

**Model ICAO Council 2014**  
**The Representative of Egypt**  
**(Presented by: Rana Kamal)**

**Subject: Session 5: How can HR prepare the current and future generations to be successful?**

**Executive Summary**

**The goal of the Model ICAO council is to provide the civil aviation sector with well-equipped young talents that would contribute to the effective implementation of the sector's strategies. Through this great initiative, not only would ICAO be helping the industry with effective strategy implementation, but would also be including the future generation's contribution.**

**In a fast pace industry such as Aviation, it is vital to stay up to date with the most contemporary and competitive human resources practices in order to attract, retain, and develop the competencies of young talents.**

**As economies shift towards a service sector orientation, the demand for tertiary-skilled labor continues to grow. Hence, more challenges are faced by both human resources departments as well as young talents in recent years. By establishing a body of NGAP to promote the aviation industry and contribute to its strategy planning and implementation, the challenges faced will be effectively tackled. This may be best realized through the international cooperation of young professionals such as this Model as well as the ideas proposed in this paper particularly in regards to talent acquisition and development.**

**Strategic Objectives: Proposing innovative human resources solutions to prepare the current and future generation of Aviation Professionals to be successful**

**Action: The Council is invited to: consider the proposals provided in this paper**

**References:**

Fisher, C. D., Schoenfeldt, L. F., & Shaw, J. B. (2006). *Human resource management*. Boston: Houghton Mifflin Co

Millar, J., and Salt, J. (2008). Portfolios of mobility: the movement of expertise in transnational corporations in two sectors – aerospace and extractive industries

## **1.INTRODUCTION**

- 1. At the occasion of the 70<sup>th</sup> Anniversary of the Chicago convention, ICAO has organized this Model ICAO council for NGAP to be able share and discuss innovate ways that could enhance the future outlook for the Next Generation of Aviation Professionals (NGAP) from a human resources scrutiny**
- 2. There are challenges face by human resources which are flexibility in implementing new programs**
- 3. The challenge faced by young aviation professionals is finding opportunities to gain exposure and experience in the industry as well as the development of their skill set**

## **2.PROPOSED SOLUTIONS**

- 1. Establishing an ICAO NGAP body, that includes younger talents, to contribute to the planning of effective human resources strategies**
- 2. Bridging the gap between human resources and young talents to attract and retain competent NGAPs**
- 3. Creating innovative ways to develop existing young aviation professionals such as corporate leadership training programs and rewards system that pertains to competencies and not only to service acknowledgement**

## **4. IMPLEMENTATION OF THE SOLUTIONS**

- 1. Maintaining the yearly Model ICAO Councils and engaging Young Professionals form the industry from all around the world to bring in diversity and new ideas**
- 2. Creating a “mentorship program” to set out career plans for fresh graduates and newly hired young professionals where they can gain expertise from existing professionals and improve their skills**
- 3.Reaching out to universities and faculties to find and recruit new talents and promote the industry through workshops and orientations**

**4. Implementing a yearly international exchange program between civil aviation authorities and airlines for NGAP to share best practices, exchange expertise and gain international exposure**

**5. Practicing flexibility in hiring interns and young professionals if their skills and competencies are aligned with the organization future needs**

**6. Motivating and developing existing young aviation professionals by putting in place leadership training programs and developmental initiative to invest in the existing work force and their capabilities**

## **5. CONCLUSION**

- 1. By choosing talents based on the skills needed for the future of the aviation industry, you are ensuring that you are following the human resources strategies set in place for tomorrow's success**
- 2. Also by including the NGAP in the brainstorming and decision making process, it creates a sense of ownership and loyalty to the field and ensures their retention and continuous motivation to achieve**
- 3. By involving young aviation professionals in international exchange programs for workshops and trainings, international mobility and the exchange of knowledge and expertise, with set goals and planned strategies, could prove very beneficial and aid leadership development. (Jane Miller and John Salt, 2008).**
- 4. According to the theory of achievement, affiliation and power developed by David McClelland, and Maslow's Hierarchy of Needs, employees tend to work harder when the likelihood of promotion is high (Fisher 2006). By creating developmental programs and awards for existing young professionals the morale would be high, they will be motivated for productivity and hence, there is potential for growth as an entity.**