



**Global Aviation  
& Aerospace  
Skills Taskforce**

Developing the Workforce for the Future

# Retention & Development

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March 2025, 2025



## WS03 - Retention and Development

- The workstream will identify, promote and share **best practices** and programmes for **retention and development** of the sector's workforce and **identify gaps** that may need to be filled.
- This will include aspects related to the **development of career pathways, re-skilling or upskilling, employee-employer engagement** for different sectors, **interoperability of roles** and **transferability across employers, career mobility, standardisation of existing and new qualifications** and **returners re-engagement**.



## Analyze the challenges associated with workforce retention and development



**Identify relevant  
programs and  
potential  
synergies in  
related  
industries**



## Identify existing qualification and/or recognition frameworks

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## Create a Retention and Development Toolkit



# Outcome WS-03

## Deliverables – minimal viable product

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Contribute to a centralised repository with best practices on:

- Career Pathway Development
- Standardisation/ Harmonisation of Qualification/ Skills and
- Employer- Employee Relations

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# Outcome WS-03

## Deliverables – minimal viable product

### To create a model that highlights and documents

- shared aspects of skills / competencies in and across occupations.
- enhance visibility
- enable easy comparison of key common skills.
- The aim is:
  - I. promote consistency in job requirements,
  - II. support the mobility of skilled workers,
  - III. help identify skill gaps, facilitating reskilling and upskilling, staff transferability.

## **Pilots & ATM**

Pilot  
Urban Air Mobility (UAM)  
Pilot UAV  
Operator/Pilot  
Air Traffic Controller

## **Maintenance & Engineering**

Aircraft Maintenance Technician  
Aerospace Engineer  
Avionics Technician  
Aerospace Technician  
Aircraft Interior Designer  
Urban Air Mobility (UAM) Technician

## **Support & Services**

Flight Attendant  
Aircraft Dispatcher  
Aviation Sales/Marketing

Airport Customer Service  
Representative  
Ramp Agent  
Aircraft Cleaner  
Aircraft Fueller  
Baggage Handler  
Aviation Intern  
Aviation Apprentice  
Aviation Dispatcher Assistant  
Aircraft Parts Coordinator  
Aircraft Load Planner  
Aviation Data Analyst  
Airport Security Screener  
Airport Facilities Technician  
Logistics Coordinator

## **Innovation & Sustainability**

Sustainability Specialist  
Aviation Meteorologist  
Sustainable Aviation Engineer

Aviation Innovator  
Aviation Data Scientist  
Sustainable Aviation Consultant  
Aviation Biologist

## **Management**

Aviation Maintenance Manager  
Aviation Executive/Leader  
Airline Revenue Manager  
Supply Chain Manager  
Aviation Training Instructor  
Airport Operations Manager

## **Regulatory & Legal**

Aviation Regulatory Specialist  
Aviation Safety Specialist  
Aviation Human Factors Specialist  
Aviation Lawyer  
Insurance Provider

# Jobs in aviation – SAMPLE

Aviation Job	Academic Requirements	Transferrable Skills	Related Jobs Based on Transferrable Skills
<b>Pilots &amp; ATM</b>			
<b>Pilot</b>	Commercial Pilot License (CPL), Airline Transport Pilot License (ATPL)	Decision-making under pressure, communication skills, situational awareness, problem-solving, teamwork	<b>Aircraft Dispatcher, Flight Attendant, Air Traffic Controller</b>
<b>Air Traffic Controller</b>	Air Traffic Control (ATC) training/certification, Bachelor's degree in aviation or related field	Attention to detail, communication skills, decision-making under pressure, multitasking, stress management	<b>Pilot, Aircraft Dispatcher, Airport Operations Manager</b>
<b>Maintenance &amp; Engineering</b>			
<b>Aircraft Maintenance Technician</b>	Aircraft Maintenance Engineer License, FAA A&P Certificate	Technical knowledge, attention to detail, troubleshooting skills, time management, teamwork	<b>Avionics Technician, Aerospace Technician, Aircraft Quality Inspector</b>
<b>Aerospace Engineer</b>	Bachelor's degree in aerospace engineering or	Analytical skills, problem-solving, creativity, attention to	<b>Avionics Technician, Aircraft Interior Designer, Aviation Meteorologist</b>
<b>Support &amp; Services</b>			
<b>Flight Attendant</b>	High school diploma or equivalent, completion of airline-specific training	Customer service skills, conflict resolution, emergency response, multitasking, teamwork	<b>Pilot, Aircraft Dispatcher, Airport Customer Service Representative</b>

# Job profiles at EASA

- Business Analysts
- Business Services\_Partner & Applicant Relations
- Certification Expert
- Chief Engineer
- Chief Experts
- Confidential Safety Reporting Officer
- Cybersecurity
- Drones
- ECQB – European Central questions DB
- Flight Test
- FO Officer
- Impact Assessment
- Internal Compliance

- Junior Professionals
- Language Editor
- Legal
- Managers
- Multirole Experts
- PGM
- Policy Officers
- Program Manager
- Project Manager
- RAMP Officer
- Regulations Officer
- Representative
- Research Officer
- Safety Analysis & Performance Officer

- Safety Data Manager
- Safety Information Officer
- Safety Investigation Officer
- Safety Risk Manager
- Strategy
- Sustainable Aviation
- Technical or General Coordination & Administration

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# Thanks !



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