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BELGIAN CIVIL AVIATION AUTHORITY

# Skills Shortages and Workforce Planning in the Region



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# Skill shortage

# CAA level

- Staffing of CAA is complex
  - Less appetite for our sector
    - Image
    - Competitive conditions?
    - Civil servants under pressure
  - Increasing requirements for technical profiles
    - SMS, Cybersecurity, ...
  - Difficulty to engage pilots & ATCO's
    - Shortage in the sector



- The regulation requires experts to oversee the sector.
  - For small CAA: extremely difficult to have experts in all domains
    - Examiners to oversee examiners,
    - Instructors to oversee training schools,
    - Technicians to survey PART 145's,
    - Drone experts to survey operational drone authorisations,
    - OPS inspectors to oversee Operators,
    - Medical assessors to audit doctors and Aeromedical Centers, ...
  - Not always full time needed

# Sector level



- Situation Belgium
  - Shortage of pilots
  - Shortage in the PART 66 maintenance technicians
- Pressure on basic infrastructure
  - Airfields, noise procedure, possibility to train IFR,...
- Schools for technicians: difficulties complying to PART 147 regulation.
  - EU and national regulations are not compatible.
  - The PART 147 regulation is company oriented while schools need to comply to national or regional standards
- Technicians need on the Job Training.
  - In Belgium: hardly any Base Maintenance facilities



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# Possible way forward

- Agreements with companies?
  - Did function during covid period
  - Extremely difficult for the moment
- Unexperienced staff, guided by internal expert
  - Ex: flight crew licencing
- Experiments with IA
  - Eliminate some administrative burden
  - Ex: FAQ / podcast
- Collaboration between CAA's
  - Role EASA
  - Problem with financial transactions

- Make our sector attractive again for young people
  - Greening of our sector
  - Good communication
- Revision of PART 147 and PART 66
  - make it possible for schools to implement this regulation
  - Make it possible for apprentice technicians to start working while learning
- Technicians are sought for outside Europe
- Awareness of the importance of basic infrastructure



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Questions?



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