



Working Paper

SECOND SYMPOSIUM ON THE NEW GENERATION OF AERONAUTICAL PROFESSIONALS NGAP

Subject: Let's celebrate the past and prepare for the future.

BEST PRACTICES TO ATTRACT AND RETAIN A NEW GENERATION OF AERONAUTICAL PROFESSIONALS.

(Presented by the Republic of Nicaragua)

SUMMARY

There is no doubt that the International Civil Aviation Organization (ICAO), through its various assemblies and meetings, has been concerned by the limited availability of qualified and competent aviation professionals with its Contracting States. The sample NGAP initiative is intended to ICAO to maintain its lead over the need for assistance to States, and in that direction has been working to find solutions to this complex issue, Since the primary objective is to encourage the next generation of aviation professionals to consider and develop strategies to facilitate access in their states or regions, education and other sufficient resources to enable them to access aviation professions, we consider this paper as Much of the concern about the high percentage of workforce will be retiring in the coming years. All states, we place hope that ICAO, with his experience and leadership to succeed in advancing a pathway to harmonize the potential that there is adequate training world for a new generation of aviation professionals.

Proposals to the Council:

- a) To support this paper.
- b) To support the need for capacity building in the region.
- c) Explore the possibility of the creation of a voluntary fund for capacity building for Latin America, first as a pilot project and the possibility of
- e) creating partnerships between States with qualified schools and
- f) developing countries with need for qualified personnel.
- g) d) Submit to the next period of sessions of the Council, the result of this
- h) analysis, the ways in which developed and possible ways to address the need for capacity building as a form of assistance to States.

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| <i>Strategic Objectives:</i> | This working paper relates to Strategic Objective A, Operational Safety. |
| <i>Financial repercussions:</i> | Voluntary funds for capacity building at the United |
| <i>Referencias:</i> | <i>First Symposium on Next Generation of Aviation Professionals, from 1 to 4 March 2010. Note by the Council of ICAO A37-WP / 64 Conference on High-level Safety (HLSC), March 2010.</i> |

1. INTRODUCTION

- 1.1 Assessing the various events that have been developed in recent years, which has dealt with this issue that is so central availability of qualified aviation professionals, who represent the future of sustainability in international air transport and its subsidiary and related services, we note with concern that progress has not been sufficiently effective to achieve compliance with the main objective is the preparation of professional technical and higher education in the various aviation disciplines.
- 1.2 We recognize that ICAO, in conjunction with other organizations, has made some progress in the investigation, recurrences and evaluation of aviation personnel available, especially in those aspects that have to do with the Operational Safety and Security aviation.
- 1.3 Both the conference of safety (HLSC), held in March 2010 in the city of Montreal, and in the 37th Assembly also held in Montreal 2010, has been discussed in depth this issue, which clearly has been identified which is the problem and in some ways how to how to fix it, but in our opinion has not come to realize a solution that is effective.
- 1.4 It is very important to consider the data provided by studies before made on increasing operations in the airline industry, which would generate increased demand for personnel skilled and trained for different aeronautical disciplines, which is considered to conduct an in-depth study of the scheme then proposed in this paper.

2 DEVELOPMENT

- 2.1 Currently there is the political will to guide institutions in the country to civil aviation development and strengthening, thereby achieving successful outcomes in terms of safety and aviation security shown in audits by ICAO. It is of significance to note, the results achieved in the training of all personnel, both civil aviation and industry and service providers. Substantial sums of money allocated for this purpose, where they have prepared hundreds of people from all specialties of aviation.
- 2.2 The Republic of Nicaragua, in terms of preparing young professionals and higher technical level, has had ups and downs in the development of aviation through the different stages in recent decades, largely depending on the progress that has been you produced through the efforts undertaken by the current government agencies involved in the middle.
- 2.3 Although the Republic of Nicaragua, has made a significant effort in training and preparation of all staff, still suffers from the possibility of instructing senior professionals. The absence of higher professional preparation for teaching, is a reality in most countries in the region.

CONCLUSIONS

3 RESEARCH CENTERS

- 3.1 The lack of these educational institutions is given the stagnation of development of international civil aviation due to the limited scope covering technical courses applied to the international management of civil aviation personnel is captured by authorities and industry as a whole is coming from a specialized comprehensive education, leaving them with limited knowledge to encompass the constant and massive growth in technological and procedural branch exposing the development of international civil aviation.

- 3.2 The situation presented our region, especially the Central sub-region, is perhaps the same one that occurs in other regions and sub-regions, not having institutions capable of preparing the next generation of aviation professionals and new technologies applied.
- 3.3 The educational methodology applied today has not been the most effective to break the paradigms with which we have been slowing attracting new generations of young people in the aviation field, since it does not offer a long-range professional level, thus leaving so low academic profile of applicants each branch that offers career civil aviation. In this way the world of aviation is not as appealing to those who want to progress in such branches as centers of aviation education at their disposal some regions and in particular the region where is located the Republic of Nicaragua does not have a study center duly qualified to develop skills at senior level in the aviation field.
- 3.4 By not changing the learning model currently applied, the attraction for future generations of young aeronautics industry would remain low, due to poor academic performance produced by these competencies, although we know a job is assigned according to ability, academic level and experience with this educational model this selection method is reduced to two of these three elements, leaving the third element which in this case would be the academic level, as a necessary requirement but weakness, admitting an average level in the technical preparation of aeronautical and academic professionals, thus generating jobs with appropriate academic preparation, thereby making it even less attractive study and calling of the various branches offering aviation education.
- 3.5 Considering that a center with the possibilities of preparation of staff for higher level aeronautical is costly, not only from the point of view of infrastructure, but Human Resources, as is the certified instructor, it is virtually impossible for a country that does not have an advanced development of its aviation operations, can choose to have a center of this category, so that a viable alternative would be the union of several countries with suitable arrangements to create regional regional or sub centers achieve preparation fees personnel required for each State in different specialties.

4 Training.

- 4.1 Training to be critical for the development of the aviation industry point has been becoming a profitable and consistent appearance, thereby making it have cost too much and not very accessible to the general population, it is for this reason are shown gaps in academic growth and development of aviation personnel in different branches of the aviation.
- 4.2 The training led to different branches of civil aviation today are promoted to fill the jobs that require the addresses of each unit either to the authorities of civil, industry or service providers aeronautics, entail costs too high for the economy of any of these sectors, the scope of these trainings are of low magnitude and not sing with a comprehensive professionalization for the participants, so that we must take into account the expenses generated by the training and recurrences of these courses, it is likely to cover the costs of a full stroke used in both aviation and other commercial, industrial or public sector, one more reason why the interest of young people today are not attracted to opt for specifies a career in the world of civil aviation, besides providing employment guarantees a common career vacancies exist in any other sector.

5 Suggested Actions.

- 5.1 The specialization of professional instructors to ensure the creation of a new educational model

- 5.2 The creation of at least one aeronautical center, regional or sub-regional study, based on available resources, dedicated to the comprehensive training of aviation professionals in senior and middle level (technical) by allowing educational institutions of each respective state, conducting specialization in aviation industry as an eligible option for those students who meet the standards and necessary calling to choose such specializations.
- 5.3 This way it would conduct an expansion and integration of all (economic, legal, commercial, technological) sciences applied to the aviation industry.
- 5.4 The incentive of ICAO State should be aimed not only to raise funds for this purpose but also to the availability of resources for the establishment of voluntary funding for the creation of centers or offering scholarships could be awarded under the criteria of temporary commitments to financing entity of the scholarship or OACI with a time limit in which you provide services and develop their knowledge and then exercise them in their country of origin.
- 5.5 Studies could be carried out on ways to finance these centers of higher and technical education, such as discussed below: The industry could contribute in some way to the development of the next generation of aviation professionals, such as an aircraft manufacturer may provide a moderate percentage from the sale of each aircraft, could also promote agreements with these airlines to contribute a percentage at their convenience, for each ticket sold to the public, international airports fit equally in such contributions and perhaps other agencies involved too, is very important to note that as the growth shown by the need to move with speed and security, all kinds of goods and passengers within the globe in the next 20 years , airlines acquire 25,000 New aircraft and by 2026 will require 480,000 new technicians and around 350,000 pilots.
- 5.6 It is proposed that ICAO, as a body that brings together all States and has enough leadership demonstrated to conveniently implement for each region or sub-region should encourage States to reconcile this possibility and propose pathways securing financial resources for the sustainability of these regional centers and sub-regional.
- 5.7 Taking into account the data show, on how the Civil Aviation will develop in the next decades in the regions, and especially in ours, it is proposed that those who choose to pursue careers in middle and senior level in these centers, the quarry are essential States' college students who achieve successfully basic sciences, in the case of middle level students who have completed high school, and that with the proper selection and calling, come to these centers to complete their studies to be determined according to the demand of each state. Study centers, must be approved in the region properly validated..

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