



| ICAO

# INTERNATIONAL CIVIL AVIATION ORGANIZATION

A UN SPECIALIZED AGENCY



# ICAO EUR/NAT AVIATION TRAINING & SKILLS WORKSHOP

Explore strategies and synergies for overcoming skills shortages and training gaps in the EUR/NAT area.



**11-12 MARCH 2025**

**ICAO EUR/NAT PARIS HQ**



ICAO



# Welcome and opening of the meeting

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Nicolas Rallo, ICAO EUR/NAT Regional Director

*Paula V. de Almeida, JAA TO Chief Executive Officer (CEO)*



# Workshop Agenda

## Day 1: Setting the Scene and Defining Challenges

09:15 – 09:30 **Welcome and opening of the meeting**

09:30 – 10:30 **Session 1: Global and Regional Aviation Training and Workforce Challenges**

10:30 – 11:00 Coffee break and group picture

11:00 - 11:30 **Session 1: Global and Regional Aviation Training and Workforce Challenges**

11:30 – 12:30 **Session 2: Impact of Emerging Technologies on Aviation Training**

12:30 – 13:30 Lunch break

13:30 – 15:30 **Session 3: Technological Innovations and Solutions**

15:30 – 17:00 **Session 4: Strategies for Optimizing the ICAO NGAP**

# Workshop Agenda

## Day 2: Monitoring the Regional Skills Shortage

09:15 – 10:30 **Session 5: Skills Shortages and Workforce Planning in the Region**

10:30 – 11:00 Coffee break

11:00 – 12:00 **Session 5: Skills Shortages and Workforce Planning in the Region**

12:00 – 13:00 Lunch break

13:00 – 14:00 **Session 6: Developing a Regional Skills Monitoring Process**

14:00 – 15:00 **Session 7: Workforce Analysis**

15:00 – 15:30 Coffee break

15:30 – 16:00 **Discussion on proposed next steps and actions**

16:00 – 16:30 **Closing session**

# Session 1: Global and Regional Aviation Training and Workforce Challenges

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*Rasha Haidar and Margarita Zakovorotnaya, ICAO Global Aviation Training*

*Aziza Seddik, ICAO-ASTC Director, AFSAC Tunisia*

*Aslan Bekmukhambetov, "Kazaeronavigatsia"*

*Luc Tytgat, Chair of the Advisory Board of the Lazarski Aviation Academy*

*Tay Tiang Guan, Senior Advisor, Civil Aviation Authority of Singapore and Dean, Singapore Aviation Academy*

# Session 1: Global and Regional Aviation Training and Workforce Challenges

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## Session 2: Impact of Emerging Technologies on Aviation Training

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*Moderator: Paula V. de Almeida, JAA TO Chief Executive Officer (CEO)*

*Dan Sloat, Chair of AAM Institute (virtual)*

*Benjamin Cramet, NM Lab Manager, EUROCONTROL*

*Carlos Kaduoka, PhD, FRAeS, IAP, the COO of SITA Americas*



## Session 3: Technological Innovations and Solutions in Aviation Training

*Moderator: Benjamyn Scott, Assistant Professor at the International Institute of Air and Space Law, and eLaw – the Center for Law and Digital Technologies, Leiden University*

*Eric Schoonderwoerd, Director of Business Solutions & Strategic Partnerships, JAATO*

Federico Franchina, Professor of both Maritime and Air Transport at Messina University

Benjamin Cramet, NM Lab Manager, EUROCONTROL

Thierry Gressier, Directeur, C2FPA



## Session 4: Strategies for Optimizing the ICAO Next Generation of Aviation Professionals (NGAP) Efforts

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*Latifa Hadbi, Programme Manager, ICAO NGAP (Virtual)*

*Nina Brooks, Vice President and Permanent Representative to ICAO, ICCAIA (Virtual)*

*Antonio GONZALEZ-GOMEZ, Safety Promotion Business Partner, EASA (Virtual)*

*Farid Zizi, Director, France Aviation Civile Services*

*Dominique Dubourg, Training Manager, ENAC*

*Mohamed Salem, UAE Alternative Representative to ICAO*



## Session 5: Skills Shortages and Workforce Planning in the Region

*Moderator: Levan Karanadze, Counsellor to Vice Prime Minister/Minister of Economy and Sustainable Development, Georgia*

*Ana Mata, Chairwoman, Chairwoman of the Board of Directors ANAC - Autoridade Nacional da Aviação Civil Portugal*

*Koen Milis, Director General Belgium Civil Aviation Authority*

*Charles Pace, Director General for Civil Aviation Directorate Malta and Chairman of the JAA TO*

*Maksim Et'hemaj, Executive Director General of Albania*



# Session 6: Developing a Regional Skills Monitoring Process

*Jonathan Hoepel, JAA TO Quality & Compliance Manager, ICAO Instructor & Course Developer*



## Session 7: Workforce Analysis

*Antonin Combes, Aviation Data Analysis Officer, ATB, ICAO (Virtual)*



# Discussion on proposed next steps and actions

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## Summary of Next Steps and Actions

- Action 1
- Action 2



# Closing Session

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*Paula V. de Almeida, JAA TO Chief Executive Officer (CEO)*

Elkhan Nahmadov, ICAO EUR/NAT Deputy Regional Director



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# Thank You

