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# Opportunities for Young Aviation Professionals

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## Importance of People Development to Organisations

- Functioning in an environment characterised by speed
- Technology moving at a dizzying pace with force and finesse
- The differentiating factor is utilising the skills and expertise of one's workforce effectively.



## Importance of People Development to Organisations

- Workforce as the most valuable asset
- Understanding the value of the most valuable asset
- Preparing the workforce for today and the future
- Creating the right opportunities for people



## ICAO opportunities and capacity building for young professionals

- Connect and empower aviation professionals
- Creating pathways to opportunities for young professionals
- Strategic positioning ICAO in the eyes of young professionals



## Young Aviation Professional Programme

- Commenced in 2013 under the joint partnership arrangement between ICAO, IATA and ACI
- Purpose is to allow young professionals to develop their knowledge and understanding of regulatory activities and airline and airport industries



## Young Aviation Professional Programme

- Young professionals are expected to serve a duration of 18 months shared between the three sponsoring organisations
- Since 2013, there has been 12 young professionals from 12 nationalities.
- Mentoring of young professionals



## Young Aviation Professional Programme

- All young aviation professional opportunities are announced on the ICAO career page:  
<https://careers.icao.int>
- Eligibility requirements:
  - Advanced university degree
  - 35 years of age or younger
  - At least two years of work experience in regulatory activities or the aviation industry



## Junior Professional Officer/Associate Expert Programme

- The objectives of the programme are:
  - To provide work experience to young professionals from member States who have recently graduated from studies at the university level and who have little or no work experience; and
  - To secure for ICAO the service of young, motivated and competent individuals





## Junior Professional Officer/Associate Expert Programme

- JPO/AE opportunities are announced to all States via a State Letter
- States are invited to nominate candidates and selection is on a competitive basis
- State Letter can be accessed only by the authorized authority of the State who has direct access to the ICAO portal where the State Letters are published



## Junior Professional Officer/Associate Expert Programme

- **Eligibility requirements:**
  - Advanced university degree
  - 35 years of age or younger
  - Two years of experience
- Duration of assignment is normally for an initial period of 12 months extendable to 24 months



## Junior Professional Officer/Associate Expert Programme

- JPO/AE is issued with a staff contract with all benefits and entitlements accorded to staff
- The cost related to the contract of a JPO/AE has to be borne by the sponsoring State



## Junior Professional Officer/Associate Expert Programme

- JPO/AE is issued with a staff contract with all benefits and entitlements accorded to staff; and is considered an official of ICAO for the duration of the assignment
- The cost related to the contract of a JPO/AE has to be borne by the sponsoring State



## ICAO Internship Programme

- Internship opportunities are provided to university students and to persons who have recently completed their university degree.



## ICAO Internship Programme

- **Purpose:**
  - To enhance the theoretical knowledge acquired during studies with practical experience and exposure to the work of ICAO
  - Provide students with an opportunity to learn about and contribute to the work of ICAO



## ICAO Internship Programme

- **Eligibility requirements:**
  - Completed or enrolled in a graduate degree programme
  - Exceptionally, a first level degree may be considered, especially during peak periods
- The duration of an internship is two to six months



## ICAO Internship Programme

- Cooperation arrangements with universities and academic institutions
- In cases where there is a partnership arrangement, the internship can be extended to a maximum of twelve months, if required.





## ICAO Internship Programme

- The ICAO internship programme appears to be a popular pathway for university students and young graduates
- There is a genuine interest amongst university students to acquire exposure to the work of ICAO. From 2014 to date, we have had 231 interns from 56 nationalities



## ICAO Internship Programme

- Internship opportunities of ICAO are announced on the ICAO career portal:  
<https://careers.icao.int>
- They are also shared with Universities with whom there is an established partnership arrangement



## Capacity Building Initiatives - Secondment

- Secondment is another method by which ICAO has assisted young professionals and States to develop expertise and build capacity
- Creation of a voluntary Human Resources Development Fund (HRDF) to support capacity building opportunities for the civil aviation sector in African States, which included the development of aviation professionals and internship opportunities for the next generation of professionals



- If the most valuable asset is the workforce then it is very important for Organisations and States to build the capabilities of individuals and to place people at the center of development, policies and strategies.



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