



WORKING PAPER

THIRTEENTH AIR NAVIGATION CONFERENCE

Montréal, Canada, 9 to 19 October 2018

COMMITTEE B

- Agenda Item 7: Operational safety risks**
7.3: Other implementation issues

GLOBAL AIR NAVIGATION SERVICES (ANS) PERSONNEL SHORTAGE

(Presented by the United Arab Emirates)

EXECUTIVE SUMMARY

The ICAO Next Generation of Aviation Professionals (NGAP) Summit held in November 2017 addressed the pressing shortages that the air transport network is facing. By 2036, 125,000 air traffic control officers (ATCOs) will be needed globally.

This paper presents an opportunity to invest in human capital, specifically ATCOs, to ensure that the global air navigation services (ANS) demands are met in the future.

Action: The Conference is invited to agree to the recommendations in paragraph 3.1.

1. INTRODUCTION

1.1 The main objectives of the ICAO Next Generation of Aviation Professionals (NGAP) Global Summit were to continue to raise awareness regarding the impending shortage of aviation professionals and encourage civil aviation authorities to communicate and cooperate with government education and labour bodies to promote aviation as a profession.

1.2 States will have to explore a multi-faceted approach and implement numerous programs and enhancements on existing programs to ensure an increase in quantity and quality of ab initio air traffic control officer (ATCO) students to invest in long term tenures of ATCOs.

2. DISCUSSION

2.1 The forecasted ATCO shortage will generate staffing and air navigation services provider (ANSP) performance issues on a global scale. To ensure optimised recruitment and training that delivers timely ATCO capabilities, States should collaboratively develop strategies to promote more productive recruitment, training and retention programs'.

2.2 Furthermore, where capabilities exist, States should be encouraged to pursue co-operation agreements allowing the flexibility of resourcing and exchange of lessons learnt and experiences of training programs.

3. **CONCLUSION**

3.1 The Conference is invited to agree to:

- a) support the ICAO next generation of aviation professionals (NGAP) initiative in light of the international need to address the anticipated shortage of skilled aviation professionals in the near future;
- b) request ICAO to consider enhancements to the provisions related to air navigation services (ANS) personnel training and recruitment which is fundamental to the sustainability of the global service requirements; and
- c) request States to share best practices on applied strategies to promote more productive recruitment, training, development and retention programs.

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