



Cuestión 3 del Orden del Día:

Seguimiento de las actividades del Programas TRAINAIR PLUS y NGAP

SEGUIMIENTO PROGRAMA NGAP

(Nota de estudio presentada por la secretaría)

RESUMEN	
Esta nota de estudio presenta información de las actividades del Programa sobre la Nueva Generación de Profesionales Aeronáuticos (NGAP) desde la Reunión CIAC/16 y las actividades futuras previstas.	
Referencias:	
<ul style="list-style-type: none">• Octava Reunión Programa NGAP (Montreal, Canadá, 5 al 8 de diciembre de 2016).	
Objetivos estratégico de la OACI:	<i>B - Capacidad y eficiencia de la navegación aérea</i>

1 Introducción

1.1 Desde el año 2008, OACI, IATA, AIRBUS y BOEING han pronosticado una escasez de profesionales aeronáuticos específicamente, pilotos, personal de mantenimiento de aeronaves y controladores de tránsito aéreo. En este sentido la OACI en el 2009 establece la iniciativa de Nueva Generación de Profesionales de la Aviación (NGAP) y la creación de un grupo de tarea: En el 2015 el NGAP se convierte en un programa de la OACI

1.2 La visión del NGAP es que la comunidad aeronáutica mundial tenga suficiente recursos humanos competentes para soportar un sistema de transporte aéreo seguro y sostenible. La misión del NGAP es la de desarrollar estrategias, mejores prácticas, herramientas, normas y lineamientos aplicables y facilitar actividades que ayudan a la comunidad de la aviación mundial en atraer, educar, formación y retención de la próxima generación de la aviación de intercambio de información profesionales

1.3 El Trigésimo Noveno Periodo de Sesiones de la Asamblea dela OACI (A39) reconoció la importancia del programa NGAP de la OACI y alentó para que los Estados, las organizaciones internacionales, la industria y los medios académicos participen y apoyen a la OACI proporcionando recursos (humanos, financieros y datos), dado que el Programa NGAP no está incluido en el Presupuesto del Programa regular para el trienio 2017-2019. La lista de los Estados, organizaciones internacionales, centros educativos e industria que apoyan el programa NGAP se encuentra en el siguiente enlace web <https://www.icao.int/safety/ngap/Pages/States-and-Organizations-Supporting-NGAP.aspx>. En la Región SAM el programa NGAP es apoyado por la ANAC de Brasil y la DAC de Ecuador. Los Estados, organizaciones, centros de instrucción e industria que quieren soportar el programa NGAP tienen que llenar un formulario en la página web arriba indicada y enviarla a la OACI en la dirección indicada en la página.

1.4 El programa del NGAP a la fecha está conformado por tres grupos de trabajo, difusión, implementación, estrategias y planificación. La estructura organizacional del NGAP se presenta como **Apéndice A** de esta nota de estudio.

2 Análisis

2.1 De las actividades del programa NGAP desde la Reunión CIAC/16 se tienen las siguientes actividades resaltantes:

- Octava Reunión del programa NGAP
- Misión *Dream Soar*

Octava Reunión del programa NGAP

2.2 El objetivo de la Reunión fue el de revisar el progreso de las actividades de los grupos de trabajo de alcance e implantación como soporte al programa NGAP de la OACI. Además, la Reunión discutió más actividades y proyectos a ser apoyados por los grupos de trabajo y a desarrollar planes de trabajo actualizados para cada grupo de trabajo.

2.4 Los grupos de trabajo se reunieron individualmente durante un período de dos días para discutir proyectos y actividades para el 2017. Estas discusiones fueron fundamentales para ayudar a desarrollar los planes de trabajo de los grupos de trabajo individuales. Un informe resumido de la reunión del grupo de trabajo de implementación puede encontrarse en documentos de **Apéndice B** (*solo en inglés*). Documentos del proyecto delineando actividades específicas, resultados, responsabilidades y plazos para el grupo de trabajo de extensión se pueden encontrar en **Apéndice C** (*solo en inglés*).

2.5 Las siguientes conclusiones resultaron de las discusiones de la Reunión:

- a) La elevación de NGAP a programa de la OACI ha creado una mayor visibilidad y reconocimiento a las metas de participación de la próxima generación de profesionales de la aviación. Es importante mantener el impulso alcanzado y otros socios, Estados, organizaciones internacionales y académicos para apoyar este importante programa.
- b) El grupo de trabajo de implementación se ha reunido periódicamente durante el año y fue capaz de completar con éxito tres talleres para controladores aéreos y ATSEPs:
 - Montreal, junio de 2016;
 - Ciudad de México, septiembre de 2016; y
 - Lima, noviembre de 2016.
- c) El grupo de trabajo de aplicación seguirá apoyando los talleres de ATCO y ATSEP y están anticipando los siguientes talleres para el 2017 y 2018:
 - Dakar, marzo de 2017;
 - Bangkok, junio de 2017;
 - Nairobi, julio de 2017;
 - Luxemburgo, octubre de 2017; y
 - Cairo, 2018.
- d) El grupo de trabajo de alcance, continúa expandiendo su membresía para tener representación de todo el mundo. El grupo de trabajo incluye representantes de: Brasil, Camerún, Canadá, China, República Dominicana, Irlanda, Japón, República de Corea, Rusia, Reino Unido, Estados

Unidos y Singapur. El grupo de trabajo de difusión tiene considerado ampliar su ámbito de aplicación a todas las profesiones de aviación por requerimiento por el Consejo de la OACI.

- e) Se han hecho progresos significativos por el grupo de trabajo de alcance para crear conciencia, incluido el establecimiento de un boletín trimestral de difusión NGAP, sitio web NGAP, promoción de actividades NGAP en conferencias internacionales y eventos, así como apoyar las actividades de alcance comunitario. La esquina NGAP en el informe trimestral de capacitación de ICAO es otra oportunidad para las comunicaciones de divulgación.
- f) Con el fin de administrar mejor las actividades y entregables del grupo de trabajo de alcance los anteriores subgrupos se han convertidos en dos subgrupos principales: comunicaciones/publicidad y eventos.
- g) Las Oficinas Regionales continuaran soportando el subgrupo NGAP de difusión y la implantación de actividades de taller.
- h) Un tercer grupo de trabajo fue creado el de estrategia e implementación (ver **Apéndice D solo en inglés**). El grupo será responsable del desarrollo de material guía y herramientas para para asistir a los Estados en las necesidades del NGAP, como parte del soporte a la implantación de la resolución de la Asamblea (A39). Miembros del grupo de estrategia y planificación podrían también contribuir al nuevo grupo de estrategia y planificación OACI enviará invitación a los socios NGAP internacionales. ILO (International Labour Organization) y la UNESCO.
- i) OACI avanzará y completará el trabajo sobre ATED, actualización Doc 9956, desarrollo sitio web, y seguimiento carta a los Estados sobre contribución voluntaria y asignación de expertos al NGAP.
- j) El próximo evento NGAP está planificado en Montreal, Canadá, Cumbre Mundial NGAP 28-29 noviembre 2017.

Misión “Dream Soar”

2.6 La OACI a través del NGAP apoyó la misión “Dreams Soar” fundada por Shaesta Waiz nacida en Afganistán, emigró a los Estados Unidos cuando era niña con sus padres y cinco hermanas. Es la primer piloto civil femenino de Afganistán, la primera en obtener títulos de grado (y posgrados) en su familia y voló alrededor del mundo sola, inspirando a miles de personas a alcanzar sus metas y una excelente embajadora del programa NGAP. Si ella con esas dificultades pudo lograrlo también puede lograrla cualquier otras jóvenes mujeres y hombres.

2.7 Con el soporte del NGAP, Shaesta llevó a cabo un vuelo de vuelta al mundo sola en su avión Beechcraft Bonanza, para promocionar un mayor acceso a nivel mundial a la educación de ciencia, tecnología, ingeniería y matemáticas (STEM) a jóvenes mujeres y hombres

2.8 Shaetza partió el 13 de mayo de 2017 (Daytona Beach, EEUU) y regresó a Daytona Beach el 4 de octubre de 2017. La ruta incluyó 30 paradas en 22 países y 5 continentes totalizando casi 25000 millas náuticas realizando 32 eventos de difusión del STEM inspirando más de 3000 jóvenes mujeres y hombres de alcanzar las estrellas con el STEM.

2.9 Garantizar que las mujeres tengan igual oportunidad de seguir carreras en aviación es crucial para asegurar que la red global de la aviación civil tenga acceso a los recursos humanos suficientes para manejar sustentablemente el tremendo crecimiento en próximos años. El avance en la equidad de género en la aviación apoya el logro de la Agenda 2030 en los objetivos de desarrollo sostenible 4 y 5 que

están directamente relacionados con el empoderamiento de las mujeres.

Actividades futuras del Programa NGAP

2.10 Del 27 al 28 de noviembre de 2017 se llevará a cabo en Montreal, Canadá, la Cumbre Mundial de la OACI sobre la Nueva Generación de Profesionales de la Aviación (NGAP), la cual es convocada por la OACI en cooperación con la agencia de naciones unidas para la educación, la ciencia y la cultura (UNESCO). Inicialmente este evento estaba previsto realizarse en Doha, Qatar, del 23 al 25 de octubre de 2017, el cambio de fecha fue comunicado a través de la carta AN 21/3-17/99 del 3 de agosto de 2017.

2.11 La cumbre mundial NGAP tiene como objetivo proporcionar una oportunidad única para unir a la comunidad de la aviación, los sectores educación y trabajo para el desarrollo de estrategias y acciones para comprometer y retener a la próxima generación de profesionales de la aviación. En paralelo al evento la Organización (OACI) patrocinará eventos paralelos modelo de la OACI para atraer a estudiantes universitarios y profesionales jóvenes.

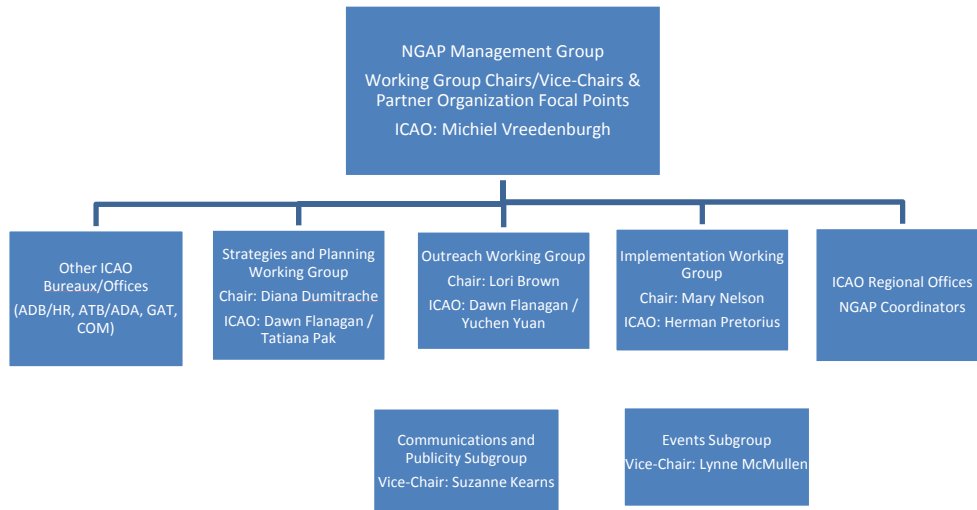
2.12 Como en la Cumbre se tratarán temas de interés para un público diverso, la OACI solicitó a sus Estados miembros a que transmita la información de la cumbre a las organizaciones internas de los Estado que puedan estar interesadas en participar, entre las cuales podrían figurar los ministerios de transporte, de educación y del trabajo, las instituciones académicas y sus estudiantes, profesionales jóvenes de la aviación, los funcionarios encargados de la planificación de recursos humanos en las empresas y organizaciones de transporte aéreo, los proveedores de servicios de instrucción, etc. El programa del evento se presenta como **Apéndice E**.

3 Acciones sugeridas

3.1 Se invita a la Reunión a tomar nota de la información presentada; y continuar con el seguimiento a las actividades del programa NGAP de la OACI.

APÉNDICE A

ESTRUCTURA ORGANIZACIONAL DEL PROGRAMA NGAP



APÉNDICE B**Summary of discussions of the NGAP Implementation Working Group
(Montreal Canada 6 to 7 December 2016)**

1. The NGAP Implementation Working Group met on 6 and 7 December 2016 at ICAO Headquarters Montréal, Canada. The working group meeting was attended by 14 participants from five international organizations and one State. The meeting was chaired by Ms. Mary Nelson from the Federal Aviation Administration Academy and Secretariat support was provided by Mr. Herman Pretorius, Technical Officer, Air Navigation Implementation Planning and Support Section, Air Navigation Bureau (ANB).
2. The Working Group discussed the impact that the Amendment 5 of the PANS TRG will have on the developed workshop material related to competency based training (CBT) and assessment of ATCOs and ATSEPs. In some regions, ICAO workshops still need to be scheduled and completed in early 2018. The group also reviewed the recent Assembly Resolution related to NGAP.
3. Mr. Miguel Marin, Acting Chief, Operational Safety Section (A/C/OPS) and Ms. Nicole Barrette-Sabourin, Technical Specialist (Training and Licensing Standards, ANB) provided the group with the relevant information related to the latest amendments to the *Procedures for Air Navigation Services — Training* (PANS-TRG, Doc 9868). Mr. Marin informed the group that the proposed amendment is currently circulated to States for comments. It will be considered for final review by the Air Navigation Commission (ANC) in January 2017 and thereafter by the Council, for approval. The applicability date will be November 2020 for amendments 5 and 6.
4. The working group agreed that the current workshop syllabus, based on Amendment 4 of the *Procedures for Air Navigation Services — Training* (PANS-TRG, Doc 9868), will not require any revision until Amendments 5 and 6 are published, and should be used unchanged for the currently scheduled upcoming workshops. The working group will be advised of the outcome of the final review of the ANC of the proposed amendment to the PANS-TRG found in the ICAO State letter 2016/35, as well as the consequential amendments to be made to ICAO *Air Traffic Control (ATCO) Training Manual* (Doc 10056) and *Air Traffic Safety Electronics Personnel ATSEP Training Manual* (Doc 10057), which could impact the workshop syllabus.
5. It was recalled that Amendment 6 will include the revision of the ATCO and ATSEP manuals and the relevant competency frameworks in PANS-TRG with applicability date of November 2020.
6. Mr. Marin informed the working group that the intention is to establish a new ICAO task force to align the proposed Amendment 5 throughout the PANS-TRG document as well as with related training manuals. The working group requested that A/C/OPS consider their participation in the task force, as original drafters of the PANS Training Amendment 4, as the group can provide valuable contributions. Ms. Nelson informed the members of the Implementation WG to have their organizations submit a letter to ICAO informing of their interest.

7. Ms. Bonnie McEachern, Instructional Design Specialist from the Global Aviation Training Section (GAT) met with the group to discuss the TRAINAIR PLUS CBT methodology which is currently not aligned with *Procedures for Air Navigation Services — Training* (PANS-TRG, Doc 9868). Ms. McEachern informed the group that the methodology related to CBT will be updated as soon as the proposed Amendment 5 is approved. At that time, all ICAO documents related to training will be harmonized to avoid any confusion in States.
8. The group reviewed the ICAO ATCO/ATSEP workshops schedule for 2017/2018 and finalized the dates for onward transmission to the Regional Offices to prepare the State letters of invitation. All the presenters were requested to reconfirm their commitment, availability and funding to travel and participate in the upcoming workshops, and the table of presenters was updated accordingly.
9. The group recalled the previous discussions related to the completion of the Doc 9868, and the relevant ATCO and ATSEP CBT training manuals (Doc 10056 and Doc 10057). It was recalled that their respective organizations have financially committed to support the ICAO NGAP Implementation Working Group as a first step to develop the material and then, as a second step, to fund the presentation of the CBT workshops in all the ICAO Regions. To date, three workshops were completed and five are scheduled with available funding.
10. Even though all the related CBT and PANS training documents are completed, the group expressed concern that should the Implementation Working Group be disbanded before the completion of the workshops, the funds already secured and committed by their organizations to host the workshops will be lost.
11. It was considered important that, as part of the workshops, ICAO Regional Offices invite, as far as possible, members of the host State educational system for a briefing on NGAP initiatives by the workshop presenters. This NGAP package material can be developed relatively quickly. It could contain information on all the aviation opportunities and disciplines at the high school student level.
12. In addition, it was proposed that the NGAP package material mentioned above be disseminated to ICAO DGCA meetings with the specific request that the DGCAs distribute this to their education counterparts. Another option will be for ICAO Planning and Implementation Regional Groups (PIRG) and Regional Aviation Safety Groups (RASGs) to be sensitized, and actively be encouraged to share NGAP related material and updates with education colleagues in States.
13. In addition, the group considered the possibility to use their course development and technical skills to develop an ICAO online tool course related to NGAP and aviation opportunities available to high school students. This training course could be made available on the ICAO online training platform aimed at high school guidance counselors in the education system in developing States.
14. Counselors could receive ICAO guidance related to aviation opportunities for high school students. It was considered that this proposal be aimed at developing States as a start. In addition,

sponsorship could be obtained to print basic packages that could be disseminated through Regional offices.

15. It was agreed that the above proposals should be further studied.
16. With regard to the current NGAP programme, it was proposed that ICAO consider the possibility to combine all NGAP activities in the programme. In light of this, the working group proposed that ICAO consider to rename and re-task the implementation working group to the “NGAP Implementation, Development and Technical support group”. This will be considered at the next NGAP meeting, once the workshops have been completed.
17. A new NGAP working group called “Strategies and Planning Group” has been established and Ms. Nelson encouraged members of the Implementation work group to provide their expertise to this group.
18. It was also proposed that ICAO encourage States to implement CBT in training of military ATCO’s providing a civilian service where applicable.
19. The Implementation Work Group members reviewed the syllabus, “Documentation Control” document and workshop modules’ materials. The group agreed that after each workshop, all presentations be put in a folder and labeled with the name of the location the workshop was conducted. The group also agreed that a spreadsheet should be created to track any changes made to the material.
20. The Implementation Work Group scheduled a January 2017 teleconference.

APÉNDICE C

OUTREACH WORKING GROUP

(Chair - Lori Brown) WORK PLAN

Communications and Publicity Sub-group (Leads Sherry/Victoria)

Deliverable C1- Develop and disseminate NGAP Outreach Newsletter (Sherry and Victoria, Fadi, Dev)

1. Develop mailing list;
2. Develop a communication strategy with the events sub-group to get information for newsletter;
3. Facilitate community based outreach;
4. Develop procedure to coordinate and promote community-based outreach activities; and
5. Include maintenance, ATC, airports, etc. in NGAP flyer.

Deliverable C2 - Develop articles for NGAP Corner in ICAO Training Report - Quarterly (Kevin, Sandy, Kirsten)

1. Identify article content and author for next issue (inclusion of different professions); and
2. Determine deadlines and submission procedures.

Deliverable C3 - Provide NGAP website content (Fadi, Dev);

1. Gather data/links/content for the revised NGAP website;
2. Determine means to promote best practices and gather best practices;
3. Develop procedure to help support/promote global events and STEM by publicizing events/activities on ICAO website, and community outreach mechanisms;
4. Identify target audience for website;
5. Develop video campaign and disseminate with community outreach mechanisms; and
6. Produce sample video to share with group for feedback on last day (Lori, Jorge, Deborah).

Events Sub-group (Leads Lynne/Ceci)

Deliverable E1- ICAO Organized NGAP Related Events (Kirsten, Deborah, Lori)

1. Discuss theme, agenda, develop list of potential speakers for NGAP Symposium; and
2. Discuss input to GAT Symposium (Deborah).

Deliverable E2 - Other organization NGAP related events

SECA stream at WATS (Lynne, Ceci, Lori, Suzanne)

1. Coordinate with Halldale to define our role;
2. Plan theme, activities and organize speakers as needed to support Halldale;
3. Roundtable Meeting with ICAO, IPTA, NGAP, and US Regional Airlines to determine how NGAP and IPTA can assist with immediate needs;
4. Outreach mini-meeting; and
5. Input and presentations for the AABI annual meeting (17-21 July 2017) Michigan (Ceci, Lori, Lynne and Jorge).

NGAP Outreach Project Description – C1- NGAP Outreach Newsletter

Project Title	Develop and Disseminate NGAP Outreach Newsletter			
Project Leads	Sherry and Victoria			
Project Objectives, Description and Outcome	<ul style="list-style-type: none"> • Produce quarterly newsletters on Outreach activities around the globe that promote best practices and create awareness on the need to attract the next generations of aviation professionals. • Expand the distribution channels for the newsletter. • Identify and disseminate best practices to coordinate and promote community-based outreach activities. 			
Project Contributors	All NGAP members can contribute articles for the Newsletter			
Expert Human Resources Required	N/A			
Estimated Financial Budget Required	N/A			
Sources for Project Resources	N/A			
Project Schedule	Project Activities, Tasks and Deliverables:	Responsibility	Start Date	Completion Date
	1. Develop mailing list to distribute the NGAP newsletter <ul style="list-style-type: none"> • Identify and contact organisations that could support/provide lists or send the newsletter to their contact lists (ICAO States, IATA-ITDI, ACI, RAeS) 	Victoria	06 Jan 2017	30 Jan 2017
	2. Develop communication strategy with the outreach projects and events group to get information for newsletter <ul style="list-style-type: none"> • Set timelines for submission and publication of articles) / regional outreach activities, events, conferences, etc. • Set bimonthly conference calls to follow-up • Setup a reminder on deadlines through Outlook 	Victoria and Sherry	12 Dec 2016	30 Dec 2016
	3. Facilitate community-based outreach <ul style="list-style-type: none"> • Using Facebook to promote events, contests, etc. • Cross-sharing NGAP Facebook posts, e.g., SIN, Fadi’s 	Fadi and Dev	23 Jan 2017	31 Dec 2017
	4. Develop procedures to coordinate and promote community-based outreach activities <ul style="list-style-type: none"> • Content for the NGAP Facebook needs to be sent to Fadi and Dev • For new content: write text, maximum 50 words, and send images • For existing content send links to Fadi and Dev 	Fadi and Dev	23 Jan 2017	31 Dec 2017
	5. Update NGAP flyer to include maintenance, air traffic controllers; etc., not only pilots.	Victoria, Sherry, Fadi	10 Jan 2017	14 Feb 2017

NGAP Outreach Project Description – C2 - Articles for ICAO Training Report

Project Title	C2- Develop articles for NGAP Corner in ICAO Training Report (3 issues in 2017)			
Project Lead	Kevin Caron			
Project Objectives, Description and Outcome	Produce articles related to the ICAO NGAP objectives/priorities to be included in the ICAO Training Report.			
Project Contributors	Suzanne, Sandy, Kirsten			
Expert Human Resources Required	Industry professionals			
Estimated Financial Budget Required	N/A			
Sources for Project Resources	N/A			
Project Schedule Manager or Director of Operations)	Project Activities, Tasks and Deliverables:	Responsibility	Start Date	Completion Date
	1. Identify article content/focus and author for 2017 issues <ul style="list-style-type: none"> • 2017 Articles focus: “My aviation career as a...” (different aviation professionals, but not the common ones) • Produce a list of questions for the people who will be talking about their aviation career. • Ensure regional and gender diversity. • 1500 words per article <ul style="list-style-type: none"> ○ 1st article (Maintenance) ○ 2nd article (Airport Duty) ○ 3rd article (ATC) SIN ○ 4th article (Regulator) 	Kevin Caron	07 Dec 2017	30 Nov 2017
	2. Determine deadlines and submission procedures <ul style="list-style-type: none"> • 1st article • 2nd article • 3rd article • 4th article 	Kevin Caron	Handover Dates <ul style="list-style-type: none"> • 28 Dec 2016 • 15 May 2017 • 15 Oct 2017 • 15 Dec 2017 	Publication Dates <ul style="list-style-type: none"> • Feb 2017 • Jun-Jul 2017 • Nov-Dec 2017 • Feb 2018
3. Produce shorter versions (500 words, instead of 1500) of the articles for the Training Report for the ICAO blog	ICAO	<ul style="list-style-type: none"> • Based on above timelines 	<ul style="list-style-type: none"> • Based on above timelines 	

NGAP Outreach Project Description – C3 NGAP Website/Social Media

Project Title	C3- Provide NGAP website/social media content			
Project Leads	Dev, Fadi			
Project Objectives, Description and Outcome	<ul style="list-style-type: none"> Gain a better understanding on who are the people who visit the NGAP web pages and how many people visit them. Review existing pages and suggest updates and improvements. Identify new content. Identify ways to make the website more attractive and visible (create more awareness). Use social media instead of website when appropriate, subject to the targeted audience, e.g., States, students, training organizations, etc. Is the location (under Safety) of the NGAP web pages the best to maximize traffic, can this be changed? 			
Project Contributors	Mavis, Darius, Victoria, Sherry			
Expert Human Resources Required	ICAO to support with necessary updates/changes to the web pages.			
Estimated Financial Budget Required	(to be determined by ICAO)			
Sources for Project Resources	(to be determined by ICAO)			
Project Schedule	Project Activities, Tasks and Deliverables	Responsibility	Start Date	Completion Date
	1. Get website metrics on NGAP webpages to assess how many people visit <ul style="list-style-type: none"> If not many people visit the pages, we will need to think of a strategy to increase traffic 	ICAO	12 Dec 2017	31 Jan 2017
	2. Look at existing content and identify required updates/changes	Mavis, Darius	06 Dec 2016	31 Jan 2017
	3. Create more awareness on the NGAP webpages through promotion in the Newsletter, NGAP Facebook, etc.	Dev, Fadi	ongoing	ongoing
	4. Need to create more awareness on the newsletter which includes outreach activities organized by different States to attract <ul style="list-style-type: none"> Create a tab on the right-hand side of the NGAP webpage called “Outreach Activities around the World” Create a short paragraph promoting outreach activities to attract the younger generations and what some States are already doing on that new page “Outreach Activities around the World” Post on this page the newsletters 	ICAO, Victoria and Sherry	12 Dec 2016	27 Jan 2017
5. Gather data/links/content for the revised NGAP website (maybe create a map of the world) <ul style="list-style-type: none"> Identify new links/content that should be included on the webpages 	Dev, Fadi	16 Jan 2017	ongoing	

	6. Develop procedure to coordinate and promote content and include in community-based outreach mechanism.	On hold for now		
	7. Determine means to promote best practices and gather best practices	On hold for now		
	8. Develop procedure to help support/promote global events and STEM by publicizing events/activities on ICAO website, and community. 9. Develop video campaign and disseminate with community outreach mechanisms 10. Produce sample video to share with group for feedback on last day (Lori, Jorge, Deborah) Complete	On hold for now		

NGAP Outreach Project Description – E1 AABI Annual Meeting

Project Title	AABI Annual Meeting 2017			
Project Lead	Lori Brown, Lynne McMullen and Ceci Shirley			
Project Objectives, Description and Outcome	Plan, organize, recruit speakers for AABI Town Hall Meeting featuring NGAP initiatives and ICAO HR Opportunities			
Project Contributors	NGAP and AABI			
Expert Human Resources Required	None			
Estimated Financial Budget Required	None			
Sources for Project Resources	NGAP, AABI and ICAO			
Project Schedule	Project Activities, Tasks and Deliverables	Responsibility	Start Dates	Completion Dates
	Prepare NGAP Presentation	Lori	6/1/2016	7/17/2016
	Prepare ICAO HR PPT	Ceci	6/1/2016	7/17/2016

Planning two-hour NGAP event during AABI meeting in Kalamazoo, Michigan. Will have an NGAP introduction, including timeline and ongoing projects, also presentations on human resources available through ICAO.

NGAP Outreach Project Description – E2 SECA Event

Project Title	SECA at WATS 2017 (Halldale branded event)			
Project Lead	Lynne McMullen and Ceci Shirley			
Project Objectives, Description and Outcome	Plan, organize, recruit speakers for full day of presentations and workshops as required to support Halldale. TBD after January conference call			
Project Contributors	NGAP, AABI, UAA, FAA and IPTA			
Expert Human Resources Required	None			
Estimated Financial Budget Required	None			
Sources for Project Resources	NGAP, AABI, UAA, FAA and IPTA			
Project Schedule	Project Activities, Tasks and Deliverables	Responsibility	Start Dates	Completion Dates
	Call with Halldale to determine needs	Ceci		Jan 29,2016
	Roundtable Meeting with ICAO, IPTA, NGAP, and US Regional Airlines to determine how NGAP and IPTA can assist with immediate needs	Lori	1 Jan 2017	2 April 2017
	Organize NGAP Mini Meeting	Lori	1 Feb 2017	2 April 2017

Awaiting formal invitation/request from Halldale to facilitate SECA event at WATS 2017. After receipt of invitation, will hold conference call with project contributors to initiate planning.

APÉNDICE D

STRATEGIES AND PLANNING WORKING GROUP PROJECT

DESCRIPTION

Project Title	Guidance to assist State Planning for Implementation of NGAP objectives			
Project Lead	Diana Dumitrache			
Project Objectives, Description and Outcome	<p>ICAO Assembly 39 recognised that in order to support growing aviation needs and to ensure the safe and efficient operation of the air transport system, sufficient qualified and competent aviation professionals are needed. Some States and Regions are forecasting a shortage of certain professions in the near and long term, and Assembly Resolution 39-29 urges States, CAAs and industry to work together to ensure the gaps are filled.</p> <p>There are many examples of good practice from NGAP, ACI, IATA, CANSO etc. but these are perhaps not well known by States. This project aims to develop guidance that will assist Member States in implementing effective strategies to attract, educate, and retain the next generation of civil aviation professionals and thus assist them in implementing Assembly Resolution A39-29.</p> <p>The guidance will include information on developing forecasts, strategies, best practices, planning tools, and guidelines for engaging and cultivating the next generation of aviation professionals.</p> <p>The work shall consider all aviation professions, not only pilots, ATCOs and aircraft technicians.</p>			
Project Contributors	Mohammad Salem, Kirsten Riensema, Nico Voorbach, ICAO (ANB, ATB, GAT, HR, etc.) – other International Organizations to be invited to participate. Outreach and Implementation WG Chairs to advise.			
Expert Human Resources Required	Secondee to ICAO			
Estimated Financial Budget Required	TBD			
Sources for Project Resources	Voluntary contributions			
Project Schedule	Project Activities Tasks (Deliverables)	Responsibility	Start Dates	Completion Dates
	Forecasts: work in progress (update of Doc 9956);	ATB-ECD	2016	2018
	Strategies: TBD (see page E-3);	WG	Dec 2016	December 2017
	Development of tools: TBD (see page E-3);	ICAO	Dec 2017	Dec 2018
	Sharing of best practices: Continuing Improvement (NGAP Outreach)	NGAP & Industry organizations	Ongoing	
	Guidance Development: draft (Guidance)	WG	Dec 2016	AN Conf 2018
	Feedback loop: (Guidance Improvement)	ICAO+NGAP	2018	Ongoing

STRATEGY/TOOLS
DRAFT STATE NGAP GUIDANCE CONTENTS

State Education/Training Need Assessment (Today/Future)

- Education (TBD)
- Area of training (TNA-GAT)
- *Global and Regional 20-year Forecasts* (Doc 9956) to be updated

State Education/Training Activit

- Training providers recognized by ICAO (iSTARS SSB-IMPLEMENT)
- Other academia/training organizations (ATED)

National NGAP Cooperation Framework

- National stakeholders: transport/education/labour/others (MoU/Agreement)
- Link/integration with the National Aviation Master Plan

Implementation Strategy

- State NGAP action plan (template/model)
- Use of Best Practices (NGAP Outreach)
- Monitoring and improvements (TBD)

— END —



ICAO

UNITING AVIATION

PROGRAMME

ICAO NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP) GLOBAL SUMMIT

ICAO Headquarters
Montréal, Canada, 27 – 28 November 2017



DAY 1 – MONDAY, 27 November 2017

OPENING SESSION

09:00 – 10:00	<p>Opening Remarks</p> <ul style="list-style-type: none"> • Dr. Fang Liu, Secretary General, ICAO • Director General, UNESCO (invited) <p>New NGAP Developments (TBC) Moderator: Stephen P. Creamer, Director, Air Navigation Bureau, ICAO</p> <ul style="list-style-type: none"> • New ICAO Aviation Personnel Forecasts, Boubacar Djibo, Director, Air Transport Bureau, ICAO • Model ICAO Forum Overview Introduction (ConMUN) • Fundamentals of Air Transport System Course, Suzanne Kearns, Associate Professor, University of Waterloo, Canada and Vice-Chair NGAP Outreach Working Group
10:00 – 10:30	<p>Coffee Break <i>Sponsored by the Delegation of Equatorial Guinea at ICAO</i></p>
PANEL 1	
10:30-12:00	<p>Aviation careers from the young professionals’ perspective</p> <p>The panel will present the views of young professionals working in aviation and what can be improved to attract, educate, train and retain NGAP.</p> <p>Moderator: Lori Brown, Associate Professor, Western Michigan University, United States and Chair NGAP Outreach Working Group</p> <p>Speaker: Noutchemo Simo Therese Ghislaine Fadimatou, Founder of Young African Aviation Professionals Association (YAAPA), Cameroon</p> <p>Speaker: Sophie Bascoul, Accident Investigation Officer, Bureau of Enquiry and Analysis for Civil Aviation Safety (BEA), France and former ICAO Intern</p> <p>Speaker: Jeeyoon Jung, Young Aviation Professional Officer (YAPP), Republic of Korea</p> <p>Speaker: Kleopas Bintoroyakti, Young Aviation Professional Officer (YAPP), Indonesia</p> <p>Speaker: Nabil Ahmed, Young Aviation Professional Officer (YAPP), Pakistan</p> <p>Speaker: Alexandra Slabutu, Co-Founder & Non-Exec Member, Irish Aviation Student’s Association (IASA), Ireland</p>
12:00 – 13:30	<p>Lunch Sponsored by the Delegation of Qatar at ICAO</p>
PANEL 2	
13:30 – 15:00	<p>Aviation careers from the students’ perspective</p> <p>The panel will discuss aviation careers from the students’ perspective, including what are the biggest challenges, career aspirations and dreams.</p> <p>Moderator: Suzanne Kearns, Associate Professor, University of Waterloo, Canada and Vice-Chair NGAP Outreach Working Group</p> <p>Speaker: Rudy Egeileh, CEGEP Montmorency and 100 Laval Squadron – Royal Canadian Air Cadets, Canada</p> <p>Speaker: Andrew Osinski, Honours Science and Aviation, Earth Science Specialization, University of Waterloo, Canada</p> <p>Speaker: Jenna Yee, Honours Science and Aviation, Earth Science Specialization, University of Waterloo, Canada</p> <p>Speaker: Mitchell Lichocki, Electrical Engineering Student, Concordia University, Canada</p> <p>Speaker: Marios Seretis, Doctoral Candidate at Institute of Air & Space Law, McGill University, Greece</p> <p>Speaker: Chenlu Li, Air Traffic Management, Master’s Student, CAFUC, China and ICAO Intern</p>
15:00 – 15:15	<p>Presentation by Shaesta Waiz, Founder, Dreams Soar</p>
15:15 – 15:45	<p>Coffee Break</p>

PANEL 3

The need for Organizations to prepare for, and adapt to, the career expectations of NGAP

The panel will discuss updated personnel forecasts and explore opportunities for Organizations to update Human Resources practices in order to better prepare for, understand, and adapt to the career expectations of the next generation of aviation professionals, taking into account corporate goals such as gender and diversity, and with the objective of maximizing organizational success and enhancing job satisfaction.

15:45 – 17:15

Moderator: Dimitrios Dimitriou, Chairman of the Board of Directors, Athens International Airport (AIA), Greece

Speaker: Ananthanarayan Sainarayan, Chief, Aviation Data and Analysis Section, Air Transport Bureau, ICAO

Speaker: Arielle Meloul-Wechsler, Senior Vice President, People and Culture, Air Canada, Canada

Speaker: Anna Falth, Manager, Special Programmes, United Nations Women (UNWOMEN)

Speaker: Ursula Wynhoven, International Telecommunications Union (ITU) Representative to the United Nations

Speaker: Rovani Sigamoney, Programme Specialist, Section for Innovation and Capacity Building in Science and Engineering, United Nations Educational, Scientific and Cultural Organization (UNESCO)

End of Day 1

DAY 2 – MONDAY, 28 November 2017

PANEL 4

9:00 – 10:30	<p>New training strategies and innovations for an evolving demographic The panel will discuss learning innovations, trends and strategies to teach the next generation.</p> <p>Moderator: Paul Bates, Head, Aviation & Logistics, University of Southern Queensland, Australia Speaker: Kelly de Lambert, Training Centre Manager, Airways New Zealand Training Centre, New Zealand Speaker: Lori Brown, Associate Professor, Western Michigan University, United States and Chair NGAP Outreach Working Group Speaker: Deborah Stephenson, Workforce Development, Federal Aviation Administration (FAA), United States Speaker: André Rebouças, Specialist in Civil Aviation Regulation, National Agency of Civil Aviation, Brazil Speaker: Boris P. Eliseev, Rector of Moscow State Technical University of Civil Aviation, Russian Federation</p>
10:30 – 11:00	Coffee Break

PANEL 5

11:00 – 12:30	<p>How ICAO, States, industry and academia can work together to make education accessible to students? The panel will share ideas and solutions to make education more accessible and to encourage more interest in aviation professions. This panel will also address how ICAO can establish a network of academic institutions to attract and educate the next generation.</p> <p>Moderator: Lynne McMullen, Director, Business Development, School of Aviation at Seneca College, Canada and Vice-Chair NGAP Outreach Working Group Speaker: Meshesha Belayneh, Chief, Global Aviation Training Office (GAT), ICAO Speaker: Gary Northam, President of the Aviation Accreditation Board International (AABI), United States Speaker: Carl Davis, Director, Air Crew Operations, Training Services, Boeing Global Services, United States Speaker: Carmen Sicilia, Associate Dean, McGill University School of Continuing Studies, Canada Speaker: Tilmann Gabriel, Assistant Professor, University of London and Chairman/President International Pilot Training Association (IPTA), United Kingdom Speaker: Philippe Crebassa, Vice-President, École Nationale de l'Aviation Civile, France</p>
12:30 – 13:30	Lunch Break

PANEL 6

13:30 – 15:00	<p>The role of regulators in fostering NGAP The panel will discuss the nature of the relationships between the regulator and stakeholders (i.e., training providers, industry and education providers).</p> <p>Moderator: Mary Nelson, Division Manager, Federal Aviation Administration (FAA) Academy, United States and Chair NGAP Implementation Working Group Speaker: Byambasuren Luvsansambuu, Director General, Civil Aviation Authority of Mongolia Speaker: Hesham Al Tenaiji, Manager ANSP Training, General Civil Aviation Authority, United Arab Emirates Speaker: Margareth Josephath Kyarwenda, Secretary General, Association of African Aviation Training Organizations, Ethiopia Speaker: Darius Lim, Acting Director (Aviation Industry), Civil Aviation Authority of Singapore Speaker: Poppy Khoza, Director of Civil Aviation, South African Civil Aviation Authority (Invited) Speaker: Konstantin Anatolievich Pashkov, Director, Department of Administration, Ministry of Transport of the Russian Federation</p>
15:00 – 15:30	Coffee Break

PANEL 7

15:30 – 17:00

Way Forward: Developing a national NGAP strategy

The panel will discuss developing and implementing a national NGAP strategy.

Moderator: Diana Dumitrache, Director General, European Aviation Institute, President, Romanian Aeronautical Association, Romania and Chair NGAP Strategy and Planning Working Group

Speaker: G.C.G.P. Dabarera, Secretary of the National Committee of NGAP Sri Lanka Programme & National Coordinator, Civil Aviation Authority of Sri Lanka

Speaker: Bastien Bernard, Chief Operating Officer, DSN Services, France

Speaker: Kirsten Riensema, Member of the Air Navigation Commission, United Kingdom, ICAO

Speaker: Cédric Lalaizon, Deputy Director, AeroPortal, Next Generation Workforce Aéro Montréal, Canada

Speaker: Juan César Thomas Burgos, Director, Dominican Institute of Civil Aviation, Dominican Republic

Speaker: Jian YU, Vice-President of the Civil Aviation University of China (CAUC)

CLOSING SESSION

17:00-17:30

Result of Model ICAO Forum

- Andrei Bochis, President of Special Projects, Concordia Model United Nations
- Dr. Fang Liu, Hand-out of Prizes for Model ICAO Forum

Closing Remarks

- Stephen P. Creamer, Director, Air Navigation Bureau, ICAO

End of the Summit