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THE STATE NGAP ACTION PLAN



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A maturing pilot population

Mandatory retirement age is 65



Pilot age in 2016

- <35
- 35-49
- >50

105k

Pilots retiring or exiting the workforce



AMERICAS
+85K
New pilots



EUROPE
+50K
New pilots



MIDDLE EAST & AFRICA
+30K
New pilots



ASIA-PACIFIC
+90K
New pilots

255k

New pilots required for growth and replacement

50%

Of pilots flying by 2027 have not started to train yet

70

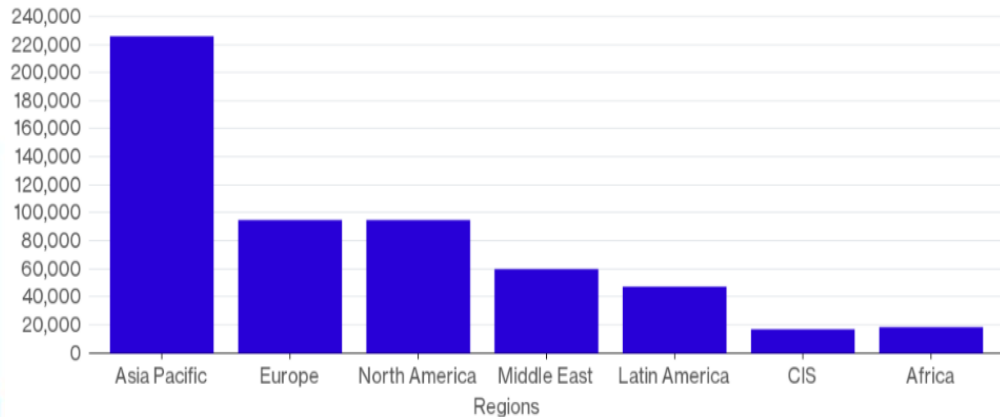
New pilots/day

180k

New captains

Global growth in airline industry will create need for 558,000 new pilots by 2034

New Pilots



Source: Boeing Co.

Footnote: CIS stands for Commonwealth of Independent States, also called Russian Commonwealth





Factors affecting Supply

- Retirements
- Growth of the aviation sector
- Competition with Tech sectors for skilled people
- Attractiveness of aviation careers
- Training capacity
- Training affordability
- Awareness of 'richness' of aviation careers



Why is intervention necessary?



- Economic impact: est. \$ 2.7 Trillion
- Need to maintain supply chain
- Coordinated plans of governments, industry, manufacturers, training providers, higher education providers will lead to best results for the least cost.



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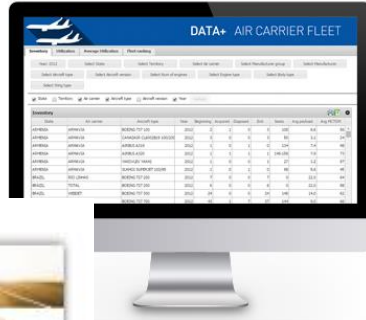
Assembly 39 Resolution 29

Urges States to work with the aviation community to identify long-term human resources needs and establish strategies to attract, educate and retain in the sector aviation professionals.



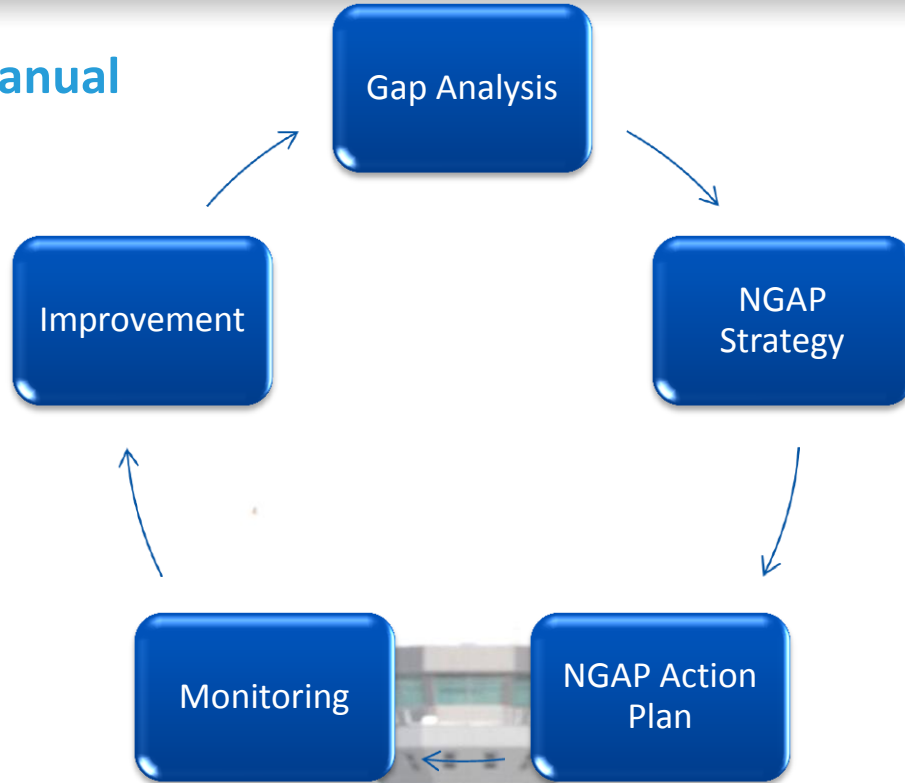
ICAO NGAP Guidance Manual

- Consortium of ICAO and partner organisations collaborating to describe best practices.
- Aims to assist States in implementing effective strategies to attract, educate and retain the next generation of aviation professionals.
- One size does not fit all – Adaptable action plan.





ICAO NGAP Guidance Manual





Guidance on conducting a Gap analysis:

- A data driven approach will assist in convincing stakeholders to act:
 - Forecasts (growth, demographics, ...)
 - Future training need vs. current capacity
 - Identification of medium and long term gaps
- Wide array of stakeholders involved



Guidance on NGAP Strategies

- Promote aviation careers now and future
 - Focus on STEM studies
 - Gender and minorities
- Supply of educational and other paths
- Training costs
- Attractive career paths



Guidance on creating an Action Plan:

- Will vary depending on the gaps identified
 - Outreach plans
 - Educational strategies & plans
 - Industry & education partnerships
 - State coordination amongst different Ministries (education, tourism, transportation, labour, finance)
 - Industry Human Resource best practices



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Monitoring and improvement:

- Defining appropriate KPIs
- A regional approach may be useful
- Examples of Best Practices



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Beijing

Asia and Pacific
(APAC) Office
Bangkok



THANK YOU