



ICAO

Workshop on Human Resource Management in Civil Aviation Authorities

ICAO South American Regional Office (SAM)

Part One, August 4, 2026 [Virtual]

Tentative Agenda	
Virtual: Tuesday, August 4, 2026	
Time	Content
08:30 – 09:00	Participant registration
09:00 – 09:45	SAM Regional Strategy 2035 – Human Resources Pillar
09:45 – 12:00	Activity: Mapping of the regional situation: 1. Competency heat map 2. Management: Retention, training and planning 3. Practical exercise

Part Two, October 27–29, 2026 [In-person]

Tentative Agenda	
Day 1: Tuesday, October 27, 2026	
Time	Content
8:30 – 8:45	Participant registration
8:45 – 9:15	Opening
09:15 – 10:00	Introduction and Regional Human Resources Programme
10:00 – 10:30	Coffee Break
10:30 – 12:00	Issue 1: Talent Attraction • Case study 1 • Case study 2
12:00 – 13:30	Lunch break
13:30 – 15:00	Issue 1: Talent Attraction • Workshop



ICAO

Day 2: Wednesday, October 28, 2026

Time	Content
09:00 – 10:30	Issue 2: Development and retention Panel – Retention strategy and operational efficiency
10:30 – 11:00	Coffee Break
11:00 – 12:00	Issue 2: Development and retention Panel – Technical training and staff career path
12:00 – 13:30	Lunch break
13:30 – 15:00	Issue 2: Development and retention Working group: Career paths

Day 3: Thursday, October 29, 2026

Time	Content
09:00 – 10:30	Issue 3: Cooperation and sustainability Panel – Regional tools supporting HR management
10:30 – 11:00	Coffee Break
11:00 – 12:00	Issue 3: Cooperation and sustainability - HR working group - Working table – Regional best practices
12:00 – 13:30	Lunch break
13:30 – 15:00	Issue 3: Cooperation and sustainability Efficiency of Civil Aviation Authorities and the integration of UAS/RPAS activities

***Note:** On the first day (September 27), it is recommended to arrive at 08:30 for registration. At 08:45, remarks by the ICAO SAM Regional Director will follow. At 09:00, the official event photo will be taken.*