RESOLUTION #6
Creating a strong and diverse airport workforce to meet future demand and ensure the long-term sustainability and resilience of the aviation system

The ACI World General Assembly,

Recognizing the ongoing challenges faced by the airport and wider aviation industry in recruiting and retaining sufficient numbers of skilled and lesser-skilled workforce to meet current and future demand.

Noting the impact that the Covid-19 pandemic and the so-called "Great Resignation" has had on workforce mobility and availability in some regions of the world, with many people changing employers, sectors of activity or leaving the workforce altogether.

Recalling that the airport sector accounts for approximately 55% of commercial aviation's jobs, representing over six million jobs globally.

Understanding the evolution of global demographics, with the prospect of significant numbers of retirements in the next years, and subsequent risk of technical skills and knowledge gap.

Noting the increased focus on the environmental impact of the aviation system and the heightened awareness and desire by younger people to be engaged in organisations with a positive climate impact, that demonstrate environmental stewardship, have sustainability at their core and are attractive employers from a social perspective.

Noting with concern the changing perception many people have of the aviation industry, in particular its possible loss of attractiveness among younger generations in several parts of the world.

Emphasizing the importance of collaboration and coordination across the different sectors of the industry, as well as with States and International Organisations, to promote the attractiveness of the aviation industry.

Recognizing the importance of establishing frameworks for and creating dialogue within the aviation industry and beyond, and with workers themselves, to address workforce social challenges and build a strong, diverse and resilient workforce for the future.

Noting that current forecasts expect global passenger traffic to double by 2037 and reach a total of 19 billion passengers by 2040 and the significant impact that resource availability can have on service quality, operational performance and airport system capacity.

Reaffirming airports' commitment to ensuring the availability of sufficient system and human capacity to meet forecasted future demand.

Recognizing the importance of technological advancements and innovation in the support and development of future airport jobs, including the need for reskilling and upskilling of the airport workforce with support to STEM education pathways and providing new green and technical skills to aviation workers.

Understanding the necessity of establishing collaboration between educational institutions and industry on a national and local basis to develop skills labs and other forms of aviation training institutes paving the pathway into aviation for the next generations of workers.

Resolves that the General Assembly:

a) Calls on all aviation ecosystem stakeholders to collaborate in re-establishing the overall employer brand and attractivity of the sector as an employer through pro-active dialogue and common programmes or joint initiatives.

b) Urges airports to collaborate with local airport ecosystem partners in order to identify opportunities for creating an environment conducive to attracting, developing and sustaining a strong and diverse airport workforce.

c) Encourages airports to embrace technology and innovation to support the evolution of the airport workforce and address capacity challenges, while ensuring that technology remains human centric and appropriate for the required tasks.

d) Calls on States and International Organisations to take the necessary measures to facilitate the vetting, recruitment, training, mobility and retention of adequate numbers of aviation workers.

e) Asks ACI to support airport operators through the development of guidance material, advocacy efforts and programs to assist in ensuring the attractivity of the aviation sector and the recruitment, training and retention of aviation workers.

f) Asks ACI to advocate, with States and relevant International Organisations, for the recognition of the importance of a strong and diverse airport workforce by facilitating the creation of an environment and conditions that ensures the sector remains attractive.

END