



ASSEMBLY — 42ND SESSION

EXECUTIVE COMMITTEE

Agenda Item 21: Next Generation of Aviation Professionals (NGAP) initiative

PAKISTAN'S INITIATIVES TO SUPPORT ICAO'S NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP) STRATEGY

(Presented by Pakistan)

EXECUTIVE SUMMARY

This paper presents Pakistan Civil Aviation Authority's (PCAA) initiatives in support of ICAO's Next Generation of Aviation Professionals (NGAP) Programme. Pakistan has developed a comprehensive NGAP Masterplan, focusing on youth outreach, academic collaboration, industry partnerships, internships, gender inclusion, and international cooperation. Ongoing efforts include partnerships with universities, nationwide internships for students, workforce demand-supply analysis, and capacity-building agreements with foreign regulators and UN agencies. These actions reflect Pakistan's commitment to ensuring a skilled, inclusive, and future-ready aviation workforce, in line with ICAO's NGAP Strategy.

<i>Strategic Goals:</i>	This information paper relates to all Strategic Goals and High Priority enablers, with a focus on attracting new talents and gender equality
<i>Financial implications:</i>	The initiatives are being implemented through national resources, bilateral cooperation, and partnerships with UN agencies and international organizations.
<i>References:</i>	ICAO Assembly Resolution A39-29 - <i>Next Generation of Aviation Professionals Programme</i> ICAO Next Generation of Aviation Professionals (NGAP) Strategy ICAO Doc 9941 - <i>Training Development Guide, Competency-based Training Methodology</i>

1. INTRODUCTION

1.1 International Civil Aviation Organization (ICAO) launched the NGAP Programme to address the projected shortage of aviation professionals worldwide. Recognizing this global priority, Pakistan has initiated a structured NGAP Masterplan to attract, educate, and retain talent in the aviation sector.

1.2 PCAA's initiatives are aligned with ICAO's Strategic Objectives and NGAP focus areas, with particular emphasis on outreach, education, training transformation, and partnerships.

2. NATIONAL INITIATIVES

2.1 Youth Outreach and Academic Engagement

2.1.1 Partnerships initiated with universities and vocational institutes.

2.1.2 PCAA Internship Programme offers structured opportunities for university students across aviation domains.

2.1.3 Invitations extended to Pakistani universities to participate in the ICAO NGAP Global Summit 2025.

2.2 Workforce Demand and Supply Analysis

2.2.1 Ongoing nationwide demand-supply analysis to forecast requirements for pilots, ATCOs, engineers, and technicians.

2.2.2 Engagement with industry operators, training organizations, and global manufacturers to align workforce planning with future needs.

2.3 International Collaboration

2.3.1 Bilateral MoU with DGAC France (2024), including NGAP cooperation.

2.3.2 Collaboration with IATA, EASA, and ICAO initiatives on training and oversight.

2.3.3 Partnership with UN Women Pakistan to promote youth empowerment, climate awareness, and gender inclusion in aviation.

2.4 Scholarships and Capacity Building

2.4.1 PCAA officers awarded international scholarships under the Singapore-ICAO NGAP Programme and various ICAO's Developing Countries Training Programme (DCTP).

2.4.2 Ongoing facilitation of officer placements in ICAO fellowships and advanced training programmes.

2.5 Gender Inclusion and Role Models

2.5.1 National NGAP Ambassador Programme under development to highlight women and youth role models in aviation.

2.5.2 Promotion of gender-inclusive training and awareness initiatives in collaboration with UN agencies.

3. **OUTCOMES TO DATE**

- 3.1 Draft NGAP Masterplan under finalization.
- 3.2 Active engagement with universities, vocational institutes, and industry stakeholders.
- 3.3 PCAA Internship Programme for students, with active participation from national universities.
- 3.4 Successful nomination and award of international scholarships for PCAA officers.
- 3.5 Strengthened collaboration with DGAC France, UN Women, and global aviation organizations.

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