



**RÉPUBLIQUE
FRANÇAISE**

*Liberté
Égalité
Fraternité*

Ecole Nationale de l'Aviation Civile



French civil Aviation University: 1st European Aeronautics University

Aviation needs

Facing staff shortage



Air Transport System



½ million Air Transport Pilots

(icao)

100 000 Air Traffic Controllers

(icao)

How to increase capacity

Enhance Air Transport System

- Number of students?
- Quality of training?
- Quality of the whole system
 - Better cooperation among all stakeholders
 - Improvement of the air Transport System

Cooperation with aviation industry

- Industry representatives in the committees
- Lecturers from the industry
- Study projects and internships
- Holistic approach



How to attract talents

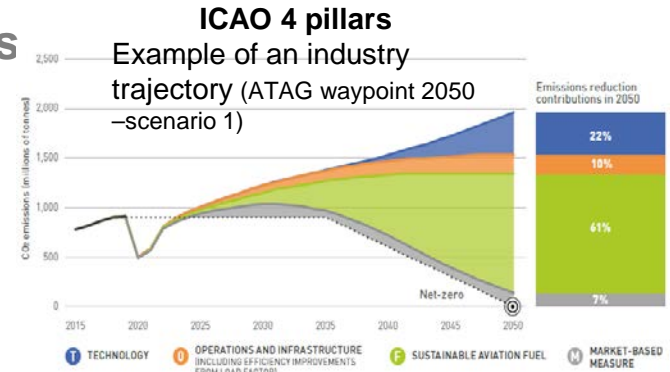
Building on the sector's strengths :

- Passion for aviation
- Membership of a community, the aviation ecosystem
 - Common culture of safety of the ecosystem
 - Getting students to work together (cross simulations, ...)



Focus on what could drive talents to other sectors

- **Ecological transition and decarbonization**
 - Industry commitments
 - Teaching
 - Research activities
- **Innovation and Digitalization in aviation**
 - Big data
 - AI



Improvement through Innovation

Research activity

Courses on innovation

- Courses on innovative systems
- Bringing teaching and research closer together
- Innovation as a state of mind
 - Promoting entrepreneurship and the means (innovation labs, business incubator center, ...)



Innovation is key

Challenges of the Air Transport System

Safety first

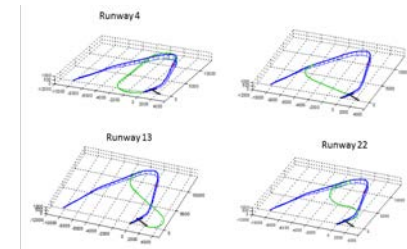
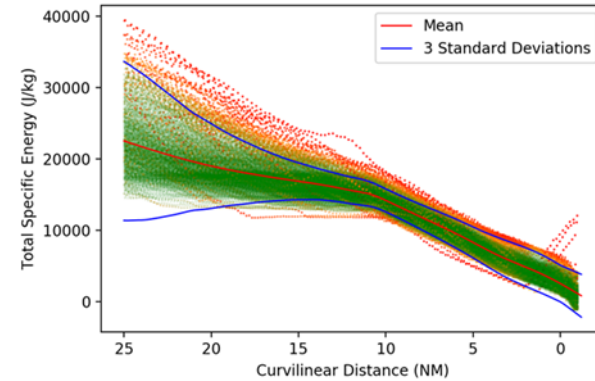
Sustainable development

- New technologies to test concepts, such as UAVs and U space (UTM)
 - Less safety critical (no pilot, very light drones, ...)
 - New ways to prepare for certification in aviation

AI

- Trajectory optimization
- Abnormal trajectory detection
- Behaviour analysis (Security applications)

Abnormal Approach Detection



Emergency Trajectory Design

Promoting diversity in recruitments

Promotion of gender equality

- Promotion of aviation jobs in middle and high schools
- Communication on women leaders in aviation or on women in technical jobs (pilots, controllers, ...) to increase the confidence and interest of young women
- Many partnership with international or national associations promoting gender equality

Extension of recruitment pool

- Recruitment with diverse background
- Scholarships



Elles b2ugent



Women in Aviation[®]
INTERNATIONAL

INTERNATIONAL AVIATION
IAWA
WOMENS ASSOCIATION

ENAC contribution in the world

Focus on managers and high qualified jobs
(graduates students)

At ENAC, over 50% international students, from
all around the world

Training courses implemented abroad

NCLB: Short courses offered thanks to French DGAC Fellowship program



Thank you for your attention