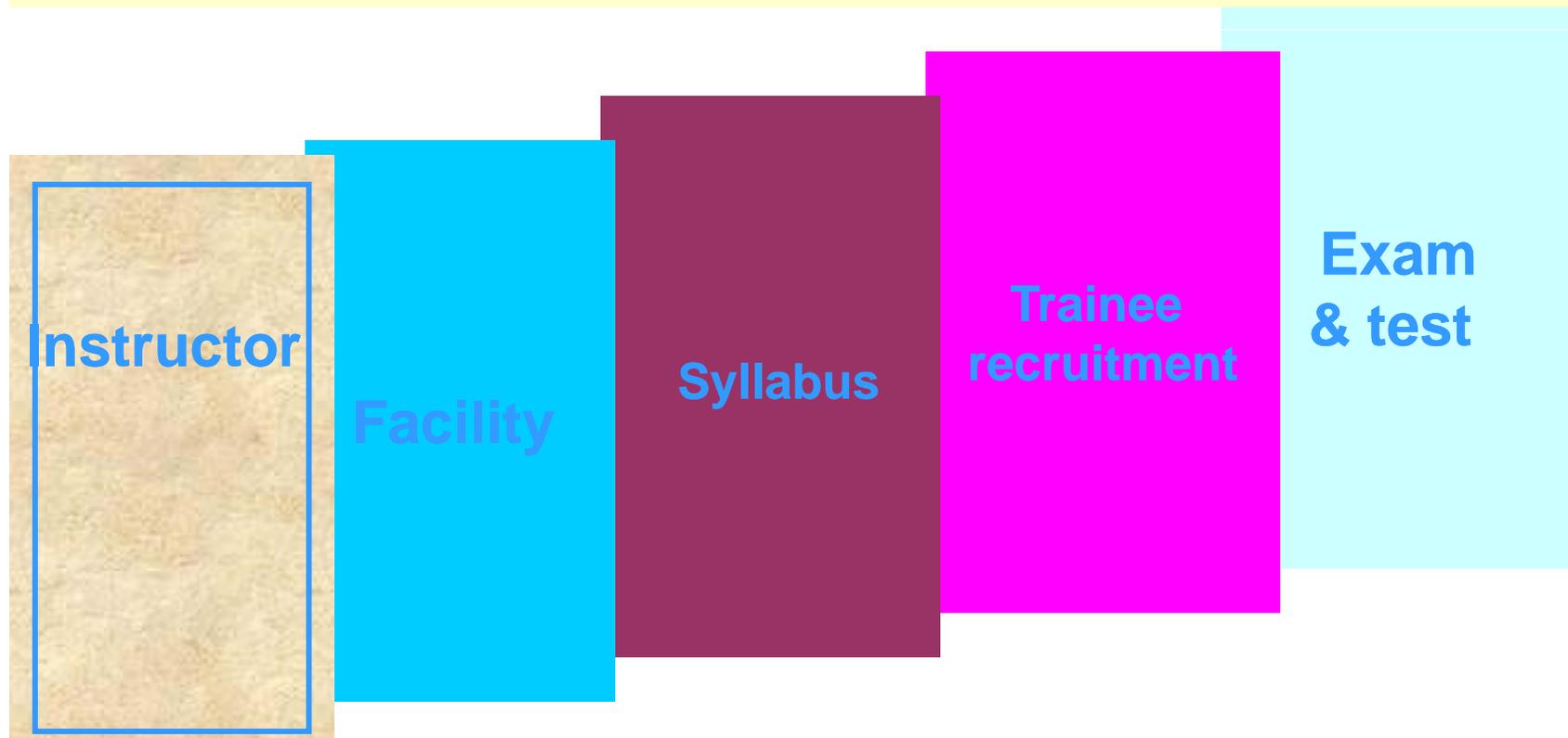
- Well trained employee is a critical requirement.
- Quality of training is a essential issue in aviation.
- Therefore, there is a strong need for quality standards.

Maintaining Excellence at EAA

- **Training Quality depends on various factors including**
 - Syllabus
 - instructors
 - trainees
 - Training facility
 - Training environment
 - Process of training, etc

Maintaining Training Excellence at EAA

Quality of Training Depends on the following Factors:



Maintaining Excellence at EAA

- In order to ensure quality standardization of training is essential.
- Standards are tools for promoting excellence, service quality and safety.
- Examples of aviation standards
 - FAA
 - EASA
 - National standards
 - African Standard??

Maintaining Excellence at EAA

- Ensuring Quality at EAA
 - The Curriculum Development Section (CD)
 - The Training Quality Section(TQ)

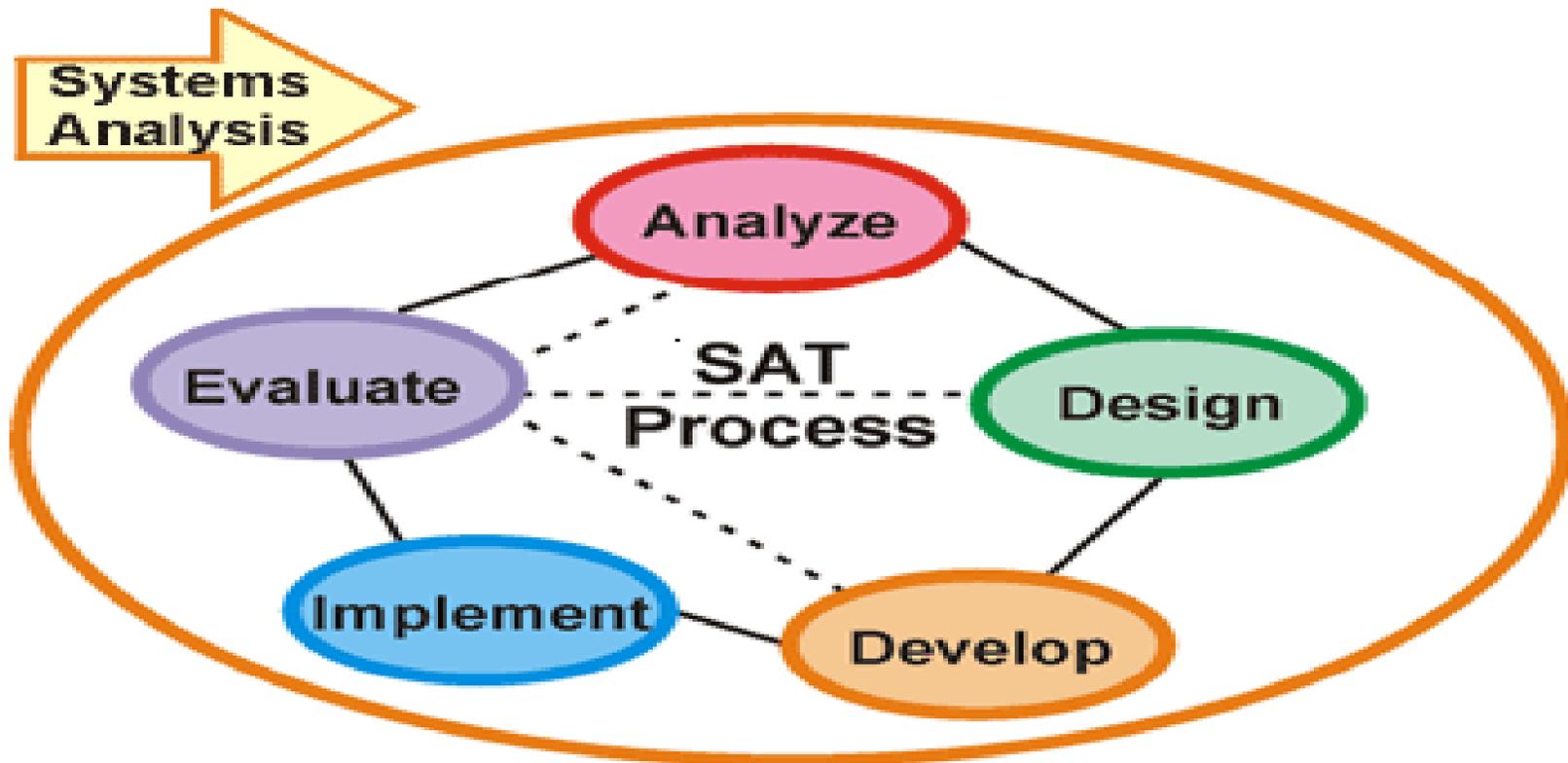
Maintaining Excellence at EAA

- OBJECTIVES OF THE CD Section:
 - Develop and implement curriculum that fulfills all the regulatory bodies' requirements (ICAO, FAA, EASA, ECAA).
 - Conduct train-the-trainer course (instructional design and techniques courses) to Academy staff and third party customers.
 - Implement innovative training methodologies like e-learning to enhance quality and effectiveness of training.

Maintaining Excellence at EAA

➤ Curriculum Development Process

- ✓ Based on Instructional Systems Design Model



Maintaining Excellence at EAA

Objectives of TQ Section:

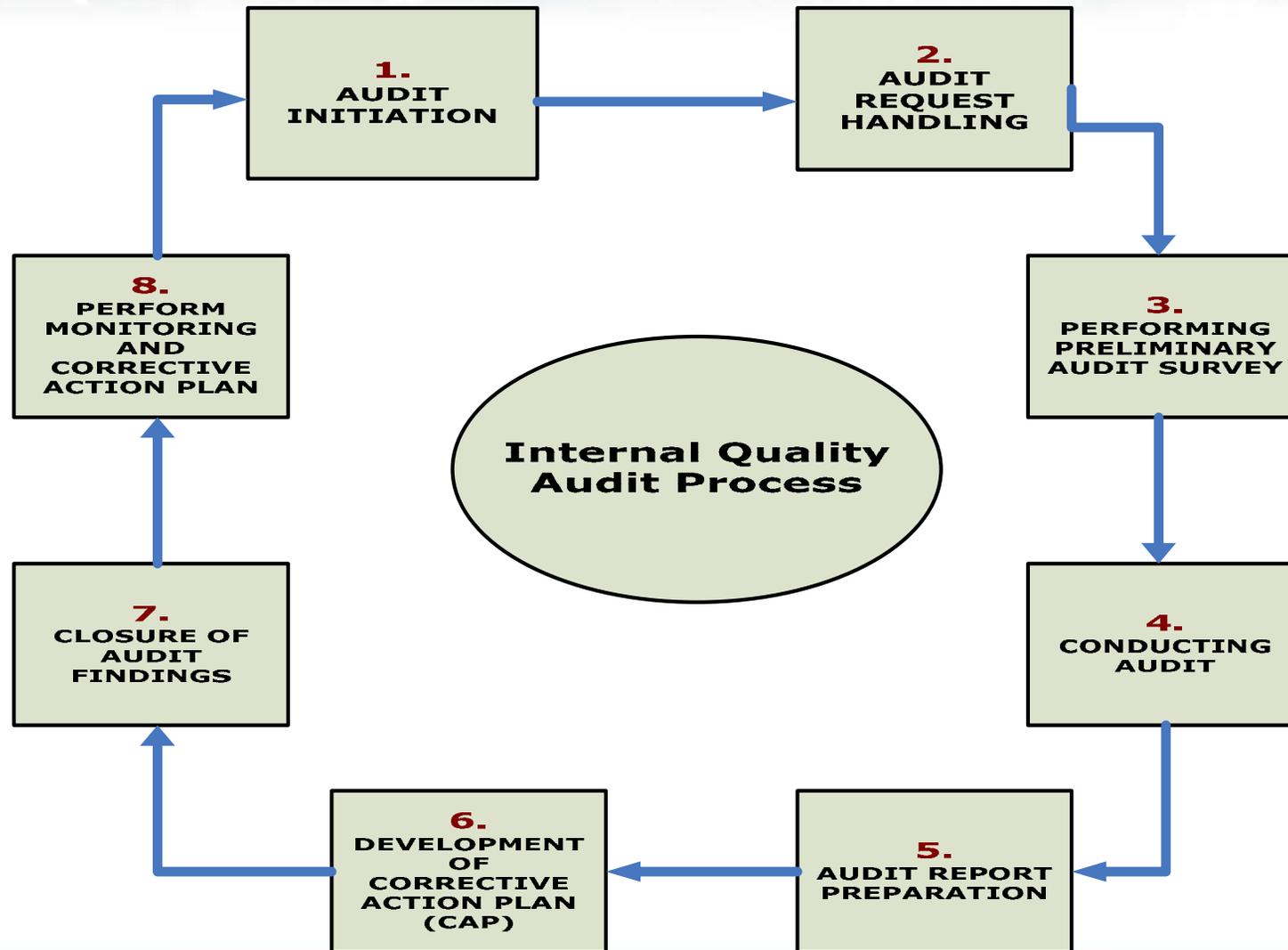
- Sets training standards (instructor, recruitment, syllabus, training facility, instructional methods)-**Quality Manual**.
- Monitors and audits training processes and facilities.
- Makes follow up of corrective actions.

Maintaining Excellence at EAA

The Quality Manual describes:

- Quality Objectives
- Quality Management System
- Qualification requirements of Instructors
- General Description of Training Facilities
- Training System & Procedures
- Examination Procedures

Maintaining Excellence at EAA



Maintaining Excellence at EAA

Implementations of Best Practices:

- EASA –part 147
- MPL (Multi Crew Pilot License)
- E-learning

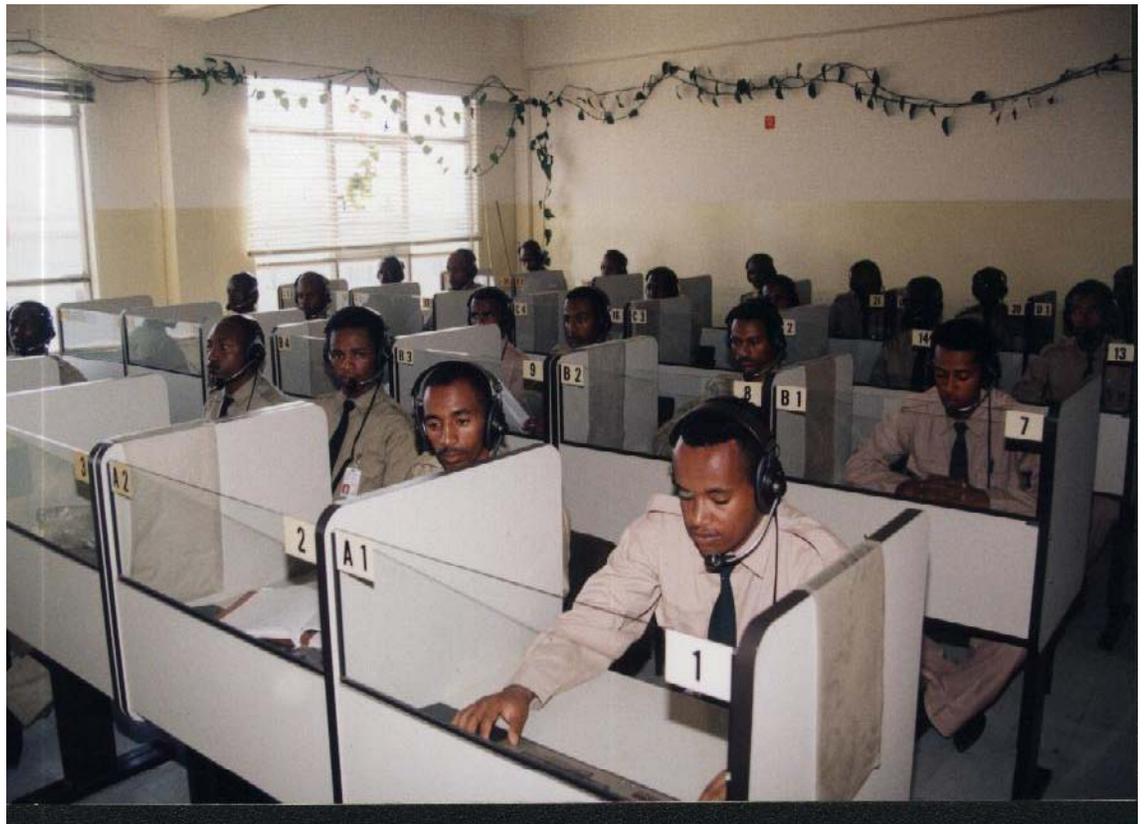
Facilities of EAA



Aviation Academy –Main Building

Facilities of EAA

- The Aviation Language Laboratory
 - Converts Francophone and Arabic speakers to follow English instructions in less than six months



Facilities of EAA



Pilot Training School Building

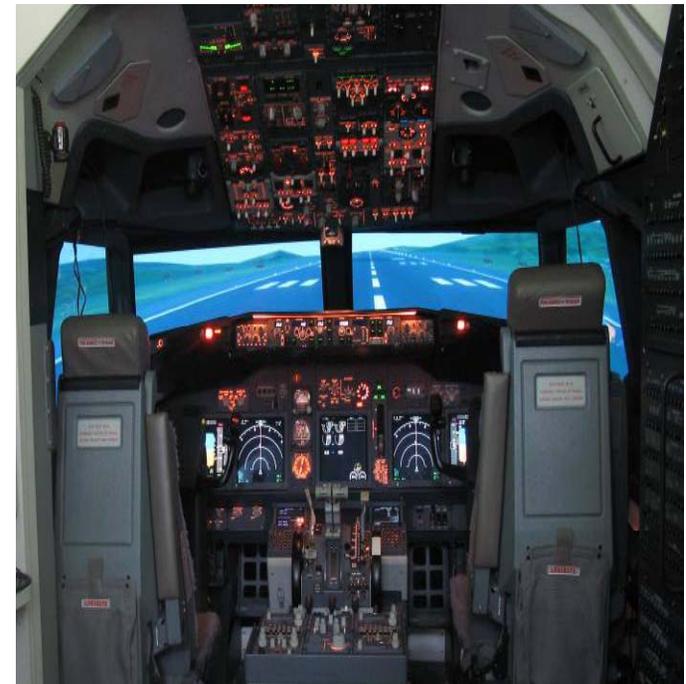
Facilities of EAA

✦ Flight Training Devices



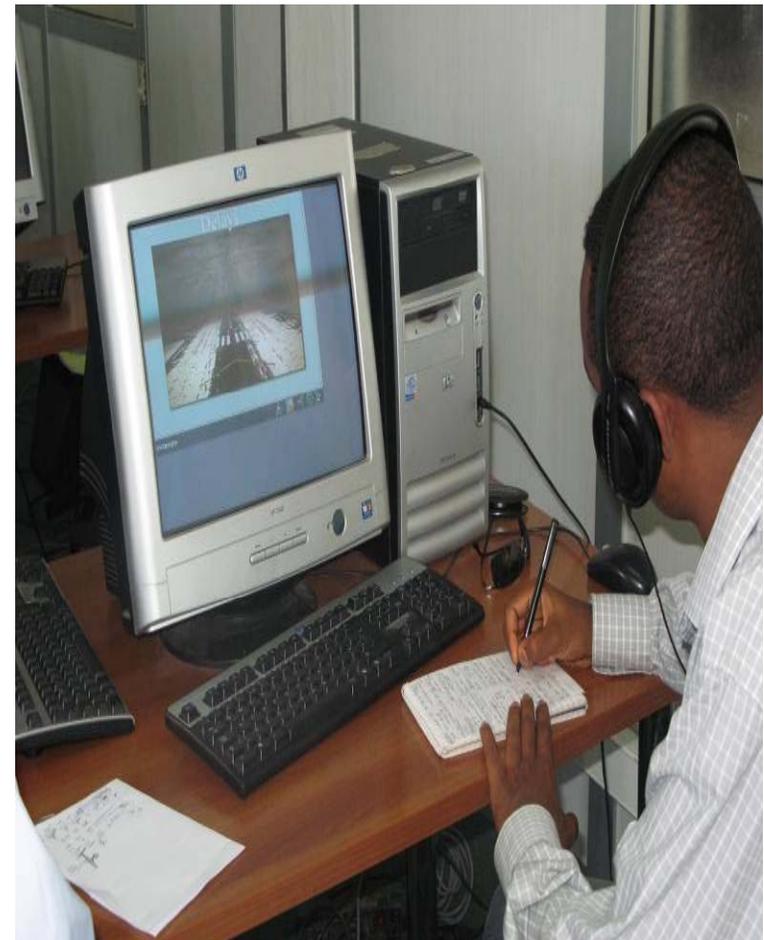
Training Facility

- ✦ Flight Simulator
- ✦ B737NG



Facilities of EAA

☛ Computer Based Training



Facilities of EAA

The power plant OJT shop



Facilities of EAA



Trainee's Dormitory

Facilities of EAA (Expansion & Modernization)



**Thank You For
Your Attention!**