

Expert Panel 3

Capacity Building for Civil Aviation Workforce

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15 December 2023

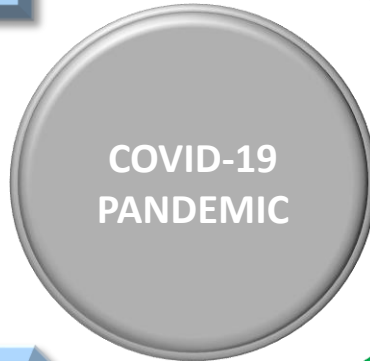


HONG KONG INTERNATIONAL
AVIATION | 香港國際
ACADEMY | 航空學院

The Impact of COVID Pandemic on Aviation Workforce

IMPACT DURING COVID-19

- 1 Travel restrictions
- 2 Furloughs
- 3 Large scale of laid-off



CHALLENGES FOR RECOVERY

- 1 Confidence lost
- 2 Competing with other industries
- 3 Long training lead time

According to Boeing's forecast, **~2.3 million new personnel** is required for the next 20 years to sustain the traffic growth.



New pilots:
649,000



New cabin crew
personnel:
938,000



New technicians:
690,000

Source: Boeing "Pilot and Technician Outlook 2023-2042"

A holistic strategy to

✈ attract and retain the best and brightest professionals for the aviation industry



✈ attract the youth to enter the industry



Youth Outreach Strategy



School Talks

LOCAL



No. of schools: 41
No. of students: ~4,000



Note: Figures are collected in 2023.

MAINLAND



No. of schools: 15
No. of students: 3,000+



Map of the Greater Bay

Airport Visits / Summer Camps / Exchange Programmes

AIRPORT VISITS

Conducted **55** sessions with various local & overseas parties

Reached 2,671 students

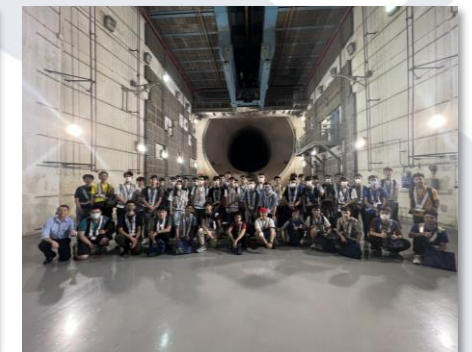


SUMMER CAMPS / EXCHANGE PROGRAMME

Reached 393 students*

Fly My Way Exchange Programme 2023

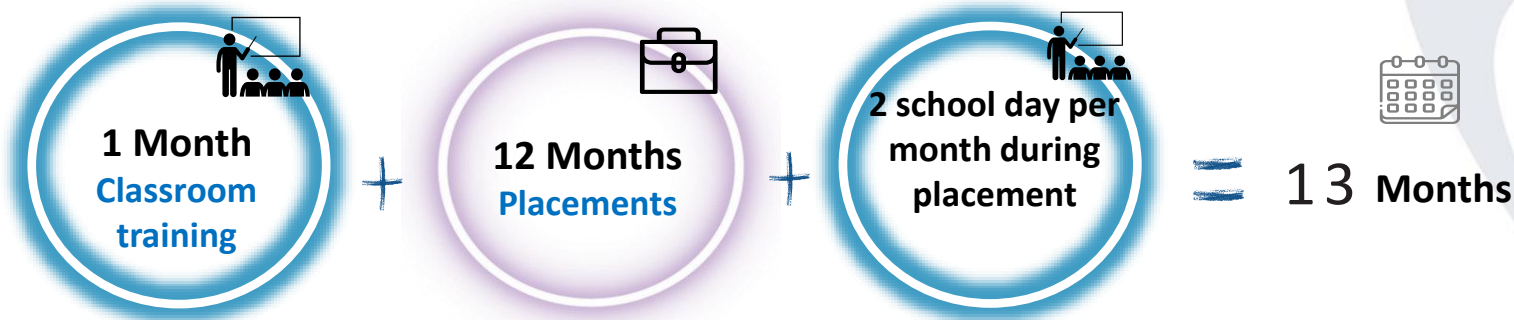
Co-organised with the Civil Aviation University of China, an 8-day exchange programme with theoretical classes, site visit and cultural activities.



Internship Programme - Diploma in Aviation Operations (QF3)

Vocational and Professional Education and Training

- ★ Articulation pathways
- ★ Industry recognition
- ★ Skills upgrading for the future
- ★ Dual-track learning



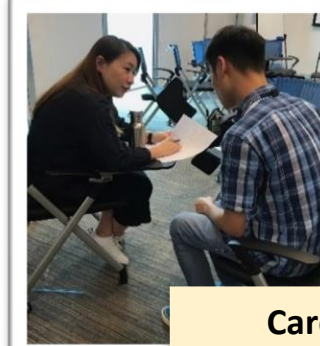
Conceptual Learning



Industry Sharing



Site Visit



Career Counselling



Mock Interview / CV Workshop

Internship Programme – GBA Youth Aviation Industry Internship Programme



160+
Interns

(Up to Nov 2023) by May 2024



450
Interns



3000+
Outreached
students



**Provide a learning platform
at the International Airport**



**Provide on-the-job
internship opportunities**



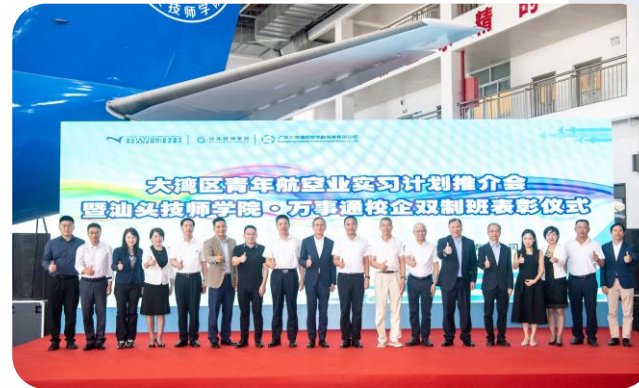
Enhance Language Proficiency



**Develop talents for GBA airport
cluster**

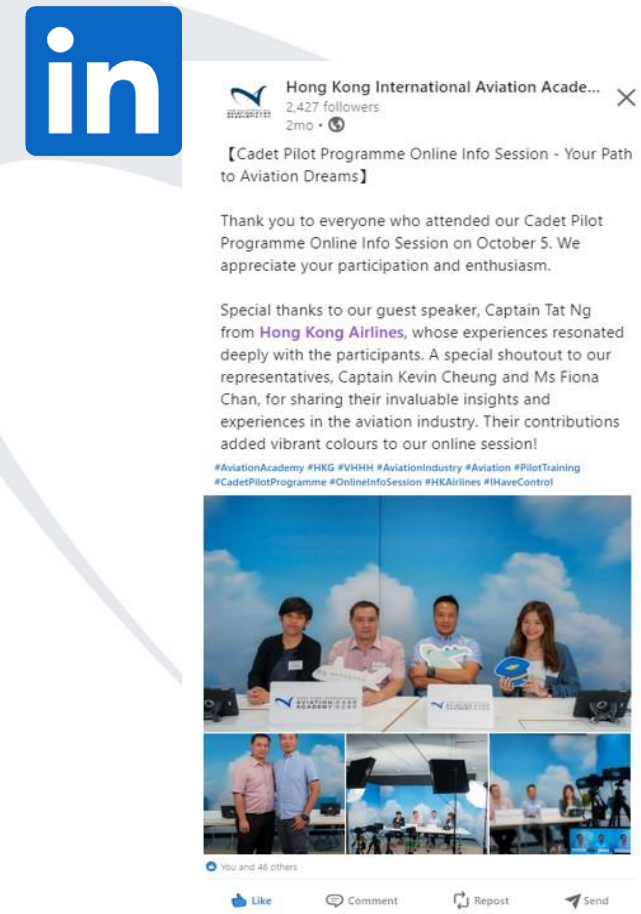


**Provide students with a global
perspective**



Promotional Channels

Social media platforms to raise awareness and encourage engagement with younger generations, esp. Gen Z



Continuous Learning for Career Development

Part-time mode: **5 years** from DSE graduate to attain a Bachelor Degree.



Pilot Training

HKIAA Cadet Pilot Programme

- ✈ A self-financed Cadet Pilot Programme
- ✈ 14 months (Theory: 6 Months + Flying training: 8 months)
- ✈ To facilitate airlines (which do not have its own cadet pilot programme) to recruit cadet pilots
- ✈ 1st cohort started on 27 Nov 2023, target to train more than 500 cadet pilots in the next 5 years



Partner Airlines



HONGKONG AIRLINES
香港航空



大灣區航空
GREATER BAY AIRLINES



ATC Training

Upgrade of ATC Simulator Training System

- Reproduce true-to-live ATC scenarios
- Allow joint simulation training for the entire tower-approach-area control process
- Can be programmed to replicate different training locations and map sectors

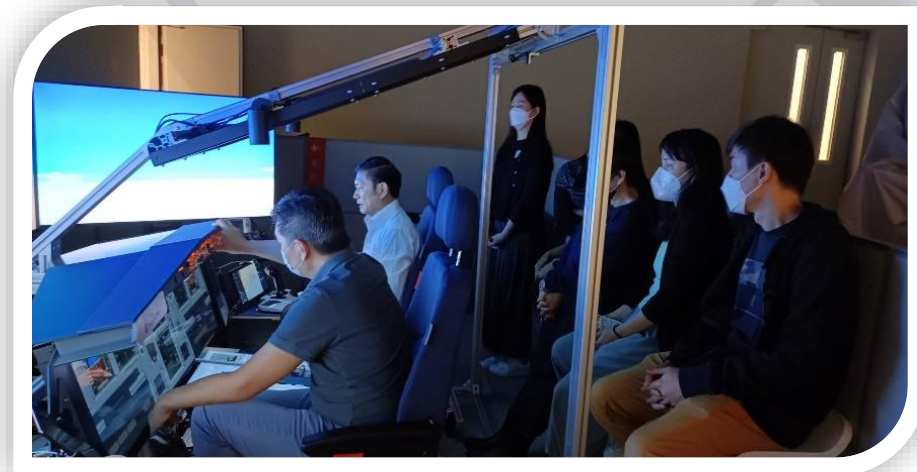
Programmes

- Controller Refresher Training
- Apron / Ground Movement Control Training
- Aerodrome Controller Training



Pilot-ATC Enhanced Collaboration Training

- Improve controllers' understanding of cockpit procedures
- Enable real-time discussion of operational issue
- 220 controllers trained



International Recognition & Training Courses



A renowned training centre



ICAO

TRAINAIR PLUS
Platinum Excellence



ACI

Accredited Training
Partner



IATA

Accredited
Training Centre



2nd organisation in the world with dual recognition



- ✈ harmonising the training programmes
- ✈ enhancing the capabilities of aviation professionals to the highest level

Conclusion



Bridge the gap between supply and demand



Collective efforts amongst industry stakeholders



Training investment

THANK YOU

