



NEXT GENERATION STEM

UK Manifesto 2019

THE CHALLENGE

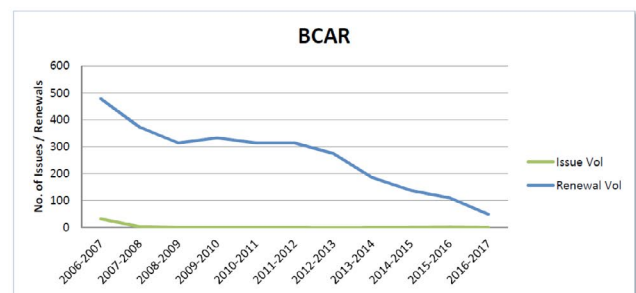
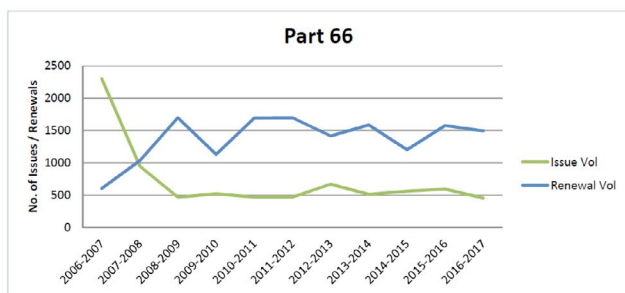
There is a notable and troublesome shortfall in aviation human resources within and outside of the UK. A recent demographic picture of licensed engineers provided by the CAA is telling:

Engineer Licence Issues and Renewals

Year on Year

Licence Part 66		
Year	Issue Vol	Renewal Vol
2006-2007	2305	604
2007-2008	947	1032
2008-2009	466	1698
2009-2010	522	1133
2010-2011	466	1694
2011-2012	466	1698
2012-2013	671	1417
2013-2014	512	1585
2014-2015	561	1202
2015-2016	593	1577
2016-2017	454	1496
Grand Total	7963	15136

Licence BCAR		
Year	Issue Vol	Renewal Vol
2006-2007	32	478
2007-2008	3	372
2008-2009	0	314
2009-2010	0	333
2010-2011	0	314
2011-2012	0	314
2012-2013	0	275
2013-2014	0	185
2014-2015	0	137
2015-2016	1	110
2016-2017	0	49
Grand Total	36	2881



We are confident this data reflects as well a similar position for technicians and craftsman in the airworthiness arena.

While the aerospace market continues to recover from the 2007 financial crash - with the recent growth in flying hours similar to the rate of increase we saw pre-2007 - our pool of skilled and available workforce, unfortunately, is not expanding.

There is a similarly bleak picture for ground operations and flight operations. And, as the data demonstrates, this shortfall in resources is only going to accelerate.



Until now the UK aviation industry has relied on market forces to drive the movement of human resources, which has led to the biggest players offering highly lucrative packages to attract talent, to the disadvantage of small and midsize players. Adding to the strain, the already limited pool of UK-trained talent is also being tempted by offers from markets outside of the country.

The way we are currently managing the UK aviation training and talent pipeline is, therefore, unsustainable. To prevent demand from completely outstripping supply, we need to think about taking a markedly different approach.

Aviation Skills Centres and Aviation Services

Representatives from scheduled airline passenger and cargo operations, maintenance and repair organisation providers, business aviation, and all commercial GA activities commit to working collaboratively with government and educators to generate pathways for the next generation to join the aviation sector. Our focus? Vocational aviation skills centres delivering NVQ level 2 through level 5.

A key objective is to make sure that the output from aviation skills centres matches the industry's needs. We will also focus on attracting a sufficient volume of young people so that those training at one of these centres enjoy a very high probability of employment when they complete their studies.

Two fundamental changes to the current approach:

- Today Level 2 & 3 trainings are completed inside aviation organisations, integrated into the first stages of an apprenticeship. Unfortunately though, many small organisations lack the depth of resources to train individuals 'on the job', and can find doing so more burdensome than beneficial. This is neither satisfactory for the trainee nor the company. We therefore recommend that trainees complete a substantial amount of the basics in an approved training environment, meaning they will be able to contribute more effectively within an actual company, as from day one.
- Today there are only a few fully approved trailblazer apprenticeships, though we might have expected greater progress by now. The industry has been trying hard with those few apprenticeships delivered, but much of the effort has been made by just a few organisations and not necessarily those that can afford to do so. We need greater contribution across a wider cross section of Aviation Services.

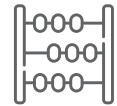




THE PROPOSAL

→ Quantify the aviation industry's needs

- Quantify what UK aviation industry workforce needs will be over the coming thirty years, to align with the Future Aviation Strategy 2050. This could be a government-funded project, or an initiative jointly funding with industry to accelerate the process.



→ Establish regional aviation centres of excellence to deliver levels 2, 3, 4 & 5 on the Aviation Services pathways

- Most training providers only deliver elements of level 2 through 5 training, and there are no conjoined facilities to serve all aviation needs anywhere in the network.
- We propose to establish aviation centres of excellence where trainees receive high quality level 2 & 3 training in-house, with the assurance that they have placements within the professional aviation workforce when ready.
- Additionally, we encourage the development of all streams of Aviation Services and would expect a fully developed suite of training in Flight Operations, Ground Operations and Airworthiness. The aim would be to establish a recognised partnership with government, led by the Aviation Services industry.



→ Create much needed apprenticeships

- Develop a range of apprenticeships to serve aviation disciplines. Currently, we have only a handful of apprenticeships developed and ready to use. We need to determine the full scope of what is required by industry, develop the apprenticeships where appropriate, and make them readily available to aviation centres of excellence.



→ Market Aviation Services training opportunities to students around the UK

→ Work with CAA to leverage our approach to industry

→ Bring major UK associations onside with the concept



About the British Business & General Aviation Association

BBGA is the UK's national trade body representing business and general aviation. Now in its 46th year, (formerly known as GAMTA) its member companies span all facets of the business aviation sector. It represents 175-plus companies, including airports, corporate flight departments, operators, aviation services organisations and aircraft manufacturers. In a partnership with the European Business Aviation Association (EBAA), all members of BBGA enjoy dual membership of both associations, similarly any UK-based organisation seeking to join EBAA can do so via BBGA. BBGA is based at Dorton, Aylesbury, Bucks.