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

Hosted by Kazaeronavigatsia

Almaty, Kazakhstan
5 to 6 November 2025

PROGRAMME

Day 1: Wednesday, 5 November 2025	
09:30-10:00	Registration of participants
10:00-10:30	**Welcome and opening of the meeting** Welcome remarks from ICAO EUR/NAT and Kazakhstan Representatives. *Kazakhstan representative* *Nicolas Rallo, ICAO EUR/NAT Regional Director*
10:30-11:00	***Coffee break and Networking***
11:00-12:15	**Training for Industry Readiness: Aligning Training with Industry's Needs** This panel session brings together aviation industry representatives and training organizations to discuss the evolving workforce needs of the sector, how training institutions can better align curricula with operational realities, and which competencies are most in demand today and in the future. *Moderator: Paula V. de Almeida, JAA TO Chief Executive Officer (CEO)* *Issa Castro, Director, Training and Partnership Programmes, ACI World* *Tay Tiang Guan, Senior Advisor, Civil Aviation Authority of Singapore, Dean, Singapore Aviation Academy* *Slavomír Novotný, External Clients Coordinator/ATC instructor, CANI* *Almaz Tokbakbayev, Director of Operational Training/Flight Operation Training, Air Astana JSC Almaty* *Dirch Jans, CEO, GATE Aviation Training*
12:15-12:30	**Sky Talk**
12:30-13:45	***Lunch break***
13:45-15:00	**From Data to Decisions: Building a Regional Skills Monitoring Framework** This panel session will explore how data can be transformed into actionable workforce planning insights and will discuss best practices in data sharing, collaborative dashboards, and monitoring for workforce shortages. This session will also examine key questions such as: What workforce data are we currently collecting? What additional data do we need to collect? How can stakeholders collaborate more effectively on data collection? What role can ICAO play in facilitating this process?

	Moderator: Bryan DeCouto, Regional Officer Aircraft Operations and Airworthiness, ICAO EUR/NAT *Bakhtiyar Kuchkarov, Head of ATO project office, Civil Aviation Academy of Kazakhstan* *Guldana Bazhiyeva, Head of Quality and flight safety, Airbus Helicopters Kazakhstan Engineering* *Andrey Patrakov, Member of the Global Flight Safety Foundation, General Director of «Runavia» LLC* *Ibrahims Arandas, Development Director/Director of Training Center, Riga Aeronautical Institute* *Aigerim Narbayeva, Head of Approved Training organization, QAZAQ AIR*
15:00-15:30	***Coffee break***
15:30-16:45	**NGAP in Action: Case Studies** This panel session will showcase examples of how the ICAO NGAP programme is being successfully implemented in the EUR/NAT area. Representatives from States, industry, and training and educational institutions will present practical initiatives that support the attraction, education and retention of the next generation of aviation professionals. *Moderator: Latifa Hadbi, ICAO, Programme Manager NGAP* *Ana Mata, Chairwoman of ANAC, Portugal* *Beken Seidakhmetov, Chairman of board-Rector, Civil Aviation Academy of Kazakhstan* *Anne Kathrine Jensen, CEO, Entry Point North* *Won Park, Director of HR Development Team, Incheon Airport Aviation Academy* *Krasimira Karadzhova, Manager, Windrose Training Academy*
16:45-17:00	**Sky Talk**
End of Day 1	

Day 2: Thursday, 6 November 2025	
09:15-10:30	**Future Aviation Voices** This session will put young people at the centre of the discussion. Students and young professionals from different aviation pathways will share their career aspirations, why they chose aviation, barriers they face, and expectations from the aviation industry. *Moderator: Nicolas Cazalis, Directeur Général Adjoint, Vice President, ENAC* *Kymbat Artykbay, First Officer Airbus A320, Air Astana* *Bexultan Selibayev, Air Traffic Controller, Southeast Regional Air Traffic Management Center of ATM, «Kazaeronavigatsia» RSE* *Nuray Smagulova, student, Civil Aviation Academy* *Kamshat Zhamankul, student, Civil Aviation Academy* *Tair Orumbassarov, student, Civil Aviation Academy*
10:30-11:00	***Coffee break***
11:00-12:15	**Building Bridges: Collaboration for Enhanced Training Solutions** This session will explore opportunities to build bridges within and beyond the aviation ecosystem to help address domains such as sustainability and climate change, resilience, cybersecurity, crisis preparedness and management, digitalization and artificial intelligence, to bring in new perspectives and insights. *Moderator: Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL* *Nicolas Cazalis, Directeur Général Adjoint, Vice President, ENAC* *Julius Norkunas, CEO, Aeroclass* *Turuncan Tirpan, Head of learning & development, Almaty International Airport JSC* *Aidai E. Kurmanova, Head of Central Asia Office, UN Environment Programme* *Pooran Parampath, Expert, Capacity Development, Universal Postal Union*
12:15-12:30	**Sky Talk**
12:30-13:45	***Lunch break***
13:45-15:00	**Future Ready Aviation: Culture of Lifelong Learning** This session explores how aviation employers are embedding lifelong learning into their organizational culture. Panellists will discuss strategies for reskilling and upskilling, enabling career progression and mobility, and the critical role of leadership in promoting continuous development across the workforce. *Moderator: Ana Mata, Chairwoman of ANAC, Portugal* *Margarita Zakovorotnaya, Instructional Design Specialist, ICAO Training, Capacity development and Implementation Bureau, ICAO*

	Inna Abdulaeva, Head of ELPRs testing department, Senior State Rater, Aviation Training Center "Uzbekistan Airways", Chair of ICAO EUR/NAT EASPG LPRI TF, Uzbekistan *Irem Bilensoy, Global Training and Development Chief, İGA, İstanbul Airport, Türkiye* *Sokol Magdalena, People & Culture, Airport Academy Senior Manager Training & Partnerships, Germany* *Arman Garifullin, Senior Instructor of the Training Center, Nursultan Nazarbayev International Airport*
15:00-15:30	***Coffee break***
15:30-16:30	**Key Outcomes and Next Steps** This final session will gather moderators from each session to discuss the key outcomes of this workshop and future actions. *Moderator: Bryan DeCouto, Regional Officer Aircraft Operations and Airworthiness, ICAO EUR/NAT* *Paula V. de Almeida, JAA TO Chief Executive Officer (CEO)* *Latifa Hadbi, ICAO, Programme Manager NGAP* *Nicolas Cazalis, Directeur Général Adjoint, Vice President, ENAC* *Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL* *Ana Mata, Chairwoman of ANAC, Portugal*
16:30-17:00	**Closing Remarks** Closing remarks from ICAO EUR/NAT and Kazakhstan Representatives. *Bryan DeCouto, Regional Officer Aircraft Operations and Airworthiness, ICAO EUR/NAT* *Kazakhstan representative*
End of Day 2	

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