



ICAO NEXT GENERATION OF AVIATION PROFESSIONALS *GLOBAL SUMMIT*

12 - 14 AUGUST 2025 | DURBAN, SOUTH AFRICA

Hosted by

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REPUBLIC OF SOUTH AFRICA





DAY 1 – Tuesday, 12 August 2025

Setting the Scene

9:00-10:30	Opening Ceremony <p>The Opening Ceremony will feature keynote speeches by high-level executives and distinguished guests. It will set the tone for the Summit by underscoring the urgency of attracting, educating, training, and retaining talent in aviation to ensure the sector's future sustainability and resilience.</p>
10:30-11:00	Networking/Coffee Break – Sponsored by 
11:00-12:15	Session 1 Understanding the Global Aviation Workforce Challenge <p>The aviation sector is facing a critical and complex workforce crisis, driven by labour and skills shortages, demographic shifts, increasing competition from other industries, and a declining level of attractiveness among younger generations. While current workforce forecasts point to significant shortages, they often lack the granularity needed to support effective planning, particularly across regional contexts, roles, and competencies. As the industry transforms, forecasts must shift from job-based models to skills-based projections, recognizing that many traditional roles will evolve or disappear. This session will explore workforce pressures within both the industry and civil aviation authorities, including capacity gaps and the need to improve workforce and skills monitoring and forecasting. It will also outline the leadership and policy actions required to address these challenges.</p>
12:15-12:30	  Empowering the Future: AMPAP Awards for Global Aviation Professionals
12:30-13:30	Lunch Break




<p>13:35-15:05</p>	<p>Session 2</p> <p>The Future of Work in Aviation – Adapting to the Industry Transformation</p> <p>The aviation industry is undergoing a profound transformation driven by artificial intelligence, automation, digitalization, sustainability imperatives, and evolving workforce expectations. These forces are reshaping not only aviation jobs and required skill sets, but also how, where, and by whom work is done. From AI-assisted decision-making and hybrid operations to green innovation, flexible training models, and inclusive work cultures, the future of work is redefining aviation at every level. These shifts call for a rethinking of supervisory frameworks, certification systems, and workforce policies to stay competitive and relevant. This session will examine the emerging roles and core competencies needed across regions, and explore how aviation professionals, organizations, and States can adapt their systems and structures to build a resilient, future-ready workforce.</p>
<p>15:05-15:30</p>	<p>Networking/Coffee Break</p>
<p>15:30-17:00</p>	<p>Session 3</p> <p>Elevating the Next Generation’s Voice: Expectations, Challenges, and Ideas for Aviation</p> <p>Bringing the voices of tomorrow to the centre of today’s conversation, this session will spotlight what young people truly expect from the aviation sector. Emerging aviation professionals and students from around the world will share their aspirations, challenges, and bold ideas for shaping the future of the industry. Youth leaders, aviation influencers, and content creators will reflect on their journeys, challenge the status quo, and speak candidly about what the sector must do to earn their trust and long-term engagement. Expect fresh perspectives on innovation, education, inclusion, and access, along with a compelling call for the sector to evolve with the next generation in mind.</p>





DAY 2 – Wednesday, 13 August 2025

Addressing Barriers and Highlighting Solutions

8:30-9:45	<p>Session 4 Aligning Education, Training with Real-World Needs</p> <p>Preparing the next generation of aviation professionals requires stronger alignment between education, training, and the real needs of the industry. This session will explore how academia, industry, and civil aviation authorities can collaborate to ensure training programmes are relevant, future-ready, and responsive across the entire aviation ecosystem. Speakers will share strategies to improve the quality and relevance of training through updated curricula, cross-sector partnerships, and closer engagement with both employers and regulators. The ultimate goal is to equip trainees with the right skills at the right time, enabling them to enter the workforce with confidence and contribute meaningfully to the system as a whole.</p>
9:45-11:00	<p>Session 5 Breaking Barriers to Aviation Careers: Funding, Inclusion, and Access Solutions</p> <p>Persistent barriers continue to limit access to aviation careers, particularly for underrepresented groups. This session will highlight concrete solutions to build a more inclusive and equitable talent pipeline, through a two-part structure. The first segment will explore systemic obstacles, such as high education and training costs, limited institutional capacity, lack of awareness, and geographic disparities, using real-world examples. The second will focus on practical, scalable solutions, showcasing innovative funding mechanisms, inclusive training pathways, and strategies to expand opportunities for women, youth, and underserved communities.</p>
11:00-11:30	<p>Networking/Coffee Break – Sponsored by</p> 
11:30-12:30	<p>Session 6 Innovating How We Teach and Train in Aviation</p> <p>Building on the discussion around the future of work and evolving skills, this session explores forward-thinking approaches and cutting-edge technologies that are transforming aviation education and training. From virtual reality and AI-driven instruction to competency-based learning, micro-credentials, and hybrid delivery models, the session will highlight innovations reshaping how we build tomorrow's workforce, more efficiently, inclusively, and at scale. Speakers will share new pedagogical models, tech-enabled learning practices, and cross-sector partnerships that connect education to workforce needs and prepare professionals for tomorrow's challenges.</p>
12:30-13:00	<p>Flash Presentation The Future of Training Is Now: Lessons from Early Movers in Aviation</p>

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13:00-14:00	Lunch Break – Sponsored by 
14:00-15:00	Session 7 Enabling Talent Mobility <p>Addressing aviation workforce shortages requires improved mobility of professionals across regions, especially to bridge gaps between areas with strong training capacity and those facing acute talent deficits. However, regional disparities, restrictive licensing and visa regimes, and limited recognition of qualifications continue to hinder workforce mobility. This session will explore practical solutions to overcome these barriers while promoting fair and balanced mobility that benefits all regions, including strategies to mitigate brain drain, support career progression, and build inclusive frameworks that connect talent to demand across borders.</p>
	No Break- Sessions continue. Coffee available in the plenary room
15:00-16:30	Session 8 Rebranding Aviation – Best Practices in Attraction & Retention <p>In an increasingly competitive global job market, attracting and retaining talent in aviation requires a fresh approach. This session will showcase innovative strategies and success stories that help reshape the image and value proposition of aviation careers. Speakers will share practical solutions to engage and retain a diverse talent pool — particularly younger generations and career changers. The discussion will explore how to position aviation as a purpose-driven, sustainable, and inclusive field, and how to foster long-term engagement through employer branding, outreach, digital communication, and inclusive workplace cultures.</p>
19:00-23:00	Gala Dinner – Sponsored by  Keynote Address by MEC EDTEA



DAY 3 – Thursday, 14 August 2025

Transforming Insights into Action: Advancing the Global Aviation Talent Agenda

9:00-10:30	<p>Session 9 Collaborating for the Future: Regional and Global Partnerships for a Resilient Workforce</p> <p>Building a resilient and sustainable aviation workforce requires coordinated action at the regional, multilateral, and global levels. This session will explore how States, industry, academia, and training institutions can work together to align strategies, pool resources, and develop common tools and frameworks. It will highlight successful examples of regional collaboration, multilateral mechanisms, and global initiatives that enhance workforce planning, improve system-wide resilience, and foster mutual learning. Emphasis will be placed on cross-regional partnerships and long-term coordination structures that ensure coherence across all levels.</p>
10:30-11:10	<p>Session 10 Wrap-Up – From Dialogue to Action: Roundtable Reflections and Next Steps</p> <p>This final session will gather moderators from each session for a collective roundtable to reflect on key insights, recurring themes, and shared priorities. It will culminate in the consolidation of actions identified throughout the Summit into a unified Call to Action, a set of concrete proposals and commitments to advance the global aviation talent agenda. This Call to Action will be submitted to the 42nd ICAO Assembly as an official outcome of the Summit.</p>
11:10-11:15	Closing Remarks
11:25-11:45	Drive to the Air show Venue
11:45-15:00	Air show
15:00-16:00	Late Lunch Break
End of the summit - Departure of Delegates	
Optional Sponsored Guided Tours and Weekend Packages available upon request	

— End —

*Tentative programme: themes, speakers, dates, and times may be changed.