Global Aviation & Aerospace Skills Taskforce

Developing the Workforce for the Future

Background brief

November 2024

30 second pitch

What is GAAST doing?

• Bringing together states, regulators and industry to pool resources and collaborate on workforce challenges through the Global Aviation and Aerospace Skills Taskforce.

Why are we doing it?

• Workforce challenges are threatening the resilience of the system now and in the longer term to adapt to growing demand, new technologies and decarbonisation. International co-ordination to recognise the issue and subsequent action, including to support inclusion, will more effectively address workforce resilience.

How will we achieve it?

• Build a repository of best practice and case studies for the attraction and retention of skilled talent
• Draw on examples through our global community
• Demonstrate the work of the GAAST at the ICAO 42nd Assembly in 2025
• Contribute to the Next Generation of Aviation Professionals programme
• Industry, states and regulators continuing to work in collaboration to more effectively address the issue.

Core objectives

- 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's Next Generation of Aviation Professionals Programme

Important!!
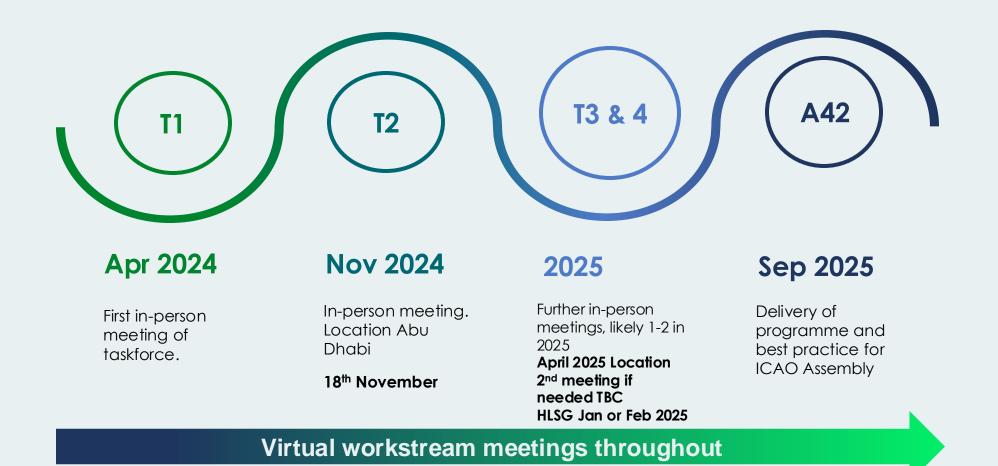**Speed of action, need for impact and "size" of ambition**

Global Aviation
& Aerospace
Skills Taskforce
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Governance

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│   High-Level Strategy   │
│         Group           │
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│  Global Aviation & Aerospace           │
│         Skills Taskforce               │
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│        ┌─────────────────┐             │
│        │    Steering      │            │
│        │     Group        │            │
│        └─────────────────┘             │
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│   ┌──────────────┐  ┌──────────────┐   │
│   │ Workstream 1 │  │ Workstream 2 │   │
│   │ Value        │  │ Attraction   │   │
│   │ Proposition  │  │ and Outreach │   │
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│   │ Workstream 3 │  │ Workstream 4 │   │
│   │ Retention    │  │ Workplace    │   │
│   │ and          │  │ Environment  │   │
│   │ Development  │  │ and Culture  │   │
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│        │  Workstream 5    │            │
│        │  Evolution of    │            │
│        │  Work in the     │            │
│        │  Industry        │            │
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General Timeline

A two-year project with ICAO 42nd Assembly on the horizon

T1	T2	T3 & 4	A42
Apr 2024	**Nov 2024**	**2025**	**Sep 2025**
First in-person meeting of taskforce.	In-person meeting. Location Abu Dhabi **18th November**	Further in-person meetings, likely 1-2 in 2025 **April 2025 Location** **2nd meeting if needed TBC** **HLSG Jan or Feb 2025**	Delivery of programme and best practice for ICAO Assembly

Virtual workstream meetings throughout

What we have achieved so far

- Successful launch of GAAST (July 23)

- Initial GAAST meeting (Oct 23)

- Appointment of ACI (December 23) and programme lead (March 25)

- First GAAST meeting (Brazil April 25)
    - Broad representation and buy in of States and industry
    - Nomination of workstream leads
    - Alignment on the work packages and minimum viable products for each workstream.
    - ICAO strategy and NGAP alignment

- ICAO Air Navigation Conf (Aug 24)
    - Closer working with ICAO
    - Support for Brazil's Working Paper and inclusion in the report for expansion of NGAP.
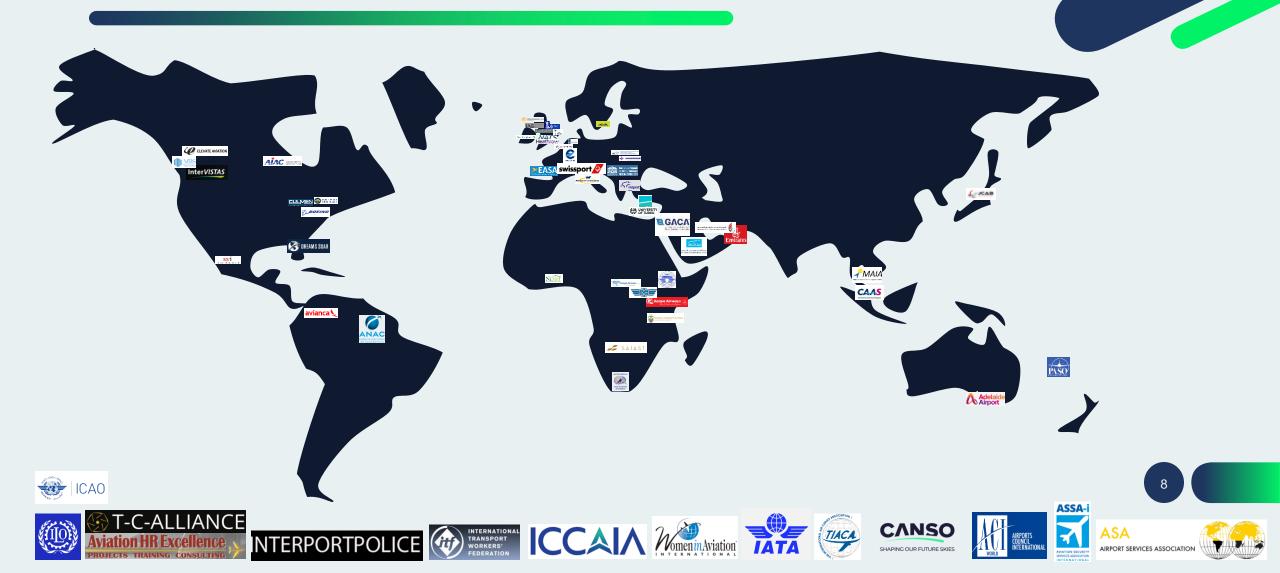
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Steering Group Membership

States / Regulators	Department for Transport · Ministry of Infrastructure and Water Management · FEDERAL AVIATION ADMINISTRATION · GENERAL CIVIL AVIATION AUTHORITY · ANAC AGÊNCIA NACIONAL DE AVIAÇÃO CIVIL · JCAB JAPAN CIVIL AVIATION BUREAU · SOUTH AFRICAN CIVIL AVIATION AUTHORITY
Industry Associations	ACI AIRPORTS COUNCIL INTERNATIONAL · CANSO SHAPING OUR FUTURE SKIES · IATA · ICCAIA · TIACA THE INTERNATIONAL AIR CARGO ASSOCIATION · ASA AIRPORT SERVICES ASSOCIATION
Nominated industry reps	ZURICH AIRPORT · NATS · SKYTEAM · swissport
Workstream leads	CAAS Civil Aviation Authority of Singapore · EUROCONTROL · NACC National Airlines Council of Canada · T-C-ALLIANCE A QUALITY FUTURE FOR AVIATION · EASA European Aviation Safety Agency · airBaltic

Workstream Leads

WS/1 *Value proposition*	WS/2 *Outreach and attraction*	WS/3 *Retention and development*	WS/4 *Culture and environment*	WS/5 *Future of work*
Claudio Marturano (T-C Alliance) Sherman Tan (Civil Aviation Authority of Singapore)	Milena Bowman (Eurocontrol) Milena Oliveira Marques da Rocha Capeluppi (ANAC Brazil)	Lean Nelson (South Africa CAA) Antonio Gonzalez (EASA)	Cate Bichara (independent expert working with EASA) VACANT	Suzanne Action Gervais (Canada Airline Association Alina Aronberga (Air Baltic)

GAAST Workstreams

1. Value proposition	2. Attraction & Outreach	3. Retention & Development	4. Workplace environment & culture	5. Evolution of work in the industry
This will analyse, describe and measure the **current perception** and define the value proposition of the sector. And identify ways to improve perceptions	This will explore innovative outreach and methods for **attracting diverse, untapped talent** into the sectors, including pulling on best practice	This will identify and share best practice for retention and **development of the existing workforce**, including new pathways, reskilling and career mobility	This will encourage **safe, inclusive, accessible** and positive workplace cultures including promoting 'Decent Work' and Equity and inclusion	This will build on existing long-term strategies and create a **vision of the sectors up to 2050,** including what skills, technologies workers and culture will be needed

What is next

- Two surveys:
  - Individuals – closed 8th Nov
  - Organizations – closed 8th Nov

- Surveys helped identify evidence, data and best practice to develop guidance and repositories.

- Further targeted desktop research and outreach required.

- Workstreams will deliver agreed deliverables in their workstream workplans.

- ICAO Working Paper on work of GAAST for A42.