



### IN THIS EDITION

## ICAO NGAP GLOBAL SUMMIT MONTREAL, CANADA (NOVEMBER 27-28 2017)

ICAO is hosting the NGAP Global Summit at ICAO Headquarters in Montréal, Canada from 27-28 November 2017. The ICAO NGAP Global Summit is intended to provide a unique opportunity to promote coordination and cooperation amongst the aviation community, education and labor sectors for the development of strategies and tools to engage and retain the next generation of aviation professionals. In addition to the Summit and exhibitions, ICAO will be hosting a Model ICAO Forum to engage university students and young professionals.

Ministers responsible for Civil Aviation and Education, or their designated high-level representatives, are invited. Civil Aviation Authorities, airport operators, air navigation service providers, airlines, industry, aviation associations, international organizations, aviation academia and training institutions, young aviation professionals, local, regional and international universities, schools and aviation clubs are also invited. Further information about the Summit can be found at: [www.icao.int/Meetings/NGAPGS-Montreal/Pages/default.aspx](http://www.icao.int/Meetings/NGAPGS-Montreal/Pages/default.aspx).

- ▶ Capt. Shaesta Waiz and Dreams Soar at ICAO's Headquarters in Montreal
- ▶ Dare to Dream - Wesbank Botswana International Air Show!
- ▶ Capt. Shaesta Waiz returns to Kabul, Afghanistan
- ▶ NGAP at AABI's Annual Meeting
- ▶ Opinion: Is the Pilot Job Losing its Attraction?
- ▶ China Aviation Training Forum 2017
- ▶ Investing in Airport Training and Succession Planning
- ▶ International Flight Crew Training Conference 2017 - RAeS
- ▶ ICAO ANC at Kyoto University
- ▶ NGAP and IPTA Partnership
- ▶ WWFC Celebrates Women in Aviation



Follow Shaesta on this incredible journey at [www.dreamssoar.org](http://www.dreamssoar.org)

## CAPT. SHAESTA WAIZ AND DREAMS SOAR AT ICAO'S HEADQUARTERS IN MONTREAL

Capt. Shaesta Waiz's solo round-the-world flight to promote greater access to girls and youth globally to an education in Science, Technology, Engineering, and Mathematics (STEM) was launched in May 2017.

On May 15, Capt. Waiz touched down in Montreal where she was greeted by ICAO dignitaries. In the photo above, we see Shaesta surrounded by ICAO representatives and a group of local high school seniors. The students received a tour of the building, including a visit to the museum, the Assembly Hall and Council Chamber, during

which they learned about ICAO's mission and governance. The group then took up seats in the Air Navigation Commission.

Prior to Shaesta's arrival, the group interacted with a number of Air Navigation Commissioners who shared what motivated them to embark on a career in aviation and the various paths that brought them there. They touched on the variety of interesting careers available in aviation.

The main event was, of course, Shaesta's talk, which was very inspiring and encouraged the students to follow their dreams and believe in themselves.



## DARE TO DREAM WESBANK BOTSWANA INTERNATIONAL AIR SHOW!

On 27th May 2017, Captain Kgomotso Phatsima, President of Dare to Dream, hosted a motivational session and a Raffle to win a Boeing 777 300R Emirates model aircraft.

This was a very exciting and successful venture during which Captain Phatsima had the pleasure to interact with young people and inspire the next generation of aviation professionals.





# CAPT. SHAESTA WAIZ RETURNS

TO KABUL, AFGHANISTAN, AS THE FIRST CIVILIAN FEMALE PILOT



**O**n July 10, 2017, Shaesta flew commercial to Kabul, Afghanistan, her country of origin, which she had left with her family 29 years ago as a refugee. She returned to Afghanistan as the first civilian Afghan female pilot.

Any apprehension Shaesta may have had about how she would be received in Afghanistan vanished as she stepped out of the airport and saw a huge crowd waiting for her with flowers in their hands. Shaesta said “there were children,

mothers, fathers, reporters and my father waiting to welcome me back.”

During her stay in Afghanistan, Shaesta had the opportunity to meet with President Ashraf Ghani. She discussed with him the purpose of the Dreams Soar flight; her desire to encourage young people across the world, in particular young women, to undertake a STEM education. Shaesta indicated that President Ghani and the First Lady expressed their gratitude for the Dreams Soar initiative.

The Afghani government honoured her with the official title of “Ambassador of Peace” for the country. A special ceremony was held at Kabul International Airport, where the Ministry of Aviation presented to Shaesta the first civilian commercial pilot license for an Afghan woman.

Shaesta was very touched by the warm welcome she received in her country of origin. She indicated that people referred to her as their hero, a sign of hope for the young women of Afghanistan. However, for Shaesta, the true heroes are the Afghan people who have faced much hardship and struggles over several decades of war. Her biggest reward was to witness the growing hope in the eyes of the young women and children she had the pleasure to interact with during her stay in Afghanistan.



Follow Shaesta on her incredible journey at [www.dreamssoar.org](http://www.dreamssoar.org)

## ICAO NGAP OUTREACH MEMBERS PARTICIPATE

AT THE AABI'S ANNUAL MEETING IN KALAMAZOO, MICHIGAN

**T**he Aviation Accreditation Board International (AABI) held their annual meeting July 17-21, 2017, in Kalamazoo, Michigan. The event was hosted by Western Michigan University. Five continents were represented at this meeting.

Five ICAO NGAP Outreach members attended the event. Tom Carney, Lynne McMullen and Lori Brown had the opportunity to

share the history of NGAP, current initiatives and plans for the future.

The meeting included an accreditation seminar, pathways to wings event, and discussions on pilot supply, cargo airlines and maintenance technician supply chains. ICAO NGAP will continue to work closely with AABI and other international partners to broaden the outreach mission.



Professor Lori Brown  
Western Michigan  
University, College of  
Aviation, and Chair of the  
ICAO NGAP Outreach  
Group

## OPINION

### IS THE PILOT JOB LOSING ITS ATTRACTION?

When I was selected to become a pilot in the late 70s, it was like winning the Lotto; a job which so many men thought was the top job everyone desired but felt unfit to apply for (women were still not wanted in those days). For the few pilots needed in those days (less than 200 in Germany), it was a dream come true. Moreover, the airline paid for it all! A small amount would be subtracted from your future pay checks to offset training expenses. Salaries were high, early retirement was guaranteed, a safe life-long career was governed by the seniority list.

On top of this, cockpits were mainly mechanical, no Fadec engines, and navigation and ATC was a challenge with INS and HF. Cockpit doors were open mostly; passengers came to the cockpit during cruise flight to ask questions. With no inflight entertainment (IFE) and Airshow, we were the entertainment, announcing every river, lake and village we were overflying, not to mention the details of the aeroplane and performance.

Fatigue under these conditions was not known, we were always busy. Airlines were often flying only one or two rotations per week to far-away destinations, which meant that crews had 3, 4, sometimes 7-day layovers at the destination before the next aircraft came around. You had time to get to know the city, the food, sometimes rent a small

aircraft and fly to interesting sites close by.

Those days, the 60s, 70s, and 80s, were the golden years. The pilot job was truly fascinating. Today, we have a different pilot job; routine has taken over, the cockpits are mostly automated, the cockpit door remains closed, the layovers are often just long enough to sleep and get some rest in standard hotels. Today, a pilot has to manage his career, change employers for different job profiles, fly short and long haul, move from cargo to business jets, travel to different parts of the world and hopefully finish in his/her home country at the end of his/her career.

Since the pilot profession has become a global job, the layovers are now long term 'residencies' in countries all around the globe. Today, the fascination for a career as a pilot resides in the cultural diversity. During my career, I have lived in India, the USA, Canada, the UAE and in Qatar. My family and I have learned several languages and discovered many different cultures.

Training has become a most advanced pedagogical delight with advancements in aircraft training and the simulators. The focus today is on the future job. It has become a profession that develops forward in combination with university education. The ab initio or MPL training is leading



Captain Tilmann Gabriel Executive Chairman, International Pilot Training Association (IPTA)

directly into a commercial aircraft within 18 months.

The industry projections say that we will need 600,000 pilots in the next 20 years to address the number of aircraft built and the rate of pilot retirement. This huge demand will lead to grants/financing of this expensive education. The industry is working on different financing models. The salaries are going up as the shortfall of pilots grows.

It remains a fabulous job to become a First Officer and a Captain after gaining experience for several years. The workplace in the cockpit has changed during my 40-year career, but today, every pilot can really experience a global profession, with opportunities all over our world.



# 2017中国民用航空培训产业论坛 China Aviation Training Forum 2017

2017年9月6日至8日，中国，上海 September 6<sup>th</sup> - 8<sup>th</sup>, Shanghai, China



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The Boeing Company has projected the global demand for civil aviation pilots to reach 617,000 over the next 20 years, with 248,000 pilots needed in the Asia-Pacific region alone. The largest need for pilots in Asia will come from China, as their forecasted need will reach an estimated 1000,000 pilots and 106,000 technicians. This shortage of aviation professional talent has restricted the development of the aviation industry in China and China recognizes the need for cooperation with international partners to satisfy this increasing demand.

With this in mind, the “China Aviation Training Forum 2017,” which will be held on September 6th – 8th, 2017, in China Eastern Airlines R&D Center in Shanghai, will focus on the aviation training market and on flight safety. The sessions will include keynote speakers, panel discussions, exhibitions and one on one meetings.

Some of the topics that will be discussed during CATF include:

- Trends in development in the flight training market in China
- New mode of cooperation

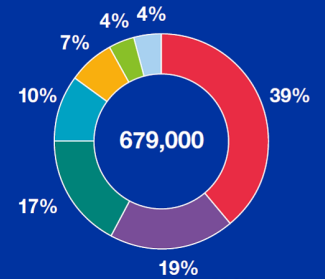
- between colleges and enterprises in aviation training
- Flight training equipment development of C919
- How to better integrate foreign pilots into the fleet
- Overall training for new airlines
- and much more...

Captain Qi Gang, Implementation Support Officer, Air Navigation Implementation Planning and Support Section, Air Navigation Bureau at ICAO will be presenting at CATF 2017 on behalf of the ICAO NGAP Programme. Professor Lori Brown of Western Michigan University and Ben Lam Managing Director Aviation Training, Haite Group, from the International Pilot Training Association (IPTA), will also present new training innovations, such as Microsoft HoloLens.

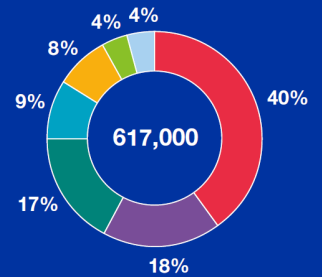


Professor Lori Brown instructs a student using Microsoft HoloLens

New Technicians by Region 2016-2035



- Asia Pacific **268,000**
- North America **127,000**
- Europe **118,000**
- Middle East **66,000**
- Latin America **50,000**
- C.I.S / Russia **26,000**
- Africa **24,000**
- Total 679,000**



- Asia Pacific **248,000**
- North America **112,000**
- Europe **104,000**
- Middle East **58,000**
- Latin America **51,000**
- C.I.S / Russia **22,000**
- Africa **22,000**
- Total 617,000**

2016 Pilot & Technician Outlook





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# INVESTING IN AIRPORT TRAINING AND SUCCESSION PLANNING

ACI WORLD DIRECTOR GENERAL, ANGELA GITTENS

**W**e are all familiar with the forecasted pilot and technician shortages. We see statistics and hear about it in numerous conferences, but what about airport professionals? What are the statistics saying? According to ACI’s forecast, passenger traffic will increase from 7.6 billion in 2016 to over 14 billion by 2029.

Are airports around the world ready for this growth? Do they have access to all the airport professionals that will be needed to accommodate such growth? Also, how are airports having their current professionals trained to adjust, adapt and anticipate the continuous developments in business imperatives?

Considering this, ACI established a Global Training (GT) service, focussing on continuing education, particularly in safety, security, leadership and management, economics, environmental protection, facilitation and customer service. The service receives strategic direction from the ACI World Board and the ACI Global Training Steering Group (GTSG), made

up of representatives of all five ACI Regions (Africa; Asia-Pacific and the Middle East; Europe; Latin America-Caribbean; and, North America). GT also receives valuable feedback from training surveys that are circulated to ACI’s six World Standing Committees (Airport IT; Economics; Environment; Facilitation and Services; Safety and Technical; and, Aviation Security) comprised of respective subject matter experts. The information collected from such surveys is supplemented by the input from the ACI faculty and students, which allows ACI to remain current, anticipate evolving business conditions and attract new talents into the airport world.

ACI has an extensive educational partnership with ICAO, starting with the Airport Management Professional Accreditation Programme (AMPAP). The joint venture started in 2007 and consists of a combination of classroom and distance learning courses covering all functional areas of the airport business. The graduation ceremony is held at the annual World General Assembly in front of the airport

industry’s CEO’s. The students come from all regions, with Asia-Pacific in the lead, consistent with its lead in air service demand growth.

Its largest programme is ACI’s Global Safety Network (GSN) Diploma Programme which comprises six specialized courses on airport safety, and is specifically designed to meet the needs of airside operations and safety managers, including developing, implementing and operating effective Safety Management Systems (SMS) at their airports. The graduates of the Global Safety Network hail from all of the world’s regions.

ACI’s Global Training initiatives take a holistic approach and remain flexible to prepare airport management and staff for the ever-changing landscapes in which they operate.

In an industry where change is the new constant, ACI is committed to supporting its members and other airport professionals in their pursuit of training and succession planning—necessary ingredients for a successful and sustainable growth.

# INTERNATIONAL FLIGHT CREW TRAINING CONFERENCE 2017

## MAINTAINING PILOT RECRUITMENT AND TRAINING STANDARDS - A GROWING CHALLENGE AS DEMAND OUTSTRIPS SUPPLY



The Royal Aeronautical Society (RAeS) will be hosting the International Flight Crew Training Conference and the International Pilot Training Association (IPTA) Annual Meeting on 26 - 27 September 2017, in London.

The Conference will focus on the harmonization of training standards and whether global efforts are in sync with demand as well as

actual operations. Can we, as an industry, realistically be expected to meet the continual demand for competent and skilled pilots? Do we risk quality of training and standards in the face of such supply challenges? Can we maintain the quality of training standards with such increasing numbers, but also deliver tailored and individual learning? These are the questions that will be discussed at the International Flight Crew

Training Conference 2017.

ICAO NGAP Outreach members, Captain Tilmann Gabriel and Professor Lori Brown of Western Michigan University, will be presenting at the event.

Register at:  
[www.aerosociety.com/IFCT2017](http://www.aerosociety.com/IFCT2017)  
View the latest programme now



# ICAO AIR NAVIGATION COMMISSION (ANC)

## LECTURE AND EXCHANGE WITH STUDENTS AT KYOTO UNIVERSITY

The ANC visited Japan in July 2017 to engage with Japanese officials and industry representatives on the unique challenges and best practices in civil aviation in Japan. During their visit, a number of Commissioners took the opportunity to deliver a lecture to the Kyoto University students. ICAO's role, the importance

of global aviation standards, of effective coordination and cooperation amongst all stakeholders and the current 'hot topics' that are on the radar of the ANC were discussed with the students.

The ICAO representatives also informed the students about roles in the aviation industry and at

ICAO and the possible flight paths into those roles. This was followed by an interactive session with the students, answering questions on career paths and academic options, offering enthusiastic encouragement of aviation as an exciting and rewarding career.

# NGAP & INTERNATIONAL PILOT TRAINING ASSOCIATION (IPTA) PARTNERSHIP

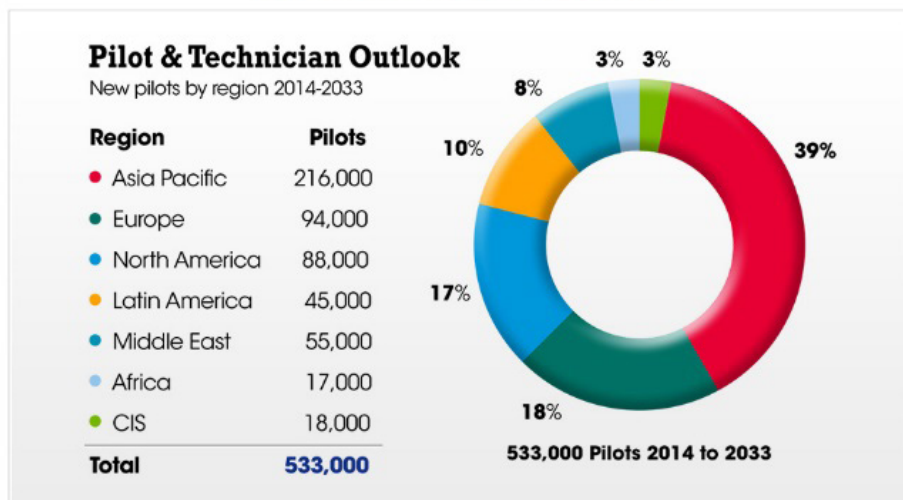
The pilot shortage is here and it's making headlines. The aviation industry needs 617,000 pilots by 2035. This forecast has been shared by Airbus, Boeing and CAE. It's not a myth, but a reality. In 2016 Boeing projected the following demand for new pilots for the next 20 years.

Not even a year later, on July 24th, 2017, Boeing released its latest forecast for pilot demand. According to Boeing, the 2017 outlook shows a slight increase of 3.2 percent in pilot demand over the 2016 outlook. The evidence from various sources show a similar trend, that the pilot shortage is here to stay.

To address such issues, the International Pilot Training Association (IPTA) was established in partnership with the International Civil Aviation Organisation (ICAO), the International Air Transport Association (IATA), the International Coordinating Council of Aerospace Industries' Association (ICCAIA), the Royal Aeronautical Society (RAeS), the four major civil passenger aircraft manufacturers (Airbus, Boeing, Bombardier and Embraer), leading training providers and other key industry stakeholders.

IPTA is focusing on commercial air transport pilot, instructor and evaluator training and

## Boeing Global Pilot Demand



qualification, and is also addressing the increasing shortage of commercial pilots in collaboration with ICAO's Next Generation of Aviation Professionals (NGAP) Outreach Programme with a view to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system.

IPTA's Outreach, Recruitment & Retention (ORR) Workstream continues to work closely with colleagues in the ICAO NGAP Outreach Programme. The principal objective of this workstream is to undertake the following work:

- Seek to identify the pilot requirement and training capacity by region;
- Seek to increase the number of pilot applicants worldwide;
- Review financial arrangements for pilot training;
- Recommend mechanisms to improve further the input standards of pilot trainees;
- Examine potential improvements to aid pilot mobility; and
- Provide pilot training, recruiting and retention best practices to the ICAO NGAP Outreach group to inventory practices used to attract, train, retain and educate pilots.

*Captain Sanjay Sapra, Chairman of Outreach, Recruitment & Retention (ORR) Workstream at International Pilot Training Association (IPTA)*





## WATERLOO WELLINGTON FLIGHT CENTRE CELEBRATES WOMEN IN AVIATION

Waterloo Wellington Flight Centre (WWFC) is passionate about the aviation industry and providing excellence in pilot training. As one of the top flight schools in Canada, WWFC provides state-of-the-art training and facilities for professional and private pilots. Celebrating and promoting aviation to girls and young women has also become an important mandate for WWFC. In an industry that is still largely male dominated, it is important to showcase the opportunities for women and to close the gap.

In May, WWFC holds its annual Girls Can Fly event, which is a free event that promotes women in aviation and offers free flights for girls and young women aged 8-18 years.

The event is an excellent opportunity for young women to learn more about the aviation industry and to meet professionals who have made a career as pilots, aircraft maintenance engineers (AME),

controllers and more. This year marked WWFC's sixth year of offering this hugely successful event. Girls and their families had the opportunity to tour the facility, meet women in the industry, learn more about aviation and partake in a free flight.

Girls Can Fly is a prime opportunity for girls and families to take part in aviation activities, flights, tours and to learn more about the industry. It is truly an inspiring event not only for girls and young women, but for all attendees.

The WWFC aviation program works in cooperation with industry partners, such as Porter Airlines, Sunwing and Jazz, as well as education partners, such as the Conestoga College and the University of Waterloo, to define and deliver training programmes that meets the needs of modern airlines.

WWFC is a not-for-profit corporation that employs more

than 60 employees and is governed by an eight-member volunteer board of directors. The mission of WWFC continues to provide members of the aviation community with the opportunity to pursue their goals supported by the highest quality resources and in the safest environment. For more information about Waterloo Wellington Flight Centre visit [wwfc.ca](http://wwfc.ca) or call 519-648-2213.

