Outreach and Capacity-Building – Overview of HR Programmes –

Linda Comeau-Stuart
Acting Deputy Director, Human Resources
Effective implementation of ICAO SARPs

- directly related to human capacity
- sufficient qualified aviation personnel
Global aviation is increasing exponentially

- 100,000 flights per day
- estimated to double within fifteen years
The size of the industry 2015

- 3.5 billion passengers
- 51 million tonnes of freight
- Over 1 400 scheduled airlines
- More than 27 000 aircraft
- More than 4 130 airports
- 173 air navigation centres

Traffic is for scheduled services
Impending shortage of aviation personnel

- pilots, ATC, aircraft maintenance engineers
- aging workforce and institutional knowledge
- workforce and technology challenges
Catalyst:

- industry, regulators, educators, and international organizations
- collaboration and partnerships

Global issue requires:

- Global strategies
- Global programmes
- Global activities
One example of ongoing work: Next Generation of Aviation Professionals

NGAP VISION
A global aviation community that has sufficient competent human resources globally to support a safe, secure, sustainable air transport system

NGAP MISSION
..... assist the global aviation community to attract, train, educate and retain NextGen aviation professionals
ICAO HR Programmes

- Secondment
- Junior Professional Officers
- Associate Experts
- Young Aviation Professionals
- Aviation Scholarship
- Internship
ICAO HR Programmes

Overall Objective

- Contribute to ICAO regulatory work
- Contribute to capacity-development
Secondment Programme

Sponsor: Governments; International Organizations; institutions

Target audience: Experts

Outcome: ICAO regulatory guidance benefits global aviation community
Secondment Programme

• Memorandum of Understanding (MOU)
• Specialized functions (normally P-4 level)
• Limited period of time
• Specific TORs
• Announced on ICAO Council website
HRDF Secondment Programme
Special Project

Sponsor: CAA of African States

Target audience: Experienced Technical Officers

Outcome: Strengthened human capacity in Africa and enhanced effective implementation of ICAO SARPs
HRDF Secondment Programme

- State Letter to African States
- 10 secondment opportunities
  - Montreal; Dakar; Nairobi
- 12 month programme
- Selected personnel seconded to ICAO gratis
- Return to State on completion
Junior Professional Officers
Associate Experts

Sponsor: Governments of Member States

Target audience: Young professionals

Outcome:
• Contribute to ICAO work;
• Enhance their knowledge / experience of aviation
Junior Professional Officers

Associate Experts

- Memorandum of Understanding (MOU)
- Entry level posts (P-2/P-3)
- Age consideration
- Normally 1 – 2 years
- First round of selection by Government
Young Aviation Professionals

Sponsor: Joint ICAO, IATA, ACI programme

Target audience: Young professionals

Outcome:
• Contribute to ICAO, IATA and ACI;
• Enhance their knowledge / experience of aviation
Young Aviation Professionals

- Talented professionals in aviation
- Age criteria: 32 yrs of age or less
- 12 months - 4 months in each org (ICAO; IATA; ACI)
- Recruitment campaign for 2017 underway
  - [https://careers.icao.int](https://careers.icao.int)
  - Closing date: 21 October 2016
- Assist in building talent pool for next generation of aviation professionals
Aviation Scholarship Programme

Sponsor: ICAO and IAWA - career development programme for women in aviation

Target audience: Women in aviation

Outcome: • Contribute to ICAO work; • enhance their knowledge / experience of aviation
Aviation Scholarship Programme

- Talented women professionals in aviation
- Commencing their career
- 9 months (in ICAO)
- Assist in building talent pool for next generation of aviation professionals
Internship Programme

Sponsor: States/Universities (MOU arrangements)

Target audience: Young students in, or recently completed, advanced-level university programme

Outcome: • Contribute to ICAO work; • enhance their knowledge / experience of aviation
Internship Programme

• Attract talented students to aviation
• Enable students to apply their academic knowledge in practical work situations
• Normally 6 months
• Assist in building talent pool for next generation of aviation professionals
HR Programmes - Common outcome

• Opportunities to actively participate in delivering ICAO work programmes
• Enhance knowledge/experience in aviation
• Contribute to enhancement of human capacity in global aviation community
Additional information

pod@icao.int
SEA@icao.int
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