



Strategies for Optimizing the ICAO Next Generation of Aviation Professionals (NGAP) Efforts

**Nina Brooks, Vice President and
Permanent Representative to ICAO,
Chair, Global Aviation and Aerospace
Skills Taskforce**



International Coordinating Council of
Aerospace Industries Associations

ICCAIA Represents:



Aerospace Industries Association of America



AeroSpace and Defence Industries Association of Europe



Aerospace Industries Association of Canada



Aerospace Industries Association of Brazil



Society of Japanese Aerospace Companies



Singapore



China



Mexico



Malaysia

ASSOCIATE MEMBERS



What is GAAST?

A global group of States, regulators, international orgs and companies



Why did we create a taskforce?

The aviation and aerospace workforce needs to **grow and adapt** to meet increased resource demands and new technologies

Workforce challenges are threatening the resilience of the system now and in the longer term. There are many excellent programs addressing the issues, and we saw a need to work collaboratively and share approaches.

International co-ordination to recognize the issue and subsequent action, including to support inclusion, will more effectively address workforce resilience.

The Issue

- **Ageing workforce, supply is low**
 - By 2030, 44% of the aerospace workforce in Europe is expected to retire
- **Demand is high**
 - By 2030, demand for data analysts, software engineers and systems architects is expected to grow by 35%
 - By 2043, around 700,000 new maintenance technicians needed
- **Perception challenges**
 - Perception of the industry is not positive in some regions
 - Job opportunities are not well known
 - Losing people to other sectors

GAAST Workstreams

Workstream	Description	Deliverables
1. Value proposition	Analyze, describe and measure the current perception and define the value proposition of the sector. And identify ways to improve perceptions	Value proposition statement Considerations of different audiences
2. Attraction & Outreach	Explore innovative outreach and methods for attracting diverse, untapped talent into the sectors, including pulling on best practice	Repository and case studies Report on attraction & outreach
3. Retention & development	Identify and share best practice for retention and development of the existing workforce , including new pathways, reskilling and career mobility	Repository and case studies – focus on career pathways, transferable skills, etc Summary report
4. Workplace environment & culture	Encourage safe, inclusive, accessible and positive workplace cultures including diversity and inclusiveness	Repository and best practice and toolkit
5. Evolution of work in the industry	Create a vision of the sectors up to 2050 , including what skills, technologies workers and culture will be needed	Vision statement Roadmap Repository population and toolkit

Deliverables

- Value proposition
- Best practices
- Case studies
- Skills maps
- Self-assessments
- Vision of future work



GAAST and NGAP

- Broad outreach
- Availability of materials and resources
- Further collaborative efforts
- Strength in sharing



THANK YOU

Contact:
secretariat@gaast.aero



**Global Aviation
& Aerospace
Skills Taskforce**

Developing the Workforce for the Future

