

JAA Training Organisation

Closing Aviation Skills Gaps, Strengthening Workforce Planning and Advancing Women in Aviation

Perspectives from an Aviation Regulatory Training Centre of Excellence

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Aviation Skills Gap

A woman and a man, both wearing high-visibility yellow safety vests, are looking at a computer monitor in what appears to be an aviation control room or training facility. The woman is pointing at the screen, and the man is holding a tablet. The background shows a large aircraft engine and other equipment.

2.4M

**New Aviation
Professionals
Needed by 2045**
(Boeing PTO)

**Retirement – Digitalisation – AI
Sustainability – Cybersecurity – Changing roles**

Structural Workforce Challenge

Traditional Approach

Course → Qualification

Emerging Approach

Capability → Competency →
→ Continuous Development



Aviation Gender Gap

Expanding Access to Talent

- Women in aviation as part of workforce resilience

Expanding Access to Talent

- Visibility
- Leadership pathways
- Mentorship
- Culture

6.2%

**Women in Flight
Deck Roles**
(IATA 25by2025)



Scaling Quality at Scale

- **Consistency**
- **Agility**
- **Recognition**
- **Digitalisation**
- **Collaboration**



Building Aviation's Capability Pipeline



Building People -Shaping Aviation's Future

Future Inspector | Engineer | Specialist | Pilot | Leader



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Building Aviation's Future Workforce

The graphic features a background image of the Schiphol Airport control tower and a canal in Amsterdam at dusk. Overlaid on this is a world map with a grid of blue dots. A white commercial airplane is shown in flight, leaving a white trail. Several circular icons are scattered across the map, including a brain, a person wearing a VR headset, a bar chart, and a group of people. The text is centered in a clean, sans-serif font.

**ICAO EUR/NAT
REGIONAL WORKSHOP**

✈

***Shaping the Future:
Innovation & Digitalisation in Aviation Training
and the Evolution of Job Profiles***

📍 **AMSTERDAM | NETHERLANDS**

📅 **24-25 JUNE 2026**

Thank you

We look forward to continuing the dialogue and welcoming you to Amsterdam!

For further discussion, please feel free to connect with:



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