

# ICAO EUR/NAT REGIONAL WORKSHOP ON AVIATION TRAINING AND WORKFORCE PLANNING

Organized in collaboration with JAA Training Organisation (JAA TO)

Amsterdam, Netherlands

24 to 25 June 2026

## PROGRAMME

<b>Day 1: Wednesday, 24 June 2026</b>	
09:30-10:30	Registration of participants and welcome coffee
10:30-11:00	<b>Welcome and opening of the meeting</b> Welcome remarks from ICAO EUR/NAT and JAA TO representatives.  <i>Paula V. de Almeida, JAA TO Chief Executive Officer (CEO)</i>  <i>Henri v. Faassen, Director General CAA Netherlands</i>  <i>Nicolas Rallo, ICAO EUR/NAT Regional Director</i>
11:00-12:30	<b>Zero Fatalities: Building the Skills and Workforce of the Future under ICAO's 2026–2050 Strategic Plan</b> This high-level panel will examine how States, industry and training organizations must strategically shape the future aviation workforce to support ICAO's vision of achieving zero fatalities in aviation by 2050 from accidents and acts of unlawful interference. Speakers will discuss how evolving job profiles, innovation, and digitalisation are transforming required competencies across operational, technical, and safety and security oversight functions. They will also examine what leadership actions and policy choices are necessary to ensure the aviation system has the skilled workforce required to remain safe, secure and resilient.  <i>Henri v. Faassen, Director General CAA Netherlands</i>  <i>Julian Rotter, President of Civil Aviation Poland</i>  <i>Charles Pace, Director General Transport Malta / Foundation Board Chair JAA TO</i>  <i>Maksim Et'hemaj, Executive Director General of Albania</i>
<b>12:30-13:30</b>	<b>Lunch break</b>
13:30-15:00	<b>Future-Ready Aviation: Shaping the Workforce of Tomorrow</b> As aviation prepares for sustained global growth, attracting and inspiring the next generation of professionals is essential to ensuring a strong and diverse workforce. This session will focus on practical outreach strategies to engage young people and women in aviation careers. Speakers will share experiences from initiatives and programmes that promote aviation careers, increase visibility of role models, and strengthen pathways from education to employment.  <i>Moderator: Latifa Hadbi, ICAO, Programme Manager NGAP</i>  <i>Ana Mata, Chairwoman of ANAC, Portugal</i>  <i>Nisa Ipek Umur, Winner 2025 ICAO Innovation Fair</i>

	<p><i>Antonio GONZALEZ-GOMEZ, Safety Promotion Officer &amp; DEI Ambassador, EASA</i></p> <p><i>Jenny Eaglestone, Senior R&amp;D Engineer and Aviation Psychologist (EBT and Gender Studies) Royal Netherlands Aerospace Centre (NLR)</i></p> <p><i>Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL</i></p>
<b>15:00-15:30</b>	<b>Coffee break</b>
15:30-17:00	<p><b>Stronger Together: Partnerships for Workforce Development</b></p> <p>Stronger partnerships, particularly between States, training providers, academia and industry are essential to ensuring that curricula reflect real operational needs and evolving job profiles. As aviation continues to innovate, closer collaboration is critical to aligning education and training with practical competencies required in today’s operational environment. In this context, global initiatives such as ICAO’s Global Aviation Education Plan (GAEP) provide an important framework for strengthening cooperation, promoting quality and consistency in aviation education, and supporting workforce sustainability.</p> <p>This session will examine how structured collaboration, can bridge the gap between training and operational reality. Speakers will share examples of successful partnerships that foster alignment between education and employment pathways and strengthen the overall aviation talent pipeline.</p> <p><i>Moderator: Paula V. de Almeida</i></p> <p><i>Tunc Cavcav, Head of IGA Academy Istanbul</i></p> <p><i>Laura Camastra, ICAO Chief of Training</i></p> <p><i>Inese Peinberga, Senior Inspector Aviation Security Division, Latvia Civil Aviation Agency</i></p>
<b>End of Day 1</b>	

<b>Day 2: Thursday, 25 June 2026</b>	
09:00-10:30	<p><b>Digital Transformation in Action</b></p> <p>Digital technologies are reshaping how civil aviation professionals are trained and assessed worldwide. This session will explore how digital tools that support teaching and learning through the use of digital devices, resources, and systems can enhance training quality, accessibility, and efficiency, while maintaining the high global standards essential to civil aviation.</p> <p>The panel will examine the use of learning management systems (LMS), learning experience platforms (LXP), virtual classrooms, online and blended learning, simulations, data-driven assessments, and AI-enabled tools in civil aviation training. Through practical examples, the session will illustrate how these tools support competency-based training, lifelong learning, and wider access to high-quality training across ICAO regions.</p> <p>Speakers will share real-world experiences, highlighting lessons learned in implementing digital solutions while ensuring instructional integrity, and alignment with international standards.</p> <p><i>Margarita Zakovorotnaya, ICAO</i></p> <p><i>Miranda Colombo, JAA TO Learning &amp; Course Development Executive</i></p> <p><i>Anne Kathrine Jensen, CEO Entry Point North</i></p> <p><i>Quentin Fromont, Training Academy Manager, ADB SAFEGATE</i></p>
<b>10:30-11:00</b>	<b>Coffee break</b>
11:00-12:30	<p><b>Artificial Intelligence in Aviation Training: Opportunities and Practical Applications</b></p> <p>This session will explore how artificial intelligence is transforming the training and assessment of civil aviation professionals. Speakers will share case studies with the practical applications of AI, including the development of course content, personalised pathways implementation, development of assessments, and performance feedback. The discussion will also address how AI can be implemented responsibly to enhance learning outcomes and improve performance efficiency.</p> <p><i>Ioana Toanchina, EUROCONTROL</i></p> <p><i>Dimitrios Ziakkas, Coventry University, UK</i></p> <p><i>Vanessa Arrigoni, Human Factors, Training and Digital Learning expert, DeepBlue</i></p> <p><i>Jueun Lee, Digital Learning Design and Development Officer at ICAO Training</i></p>
<b>12:30-13:30</b>	<b>Lunch break</b>
13:30-15:00	<p><b>A Case Study: Preparing for Advanced Air Mobility</b></p> <p>As Advanced Air Mobility (AAM) and other emerging aviation models become operational realities, new skill sets, and training frameworks will be required for pilots, maintenance personnel, airspace managers, and regulators. This session will explore how States and training organizations can proactively prepare for these developments by adapting competency frameworks and modernising curricula to reflect evolving operational concepts. The discussion will highlight the importance of aligning</p>

	<p>innovation with safety and ensuring that workforce readiness keeps pace with technological advancement and preparing for the international standards.</p> <p><i>Moderator: Ruud Ummels, European Aviation Lead, PA Consulting</i></p> <p><i>Benjamyn Scott, Assistant Professor at the International Institute of Air and Space Law, and eLaw – the Center for Law and Digital Technologies, Leiden University</i></p> <p><i>Brandon de León, Liaison – Netherlands, Advanced Air Mobility Institute</i></p> <p><i>Dunia Abboud, Advanced Air Mobility and Sustainability Expert, Bureau Veritas Group</i></p> <p><i>Eduardo Garcia, Senior Manager Future Skies Civil Air Navigation Services Organisation (CANSO), CANSO EUR office</i></p>
<b>15:00-15:30</b>	<b><i>Coffee break</i></b>
15:30-16:30	<b>Key Outcomes and Next Steps</b> This final session will gather moderators from each session to discuss the key outcomes of this workshop and future actions.
16:30-17:00	<b>Closing Remarks</b> Closing remarks from ICAO EUR/NAT and JAA TO Representatives.
<b><i>End of Day 2</i></b>	