ICAO Next Generation of Aviation Professionals

Zhenxia LV
Airbus Beijing Engineering Centre

12 December 2018

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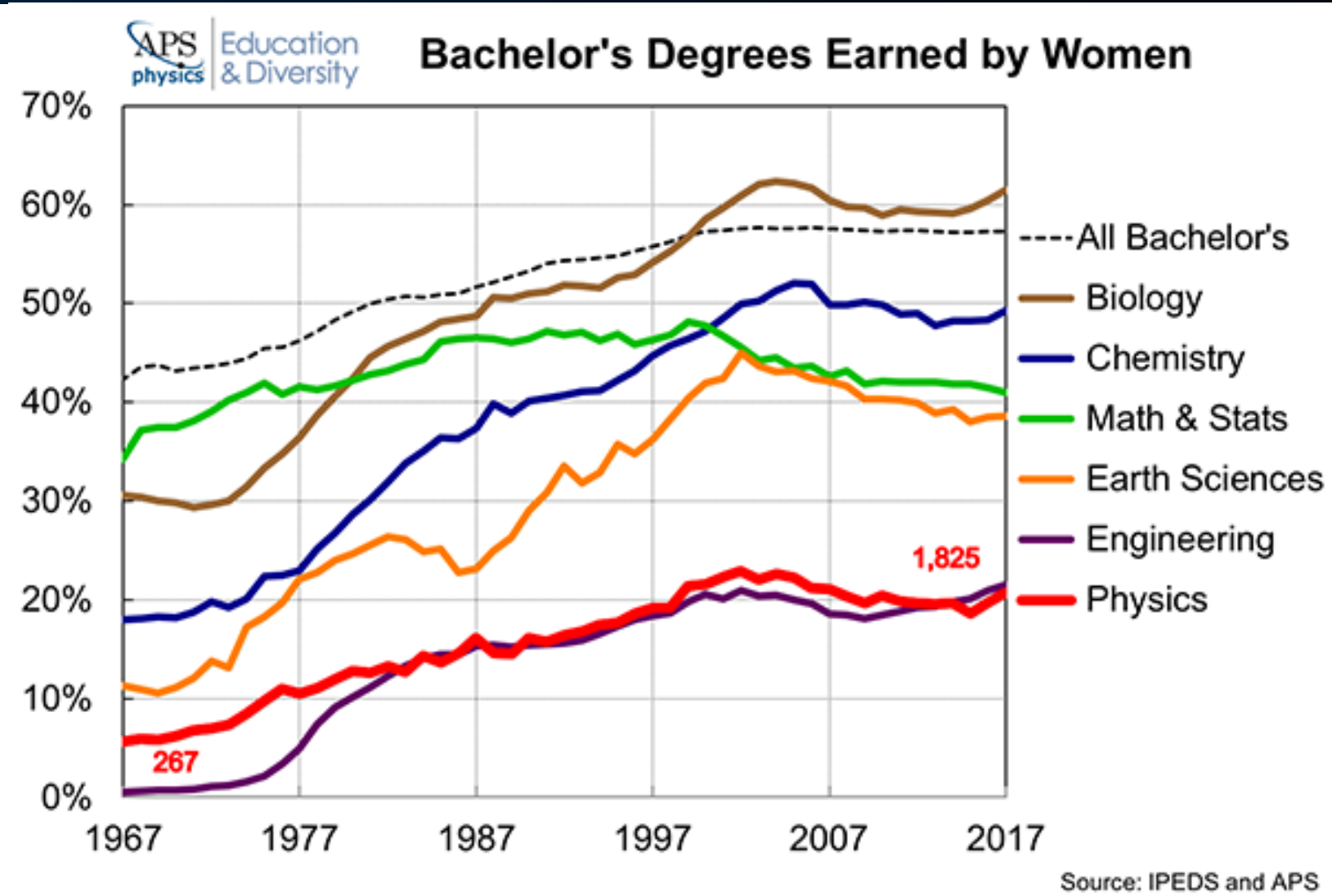
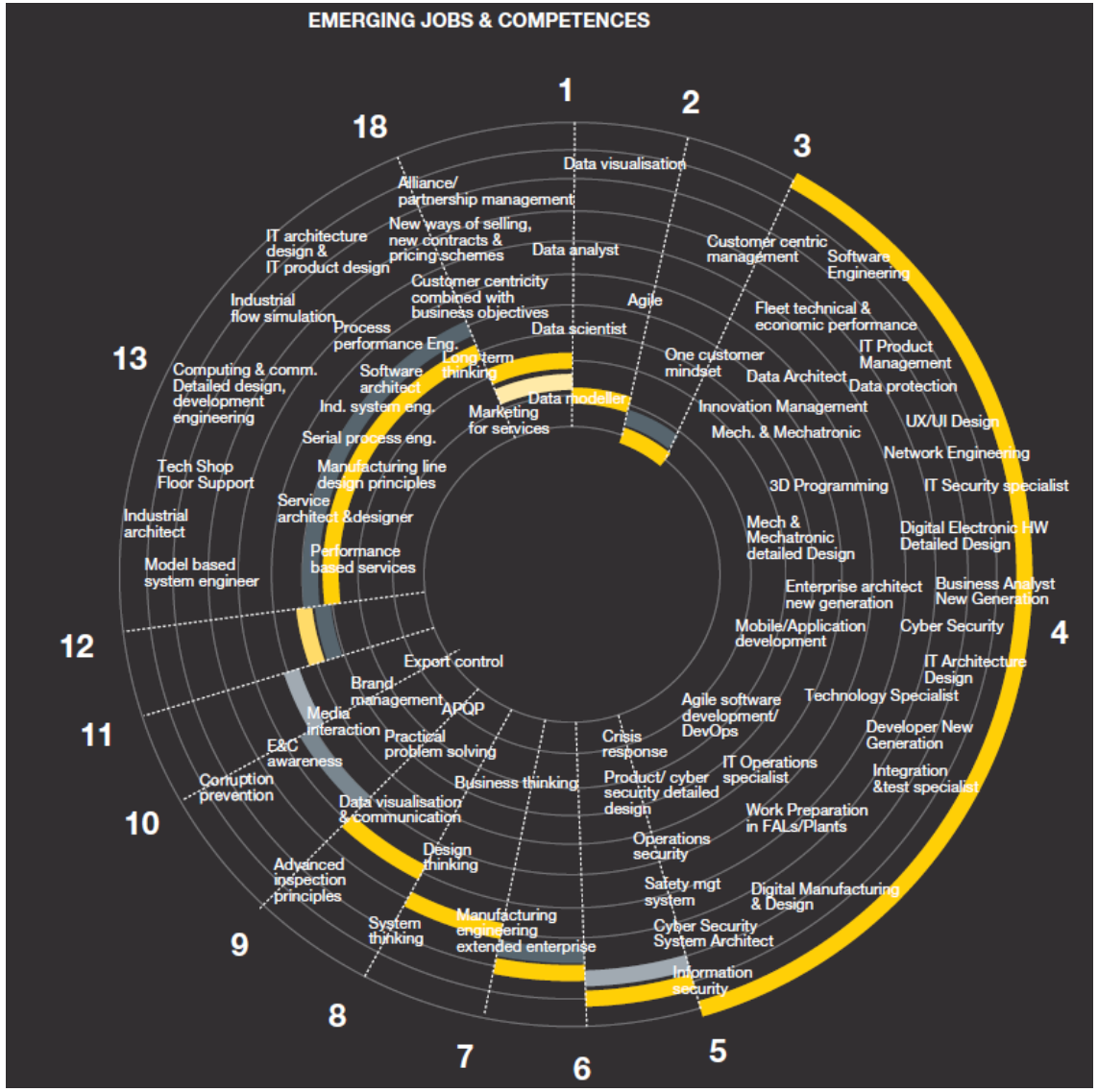
Education


APS physics Education & Diversity
Bachelor's Degrees Earned by Women
70%
60%
50%
40%
30%
20%
10%
0%
1967
1977
1987
1997
2007
2017
All Bachelor's
Biology
Chemistry
Math & Stats
Earth Sciences
Engineering
Physics
1,825
267
Source: IPEDS and APS

Aviation Jobs

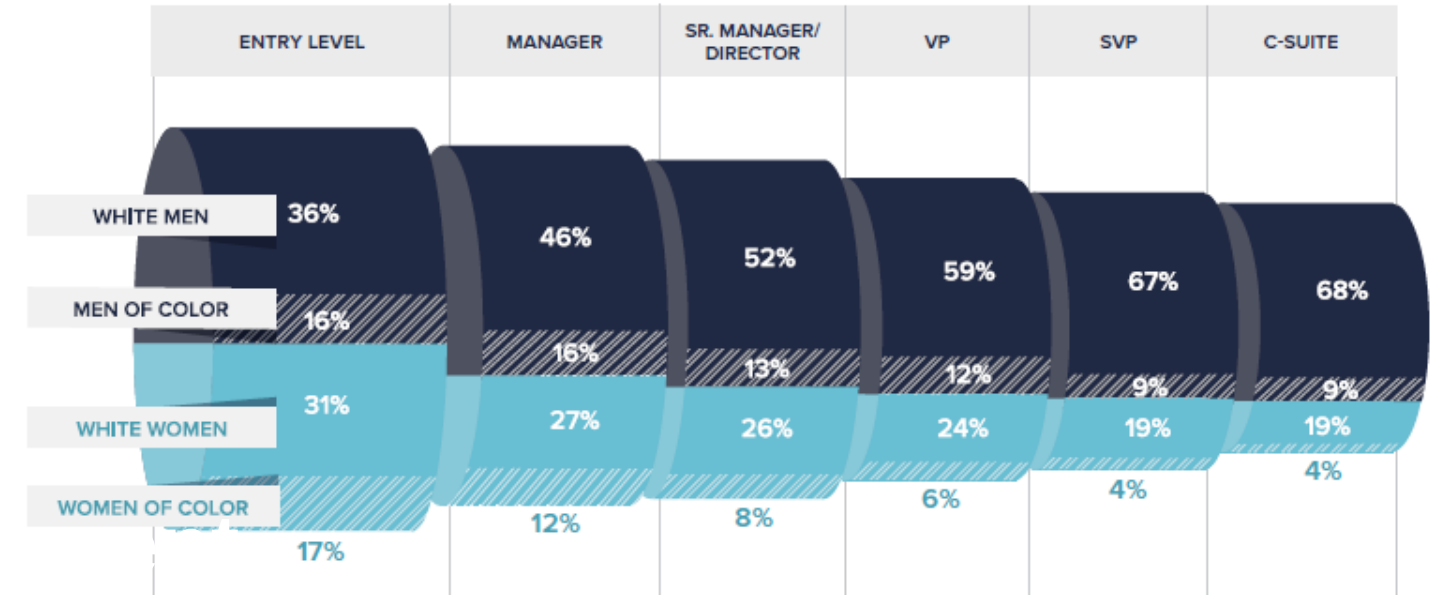
2018~2037 Airbus Global Workforce Forecast



1 - Advanced analytics & Big Data
2 - Agile methodology framework
3 - Customer centricity
4 - Digitalisation
5 - Cyber security
6 - Ensure business continuity
7 - Right- shoring & Globalisation
8 - Innovation, disruptive & incremental
9 - Quality excellence
10 - Reputation Brand, Ethics & Compliance
11 - Leadership behavior & empowered teams
12 - Maximise Operational Performance
13 - Design & deliver products & services
14 - Leverage our competitive advantages through technical competences
15 - Manage financial performance
16 - Workforce polyvalence- polycompetence
17 - Health & Safety
18 - New products, services & go to market's

Economic Globalisation
Resource Scarcity & Climate Change
Global Governance
Innovation & Technologies
Demographics & Social Evolution
New Consumption Patterns

Employment



	ENTRY LEVEL	MANAGER	SR. MANAGER/ DIRECTOR	VP	SVP	C-SUITE
% WOMEN 2018 PIPELINE	48%	38%	34%	29%	23%	22%
CHANGE '17–'18	1%[3]	1%	1%	0%	2%	2%
CHANGE '16–'17	1%	0%	0%	0%	-3%	1%
CHANGE '15–'16	1%	0%	1%	2%	1%	2%[4]

1 In this study, women of color include Black, Latina, Asian, American Indian or Alaskan Native, Native Hawaiian, Pacific Islander, or mixed-race women. However, due to small sample sizes, reported findings on individual racial/ethnic groups are restricted to Black women, Latinas, and Asian women. 2 Due to rounding, representation by race and gender may sum to 101 percent or 99 percent within some levels. 3 This represents percentage point change. 4 The small numbers at the executive level, combined with this study's methodology, which takes the average of companies, means that findings at the executive level are more sensitive to individual company variation.

McKinsey&Company

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Quick takeaways

INDUSTRY: Set gender diversity as strategy and review the status in annual report

SCHOOL: Market high-skilled careers to young female students

EVERYONE: Coach one female around you

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Thank you

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