Collaboration Among Training Centres: Challenges and Benefits

Presented by TCHAGBELELE Sadamba, Director of EAMAC
• Overview

• Collaboration foundation and pillars

• Collaboration challenges

• Benefits of collaboration and cooperation (internal, local and regional/international levels)

• Success story of collaboration/cooperation between an ANSP and three ATOs

• Conclusion
Overview

Collaboration: Working together for a shared goal (co-labor)
Each individual plays their part not for its own sake but to help make something bigger

Develop expertise ➔ Overcome obstacles ➔ Reach greater heights

Efficient way of sharing resources
Reduce labor time
Guarantee Success & Sustainability
Overview

Cooperation: Performing together (co-operate) while working on personal yet common goals.

The logic here is “If you help me I’ll help you”

- Cooperation is characterized more by informal relationships that exist without any commonly defined mission, structure or planning effort.
- Information is shared as needed, and authority is retained by each organization so there is virtually no risk.
- Resources and rewards are separate.
Factors that can influence the success of collaboration

- Environment
- Membership
- Process/Structure

Factors that can influence the success of collaboration

- Communication
- Purpose
- Resources

Collaboration foundation and pillars

Effective and efficient collaboration

- Good Planning & Goal setting
- Efficient Communication
- Availability of adequate tools
- Efficient management
- Team dynamics

Appropriate political, institutional and social climate
Collaboration challenges

- Political-social-cultural climate and/or context
- Lack of sufficient resources (financial, human, material), and time allocated
- Lack of flexibility and adaptability (Differences in regulations and rigid expectations. Collaboration is not an easy shortcut, it requires a constant and open negotiation to keep every partner on board)
- Inhospitable environment for collaboration related to competitiveness (at Organization level or between Organizations)
- Lack of trust and confidence amongst collaborating partners
Collaboration challenges

- Language, for example, when collaboration partners’ official languages differ.
- Lack of adequate communication and communication procedures.
- Unmatched levels of enthusiasm among partners.
- Lack of briefing procedures for new partners/actors joining in.

Mitigating these challenges in implementing collaboration strategies will reduce risks of failure.
Benefits of local and regional collaboration

Sharing of critical resources and expertise and reducing costs

Facilitating knowledge transfer and operational procedures

Producing standardized solutions in synergies

Increasing productivity and quality

Specific training benefits include transferability of awards and credits across boarders; a better organized response to training needs satisfaction.

Efficient and effective collaboration will be a driver towards achieving global aviation goals.
Workgroups

Instructions: 20 min

• Select a spokesperson to present

  a. Discuss the challenges and the strategy;

  b. Decide on solutions and best practices to execute the strategy in your locality or region

  c. Present the solution
12 Dec 1959

- Creation of ASECNA with the mission of providing high quality air navigation services that comply with international standards within the 16.1 million square kilometer airspace, which includes 6 FIRs, entrusted to it by Member States.
- Requires well trained technical personnel with updated competences

A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI
A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI

The need for well trained technical personnel has brought ASECNA Member States to develop collaborative and cooperative training approach and in solidarity with one another through:

- **1963**
  - Creation of EAMAC to provide ASECNA member Countries with the necessary and highly qualified human resources so as to ensure air navigation safety within their airspace & provide the same trainings to the non member Countries within the limits of its capacity.

- **1963**
  - Creation of ERNAM to provide continuous training in the fields of security (AVSEC), management.

- **1964**
  - Creation of the Regional School for Rescue and Fire Fighting (ERSI) in Douala (Cameroon) with the mission to train competent human resources in Rescue and Fire Fighting.
A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI

Key collaborative and cooperative items

• Member states cannot afford an ATO in each state. Three ATOs created to train for ASECNA and states.

• Each ATO has a dedicated/dedicated subject/s and thus duplication of efforts is avoided.

• ASECNA avails SMEs from different operational centers in member states either to join the ATO as instructor or to deliver in specific courses. (in 2015 at EAMAC, 11% of continuous training hours were performed by operational experts which is crucial for CBT).

• ASECNA provides resources (financial, human, and material). ATOs train for the ANSP and states including non member states.
With the view of consolidating and sustaining the training strategy, various collaborative and cooperative partnerships were developed at different levels in the fields of training and operations:

- Internal (ASECNA level)
- National
- Regional
- International
A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI

- Internal level: Within ASECNA the collaboration is the one described one step earlier.

- National level: National Universities, Civil Aviation Authorities and National Meteorological and Hydrological Services (NMHSs) in Member States, Energy Companies, and even International Organization privileges and immunities are accorded by states, etc.

- Continental level: AATO, EUMETSAT, ACMAD, CAMES (African and Malagasy Board of Higher Education)

- International level: ICAO, WMO, UNDP

- Etc.
Collaborative and/or Cooperative partnerships with other training institutions include:

- NCAT (Nigerian College of Aviation Technology)
- ATNS (Aviation Training Academy - South Africa)
- GATA (Ghana Aviation Training Academy)
- Buea Linguistic School (Cameroon)
- Language Lab (South Africa)
- Other AATO Members
- SAWS (South Africa), KMD-IMTR (Kenya), IFHR of ORAN (Algeria)
- ENAC (French National College of Civil Aviation)
- ENM (French National College of Meteorology)
- COMET (USA)
- Etc.
A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI

International recognition

- ISO 9001-2008 certified
- ICAO Regional Training Centre of Excellence
- TRAINAIR PLUS Full Member
- WMO Regional Training Centre
- WMO Centre of Excellence in Satellite Meteorology

Accreditation of the training program of ATC on behalf of all Member states by Niger CAA

To strengthen this international recognition, the school has embarked on a program to become a bilingual ATO
A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI

- 01 Adequate Conference room of 150 seats.
- 01 Media Library with access to internet.
- 01 Self service restaurant.
- 01 Student hostel of 316 self-contain rooms.
A success Story of Collaboration between an ANSP and three ATOs: ASECNA and EAMAC – ERNAM – ERSI
Conclusion

- In the present context of globalization, efficient collaboration will empower workforce, reduce costs and increase sustainability of global aviation.

- Collaboration is therefore crucial in improving performances in ensuring safer skies.

- The case of ASECNA is a perfect illustration that effective and efficient collaboration can lead to reaching high goals with individual limited resources of partners.
Thank you for your kind attention