



# The UK's Aviation Skills Programme

How do we inspire the next generation? –  
Lydia Price, Head of Aviation Skills at  
Department for Transport

# What are the problems?

## Mega-trends

- **Automation and digital transformation** - its power to revolutionise the journey for passengers, baggage, cargo, and aircraft. Need to consider the skills requirements of this
- **Increasing focus on decarbonisation and sustainability** – 75% of young people in the UK may not pursue an aviation career because of concerns over climate change.
- **Demographic change** – boomers retiring, soon millennials will make up 75% of the global workforce and Gen-Z are the future pipeline.
- **Recovery from COVID-19** compounding existing resilience and growth concerns. Pre-COVID, 11.3 million jobs worldwide were supported directly by aviation and the aviation workforce contracted by 43% during the pandemic.

## Engagement and ownership

- Lack of industry and Government/ State commitment. Both have a role to play.
- Lack of buy-in that this is a global problem we need to address collaboratively.
- Lack of progress and/or buy-in within ICAO Next Generation Aviation Professionals initiative.
- Problems (and solutions) are not solely owned by one entity

## Perception and promotion

- Lack of understanding of the perception issues the sector faces.
- Lack of diversity and inclusivity
- The current environment, morals of employers and opportunities available
- Not enough work on how sector will address new technologies and future skills
- Education / career pathways not clear.

# What does 'skilled' look like?

Skills challenges include a fragmented and confusing skills landscape, decline in employer investment in training, and a mismatch between skills supply and demand. Skills outcomes for aviation can be seen as:

## Current Operations



Resilience, safety and security



Safe, accessible travel for all passengers



Maintaining standards while enabling growth

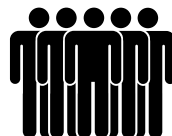
## Meeting large scale challenges



Decarbonisation

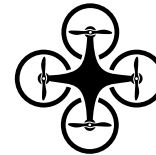


Airspace modernisation



An inclusive and accessible sector

## Working with technology



Future of flight



Automation and the impact on work



Managing AI, data and other digital technologies

# What does the CAA do?

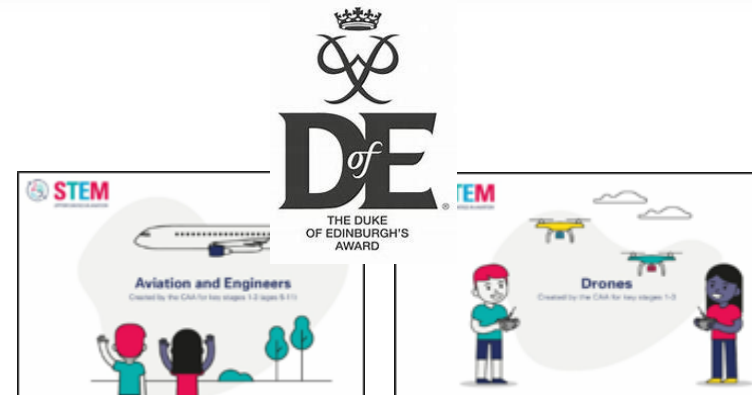
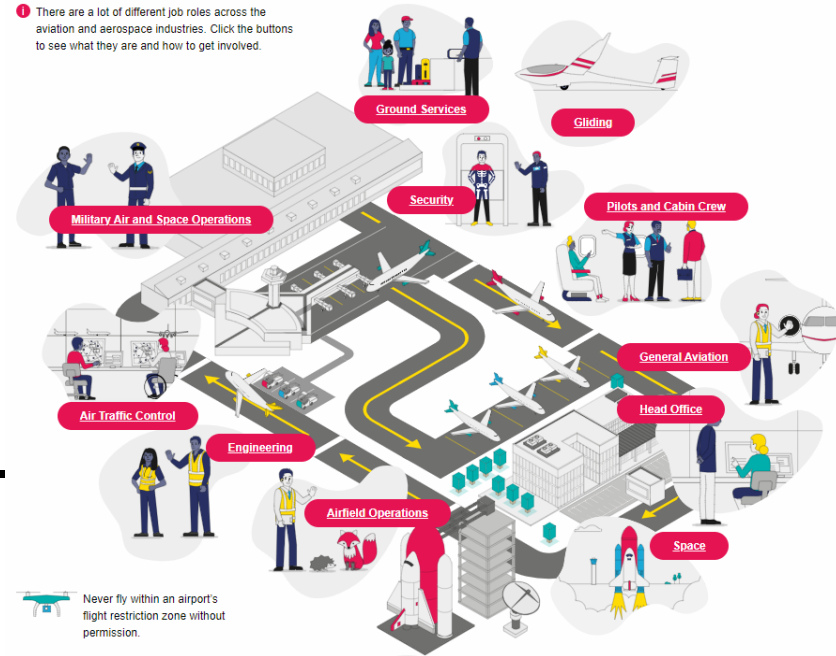


✈ The Department provides outreach through funding the CAA's Science, Technology, Engineering, and Mathematics (STEM) programme. These initiatives inspire young people and support them in building STEM skills, encouraging them to pursue careers in aviation.

**STEM reached 100,000 people in 2024.**

## Types of career

1 There are a lot of different job roles across the aviation and aerospace industries. Click the buttons to see what they are and how to get involved.



# Reach for the Sky

News story

## Boost for aspiring young aviators as government provides funding for outreach programmes

The Reach for the Sky Challenge Fund will help to get young people from all backgrounds into aviation.



✈ The Reach for the Sky Challenge Fund, has distributed almost £2.3m over three years, funding outreach programmes to get young people from all backgrounds into aviation.

✈ One organisation Education and Employers, have reached over **15,000 young people** this year through their online webinar promoting aviation careers.



# Championing the sector



✈️ Our ten **aviation ambassadors** represent the depth and breadth of the sector including engineers, pilots and even a tiktokker.



Women in Aviation  
& Aerospace Charter

✈️ Bringing together industry to work toward **gender equity** at all levels across aviation and aerospace.



✈️ Helping to build a world where **people with disabilities** have equal access to the benefits and opportunities provided by aviation and aerospace industries.

# Going Global

➔ **The Global Aviation and Aerospace Skills Taskforce** aims to shape the future of aviation and aerospace skills development by bringing together best practices and drawing on successful skills development programs.

➔ The taskforce is a coalition of States, industry and trade associations with a broad overarching objective of addressing the global skills challenges faced by the aviation sector.

➔ In the longer-term it will contribute to the work of ICAO by delivering best practice and guidance in preparation for the next **General Assembly in 2025**



## Global Aviation & Aerospace Skills Taskforce

