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ICAO TRAINING STANDARDIZATION MEETING

REUNIÃO DE PADRONIZAÇÃO
DE TREINAMENTO

14-16 • ABRIL • 2025
HOTEL EPIC SANA | LUANDA, ANGOLA



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Session 6:

Attract, Educate, Train, Retain The Next Generation Of Aviation Professionals

Presented by Latifa Hadbi

ICAO NGAP Programme Manager



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Presentation Overview

01

Why Next generation of Aviation Professionals (NGAP) Programme matters

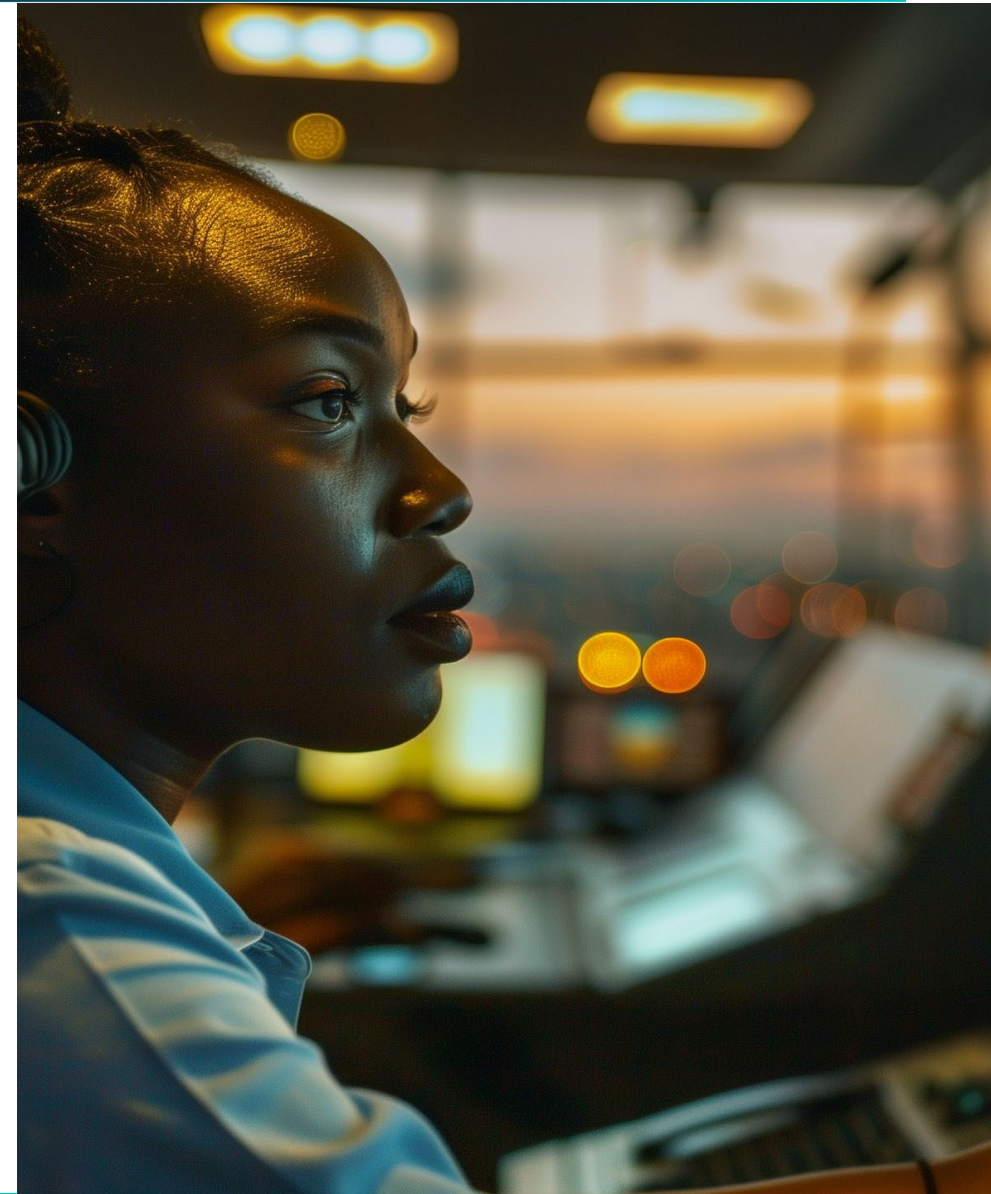
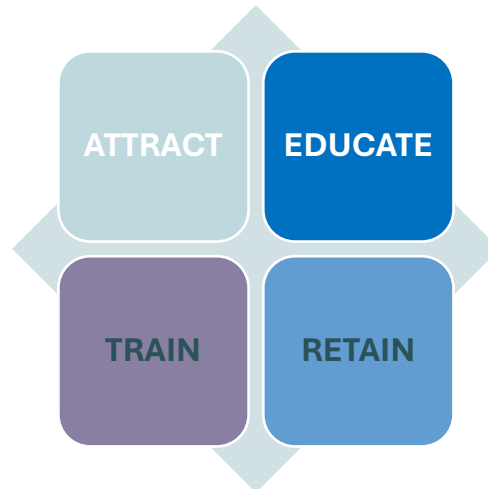
02

Overview of NGAP strategy and key focus areas

03

Breakout session

NGAP Motto





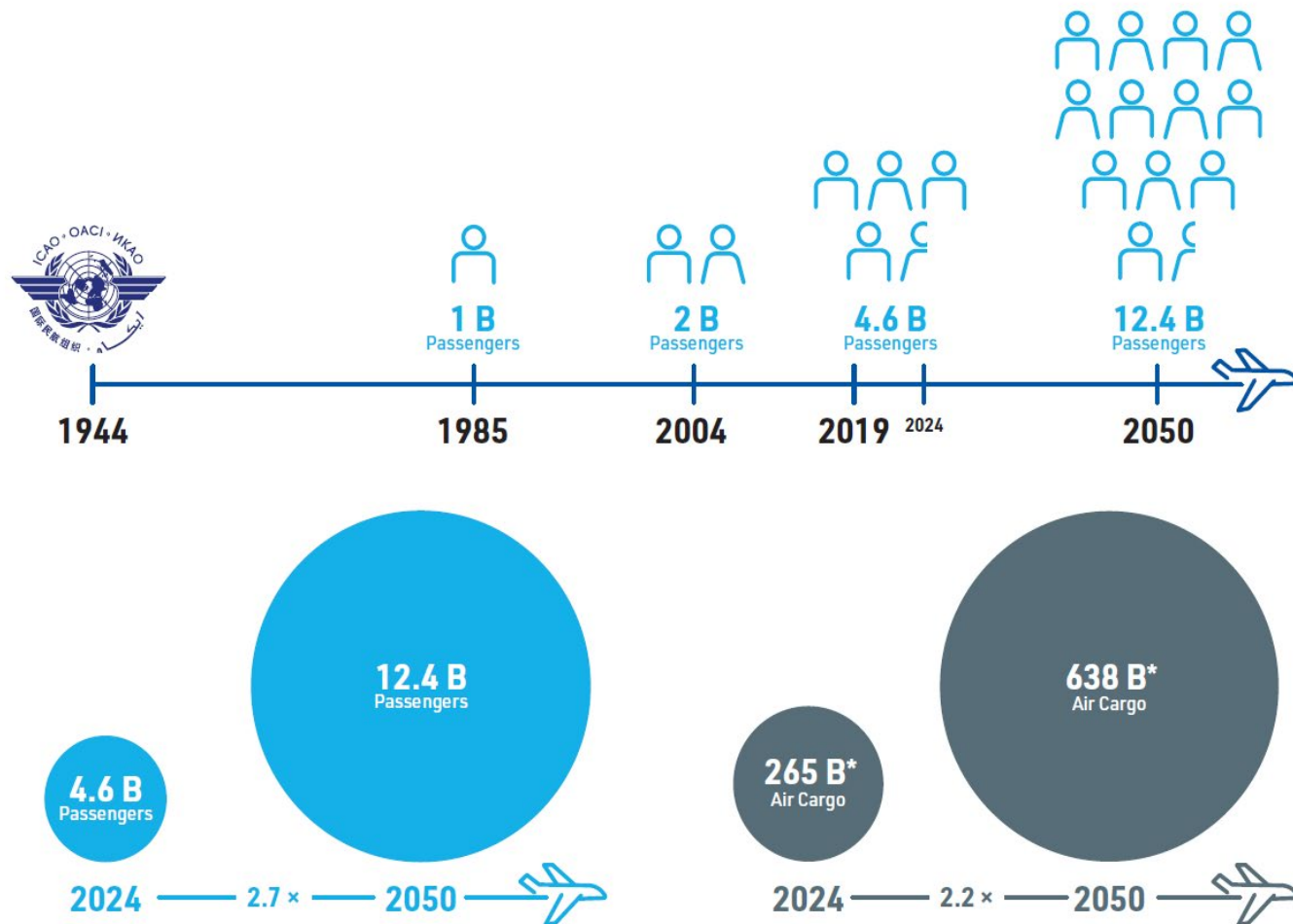
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Global passenger traffic will triple by 2050



* Freight tonne kilometre (FTK)

Talent shortage threatens the **safety, growth & sustainability** of aviation operations

By **2037**, we will need additional*:

- 666,000 Engineers/Technicians globally **28,407 in Africa**
- over 554,000 pilots globally, **23,500 in Africa** and 923,000 cabin crew globally **37,500 cabin crew in Africa**
- Over 107,000 ATCs – **4,200 In Africa**
- Total required globally 2,250,000

Women holding positions as pilots, air traffic controllers, Technicians globally, stood at **5.1%** in 2021.

Training capacity is also a concern in some **States/regions**

ICAO NGAP's Strategy

- **Attracting new talents** has been identified as a **high priority enabler** in ICAO Strategic Plan 2026-2050



- **ICAO NGAP Strategy** – Our Guiding Framework is **the Global response** to ensure a sustainable pipeline of aviation talents



Need to translate Global Strategy
into



Regional
response

National
Response



ICAO NGAP's Strategy - Four Key Focus Areas



Multi-Stakeholder collaboration and establishing structured partnerships is critical





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ICAO Actions

- Forecast future needs on Licensed personnel
- Develop skills-based tracking to map competency gaps
- Organize workshops on HR capacity-building for States
- Provide tailored support to help States implement national NGAP strategies
- Offer ICAO Fellowship/ Scholarship Programme
- NGAP Summit, Regional Symposiums & Workshops
- Develop a Repository of best practices
- Launch the ICAO NGAP Ambassador Programme
- Launch #JoinAviation Social Media Campaign
- Host Model ICAO Forum & Student Competitions

 **SAVE THE DATE & REGISTER**
ICAO NGAP GLOBAL SUMMIT in Durban - South Africa 12-14 August 2025

What States can do?

- Forecast long-term HR needs and training needs
- Integrate HR strategies into civil aviation plans
- Collaborate with labor and education governmental agencies
- Adopt Innovative learning technologies (simulation, AR, digital learning)
- Provide hands on training: OJT, Flexible, modular, competency-based programmes etc
- Promote mutual recognition of aviation qualifications
- Develop upskilling & reskilling programmes
- Reduce/remove barriers to entry through policies, incentives and financial support
- Develop regional training hubs & partnerships
- Promote early engagement, Inclusion Initiatives and outreach to all age groups
- Implement effective retention strategies and HR Policies
- Focus efforts on Women & Underrepresented Groups attraction etc.



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Zooming on

New initiative: Global Aviation Education Plan (GAEP)

“Establishing a Structured, Collaborative and Universal Framework for Aviation Education Under ICAO’s umbrella”



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BREAK OUT SESSION

1. What are the main challenges in attracting, educating and retaining young people to aviation careers in your region?
2. What concrete actions could be taken, nationally, regionally or with ICAO support, to improve talent attraction and development?
3. What role could your training centre play in shaping or contributing to the GAEP, together with academic institutions/universities to attract and educate new talents?
4. What mechanisms could help improve greater mobility of aviation professionals within Africa and internationally?
5. In what ways can civil aviation authorities play a stronger role in attracting, developing, and retaining aviation talent through enhanced education and training policies?



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Part 2: Moderator Presentation





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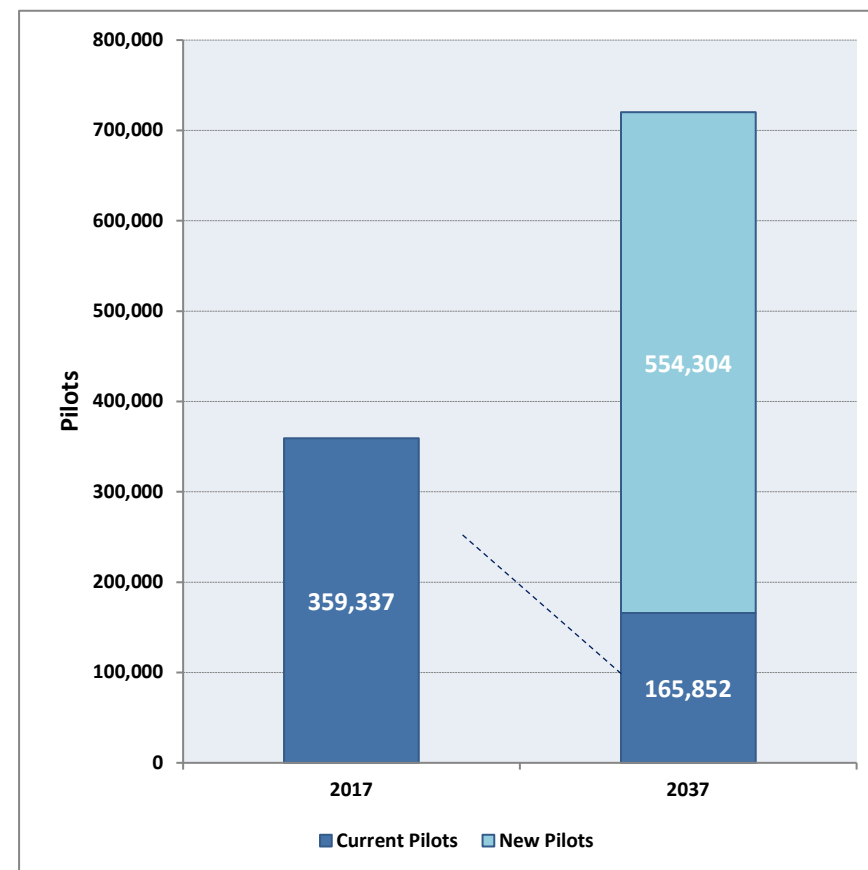
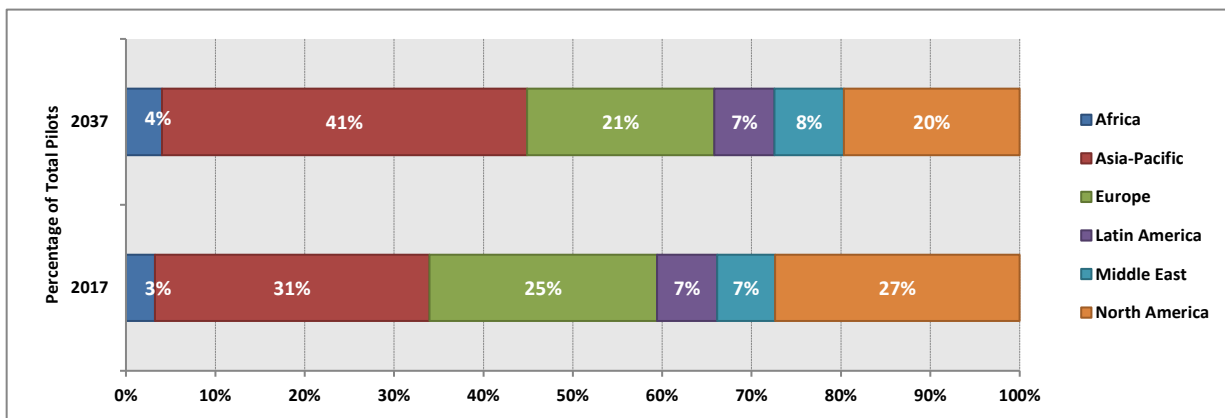
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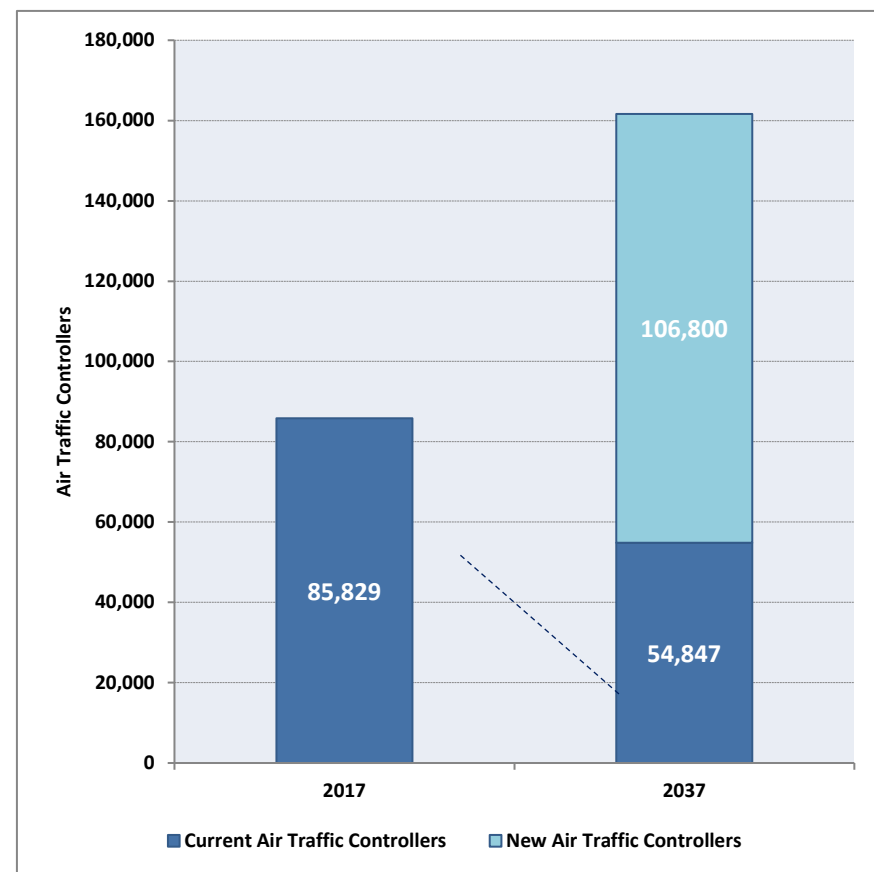
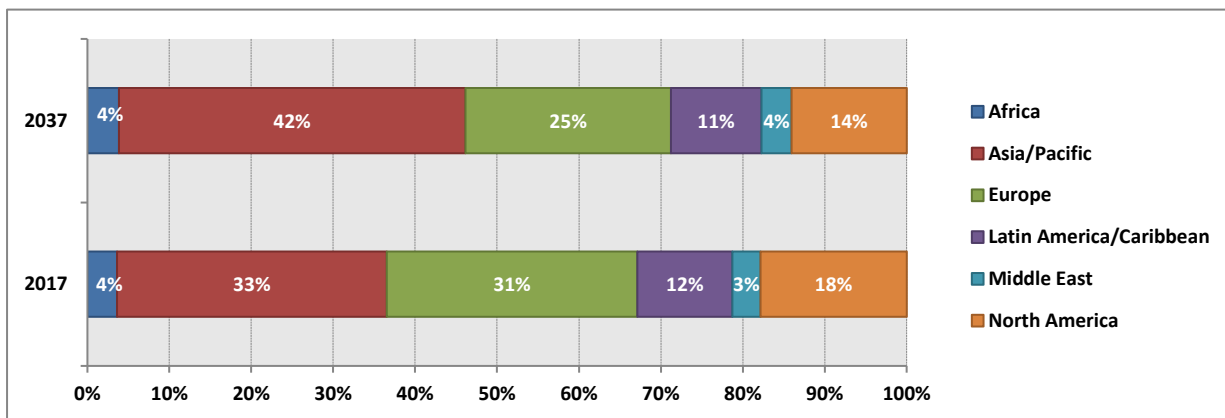
Commercial Pilot Demand Forecasts

Region	2017 Total	2037 Total	2037 New*
Africa	11,610	28,915	23,457
Asia/Pacific	110,461	294,362	244,975
Europe	91,393	150,926	111,236
Latin America/Caribbean	24,189	48,454	36,374
Middle East	23,374	55,755	44,692
North America	98,310	141,744	93,570
World	359,337	720,156	554,304



Air Traffic Controller Demand Forecasts

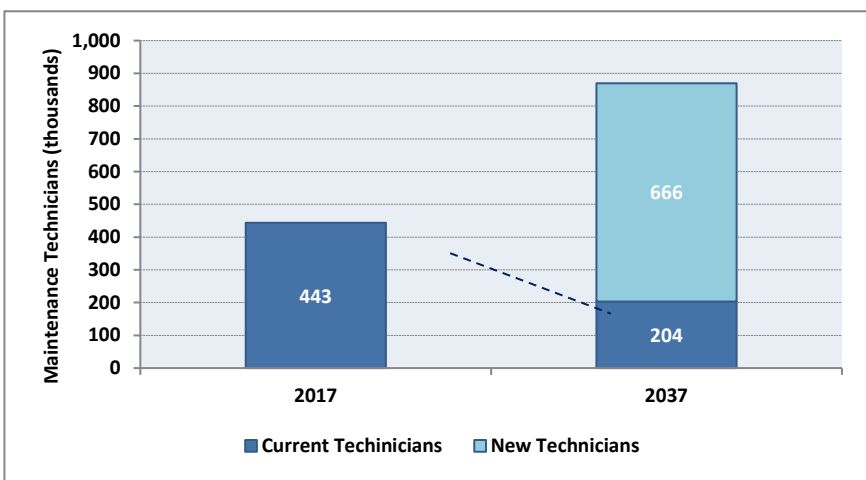
Region	2017 Total	2037 Total	2037 New*
Africa	3,098	6,190	4,203
Asia/Pacific	28,270	68,427	50,732
Europe	26,249	40,498	23,540
Latin America/Caribbean	9,962	17,895	11,418
Middle East	2,940	5,933	4,056
North America	15,310	22,704	12,852
World	85,829	161,647	106,800



Maintenance Technicians and Cabin Crew Demand Forecasts

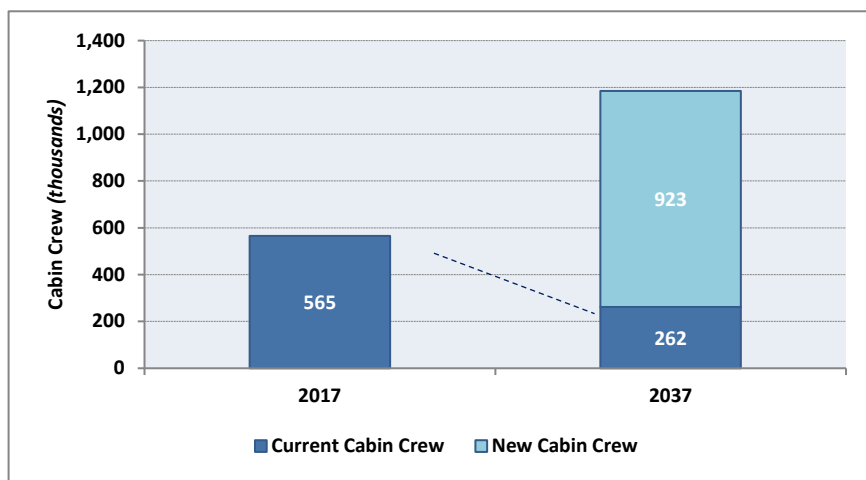
Maintenance Technicians

Region	2017 Total	2037 Total	2037 New*
Africa	14,081	35,008	28,407
Asia/Pacific	132,910	354,931	295,572
Europe	114,084	181,408	132,690
Latin America/Caribbean	30,310	59,869	44,734
Middle East	24,718	59,501	47,760
North America	127,174	179,015	116,827
World	443,276	869,732	665,990



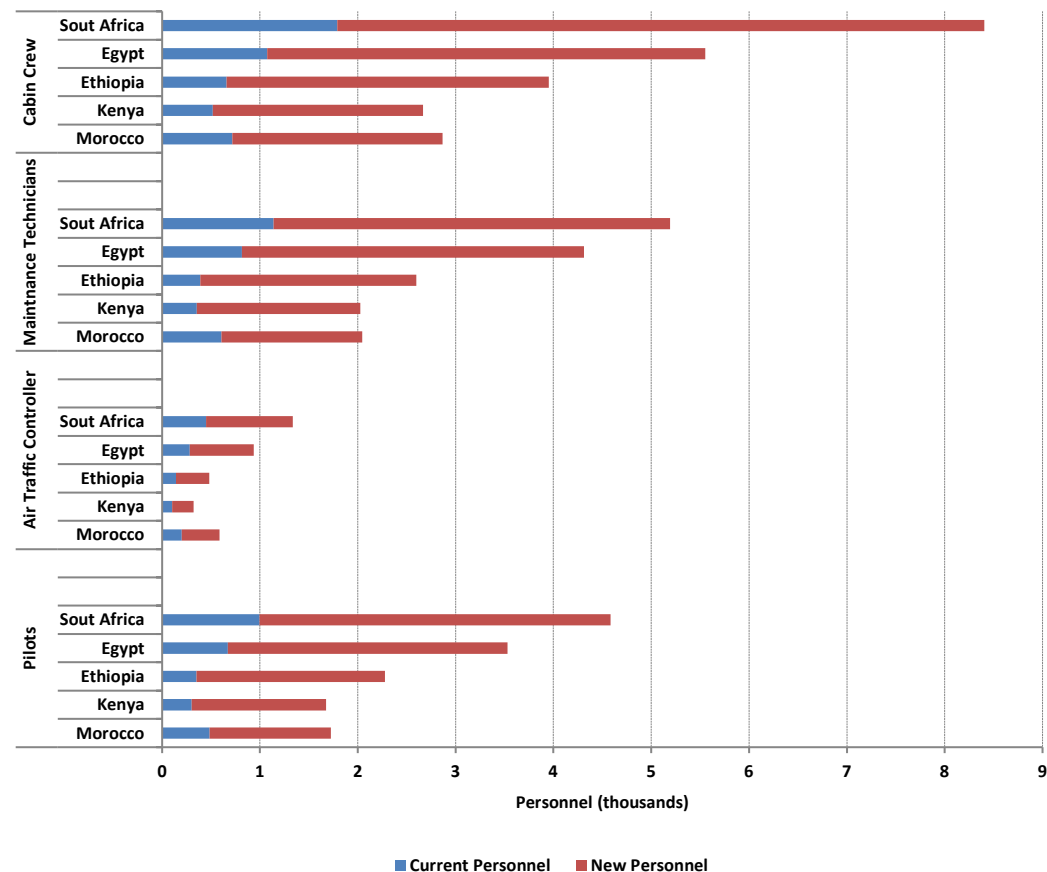
Cabin Crew

Region	2017 Total	2037 Total	2037 New*
Africa	18,660	46,239	37,452
Asia/Pacific	182,215	484,718	402,826
Europe	139,110	250,080	187,882
Latin America/Caribbean	36,080	74,644	56,719
Middle East	49,559	116,771	93,435
North America	139,540	213,096	144,864
World	565,163	1,185,548	923,179







Africa (Top 5 Countries driving the demand for new personnel)

Personnel Forecast 2037







Pilots

Country	Flag	2017	2037 Total	2037 New
Sout Africa		2,025	4,585	3,589
Egypt		1,386	3,530	2,859
Ethiopia		741	2,279	1,927
Kenya		694	1,675	1,372
Morocco		1,014	1,724	1,238

Air Traffic Controllers

Country	Flag	2017	2037 Total	2037 New
Sout Africa		692	1,336	887
Egypt		443	935	652
Ethiopia		225	482	339
Kenya		162	323	219
Morocco		312	585	385

Maintenance Technicians

Country	Flag	2017	2037 Total	2037 New
Sout Africa		2,300	5,192	4,053
Egypt		1,677	4,312	3,495
Ethiopia		810	2,598	2,209
Kenya		815	2,027	1,672
Morocco		1,265	2,046	1,439

Cabin Crew

Country	Flag	2017	2037 Total	2037 New
Sout Africa		3,694	8,405	6,616
Egypt		2,236	5,551	4,478
Ethiopia		1,415	3,954	3,295
Kenya		1,150	2,667	2,150
Morocco		1,499	2,868	2,151