



INTERNATIONAL CIVIL AVIATION ORGANIZATION

SIXTH MEETING OF DIRECTORS GENERAL OF CIVIL AVIATION (DGCA/6) (Brazzaville, Congo, 2 – 4 November 2016)

Agenda Item 10: Any Other Business

THE ICAO NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP) PROGRAMME

(Presented by ICAO)

SUMMARY
<p>The ICAO Next Generation of Aviation Professionals (NGAP) Initiative was launched to help ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. This is especially critical as a large contingent of the current generation of aviation professionals will retire soon, access to affordable training and education is increasingly challenging, and aviation competes with other industry sectors for attracting highly skilled professionals. With the elevation of the NGAP initiative to an ICAO Programme, support from States, international and regional organizations, industry and academia is essential to the Programme's success.</p>
<p>REFERENCE(S): A39-WP/33 <i>Doc 9956, Global and Regional 20-year Forecasts</i></p>
<p>Related ICAO Strategic Objective(s): This working paper relates to all the Strategic Objectives.</p>

1. INTRODUCTION

1.1 Since 2009, under the Next Generation of Aviation Professionals (NGAP) initiative <http://www.icao.int/safety/ngap/Pages/default.aspx>, ICAO has been working with key stakeholders to address the forecasted shortage of aviation professionals. NGAP was launched to help ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. This is critical as a large contingent of the current generation of aviation professionals will retire soon, access to affordable training and education is increasingly challenging, and aviation competes with other industry sectors for highly skilled professionals. The lack of harmonized competencies in some aviation disciplines and a lack of awareness by the “next generation” of the types of aviation jobs available further compounds the problem.

1.2 The ICAO NGAP initiative addresses some key factors for the long-term successful implementation of ICAO's Global Aviation Safety Plan (GASP) and Global Air Navigation Plan (GANP) as the industry responds to air transport growth. As indicated in ICAO Doc 9956, Global

and Regional 20-year Forecasts, during the next twenty years, passenger aircraft is expected to have an average annual growth of 3.1 per cent. It will be necessary to increase the pilot population from 463,386 (2010) to 1,214,006 (2030) and maintenance personnel from 580,929 (2010) to 1,164,969 (2030) in order to sustain this increase in aircraft.

1.3 ICAO is working with States, international and regional organizations, industry and academia to create greater awareness of the impending shortages of personnel, promote gender equality in aviation and assist the global aviation community in attracting, educating and retaining the next generation of aviation professionals. Since the inception of the initiative, support has been provided by voluntary contributors with varied subject matter experts (SMEs) that provide assistance and support to ICAO in order to implement an agreed work programme.

1.4 Due to the importance of the NGAP initiative, ICAO has determined that it is necessary to provide greater support to this work and, as a result, has elevated the NGAP initiative to an ICAO Programme. The ICAO NGAP Programme has been incorporated into the ICAO Business Plan and the Global Aviation Safety and Global Air Navigation Plans.

2. The NGAP Programme

2.1 The ICAO NGAP Programme will support various outreach efforts, with a particular focus on awareness activities including the gathering and promoting of best practices from around the world for engaging the next generation. Some key initiatives include garnering support for the Dreams Soar solo flight around the world to promote science, technology, engineering and mathematics (STEM); outreach activities in several States (e.g. Cameroon, Singapore and Sri Lanka); as well as various communications plans and strategies. ICAO, with its partners Airports Council International (ACI) and the International Air Transport Association (IATA), are providing opportunities for young aviation professionals to gain work experience at the three organizations through the Young Aviation Professionals Programme (YAPP).

2.2 Most recently, at the 39th Session of the ICAO Assembly that was held from 27 September to 7 October 2016, the Assembly reviewed the NGAP Programme and its activities and adopted a new Assembly Resolution on NGAP (see attached).

3. NGAP Programme Way Forward

3.1 With the elevation of NGAP to an ICAO Programme, ICAO is working closely with its Regional Offices and key partners on future work and deliverables of the Programme. Continued support by States, international and regional organizations, industry and academia, in the form of human and financial resources, as well as the provision of data, is essential to the Programme's continued success.

3.2 The NGAP Programme will help achieve the following objectives:

- a) establishment of a global forum to communicate and assist States and industry stakeholders in identifying their long-term human resources needs and establishing strategies to attract, educate and retain aviation professionals; and
- b) assistance to States and industry by providing guidance and tools for engaging the next generation and promoting aviation amongst youth as a viable career.

3.3 In order for the NGAP Programme to be successful in achieving these goals, greater participation, cooperation and support from States, international and regional organizations, industry and academia is required. It is necessary to continue raising awareness of the importance of effective human resources planning, and development, as well as gender equality in order to ensure sufficient numbers of skilled aviation professionals are available to meet projected future needs to support aviation growth and development.

4. ACTION BY THE MEETING

4.1 The meeting is invited to:

- a) note the work being conducting under the ICAO NGAP Programme and the approved Assembly Resolution;
- b) urge States, international and regional organizations, industry and academia to support the work of the ICAO NGAP Programme by providing resources (human and financial);
- c) encourage States' civil aviation authorities to reach out to education and labour authorities regarding national NGAP needs and plans, and;
- d) provide a focal point from each organization supporting NGAP activities.

-END-

Appendix

Assembly Resolution Approved at the 39th Session of the ICAO Assembly

Resolution: Next Generation of Aviation Professionals

Recognizing that aviation is a growing industry that is critical for promoting global connectivity while supporting economic development and growth around the world;

Recognizing that in order to support growing aviation needs and ensure the safe and efficient operation of the air transportation system, qualified and competent aviation professionals, as well as a diverse aviation workforce, are required;

Considering that, to meet current and future human resources needs, it is important for States and industry to engage the next generation of aviation professionals;

Noting that partnerships between government, regional organizations, industry and educational organizations are important to attracting, educating and retaining the next generation of aviation professionals, considering gender equality;

The Assembly:

1. *Urges* Member States to work with the aviation community to identify long-term human resources needs and establish strategies to attract, educate and retain in the sector aviation professionals, considering gender equality;
2. *Encourages* Civil Aviation Authorities to communicate and cooperate with government education and labour bodies, the TRAINAIR PLUS Programme (TPP) network and the aviation industry to develop strategies for promoting aviation and developing competent aviation professionals and retaining them within States;
3. *Encourages* Member States to facilitate, through internationally agreed upon guidance and assessment practices for mutual recognition of qualifications and licenses, administrative procedures to allow for the free flow of professionals across borders;
4. *Instructs* the Council to ensure a continued leadership role for ICAO, in facilitating communication and collaboration with States and industry to support the development of forecasts, strategies, sharing of best practices, planning tools, and guidelines for engaging and cultivating the next generation of aviation professionals;
5. *Encourages* Member States to promote best practices that focus on meeting the needs and values of the next generation of aviation professionals to enable employee productivity, performance, recruitment, retention, and safety; and
6. *Encourages* Member States, international and regional organizations, academia and industry to support the NGAP Programme, as one of the integral elements of capacity building, by providing technical expertise and guidance, and resources (human, financial and data) to help achieve the Programme's objectives.