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Subject: Second Next Generation of Aviation Professionals
(NGAP) Symposium
Montréal, 3 and 4 December 2014

Action required: a) Plan for attendance; and b) disseminate
this letter as requested in paragraph 3

Sir/Madam,

1. I have the honour to invite you to participate in the Second Next Generation of Aviation Professionals (NGAP) Symposium and Exhibition, which is being convened by the International Civil Aviation Organization (ICAO) from 3 to 4 December 2014 in Montréal. This symposium and exhibition will be held in conjunction with ICAO's celebration of the 70th Anniversary of the signing of the Chicago Convention, which took place on 7 December 1944.

2. The theme for this second NGAP symposium is: *Celebrate the past, prepare for the future*. ICAO launched the NGAP initiative in 2009 to mobilize stakeholders in order to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. The first phase of NGAP initiatives focused on outreach and awareness and in the second phase ICAO will work with stakeholders to develop competencies and research and develop strategic NGAP regional plans. The intended outcome of the second NGAP symposium is therefore to update the community on work accomplished to date and to identify new initiatives in support of NGAP Phase 2.

3. As this symposium and exhibition will address subjects of interest to a wide-ranging audience, you are requested to disseminate this information to any organization in your State that may be interested in participating. This would include major academic institutions, human resources planning officials in air transport companies and organizations, training providers, etc. Information related to the symposium and exhibition, as well as how organizations can support this event, will be available soon at <http://www.icao.int/meetings/NGAP2014>.

Accept, Sir/Madam, the assurances of my highest consideration.

Raymond Benjamin
Secretary General

Enclosure:
Intended Outcome and Topics for Discussion

Second Next Generation of Aviation Professionals (NGAP) Symposium
ICAO Headquarters, Montréal, Canada
3 to 4 December 2014

INTENDED OUTCOME AND TOPICS FOR DISCUSSION

Theme: Celebrate the past, prepare for the future

Intended outcomes:

- Identify a work programme in partnership with stakeholders to support NGAP initiatives at a regional level.
- Identify a work programme needed to support the development of competencies for aviation professions.

Topics for Discussion:

Best practices in attracting and retaining the next generation of aviation professionals

One of the conclusions of the first NGAP symposium was that aviation was competing with other industry sectors to attract the best and the brightest of the next generation. We also heard that the romantic aura of aviation and air travel no longer exists. The millennials - people born in the 80s and 90s – are the immediate next generation that the aviation industry needs to bring on board. They are characterized by their constant access to information and their mobility. How do we get them interested in the different disciplines of aviation? Are there aviation domains that are more attractive to them and, if so, why? Are the motivations and interests of the NGAP the same in all parts of the world? What strategies can civil aviation authorities, education and training providers, Air Navigation Service Providers (ANSPs), airlines, international organizations use to attract and retain?

Why are competencies useful for aviation careers?

ICAO has been involved in the development of competency frameworks for a variety of aviation functions, with a view to encouraging the implementation of competency-based training and assessment. The NGAP Air Traffic Management (ATM) group developed competency frameworks for Air Traffic Controllers and Air Traffic Safety Electronics Personnel. The driving principle for this work is to define how we expect ATM personnel to perform on the job. While the focus has been on training and assessment, how can ANSPs and regulators use competencies in other human resource planning processes?

How will the next generation of aviation professionals learn in the future?

The NGAP are millennials and many of them are digital natives. Millennials learn online, through virtual collaboration, mobile technology, social media and sometimes in the classroom. They generate videos, publish e-books, and blogs. They can do so anywhere at any time. How does this impact aviation training and education providers? In this environment, what is the role of the aviation instructor and teacher?

Best practices in succession planning: lessons learned from the airport world

Airports reflect the regions that they serve. In some regions, 40 per cent of airports' workforce will retire in the next few years. In other regions, the next generation is not ready or equipped for the work in airports. What are the strategies that different airports and organizations have put in place to address the introduction of the next generation? Do we have all the data necessary to support these strategies?

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