

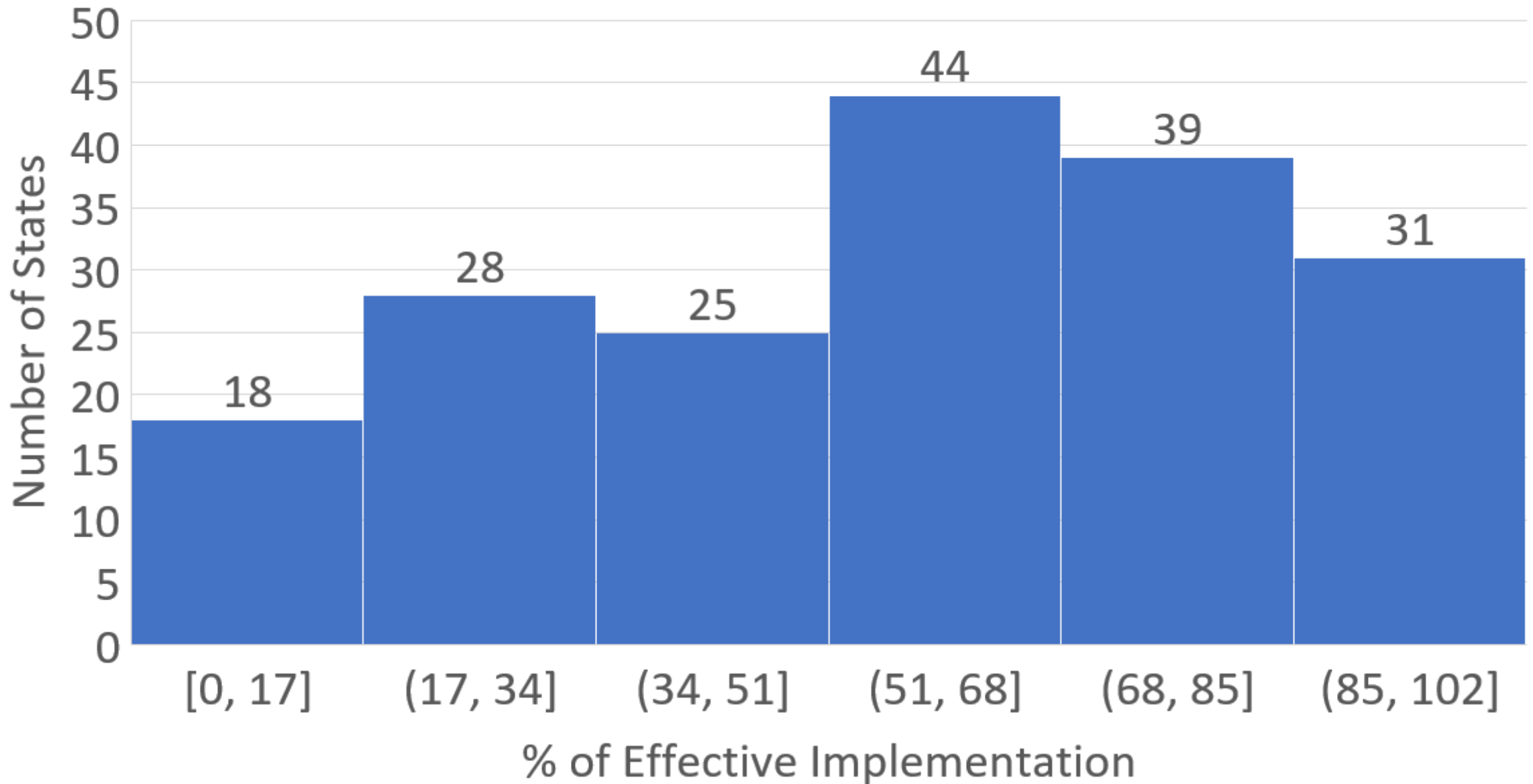
# Where are the immediate shortages and critical hotspots throughout the world and why

- In Majority of States
  - Comparatively young industry and retirements commenced recently
  - Industry was small and workforce requirements was very limited
  - No national stream of constant supply of trained personnel
  - Unable to offer attractive remuneration packages
  - Not accessible to majority of population and public knowledge and awareness is very limited.
  - Economic contribution of aviation for growth of national economy is not identified/quantified
  - Dearth of training resources (instructors/facilities/OJT opportunities etc)
  - Training is time consuming, costly
  - Limited resources and more demanding priorities for social welfare
  - Lack of forecasting and planning

# Where are the immediate shortages and critical hotspots throughout the world and why

- Industry is expanding rapidly and becoming extremely complex
- Competency should be of world standards and subject to evaluation by external agencies
- Technology is rapidly growing requiring re-training frequently
- Global exposure is necessary for optimum performance
- Stringent conditions of medical fitness for safety sensitive tasks
- Functional separation between the Regulator and Operator
- Limited involvement of women in Technical Areas (AML, Pilots etc)
- New players (Drones, spacecraft etc) entering the industry
- Security risk is in the increase and vigilance needs from every facets
- Public pressure for higher efficiency, regularity and productivity
- World pressure for increased environmentally responsiveness

## CE-4 : Technical Personnel and Training (ICAO-USOAP)



# How are we addressing those shortages and how well are they working?

- Informing the policy makers of the air transport potential for national economy and trying to mainstream aviation into national development projects
- Creating public awareness of the potentials in aviation through media
- Re-employment of retired personnel where age is not a restriction
- Increasing remuneration packages
- Relaxing employment of foreign nationals
- Pooling of resources (training/inspectors/inspectors)
- Harmonization of Rules and Regulations

What plans are in place to address the forecasted shortages of the future, taking into account corporate goals such as gender and diversity? Are they enough?

- Postulation of demand and supply
- Development of Human Capacity Matrix
- Elevation of Industry Remunerations and providing concessions and perks
- Expanding opportunities for Hands On training
- Engagement of Voluntary Workers
- Education of Young Generation
- Pooling of resources

NGAP Outreach Pilot  
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