



Aviation Centres of Excellence

**Developing Tomorrow's workforce
for a global community**

9 October 2019





Welcome



Outlook on industry, education and investment



Paul Maynard MP

Parliamentary Under-Secretary of State for Transport



Shortage of skills: The challenges facing aviation across Europe and the UK



Frederique Luca

Senior Communications
Manager, European Business
Aviation Association



Marc Bailey

CEO, British Business & General
Aviation Association



A CRACK IN THE PIPELINE FACING AVIATION'S SHORTAGE OF SKILLS

Frederique Luca
Head of Communications
EBAAA

Aviation Centres of Excellence:
Developing tomorrow's workforce for a
global community

9 October 2019

WHO WE ARE

Founded in 1977 and based in Brussels, the **European Business Aviation Association (EBAA)** is the leading organisation of the Business Aviation industry in Europe.

We represent the **entire Business Aviation ecosystem**:



AIR TRAVEL IS STILL VERY MUCH IN DEMAND

Business Aviation

Signs of Improvement

 **+3%** YOY
Utilization strengthening

 **-6%** YOY
Inventory for sale decreasing


 **NEW**
Large jet programs coming

Commercial Aviation

All-Time High

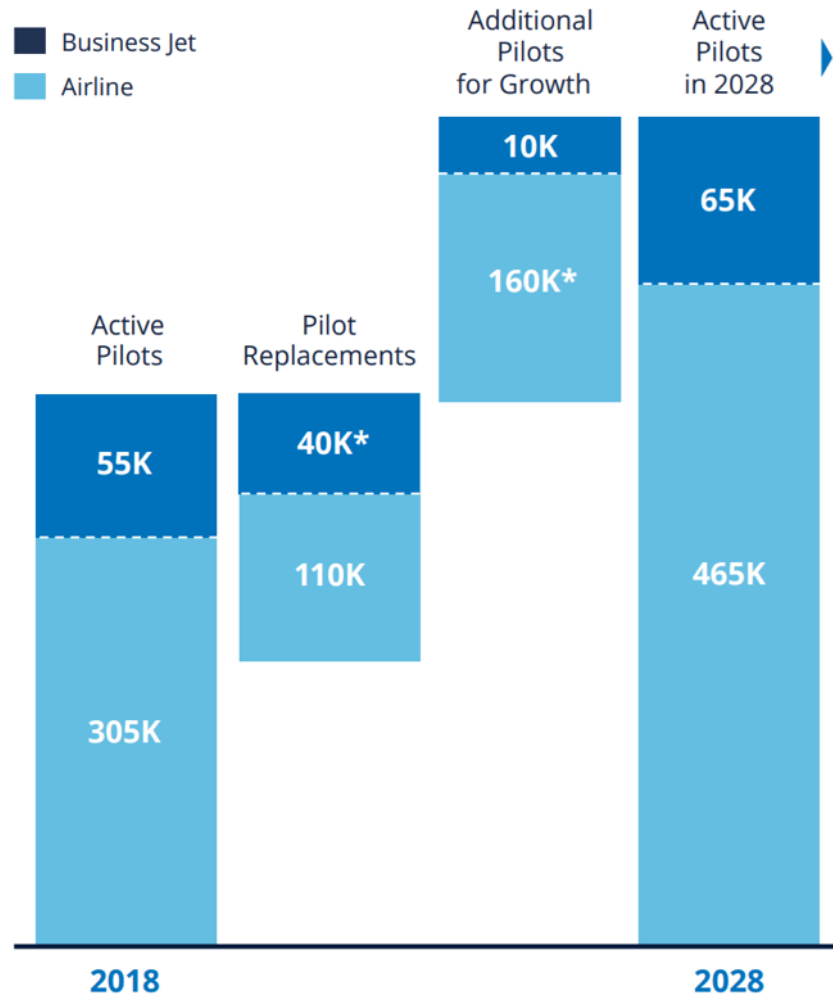
 **+7%** YOY
Passenger traffic rising

 **>20K**
Direct city-pairs expanding

 **>81%**
Average load factor increasing

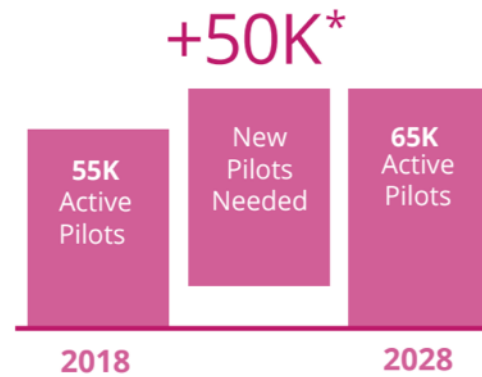
CIVIL AVIATION PILOT DEMAND 10YRS

Pilot Population Over The Next 10 Years

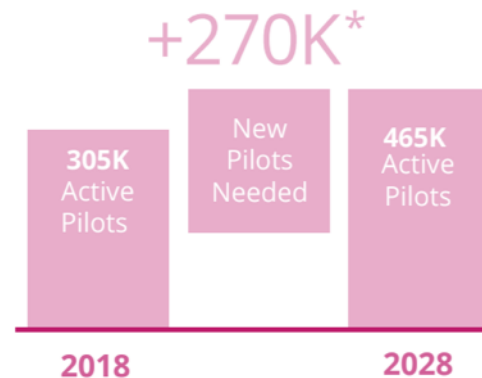


530k

Business Jet Pilots Needed

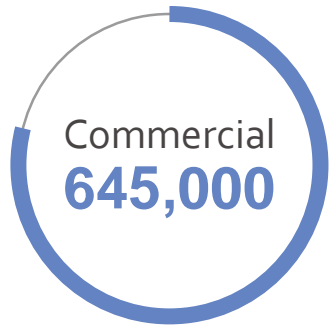


Airline Pilots Needed



BOEING PILOT OUTLOOK: 2019 - 2038

Pilot Outlook by Region

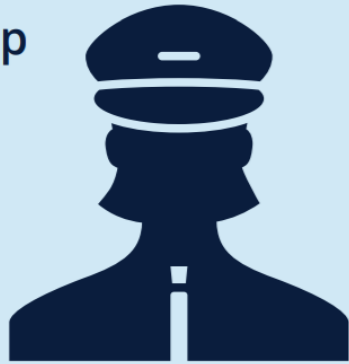


**World Demand:
804,000**

WIDENING THE TALENT POOL

Women make up

5%



Of the 360,000+
active civil pilots
worldwide

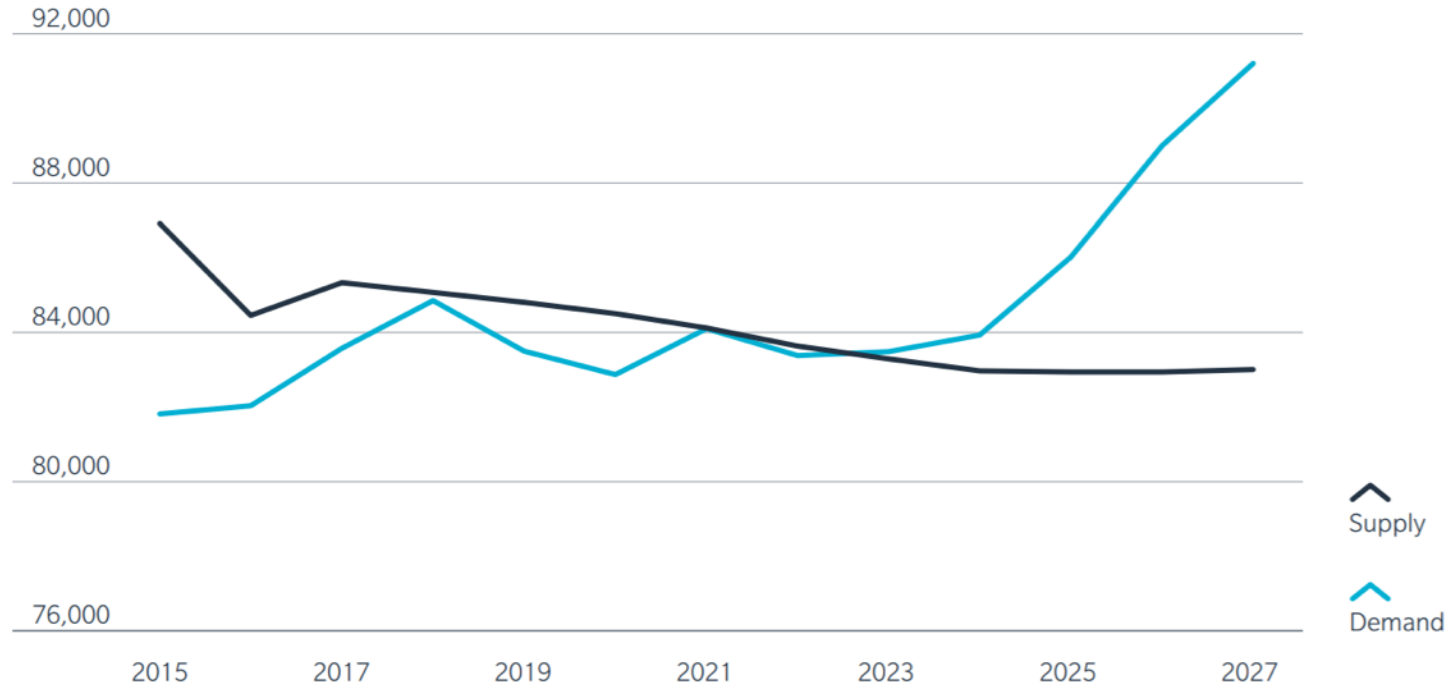
But it's not just
about pilots



GLOBAL DEMAND FOR AVIATION SKILLS IS SET TO OVERTAKE SUPPLY BY 2027

Exhibit 1: Forecasted US Commercial MRO Maintenance Technician Demand and Supply by Year

NUMBER OF PEOPLE



Source: Oliver Wyman Commercial MRO Maintenance Technician Labor Model

Airlines and international MRO providers identify one clear reason: **a lack of interest in aviation from younger talent pools.**

BOEING'S TECHNICIAN OUTLOOK BY REGION

Pilot Outlook by Region



**World Demand:
769,000**

TRADITIONAL VS TECH SAVVY

Exhibit 7: Training Needed on Emerging Technologies

Q: Please identify emerging technologies affecting the skill requirements of your maintenance technicians

PERCENT OF RESPONDENTS

Composite material repair / manufacturing



Next generation avionics and electrical systems



Advanced analytics / Big Data / predictive maintenance



New information technology systems



Additive manufacturing / 3D printing



Smart / connected machines (Internet of Things)



5 and 7 axis machining



Advanced automation / robotics



Source: Oliver Wyman MRO Survey 2016, Oliver Wyman MRO Survey 2017

AND WHAT ABOUT THE CABIN CREW?

New Cabin Crew Demand



**World Demand:
914,000**

Ground Handling?

Ground Handling International Skills Survey

“More than 50% of European stations afflicted by skills shortages.”



THE ROOT PROBLEM

The demand for aviation professionals will exceed supply.

Factors include:

- **wholesale retirements** in the current generation of aviation professionals
- aviation professions **not attractive enough** to potential candidates
- **competition** with other industry sectors for skilled employees
- **training capacity insufficient** to meet demand
learning methodologies not responsive to new evolving learning style
- **accessibility to affordable training**
- **lack of harmonization of competencies** in some aviation disciplines, and
- **little awareness** by the “next generation” of types of aviation professions available.

THE SOLUTION

Solutions must be globally-harmonized in nature and include:

- **accredited training and educational programmes** adapted to the next generation
- **human resource planning** tools
- and **wide-ranging cooperation** among concerned stakeholders.

Frederique Luca

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<https://expandinghorizons.com>



@EBAAorg



European Business Aviation Association



@EuropeanBusinessAviationAssociation



ExpandingHorizons

A large, high-quality photograph of a private jet flying over a mountainous landscape. The jet is white with a green and white livery on the tail. The background shows rugged, brown and green mountains under a clear sky. The image is partially obscured by a white circular graphic on the left and a dark purple circular graphic on the right.

LET'S ACT
NOW.

Shortage of skills: The challenges facing aviation across Europe and the UK



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CEO, British Business & General
Aviation Association





Levelling up - A Model for Pre-training Training



Karen Spencer

Principal and CEO, Harlow
College and Stansted Airport
College





Not just courses.
Careers

Stansted Airport College

Karen Spencer – Principal & Chief
Executive Harlow College





ASSOCIATION
OF COLLEGES

LEARNING
FOR LIFE

0:04 / 4:40



October 2017



June 2018







"Stansted Airport College is working closely with local employers to give our learners the best possible start in the aviation industry. There is a massive demand for engineers and we've been working closely with the College to see how we can help support those trainees once they've qualified. We're taking 16 trainees next year on Apprenticeship programmes, which we hope will be the start of a long term relationship with the College."

Andy Daines, Engineering Training Manager at Ryanair



Nationally there will be over 2.5m engineering jobs by 2022



4,300 engineering companies in Essex



High demand for skilled workers continues to grow



58% of jobs advertised salaries are £30,000+

	Course Title	Level	Duration
vo	Pre-Apprenticeship in Engineering Operations	2	1 yr
vo	Extended Diploma in Operations and Maintenance Engineering	3	2 yrs
vo	Extended Diploma in Aeronautical Engineering	3	2 yrs
ap	Engineering Technician - Aircraft Maintenance Fitter	3	48 mths
ap	Engineering Technician - Mechatronics Maintenance	3	48 mths
ap	Aircraft Maintenance	4	48 mths
he	Engineering (various pathways)	4	2 yrs

vo Vocational course ap Apprenticeship he Higher Education









Stansted Airport College
Part of Harlow College



Stansted Airport Academy
Employment & Skills





ANTONOV AIRLINES

NO OTHER NAME CARRIES MORE WE

- Paul Bingley – Commercial Manager
- Chris Fairchild – Operations Manager
- Pete Tranter – Operations Controller
- Denzel Makamba – Assistant Operations



Year 1 activity (Sept 2018 – July 2019)

16-19 Full time learners	278
Adults	389
Apprenticeships	27
Jobs	98

Yr 1 Achievement rate	96%
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Year 2 activity & planning

Full-time	429
Apprenticeships	52

Adult learner target	500
Job outcomes	300

Current building capacity	530
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Thank you and Questions

Networking Break



Levelling up – Trailblazers



John Bool

Technical
Director,
Harrods Aviation



**Sandra
Kelly**

UK Director of
Skills and Policy,
People 1st
International



Roger Gault

Chairman, Pilot
Apprenticeship
Special Interest
Group (SIG),
Aviation Industry
Skills Board





Aviation Industry Skills Board

A collaborative working partnership

Sandra Kelly

UK Director – People1st International

The employer led Aviation Industry Skills Board (AISB) was formed in 2007 and is facilitated by People 1st as part of a joint working collaborative skills partnership for the industry.

It includes in its membership aviation industry employers, trade associations and government bodies.

Current AISB Chair:

Karen Hewitt - British Airways

Manager Apprenticeships & Emerging Talent Leadership

Talent & Capability Development



Message from the AISB Chair



What happens when a group of likeminded and passionate aviation experts come together to raise skills and help professionalise their sector? That was the question I asked myself 9 years ago when I first joined the Aviation Industry Skills Board (AISB) representing British Airways. Having been nominated Chair of this unique group in 2017, I'm tremendously proud of what we've achieved.

Over the years, our members have acted collectively to drive skills related activities and although we exist in a highly competitive sector, there is no doubting the value our joined up approach brings to our businesses and the sector, helping us to maximise the skills of existing talent and build a pipeline for the future.

With our valued partners, we are committed to drive and tackle the challenges we meet along the way.

Core AISB employer members and associations

Core employer members

- British Airways
- Heathrow Airport
- TUI
- Virgin Atlantic
- Gatwick Airport
- Easyjet
- Menzies Aviation
- Flybe
- Bristow Group
- RAF

Association members

- Royal Aeronautical Society
- Honourable Company of Air Pilots
- Department for Transport (DFT)
- Association of Employment & Learning providers (AELP)
- Civil Aviation Authority (CAA)
- Aerospace Growth Partnership (AGP)



AISB and People 1st International



- **People 1st International as an impartial, trusted and effective strategic partner facilitate all AISB and Special Interest Group meetings, providing expertise and guidance in policy, to develop the apprenticeship standards and programmes which are required by the AISB for their industry.**
- **People 1st International was approved by the Institute for Apprenticeships and Technical Education (IFATE) in 2017 as an External Quality Assurance (EQA) provider**





Aviation Industry Skills Board



AISB Membership Structure

Strategic Partner and facilitator of AISB: People 1st

Aviation Employer Members

Airlines
Airports
Ground Handling Agents
Military

Influencing Bodies

DfT
DfE
IfATE
CAA
EASA

Information sharing

Trade Associations
Societies

FULL MEMBERS VOTING RIGHTS

EXTERNAL ASSOCIATE MEMBERS – NON VOTING

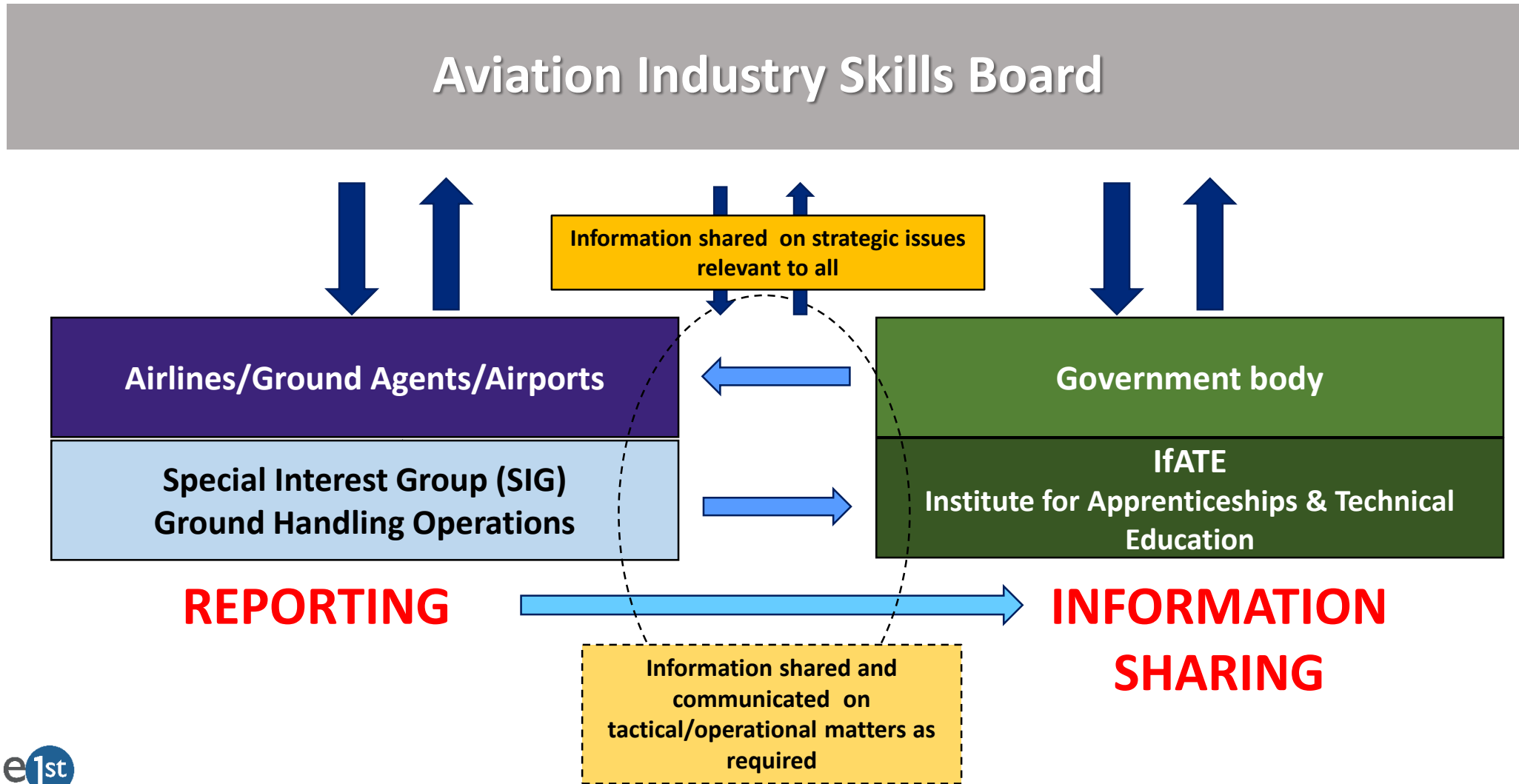
Current AISB – Special Interest working groups

In order to deliver all its objectives the AISB establishes and dissolves special interest groups (SIGs).

The chairs of the SIG groups are responsible for reporting back to the AISB against agreed outcomes at, and between, scheduled meetings. The terms of reference of sub groups are agreed by the AISB to ensure clear objectives, and efficient and effective outcomes in accordance with the AISB strategic plan.



Example of AISB & SIG reporting & information structure



Some of the working partnerships which have been formed by the AISB during their SIG work within the Aviation sector



AISB strategic plan for 2019/20

Aviation Apprenticeship Standard development 2019/20/21



AVIATION GROUND OPERATIVE LEVEL 2

Propose to withdraw in favour of 2 standalone standards

Aviation Above Wing Operative L2
Aviation Below Wing Operative L2

Proposals submitted to IfATE September 2019

AVIATION GROUND SPECIALIST LEVEL 3

Propose to withdraw current standard in favour of 6 standalone

Aviation Security L3
Aviation Movement L3
Aviation Fueling L3
Aviation Dispatch L3
Aviation Flight Operator L3
Aviation Planner L3

Phase 1 All Proposals submitted to IfATE January 2020

Phase 2 Consultation to prioritise standard and EPA development 2020/21

AVIATION MANAGER LEVEL 4

Aviation Operations Manager L4

Standard remains valid but there will be minor / major changes planned

CABIN CREW

Cabin Crew L3
Senior cabin crew member L4

Amendments to EPA submitted August
Decision to continue with SCCM proposal required following feedback from IfATE

PILOT

First Officer Pilot L6

Standard published February 19
Financial deficit continuing to be addressed

- As part of their strategic plan for 2019/20 the AISB will also align with other industries outside the Aviation sector to work collaboratively in regard to a broader debate on future flexible work trends and how apprenticeships may align with this in the future.
- Undertake revision of the National Certificate in Airside Operations (NCAO)
- Working in partnership with the Department for Transport to explore how the current skills gaps will evolve over time, and where the industry sees future demand. This is a crucial piece of work which the AISB believe will show the strength of the AISB's collaborative partnership across the whole industry



If you require more information on the Aviation Industry Skills Board and their work for the industry

Please contact
Julie Blasbery
Client Relation Manager – Aviation
julie.blasbery@people1st.co.uk



AISB member Roger Gault Special Interest Group Chair - Pilot



First Officer Apprenticeship

- **Employed from the start of apprenticeship**
- **Airline pays for apprenticeship training**
- **Standards based on Competency**
- **ATPL(A) or MPL**
- **£27,000 Levy funding**
- **Offers Social Mobility**
- **Independent Assessment after Line Cx**

Airline engagement in Development & Delivery



Open to all with skill/aptitude - eliminate the £100k barrier



MAKE IT WORK!



Any Questions?

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[@p1stgroup](https://twitter.com/p1stgroup)



People 1st



Aviation Education - a snapshot across the UK



Rosalind Azouzi

Head of Skills and
Careers, Royal
Aeronautical Society



Lisa Almond

Regulatory Approval
Manager, BAE
Systems Military and
Civil Training - Part
147/66



**Rachel Gardner-
Poole**

Head of General
Aviation, Civil
Aviation Authority





**ROYAL
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SOCIETY**

Royal Aeronautical Society

OUTREACH, CAREERS & SKILLS TO SUPPORT THE TALENT PIPELINE

Ros Azouzi | Head of Skills and Careers
rosalind.azouzi@aerosociety.com





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ABOUT US

RAeS is the world's only professional body and learned society dedicated to the aerospace and aviation community

- Professional recognition for all professionals
- Professional Engineering registration
- Accreditation of university courses and employer training programmes
- Influencing opinion on aerospace and aviation matters
- Conferences, events and networking
- Learned publications
- Dedicated Careers and Skills department
- World's foremost library collection
- 23 Specialist Groups and 60+ Branches
- Registered Charity 313708 – public benefit duty



HOW MANY PEOPLE DOES IT TAKE TO FLY YOU TO MALAGA?



On your way to Malaga you're more likely to be thinking about your holiday, but you might notice the pilots, spot baggage handlers on the ground and, of course, you'll meet some of the cabin crew. In fact, it requires many hundreds of professionals to ensure that your flight is able to depart and arrive safely and on time. Every year, over 2 million passengers travel from the UK's major airports to Malaga - that's a lot of flights to just one destination. The sheer amount of flights all over the world means the aerospace and aviation industries are huge. And with so many diverse roles requiring different skills and qualifications, maybe there is something to interest you!

1 | AIRCRAFT MAINTENANCE Aerospace aircraft need regular maintenance checks every 2-6 months - this can take 100-200 working hours to complete. Aircraft engineers also regularly check the engine between flights at the airport, and if pilots report a fault or issue, it's down to you to fix it.

2 | PILOTS On a short-haul flight to Malaga there will usually be two pilots. Long-haul journeys lasting up to 12 hours need 3-5 pilots. Pilots undergo rigorous training and regular simulator tests. Numerous flight instructor and ground instructors will also have been involved in training the pilot in your flight.

3 | CABIN CREW 4-6 cabin crew members will be on your flight. The number of cabin crew members must be no less than the number of seats - on an A330, that means at least 105 cabin crew! At night making your flight comfortable and enjoyable, they also look after first aid and safety.

4 | AIR TRAFFIC CONTROL During your flight to Malaga the pilot will communicate with around 10 Air Traffic Controllers who provide information and instructions that help pilots to navigate and avoid other aircraft. They're often responsible for several aircraft at a time. They must be good at multitasking!

5 | ENGINEERS Aircraft and the air are incredibly complex. The majority of the 12,000 Rolls Royce employees based in Derby are involved in the design and manufacture of the company's aircraft and jet engines. Engineers could still get from the ground to a cockpit and be involved in how an engine leads to more engine performance - fuels can be detected before they're used.

6 | WINGS AND FUELAGE In Broughton, Wales, 6,000 Airbus employees - working in manufacturing, engineering, procurement and finance roles - are responsible for the manufacture of Airbus aircraft wings. It can take years for designers and engineers to develop a wing that is capable of flying efficiently at both low and very high speeds, but the wing itself is also made in a factory. The A330 wings have 750,000 rivets.

7 | AVIONICS A Boeing 747 contains over 1.50 miles of electrical wiring that makes it possible to operate fuel systems, computer fly-by-wire technology, lighting and air conditioning. And the cockpit is the nerve centre of the aircraft's many systems - the avionics. Companies such as Thales, Airbus and German specialists in the installation and maintenance of these systems.

8 | LANDING GEAR A large passenger aircraft wing is around 200ft across. A safe landing requires complex landing gear systems including fuel, shock absorbers, braking systems, steering systems and hydraulics. Messier-Bugatti-Dowty employ an entire team of engineers to manufacture and control the nose landing gear for aircraft such as the A330 and Boeing 787.

9 | SEATING & IN-FLIGHT ENTERTAINMENT From pilot to passenger seating, there's a lot to learn. Many companies specialise in aircraft interiors. And electronics specialists will design the software and hardware systems, which are connected to everything - a dream job for anyone who enjoys working with computerised technology!

10 | COMPUTERS Space engineers design and build satellites along with the radar technology to launch them. Software engineering firms design the software and hardware systems which send data to our smartphones such as expanding the GPS navigation for your flight to Malaga. The UK is a world leader in satellite design and communication systems.





TALENT PIPELINE: THE DILEMMA

EMPLOYERS

We can't get the right skilled people

Not enough young people are interested in STEM subjects

Teachers don't know about engineering pathways

Aerospace and aviation no longer excite/inspire the current generation of young people

Etc.

**RAeS ...
piggy in the middle:**



**... but thinking about
attraction and retention
of younger members
post-education and
training**

YOUNG PEOPLE

I don't have time to complete online applications

Employers don't reply to my applications

I can't get an apprenticeship

I don't have enough relevant work experience

Apprenticeship or university?

I want to be a pilot but don't have funds

How do I demonstrate 'soft skills'?



RAeS 'cradle to grave' approach

A full Careers and Skills service from outreach in primary schools to secondary, college university, college and beyond, working closely with industry and educational partners

Primary

Cool Aeronautics programme sponsored by AAR

Amy's Aviation – Fun Kids Radio Series X 3 - available via iTunes and on YouTube (free)

Reach for the Sky booklet with the Yorkshire Air Museum



Secondary

Falcon 2 Flight Simulator Initiative with Aerobility and Boeing
(Schools Build-a-Plane Challenge)
UK Rocketry Competition led by ADS
Exhibiting at regional and national STEM and Skills events
www.careersinaerospace.com
Career Flightpath magazine



Further Education and beyond

www.careersinaerospace.com
Careers in Aerospace & Aviation LIVE
Free 1-2-1 Careers Service (all ages)
University and College Careers & CV Workshops
Centennial Scholarships
Young Member network
Alta mentoring scheme
Apprenticeship EPA and Trailblazers
Industry partnerships/sponsorship
CPD, membership and registration

Working with employers on skills



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Aerospace Growth Partnership - Skills Working Group

Reports into the AGP Board:

- Partnership with BEIS, ADS and industry
- Comprised of aerospace manufacturer primes, Tier 1-2 suppliers, some SMEs
- Organisations like the RAeS, regional trade associations and SEMTA
- Recent sector deal
- Aerospace Technology Institute
- Supply Chain 21

- **Skills WG focus** on outreach, skills planning, Apprenticeship levy and new Aerospace Standards, Future skills, retention of knowledge

Support from DfE

- Other groups include Engagement looking at government relations

Aerospace & Airworthiness Trailblazer Group

- Comprised of aviation and aero employers, training providers, universities and professional bodies and IFATE
- 5 year + journey to develop aero engineering related standards incl Level 3 Engineering Technician with 13 pathways, and L6 Aerospace Engineer
- Works closely with AGP Skills WG
- Review /re-write Standards in line with changing requirements

Women in Aviation & Aerospace Charter Steering Group

- Workstreams focusing on supporting the commitments made by Charter Signatories incl new research
- Aerospace and aviation organisations incl manufacturers, law firms, airlines, airports, universities, professional bodies and trade associations

Aviation Industry Skills Board

- Led by aviation employers incl airlines, airports and ground service providers and People 1st
- Supported by DfT
- Representatives from organisations like RAeS and Honourable Company of Air Pilots
- Special Interest Groups led by employer members to develop aviation apprenticeship standards Incl Cabin Crew and First Officer Apprenticeship
- **Careers mapping work** with DfT to identify key career pathways and future skills in aviation – supported by AGP Skills WG

APPG General Aviation STEM Jobs And Skills Group

- Led by general and business aviation employers incl aviation service providers training providers and BBGA
- Supported by DfT
- Making landscape work for GA & BizAv

RAeS INTERNAL COMMITTEES AND STRATEGY



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Education and Skills Committee

- Oversees our outreach, careers programmes and skills policy e.g. responses to Govt consultations
- Chaired by Alisdair Wood, Leonardo

Women in Aerospace & Aviation Committee

- Alta mentoring programme for women
- Range of events from networking to seminars
- Chaired by Sarah Minett, Collins Aerospace

Diversity & Inclusion Working Group

- Using Royal Academy of Engineering Progression Framework to steer our D&I strategy and work across the Society and wider sector
- Chaired by Lt Cdr Richard Gearing, Royal Navy





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SOCIETY**

RAeS OUTREACH PROGRAMME

Cool Aeronautics Primary School Programme

- One-day events with talks from pilots, aeronautical engineers and space experts and interactive workshops around the UK and beyond, supported by AAR

'Amy's Aviation' Fun Kids Radio Series

- Three series featuring Amy's journey through aircraft design and flight

UK Rocketry Challenge (UKAYRoC) with ADS

- Rocket design competition for 11-18 year-olds

Schools Build-a-Plane Challenge

- Six aircraft now built by UK secondary schools, supported by Boeing UK

Falcon 2 initiative – second programme launching this November

- Working with disabled flying charity Aerobility to encourage school kids to design and build a mobile flight simulator which addresses different disabilities including visual, hearing, physical and hidden





SUPPORTING THE JOURNEY

RAeS Careers Guidance Service

- Expert and impartial information, advice and guidance on aerospace and aviation opportunities **all career stages** and **all** aspects of aerospace and aviation covered by RAeS footprint:
 - Education and training pathways
 - Job-hunting techniques
 - CVs, online applications and interview prep
 - Career Development
- **Free** University and College Careers & CV workshops – job search, writing CVs, networking
- Free 1-2-1 service in person and by phone, open to all
- Centennial Scholarships for tuition fee support





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RESOURCES AND EVENTS

Attraction and information

- *Career Flightpath* magazine
Published every two years online and in print
- Schools 'Malaga' poster
Highlights number of roles involved in a holiday flight

- Careers in Aerospace website with ADS
Dedicated website for aerospace and aviation careers advice and job-hunting resources

- Air shows, STEM and careers events around the UK
Promoting the industry to young people, teachers and families

Employment support and retention

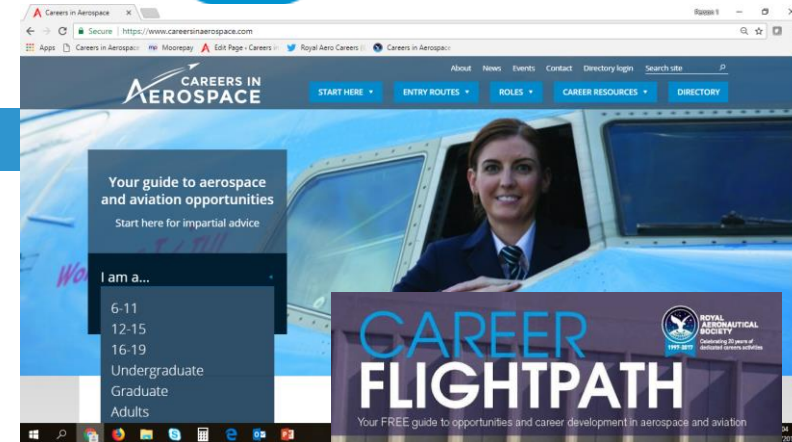
- Careers in Aerospace & Aviation LIVE
Our annual recruitment fair for job and training opportunities
Free entry to visitors

RAeS Young Person Network events

Conference, competitions and lectures for young members

External shows and events

- incl Farnborough, World Skills UK and more



**CAREERS IN
AEROSPACE
& AVIATION**
L I V E | 2 0 1 9



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APPRENTICESHIPS

RAeS recently approved to provide End Point Assessment services for the following Standards:

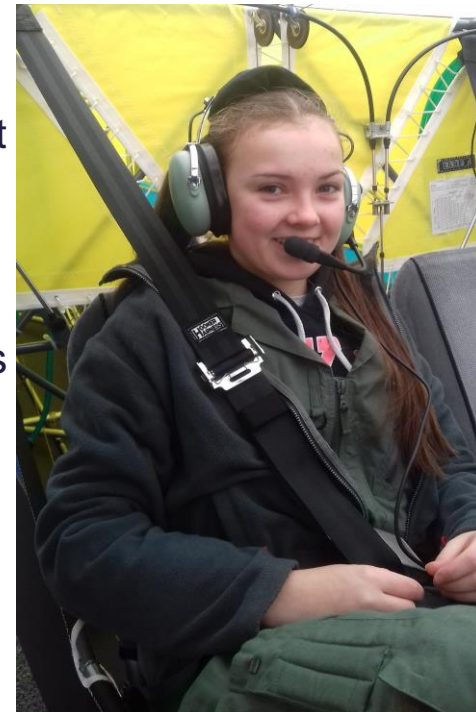
- Engineering Technician (Level 3 ST0457)
- Aircraft Maintenance Certifying Engineer (Level 4 ST0019)
- Aerospace Engineer (Level 6 ST0010)
- Aerospace Software Engineer (Level 6 ST0013)
- Post Graduate Engineer (Level 7 ST456)
- Work now in progress with employers and training providers
- Insight into the challenges of implementing educational legislation which affect both training provider and employer





DISCUSSION

- Not all employers in the sector respond to our programmes for older ages, especially recruitment events.
- DfE / IFATE awareness of aviation workplace and high training costs
- More support from Ofsted to teachers and schools engaging with enrichment events and programmes
- DfT increased support to skills agenda is very positive step
- Support for SMEs to give up time for employer-led programmes
- T Levels: possible impact on apprenticeships, challenge for work placements
- FE under pressure
- Balancing regional investment in training against national context
- Understanding values of next gen – from D&I to climate change
- Outreach not just about STEM (or STEAM) but aids understanding and appreciation of our industry and values
- Multitude of activities mean people care and want to help 😊
- Anyone can host a Cool Aeronautics event!
- General aviation has been the first source of inspiration for many of today's professionals in industry



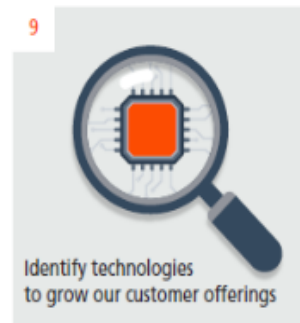


www.aerosociety.com

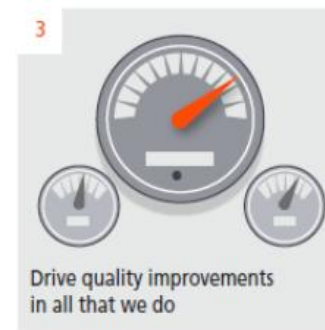
BAE Systems - Maintenance Technician Training



- **Granted the first CAA Part 147 approval within BAE Systems for delivery of maintenance training**
- **Delivered the first CAA aligned basic aircraft maintenance training course deployed in a Military environment**



- **Developed the first Part 66 aligned aircraft Type course for Typhoon to meet UK145 & export customers training requirements**
- **Delivered the Typhoon Type course with first use of Typhoon Virtual Maintenance Trainer (TVMT)**



- **Developed & introduced a BAE Systems licensing framework and process**
- **Created a BAE Systems Military Aircraft Maintenance Licence**
- **Licensing process has introduced efficiencies relating to trade scope and signatory privilege enhancements**

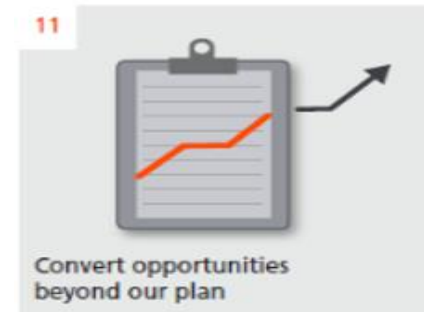


- **Commenced first CAA & MAA Trailblazer apprenticeship pathway in BAE Systems**
- **Involved in the Trailblazer development across various disciplines for military industry**

BAE Systems – Training Services



- **Maintenance Technician Training**
- **Aircrew Training linked to continual assessment/skill fade analysis**
- **Electronic Warfare Training**
- **Operational Mission Training**
- **Support Personnel Training**
- **Training Device Management**



- **STEM Events**
- **Intergenerational Diversity**
- **Learning & Development**
- **Promote cooperation & coordination within the global aviation & education community to attract, educate & retain the next generation of aviation professionals**

Aviation Education - a snapshot across the UK



Rosalind Azouzi

Head of Skills and
Careers, Royal
Aeronautical Society



Lisa Almond

Regulatory Approval
Manager, BAE
Systems Military and
Civil Training - Part
147/66



**Rachel Gardner-
Poole**

Head of General
Aviation, Civil
Aviation Authority



Plenary Discussion



Networking Lunch



The way forward



Marc Bailey

CEO, British Business &
General Aviation Association



Transfer to Stansted College

