



SECOND SIMPOSIUM OF THE NEW GENERATION OF AVIATION PROFESSIONALS.

Tema 1: Best practices to attract and retain the next generation of aviation professionals.

PROPOSAL FOR THE DEVELOPMENT OF A PROGRAM OF COOPERATION BETWEEN STATES TO ENCOURAGE THE DEVELOPMENT OF NEW PROFESSIONALS IN INTERNATIONAL CIVIL AVIATION

EXECUTIVE SUMMARY.

This working paper proposes initiatives for the promotion and encouragement of qualified and competent professionals in the short, medium and long term who compose the aviation community; in order to attract and retain the new Millennial generation in aviation through exchanging programs between the aeronautical authorities of the world, to develop skills that will spark interest in the various disciplines of civil aviation.

Action: The Council is invited to:

- a) Take note of the information presented in this working paper; and,
- b) Encourage ICAO to take the necessaries actions to:
 - 1) Develop exchanging programs that promote the interest of the new generation of aviation professionals.
 - 2) Encourage States to participate in the Program of Cooperation.
 - 3) Encourage States to make voluntary contributions to the development of this program.
 - 4) Evaluate the possibility of financing this initiative with the funds of operational Safety and Aviation Security.
 - 5) Request the Secretariat through the Technical Cooperation Bureau and Air Navigation Bureau to designed a pilot program to recognize the effectiveness of this plan.

<i>Financial implications:</i>	Those necessary for the development of the Cooperation Program.
<i>References:</i>	<ul style="list-style-type: none">• Chicago Convention of International Civil Aviation.• Initiatives NGAP ICAO.• Electronic Bulletin EB 2010/40 (28 September 2010).• Report of the CIAC / 10 Meeting (Lima, Peru 08-12 November 2010).• Report of the CIAC / 11 Meeting (Lima, Peru 17-18 November 2011).• Report of the CIAC / 13 Meeting (Lima, Peru 04-08 November 2013).

1. INTRODUCTION:

- 1.1** The international aviation community recognizes the existence of a shortage of personnel trained in different fields of aviation, considering that a part of the generation of aviation professionals is close to retirement, which causes concern in some States, due to the existing difficulty of finding availability of new qualified professionals due to competition with other areas of the industry.
- 1.2** Therefore, the International Civil Aviation Organization since 2009 has started a program which purpose is to ensure the development of skills to retain adequate numbers of skilled aviation professionals and certified to operate, manage and maintain the international air transport system.
- 1.3** This initiative began with the creation of the NGAP special team, created in the same year and whose work is based on improvements in instruction to meet the future demand for qualified personnel in air traffic management (ATM).

2. ANALYSIS:

- 2.1.** Considering that the ICAO training allows the implementation of a comprehensive framework for ensuring the development of activities to train, educate and retain aeronautical personnel, it is imperative filing a global integration strategy to help attract a new generation of professionals.
- 2.2.** In this sense, is proposed the creation of a Technical Cooperation Program, regulated by the Organization to promote exchanges between different aviation authorities, in order to allow professionals to acquire new and better experience, especially for those States that have presented percentages of non-compliance in the Universal Safety Oversight Audit Program (USOAP) and the Universal Security Audit Program (USAP).
- 2.3.** This program should be developed through a system of internship where participants gain skills to become multipliers of the knowledge acquired in the field of civil aviation and thereby encourage cooperation between Member States for a effective homogenization and harmonization of policies on safety, security, air navigation and air transport to a more efficient and sustainable aviation.
- 2.4.** In this respect, it is noteworthy that the funding of the proposed program, shall be executed through donations and / or voluntary contributions made by Contracting States or other funds managed by the Organization.
- 2.5.** Therefore, it urges ICAO to develop the capacities that allow the execution of this program, since it does not only bring great benefits to the community of international civil aviation, but also promotes good relationships between countries participating in this project

3. CONCLUSION:

Initiatives such as those raised in this working paper, allow States to share experiences, build skills and foster cooperation and friendship between nations of the world, which are part of the principles contained in the Chicago Convention.