

- and at the same time upgrade their knowledge, skills and expertise to meet State's requirements for continuous implementation of ICAO SARPs and other ICAO program activities;
- b) internships for young and emerging African aviation professionals to foster the development of the next generation of professionals required to meet the new business needs of civil aviation; and
- c) other areas that will be determined by ICAO and AFCAC on the basis of needs for African professionals.

2. DISCUSSION

- 2.1. Under a Memorandum of Understanding (MOU) signed between ICAO and AFCAC, the former assumed overall management of the HRDF including receipt of the voluntary contributions. The following is the status of HRDF implementation up to October 2018-:

YTD	Activity	Cost	Balance
<i>Cumulative Contributions up to 31 October 2018 is 1,054,704.27 plus interest 18,206.21</i>			
2016	Launching of the 1 st round of Secondment	38,408.19* (Includes overhead charges and exchange gain/loss incurred in 2014 and 2015)	1,034,502.29
2017	8 successful candidates began the secondment duties (From March 2017 to February 2018).	283,669.48* (Costs mainly for the 8 candidates for the period March-December 2017)	750,832.81
2018		22,770.51* (Cost mainly for the above 8 candidates for the remaining 2 months of the secondment period, January-February 2018)	728,062.30
Balance as at 31 October 2018 is CAD 728,062.30			
*Includes overhead charges and exchange gain/loss.			
2019	Initiate 2 nd round of Secondment opportunities	350,000.00 (costs for recruitment and hosting of 10 candidates)	Balance (less interest) 378,062.30
2020	Host 2 nd Round and initiate 3 rd Round of Secondment opportunities by ICAO	350,000.00 (costs for recruitment and hosting of 10 candidates)	28,062.30
2021	Host the 3 rd Round of Secondment opportunities by ICAO	-	

The main challenge being faced by the HRDF is the very low uptake of the secondment opportunities offered by ICAO. AFCAC sent questionnaires requesting States to give feedback on how best the fund can be utilized. Only a few States responded to this request and AFCAC is still making follow-ups to ensure that a representative number of States provides the necessary feedback before necessary recommendations to the Plenary are made to amend the program or completely change the approach. Meanwhile, the program continues according to the MOU signed between AFCAC and States.

Other Capacity building Initiatives by AFCAC

- 2.2.** AFCAC entered into partnership arrangements with a number of countries in which fellowship programs are made available to African States either on-site or at the donor country training facilities. Between 2016 and October 2018 at least 600 candidates from all 5 geographic regions in Africa have benefitted from these fellowship programs.

For the period 2019 to 2021, AFCAC will continue providing these fellowship programs in collaboration with States and the respective donor countries. The donor countries and organizations include:

- 1) China;
- 2) Korea;
- 3) Singapore;
- 4) United Arab Emirates;
- 5) United States of America;
- 6) EASA.

Target courses for the 2019 to 2021 triennium are as follows:

- 1) GSI courses (AIR/ OPS/ PEL/ AGA/ ANS);
- 2) SSP and Safety Management Course;
- 3) Special Approvals courses e.g. EDTO/ CAT I,II, III Landing;
- 4) Aircraft Type courses for airworthiness inspectors;
- 5) PBN/ Flight Procedures / AGA

Costs of the courses under these fellowship programs are borne by the Donor States/Organizations and the beneficiary States.

3. CONCLUSION

- 3.1.** Secondments to ICAO financed by the HRDF will not only enable selected African aviation professionals, to upgrade their knowledge, skills and expertise while assigned to ICAO, but also enable them to contribute more to the overall human resource capacity building in aviation upon return to their home countries. In addition, internships at ICAO financed by the HRDF, and offered to young and emerging African aviation professionals will also foster the development of the next generation of professionals required to meet the business needs of civil aviation in Africa.
- 3.2.** States, Organizations, public / private entities and all other interested donors are urged to make voluntary contributions to the HRDF and to participate in the strengthening of human capacity development initiative in the African civil aviation sector.
- 3.3.** The Plenary is invited to-
- a) Note the status of HRDF for the period 2016 to 2018;
 - b) Adopt the HRDF activity plan for 2019 to 2021 triennium;
 - c) Note the status of other capacity building initiatives by AFCAC; and
 - d) Endorse other planned capacity building initiatives by AFCAC for the 2019 to 2021 triennium.