



NGAP members attending the eighth meeting of the ICAO Programme



Presentation of Video Campaign -Outreach Chair, Lori Brown

- Eighth Meeting of the NGAP Programme in Montreal, 2-4 December 2016 *(page 2)*
 - Airports and Talent Attraction
 - IPTA- NGAP Partnership
- Botswana Youth Awards 2017 *(page 4)*
- Special “Familiarisation Visit” organized by SriLankan Aviation College *(page 5)*
- Empowering the Women in Aviation Special Aviation Programme *(page 6)*
- Airline Management for Kids – New Volga-Dnepr Group Project *(page 7)*
- CAAS’s We Are Aviation – Facebook Page *(page 9)*
- Irish Aviation Students’ Association (IASA) *(page 10)*
- Dream Soar *(page 12)*
- Outreach Tools for School Children *(page 12)*

Eighth ICAO NGAP Annual Meeting, Montreal (2-4 December 2016)

The meeting was conducted by the ICAO Secretariat, supported by Ms. Lori Brown, Outreach Working Group Chair and Ms. Mary Nelson, Implementation Working Group Chair. Secretariat support was provided by the Chief and Technical Officers of the Implementation Planning and Support Sections for Safety and Air Navigation.

The elevation of NGAP to an ICAO Programme has created greater visibility and recognition to the goals of engaging the next generation of aviation professionals. It is important to further engage other organizations, partners and volunteers to support this important programme.

The NGAP Working Groups met individually over a period of two days to discuss projects and activities for 2017. On the last day of this 3-day meeting the Working Groups presented their specific work plans for the upcoming year.

Airports and Talent Attraction

Kevin Caron, Head of the Global Training and Developing Nations Airport (DNA) Assistance Programme for ACI World, spoke about the successes and challenges faced by airports in recruiting new talents.

Kevin indicated that historically airports have not widely been known as providing careers; in fact many on the outsiders are unclear as to the important role the airport organization plays within the local community and worldwide. This is why it is vital for Human Resources Departments to collaborate with marketing teams within their own organizations to promote airport careers. Kevin mentioned that Association for Talent Development notes that a recent study from employer ranking site Glassdoor reveals that reputation is king in recruiting. According to





this study, 75% of hiring managers say that reputation affects recruiting, and 83% of job seekers are wary of working for a company with a negative reputation

Therefore, HR professionals, along with their colleagues in other departments, should have a goal to create fans, or airport brand ambassadors, out of everyone with whom the organization comes in contact. As Kevin pointed out, comprehensive employer branding strategy requires considerable coordination between the HR and marketing departments of an airport, but the results are well worth it; in the end, it is our current and next generation of people that make us successful.



IPTA Role – NGAP Partnership Working together for improved safety, quality and efficiency in global commercial aviation through training and recruitment

Captain Tilmann Gabriel, Assistant Professor and Director MSc Aviation Management Programmes and Executive Chairman/President International Pilot Training Association (IPTA) spoke about the initiatives that IPTA is driving to ensure a sustainable supply of competent pilots globally. The IPTA Outreach Workstream is constituted of aviation representatives from all regions of the world. One of their objectives is to provide the ICAO NGAP Programme with best outreach practices and future strategies to address:

- industry attractiveness
- regional financial arrangements for pilot training
- barriers to pilot recruitment and retention
- the lack of mutual recognition of pilot qualification
- age 40 career change pilot training

Capt. Gabriel stressed the need to work together for improved safety, quality and efficiency in global commercial aviation, and to recruit the next generation of aviation professionals.

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Botswana Youth Awards 2017

Theme: "THE POSSIBLE DREAM, EMBRACING TOMORROW"

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*vote for Kgomotso Phatsima
in Best Female youth of The year category*

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Botswana Youth Awards #YouthAwards

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We are extremely proud to announce that in recognition for her relentless involvement and contribution to advancing the empowerment of youth, women and girls in Aerospace and aviation in Botswana, Kgomotso Phatsima has been nominated for the Botswana Youth Awards 2017, Best Female of the Year Award.

The objective of this awards is to recognise the achievements of young people who worked for the welfare and development of youth in Botswana

Kgomotso Phatsima is also an active member of the ICAO Next Generation of Aviation Professionals.

Special Familiarisation visit organized by SriLankan Aviation College

SriLankan Aviation College (SLAC), a leading aviation institution in Sri Lanka and an active member of ICAO's Next General of Aviation Professionals programme (NGAP), facilitates special customized familiarization visits for the school children of the country.

These familiarization tours are designed to provide an opportunity for the younger generations to learn about the many possibilities that a career in aviation can offer them. They also get a taste of core areas such as engineering maintenance hangars and simulators, which are normally not accessible to the general public.

During the tours the school children are exposed to the training that the current employees and industry professionals undergo. They also have a chance to experience their working environment.

The objective is to develop an enthusiasm for a career in aviation among these youth. It is a way for the SriLankan Aviation College to help develop the new wave of young aviation professionals to help meet the future demand for aviation professionals.

For more information, please visit: www.srilankanaviationcollege.com



Empowering the Women in Aviation Special Aviation Program

Conducted by: *SriLankan Aviation College*



To support the ICAO NGAP initiative of empowering Women in Aviation, SriLankan Aviation College (SLAC) selected three renowned schools in the Colombo district, Methodist College, St. Bridget's Convent and Good Shephard's Convent Colombo, to facilitate a free aviation fundamentals programme that covers core areas of the industry. This programme will provide a gateway for young women in Sri Lanka to discover the potential and scope of the industry and encourage them to enter into one of the fastest growing industries in the world.

The inaugural session of the programme was held on 17 January 2017 at SLAC's premises, which ignited the students' enthusiasm for aviation. This programme will be conducted for nine weeks on the premises of the representative schools, while the practical training and field visits will be conducted on SriLankan Airline's premises.

With this initiative SriLankan Aviation College was successful in assisting young women in the country to understand the true nature of the industry, which is not limited to one gender. This important step will help the industry identify and acquire talented youth for future demands.



Airline Management for Kids – New Volga-Dnepr Group Project

To tell children about aviation and unique experience of an international airline is no easy task. How to make these classes exciting, keep the kids involved, and let them feel our passion for the sky while helping them to find their own way in aviation? Here's where talented Volga-Dnepr experts come into play. What it takes is their profound experience and... a bunch of balloons, heaps of maple seeds, boxes, ropes, bandages and some chocolate.

The Volga-Dnepr project "Airline Management for Kids" was initiated by the company Corporate University in March 2016. Its aim is to engage 60 talented children aged 8-15 into the world of aviation, excite them with the secrets of an airline business, such values as labour, health, safety, development, and through educational games and real practice help them choose their future career.



Very "adult" theory mixed with exciting tasks and experiments, flavoured with our "secret ingredient" – best airline experts playing the role of teachers – is what makes every class unique and unforgettable.

These dedicated professionals had to reconsider their extensive experience to find their way with young aviators.

To inspire the kids we conducted some vivid experiments – maple seeds illustrating how the propeller works and air balloons showing the principle of thrust, two rubber bands, a ruler and a scotch tape demonstrating the principle of cargo balance.



To help the kids get a holistic picture of airline operations the project introduces them to HR management, marketing and finance, fundamentals of aircraft operation and air traffic control, aircraft maintenance, cargo transportation, aviation security and flight safety.



The president of Volga-Dnepr Group, Alexey Isaykin, is one of the project teachers. He shared his secrets on airline management, on 'building bridges' and speaking a common language with customers and partners across the world.

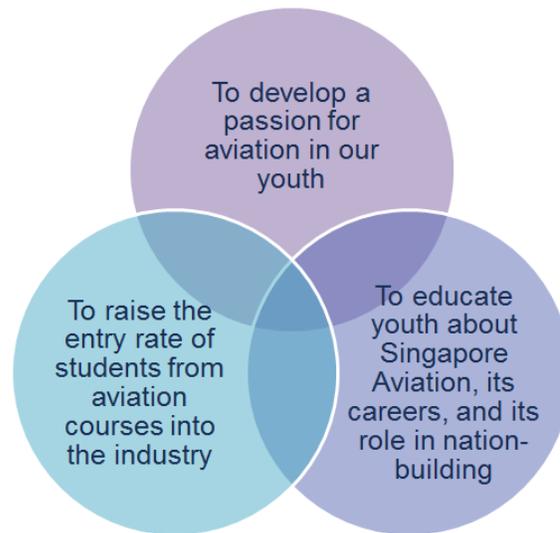
The synergy of the youth and the maturity, allows the kids together with the company executives to look for innovative development solutions... and come up with the ideal model of an airline.

The results of the project will be announced in May 2017. The best participants will be granted presents and supervision of the company experts who will help the children find their way in aviation.



CAAS's "We are Aviators" Facebook Journey

Mavis Chung, Senior Manager, Manpower Development Aviation Industry, Division Civil Aviation Authority of Singapore has some definite outreach objectives in trying to reach 280,000 students and educators a year.



CAAS's approach is to expose secondary school level and above (13 and above) students to aviation work environments. They are creating platforms for industry to engage with students and foster aviation themed student clubs. Their approach involves:

- Engagement
- Entrenching interests
- Integrating aviation into curricula
- Encouraging partner-led aviation activities
- Empowering educators

As part of their strategy CAAS created a "We Are Aviators" Facebook page to increase information flow and access, strengthen CAAS recognition and provide a platform for the youth to engage with each other about their aviation passion. Mavis shared several items regarding the analysis of engagement on their Facebook page (target audiences, posting, most popular content and engagement activities.)

Irish Aviation Students' Association (IASA)

Students undergoing courses for qualifications in the various disciplines of aviation - from piloting, engineering, air traffic control, finance and leasing to airline and airport management - often find themselves at the same disadvantage as their counterparts in many other sectors: not knowing enough about the



jobs marketplace and the career options available. The “who’s who?” of the business and the structure of the particular branch of the industry at which they are aiming their employment ambitions. This is one of the deficiencies in students’ awareness that the association was formed to address.



The Irish Aviation Students Association (IASA) was set up in 2015 with a view to informing students about their options across the entire aviation industry, and at the same time, acquainting potential employers with the specifics of the various degree and diploma courses being delivered around the country, and the pools of highly-qualified potential staff they are generating.

Often, employers have as little information about the talent available to them as students do about the possible jobs available; our hope is to change this.

Over the past 2 years, IASA has reached out to over 2000 students and has closely collaborated with the top 5 universities in Ireland. Equally, we have continued to build stronger relationships with the industry and have successfully secured financial support from 13 renowned aviation companies. IASA's 2nd Annual Aviation Symposium, built on our 2015 success, increased attendance by 20%, with 250 attendees. Additionally, we have expanded our reach to secondary school students and we aim to continue doing so in 2017.



In support of IASA, an industry leadership Board of Advisors was formed to mentor and assist in cementing the foundation of a long-term IASA strategy. The student team has also welcomed new members in the past year and taken part in many industry-related events which have allowed the association to expand its presence and role within the aviation industry, all being facilitated by the generous support of our sponsors.

Our ambition remains to continue to develop IASA to allow it to achieve its maximum potential; working together with students, educational institutions and the aviation industry to increase awareness of the industry and its opportunities, and to continue to nurture and promote aviation talent. This will be highlighted by a number of activities such as school presentations, improving our IT platform to support a job portal, attending career fairs and industry events, and hosting our annual symposium in October 2017.

We are proud and privileged to have worked with an amazing team of students and aviation professionals to transform IASA into the successful organisation it is today. We are keenly looking forward to establishing more synergies and welcoming new members to be part of our board and fast growing initiative.



For further information, please visit us at: www.iasa.aero

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Dreams Soar – Global Flight for STEM Education

Captain Shaesta Waiz and Dreams Soar are planning their launch in the spring of 2017! Stay tuned for details.

Visit: <http://dreamssoar.org/>

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Outreach Tools for School Children - Available for Free

Airbus : <http://www.airbus.com/galleries/goodies/index-cut-outs/>

NASA Free course material
<https://www.nasa.gov/offices/education/centers/kennedy/erc/materials.html>

NASA ATC

- Smart skies free simulator and all lessons: <https://smartskies.nasa.gov/>
- Teacher materials: <https://smartskies.nasa.gov/lineup/teac.html>

RR Ages 7-11 <https://www.rolls-royce.com/sustainability/better-future/education-and-work-experience/resources-for-schools/interactive-resources-for-7-11-year-olds.aspx#wind-turbine>

RR Ages 12-19 <https://www.rolls-royce.com/sustainability/better-future/education-and-work-experience/resources-for-schools/interactive-resources-for-12-19-year-olds.aspx#journey-through-a-jet-engine>

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