

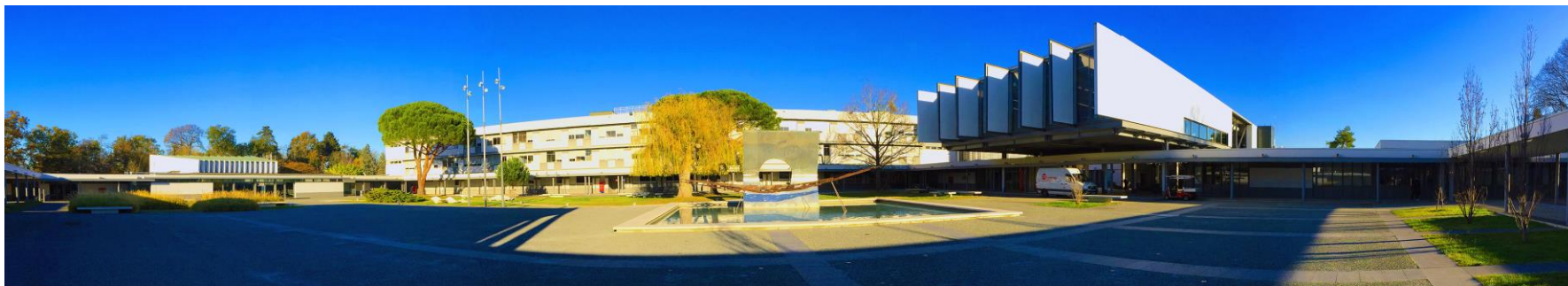


**RÉPUBLIQUE
FRANÇAISE**

*Liberté
Égalité
Fraternité*



Ecole Nationale de l'Aviation Civile



French civil Aviation University: 1st European Aeronautics University

Nicolas Cazalis- Vice President

An observation first : problems of capacity and staff shortages everywhere in the world

Focus on managers and high qualified jobs (graduates students)

At ENAC, over 50% international students, from all over the world

Why shortages?

- Competition with other sectors
- Pandemics and aviation crisis
- “Flight shaming” in Europe



Situation in Europe

Pandemics + aviation crisis + flight shaming :

- ⇒ Concerns about the attractiveness of the aviation sector and recruitment (quantitative and above all qualitative)
- but no real effect for ENAC: perhaps a very slight effect in 2020/2021 but a strong recovery in 2022 and 2023
 - And huge demand from all stakeholders in the sector

Who are the students:

- Brilliant
- Passionate about aviation
- Highly aware of climate change, sustainable development issues and aviation impact
- so eager to participate in the decarbonization of aviation and the definition of tomorrow's aviation (sustainability, digitalization, ...)

⇒ We need to capitalize on these points to attract the best talents

How to attract talents

Building on the sector's strengths :

- Passion for aviation
- you belong to a community, the aviation ecosystem
 - Common culture of safety of the ecosystem
 - Getting students to work together (cross simulations, ...)



Make progress on what could drive talents to other sectors

• Ecological transition and decarbonization

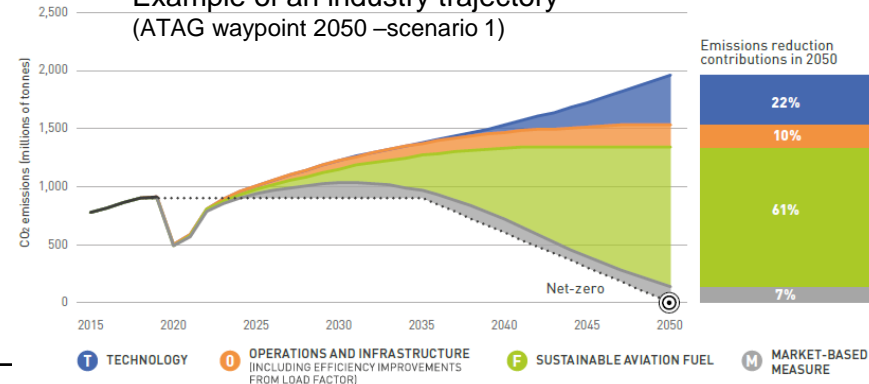
- Industry commitments
- Teaching
- Research activities



• Digitalization in aviation, innovation

ICAO 4 pillars

Example of an industry trajectory
(ATAG waypoint 2050 –scenario 1)



Innovation is key 1/2

Digital revolution

- In Aviation
- UAV and new Air Mobility
- => job evolution: more and more specialists in system engineering, with a high level of safety awareness and ops management knowledge

Courses on innovation

- Courses on innovative systems
- Bringing teaching and research closer together
- Innovation as a state of mind
 - Promoting entrepreneurship and the means (innovation labs, business incubator center, ...)

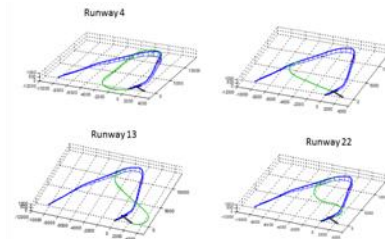
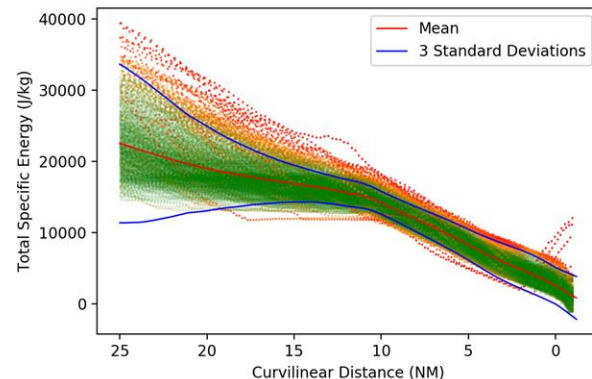


Innovation is key 2/2

How promoting innovation without compromising safety ?

- Never imagine any trade off with safety
- Innovation is not in opposition to safety
- Use new technologies to test concepts, such as UAVs and U space (UTM)
 - Less safety critical (no pilot, very light drones, ...)
 - New ways to prepare for certification in aviation
- Regarding AI: research in transparency of algorithms and predictability of behaviours (e.g. applications on high fidelity non-invasive luggage inspection)

Abnormal Approach Detection



Emergency Trajectory Design

Promoting diversity in recruitments

Promotion of gender equality

- In-depth analysis of recruitment statistics by gender:
 - Number of applicants
 - Number of candidates selected at each step of the recruitment process
- Main problem : number of female candidates
 - ⇒ Promotion of aviation jobs in middle and high schools
 - ⇒ Communication on women leaders in aviation or on women in technical jobs (pilots, controllers, ...) to increase the confidence and interest of young women
 - ⇒ Many partnership with international or national associations promoting gender equality



Elles b2gent



Thank you for your attention