



WORKING PAPER

COUNCIL — SPECIAL MODEL SESSION

Subject No. XX: Challenges regarding projected shortages of skilled aviation personnel

(Presented by POLAND)

EXECUTIVE SUMMARY

This working paper seeks to consider issues and solutions connected with a threat of aviation workforce deficit and draw attention to actions which could be undertaken or developed.

Action: The Council is invited to:

- a) Support international communication allowing all aviation participants to express their needs, suggestions and opinions online.
- b) Develop academic tools by supplying educational bodies, such as universities syllabus or information on how to implement various aviation safety and security tools in a course outline format.
- c) Popularise aviation by raising the level of knowledge concerning it and opportunities being offered.

Financial implications:

Not applicable.

References:

ICAO doc.1004 ; ICAO doc. 9750-AN/963; ICAO doc. 9750;
ICAO Annex 1; ICAO SPM/2- Report;
WP NAM/CAR/CATC/1- WP/05; WP APIRG/17-WP/21; WP SPAFI/08-WP/77;
ICAO Training Report 2013 and 2014;
ITQI Winter Report 2013;
ACI Annual World Traffic Report 2013.

1. INTRODUCTION

1.1 Aviation industry is believed to be constantly growing. Data provided by various organizations, for instance ICAO, states that this sector requires new workforce in every aspect. Sustainable and safe development of aviation personnel can be facilitated by the young people if they harness the potential it possesses.

1.2 As a result of minimal exposure of the different fields and programmes being offered, this industry is often not considered by many as desirable when deciding on a particular career path. The lack of interest or information on careers within this field raises questions such as: why do young professionals not participate in aviation specific careers and how can ICAO and other aviation organisations collaborate to tackle this dilemma, what steps could be taken in order to prevent the deficiency for the proper functioning of aviation trade, thereby the whole world.

2. BACKGROUND

2.1 New generations' making up today's young professionals possess exceedingly different expectations and perceptions of the world from those who founded the aviation industry. Millennials, as they are commonly referred to, are born in an age where globalisation has made the world smaller, while technology has expanded the quantity and quality of information being shared. In this time of digitalization and great progress, one of the biggest challenges faced by different industries, especially aviation, is how to capture and maintain the interest of the youth. Nonetheless, growing demand significantly indicates the opportunities for young people to participate in the air industry.

2.2 Versatile and innovative decisions need to be taken by ICAO and the aviation industry as a whole to meet this demand.

3. POSSIBLE SOLUTIONS OF ISSUES

3.1 Attracting young people at a primary school level or even earlier could be investigated. On way to capture the interest of the professionals is by initiating dialogue when the people are at a very young age. It is at this time ICAO can begin to draw their attention to aviation, as they are open and inquisitive as to how the world works.

3.2 If ICAO had a programme dedicated to exposing these young people at an early age to aviation, they might be able to capture and enhance the amount of specialists entering the industry. The programme would require the participation of different Chiefs from various departments at ICAO's HQs and Regional Offices. Staff could dedicate one hour a day to attend a local primary, secondary or tertiary school to speak of all the different fields and careers available to people in aviation. Moreover, this could be done in an innovative way, such as through the use of Skype, teleconference, or even via web chat on the ICAO website.

3.3 Young people follow career paths that seem receptive, welcoming, and beneficial while providing financial stability and prosperity. The aviation industry can seem rather unapproachable and unattainable. Yet, aviation harbours unbelievable amount of potential career opportunities, for example in aerospace engineering, Air Traffic Control and more. What ICAO could do in collaboration with their aviation partners, IATA, ACI, CANSO, and more, is to come together to showcase these careers.

3.4 ICAO does have symposiums, panels and exhibitions, however these are mostly aimed at the government officials, international organisations but not the youth. Apart from the NGAP, young professionals are not aware of the careers in aviation. Such symposium and lectures mentioned in par.3.2, would be especially important for those who have not yet decided what to do in life. This would enable the industry career options to be visualized by the young people and show that the aviation industry is open to all.

3.5 Another aspect is publicising the internships and creating more start up positions within the different organisations. It is of great concern for the young professionals that most start up jobs, regarding various aviation organisations, demand to have equal to, or more, than 2 years of experience in aviation. This deters young people from seeking a career in aviation, as the bar for a start-up job is already set too high, proving unattainable. Greater access through the internships and low level start up professional positions to aviation organizations, would only deepen curiosity of the youth, while providing the impression that the aviation industry really needs them.

3.6 To allow for the seamless move of skills within different international organisations, not only should ICAO encourage States and aviation bodies to cooperate with the young people, but also with each other to enable uniform standards and international flow of skilled personnel. ICAO, ACI and IATA have already established such an endeavour “Young Professional Aviation Programme”, which is highly appreciated, however other organisations should follow this example, also to make the requirements of attaining a position within this programmes attainable for newly graduated students.

3.7 Possibilities to move upwards along with the creation of challenging environment is relevant. Companies need to advertise themselves as ones which ensure stability as well as prospects of carrier development. Many institutions do not want to employ young people, even though their workforce is ready for retirement. Perhaps, it would be a good idea to support their competencies and even, if they are not specialists immediately, after some time and proper training they will be, therefore the investment will pay off.

4. ACTION

- 1) Encourage States to raise awareness about how wide possibilities aviation hides, how vital role it will be playing, how diverse and fast-growing environment it is; attracting through media, which are the easiest way in times of digitization.
- 2) Initiate cooperation to create easier to enter industry by a young person. Emphasis on promotion of aviation as a prestigious and promising profession, with the help of government and aviation organisations.
- 3) Inspire dialogue to provide diverse training and education - with the use of innovative technologies and solutions, as well as encourage investments in the modern equipment to perform the work.
- 4) Boost joint development to interest youth from the early years, create path of aviation carrier, provide incentives, assist with the development of STEM and language skills, as well as stimulate creation of wider choice of training centres, associations, foundations.
- 5) Support international collaboration to enable flow of personnel - exchanges, ability to gain knowledge as well as work abroad. Provide the assistance to formulate a society with the feeling of a united aviation community, based on the respect and achieving one common goal.
- 6) Incitement to strengthen academia-industry partnership, highlighting the importance of, for instance airlines patronage, on specific field of studies. Propose the use of attributes and advantages of aviation such as freedom, travel, technology, modernity.
- 7) Support incentives to come and stay in the air industry: induce the parties to engage in the dialogue in order to ensure adequate wages, lower airfares, better journey conditions for aviation employees.
- 8) Encourage the communication in order to establish suitable environment in aviation companies- clearly stated what is required, space and tools to perform the tasks, rewards, open-door policy.
- 9) Control, maintain, correct existing projects and look for the new solutions. Formulate further trainings and initiatives to meet the demand, as well as collect up-to-date data for accurate actions.
- 10) Define standards and implement them, as well as manage meetings and conferences so questions are answered, appropriate steps taken.

5. CONCLUSION

5.1 Issues concerning forecasted shortage of aviation personnel need to be solved in order to ensure sustainable development of our world. Getting attention through the media, popularization and spreading knowledge about aviation industry and opportunities offered is of great importance.

5.2 Due to the high competition between the industries, existing projects not only should be maintained and controlled, but also expanded as well as enriched with appropriate initiatives focused on the unique preferences of the new generation. It includes big emphasis on education and innovative training.

5.3 Further international as well as intra-industry cooperation should be pursued in order to provide a labour market easy to access by a young person. Retention depends on the offered work environment, which should be highly incentive.

5.4 Actions are essential by the virtue of how tremendous impact aviation has on the global mechanisms.

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