



**Global Aviation
& Aerospace
Skills Taskforce**

Developing the Workforce for the Future

Taskforce and Workstream Overview

Forming of the Taskforce

January
2024





Objectives

Collaboration between States and Industry for the development of the aviation and aerospace industry future workforce

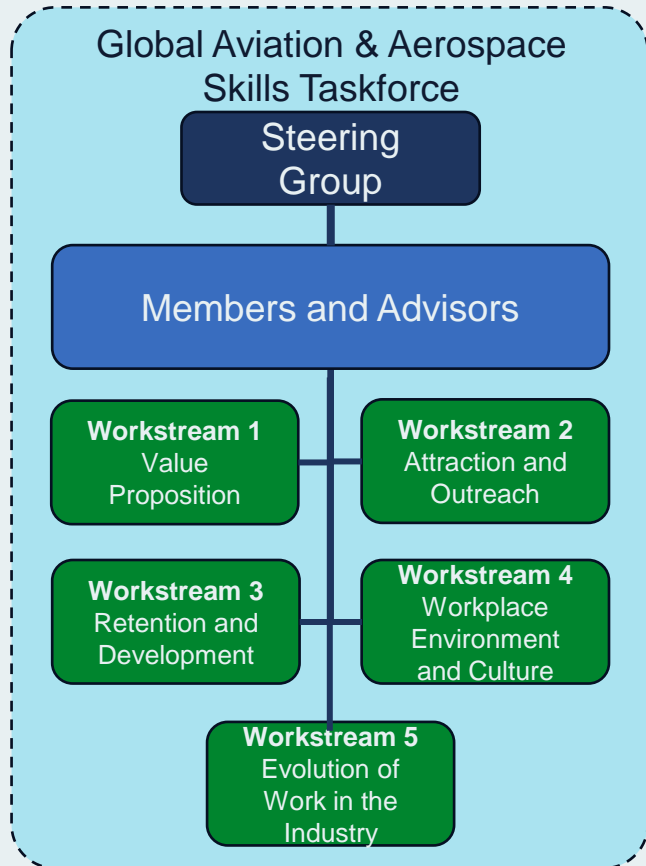
- Sharing of best practices and experiences
- Creation of catalogues of measures for implementation by States and Industry
- Broaden the reach of actions taken by individual actors to increase their impact
- Enhance collaboration and coordination of programmes and measures
- Contribute to the work of ICAO, leading up to the 42nd ICAO General Assembly



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Taskforce Structure



The taskforce is currently being created through seeking out and registering interested participants

Workstream 1 Value proposition

The workstream will analyse, describe and measure the current perception and define the value proposition of the aerospace and aviation industry. This will include measuring how people feel about the industry in general and how people feel about working in the industry. Identifying ways to develop and promote a positive perception for the industry focusing on the value proposition, with the intention of ensuring that aviation and aerospace are considered employment sectors of choice. This work will have to take consideration of the differences in perception across regions and markets, perceptions across diverse audiences and demographics, in particular younger generations, across different job types or roles as well as the labour conditions these roles are exposed to.



Workstream 2

Attraction and outreach

The workstream will explore innovative outreach opportunities to environments outside of the industry with the intention of attracting diverse untapped potential, including leveraging best practices and successful programmes. This will include identifying options to establish coordination across existing programmes on a regional or global scale, as well as take into consideration the needs of different populations and target audiences, regional differences, sector or domain specific differences, including practices in Equity Diversity Inclusion Accessibility (EDIA), and may result in the promotion of existing programmes or establishment of new programmes.



Workstream 3

Retention and development

The workstream will identify, promote and share best practices and programmes for retention and development of the sector's workforce and identify gaps that may need to be filled. This will include aspects related to the development of career pathways, re-skilling or up-skilling, employee-employer engagement for different sectors, interoperability of roles and transferability across employers, career mobility, standardisation of existing and new qualifications and returners re-engagement.



Workstream 4

Workplace environment and Culture

The workstream will identify promote and share best practices and programmes for safe, inclusive, diverse, accessible and positive workplace culture and environment. This will include, practices touching on labour relations, work environment and conditions, economic value to employees, safe place, social dialogue, physical environment, Equality Diversity Inclusion Accessibility (EDIA), as well as the ILO's notion of Decent Work with the intention of seeking “excellent work” conditions for aviation.





Workstream 5

Evolution of Work in the Industry

The workstream will create a vision of the evolution of work in the aviation and aerospace industry looking out towards the horizon of 2050. This work will consider existing vision setting exercises as well as the ICAO Global Air Navigation Plan and Long-Term Aspirational Goal. It will include perspectives from different generational expectations, competencies, skills, skill transfer and upskilling, roles, culture with the intention of developing short, medium and long term pathways and indicators for the evolution of work in aviation. The workstream should seek to bring in expertise from outside of the sector to provide a diverse range of views.





Logistics

- Two-year project (2024-2025)
- Up to four in person meetings over the two years
- Workstream participants will have additional virtual meetings
- Costs of travel and participation to be covered by the individual or their organisations
- Active engagement and participation is expected

First meeting planned for April 2024 in Brazil.



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**Expressions of interest to participate in the GAAST Workstreams
can be provided through the survey at the following link.**

[Click here for registration](#)