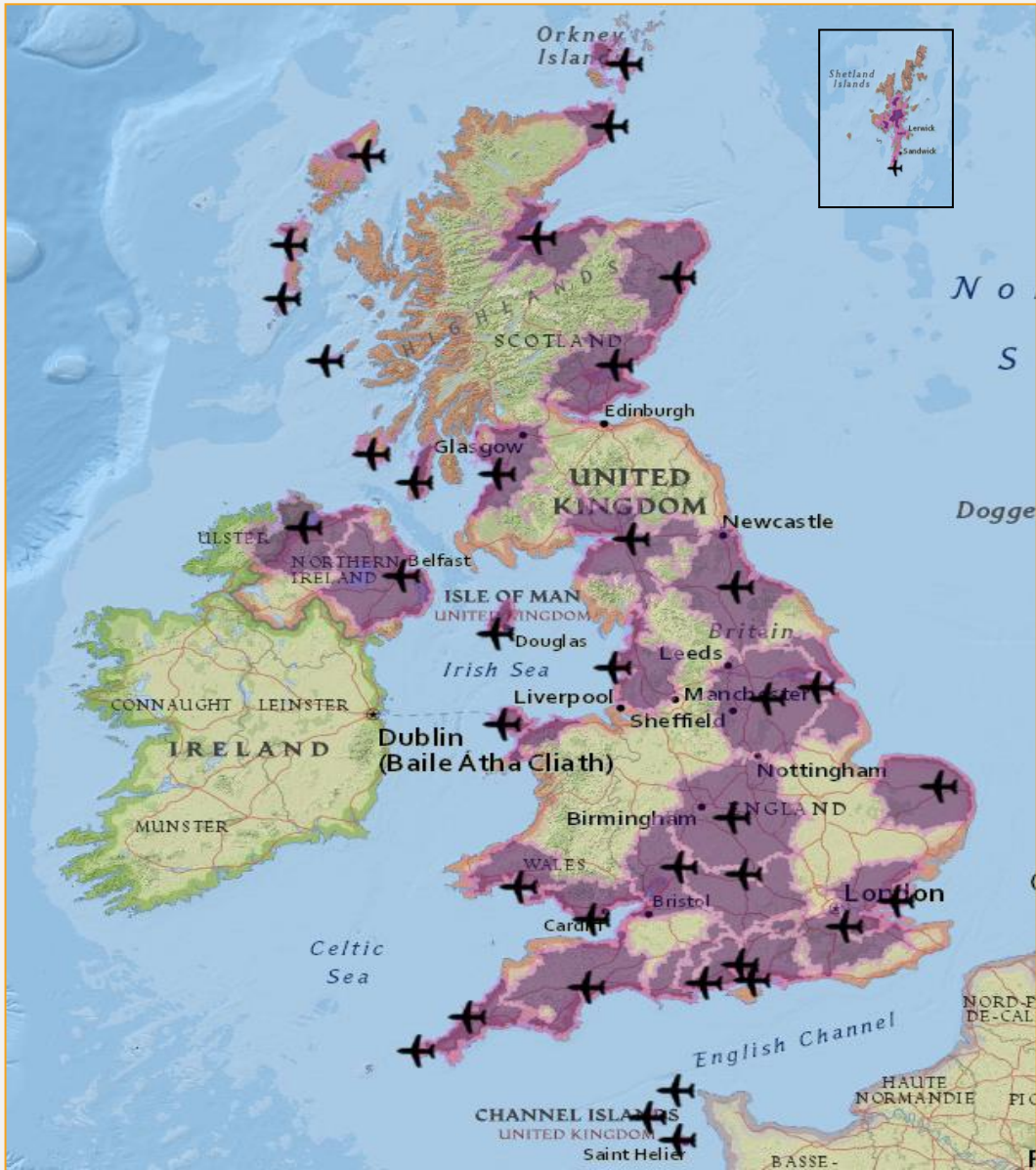
AVIATION TRAINING AND SKILLS DEVELOPMENT

Strong potential role for regional airports.

RABA GROUP SEEKING STRONGER POLICY RECOGNITION FOR THE UK'S REGIONAL AND BUSINESS AIRPORTS ……

Aberdeen	Coventry	Lee-on-Solent
Alderney	Dundee	London Biggin Hill
Anglesey Airport	Durham Tees Valley	London Oxford
Barra	Exeter	London Southend
Benbecula	Glasgow Prestwick	Norwich
George Best Belfast City Airport	Gloucestershire Airport Staverton	Pembrey
Blackpool	Guernsey	Doncaster Sheffield
Bournemouth	Humberside	Stornoway
Campbeltown	Inverness	Southampton
Cardiff	Islay	Sumburgh
Carlisle	Isle of Man	Tiree
City of Derry	Jersey	Wick John O'Groats
Cornwall Airport Newquay	Kirkwall	



RABA'S OVERARCHING POSITION

A more inclusive approach to aviation policy is required that respects and articulates clear roles for airports of all shapes and sizes.

Acknowledge that the traditional "one size fits all" approach to policy and regulation needs to be changed if a *level playing field* is to be created.

This will allow all airports to better contribute productively to the UK's future aviation and economic needs.

RESPONSES TO GREEN PAPER CONSULTATION

A series of topics dealt with in Powerpoint format

Topic	Relevance
Regional Access Agenda	Including to an expanded Heathrow, proposed PSO protocols, and UK region to region connectivity all made more urgent by evolution of Flybe / flybmi's demise
Disproportionate Costs Issue	The UK airport market is not a level playing field, partly by actions of government and regulators that bears down disproportionately on the smaller/ weaker.
Contribution to Economic Development	Potential partners with government. Contribute to regional initiatives such as City Deals and regional equivalents of the Northern Powerhouse that are already underway.
Strategic Value of Regional Airports	Raise the policy recognition of regional airports actual and potential roles including business development and employment clusters to secondary and tertiary cities and remote and peripheral areas across the UK
Land Use, Terrestrial access at Regional Airports	Counter the bias towards large airport projects
Aviation Training and Skills Development	Strong potential role for regional airports to play a significant role

This topic follows here

Regional & Business Airports Group

ADS - 2017 AEROSPACE SECTOR ESTIMATES

Sector 2017	Turnover £bn.	Exports £bn.	Growth since 2010	Direct Employment	Apprenticeships
Aerospace	£32	£28	23%	120,000	3,800
Defence	£23	£8.70	10%	142,000	4,300
Security& Resilience	£13	£3.40	133%	100,000	2,800
Space	£14	£5	71%	40,000	1,400
Totals	£82	£45		402,000	12,300

According to the 2018 Boeing industry forecast of personnel demand, the world will require 790,000 new civil aviation pilots, 754,000 new maintenance technicians, and 890,000 new cabin crew to fly and maintain the world aircraft fleet over the next 20 years. The forecast includes the commercial aviation, business aviation and civil helicopter industries. Airbus has separately estimated a global need for 540,000 new pilots in the next 20 years.

MULTI-FACETED NEEDS OF AVIATION

RABA Group notes the Green Paper's flagging of a further challenge for the future in the form of an ageing workforce.

Of those pilots who hold an EASA Air Transport Pilot Licence (ATPL), 20% are found to be over the age of 55 and 55% are over the age of 45.

Similarly for aerospace, 24% of the workforce is over 55, with 53% over 45.

These figures highlight the importance of engaging the next generation of aviation workers.

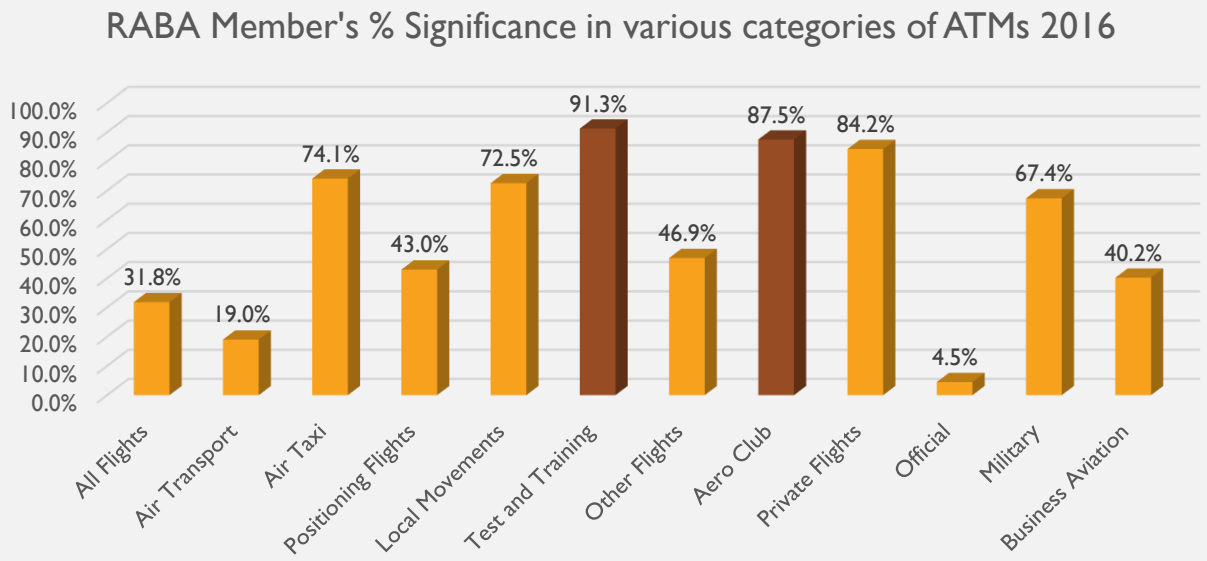
RABA GROUP OVERVIEW

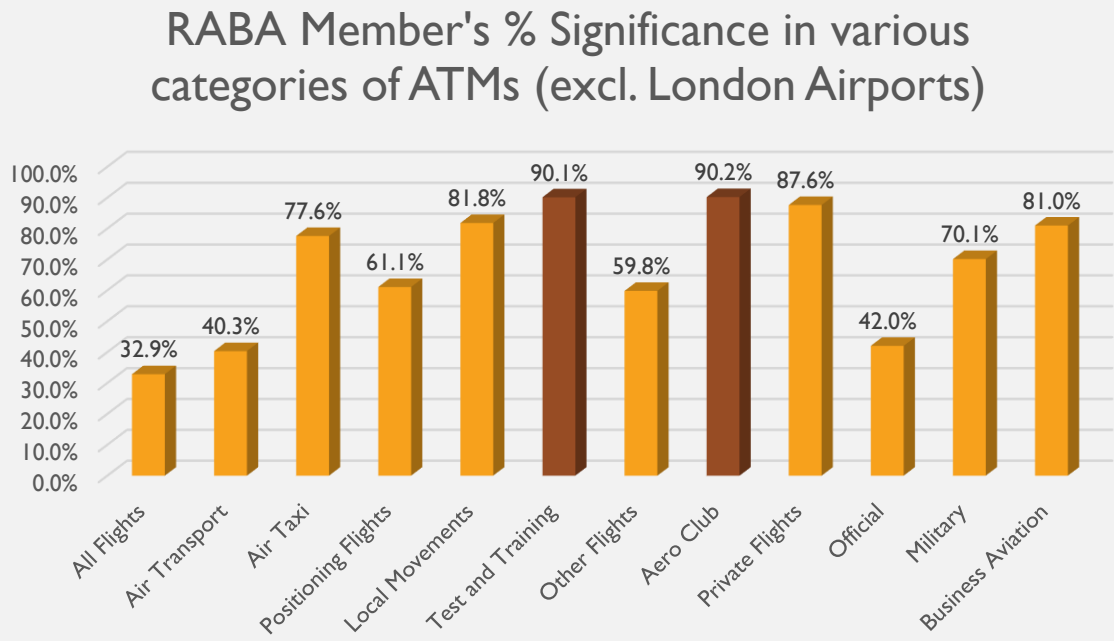
CAA STATISTIC REPORTNG AIRPORTS

RABA Group Airports cater for over 90% of all test and training flights both across all the UK Airports, and also when looking outside the SE at the rest of the nation (where London Airports are excluded).

They also cater for a similar very high percentage of Aero Club Flights both across all the UK and also when London Airports are excluded.

Of course much training is also occurring in even smaller GA airfields and current or ex-military bases across the UK that are not tracked by CAA monthly statistics.





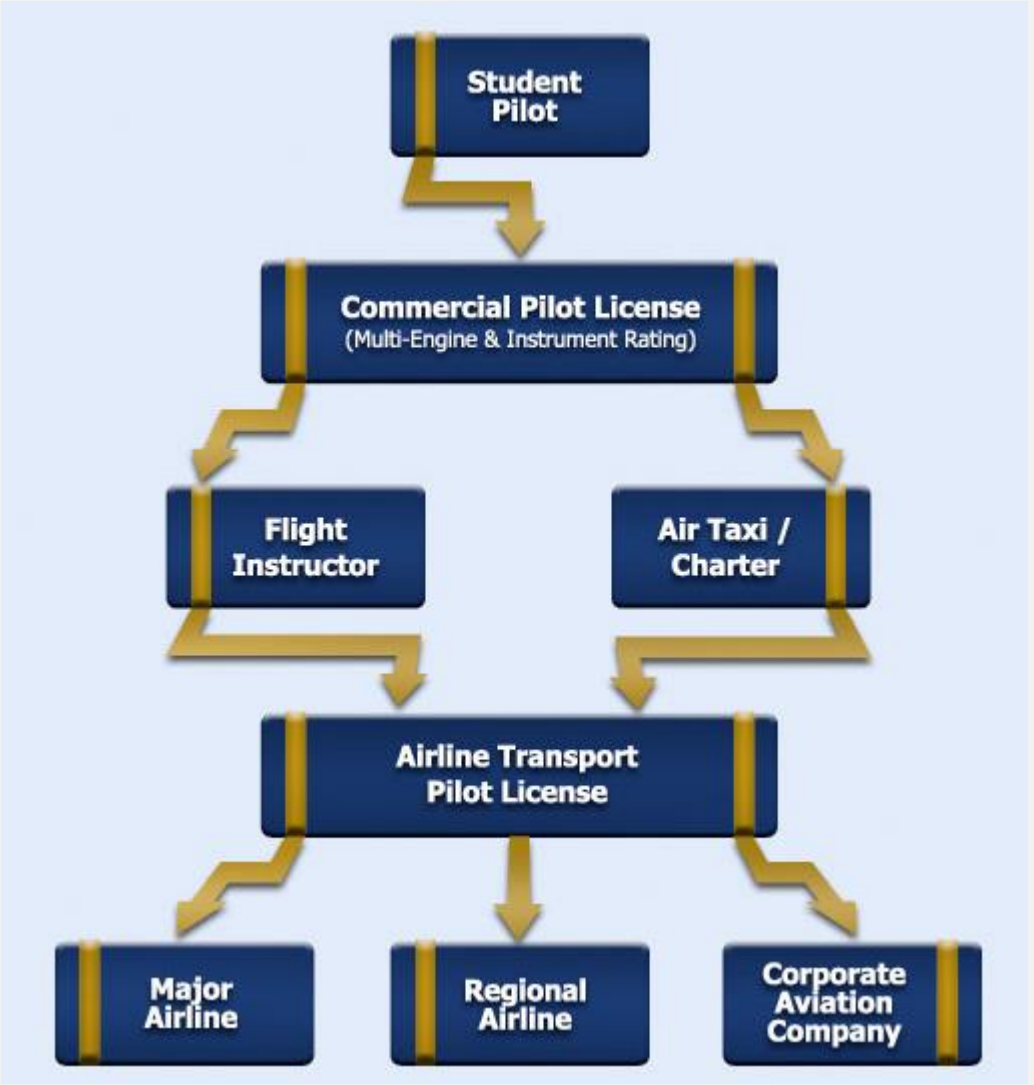
UK FLYING SCHOOLS

According to the CAA there are 278 approved flight training facilities right across the UK concentrated in GA aerodromes, military airfields and less busy UK regional airports.

Hobbyists; Entry level pilots; Rotary; Military; Commercial Flight Training spread right across the country and concentrated at the UK's quieter airports.

(20%) 55 flight training facilities are based at RABA Group airfields, and a further 7% (20) are also based at military airfields.

The sector is a significant earner from overseas students as well as providing an indigenous feeder role for UK aviation.

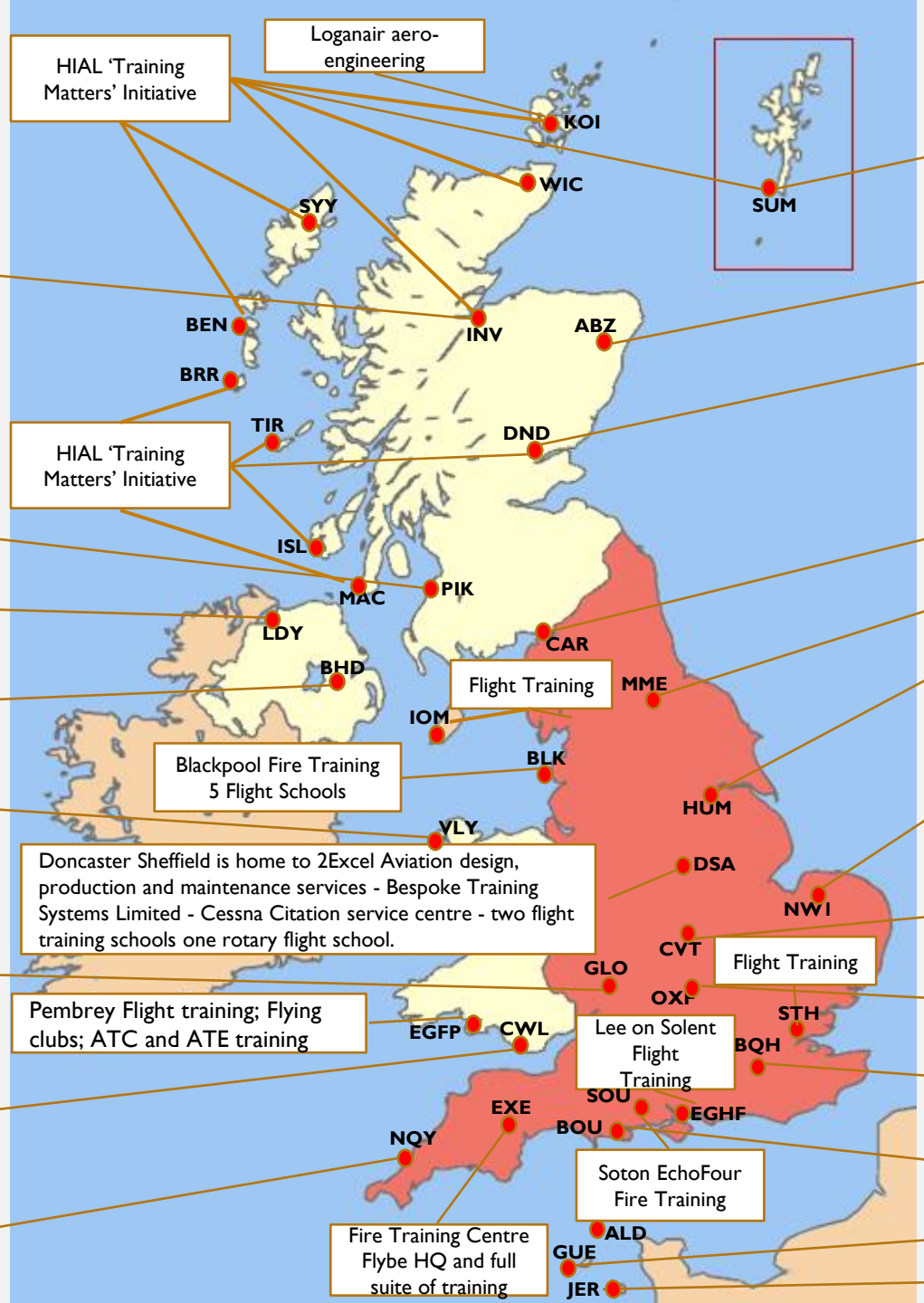


RABA-BASED TRAINING FACILITIES

Airport	Training Organisation	Airport	Training Organisation
BLK	Air Navigation And Trading Company Limited	GLO	Cotswold Aero Club Limited (The)
BLK	BAe (Warton) Flying Club	GLO	Heliflight (UK) Limited
BLK	Brian Seedle Helicopters Limited t/a Heli 2000	GLO	Helitrain Limited t/a Cotswold Helicopter Centre
BLK	Fylde Aviation Services Limited	GLO	Rise Aviation Limited t/a Rise Helicopters
BLK	Justgold Limited t/a Blackpool Air Centre	GLO	Staverton Flying School @ Skypark Limited
BOU	Airtime Flight Training Ltd	GUE	Commander High Performance School Europe Limited
BOU	Bliss Aviation Limited	GUE	Guernsey Flying Training Limited
BOU	Bournemouth Flying Club Limited t/a Bournemouth Commercial Flight Training Centre	HUM	POM Flight Training Limited t/a The POM Flying Club
BOU	County Connections Limited t/a Solent School of Flying	IOM	Ashley Gardner Flying Club Limited (The) t/a Ashley Gardner School Of Flying
BOU	D. R. Davidson t/a R. D. Flying	JER	Channel Islands Aero Club (Jersey) Limited (The) t/a Jersey Aero Club
BOU	Dorset Aviation Limited	KOI	John Bain t/a Phoenix Aviation
BQG	Surrey & Kent Flying Club Limited	LDY	Cutting Edge Helicopters Ltd
BQH	Alouette Flying Club Limited	LDY	Eglinton Flying Club Limited
BQH	E.F.G.(Flying Services) Limited t/a EFG Flying School	LDY	Flight Fantastic Limited
BQH	MPFC Limited t/a Metropolitan Police Flying Club	MME	Durham Tees Flight Training Limited
CAR	Border Air Training Limited	MME	Helinorth Limited
CAR	Carlisle Flight Training Limited	MME	John Castle Smith t/a Aerocas
CVT	Coventry Flying School Limited	NWI	David Clarke t/a Sky Blue Flight Training
CVT	Heli Air Limited	NWQ	Plymouth Flying School Limited t/a FLYNQY Pilot Training
CVT	Midland Air Training Limited	OXF	Oxford Aviation Academy (Oxford) Limited t/a CAE Oxford Aviation Academy
DND	Cabro Aviation Limited	OXF	Pilot Flight Training Limited
EGHF	Flying At Lee on Solent Limited t/a Phoenix Aviation	PIK	Prestwick Flying Club Limited
EGHF	John Edward Davies t/a Lee Flying Services	PIK	Scotia Seaplanes Limited
EXE	Airways Flight Training (Exeter) Limited	STH	Atromin Limited t/a Southend Flying Club
EXE	Aviation South West Limited	STH	Iris Aviation Ltd
EXE	Exeter Aviation Limited t/a Exeter Flying School	STH	Seawing Flying Club Limited
GLO	Bristol Aero Club		

Some airports are particular training hotspots

RABA GROUP Skills and Training Snapshot



HIAL 'Training Matters' Initiative

Loganair aero-engineering

Sig. Rotary base

Proposed Remote ATC Centre of Excellence
Sig. Rotary base

Fire Training Centre. Sig. Rotary base. Loganair aero engineering

International Aviation Academy Tayside Flight Training

HIAL 'Training Matters' Initiative

Significant Aerospace Cluster with collaboration with local FE institutions. 2 Flight Training schools.

Carlisle Flight Training

Fire Training Centre

Fire Training Centre; 2 Flying schools

Fire and First Aid Training
High Flyers Apprenticeship programme
Centre of Aerospace Cluster

Eastern Airways HQ; Bae Systems Aircraft Maintenance Academy

Flight Training

International Aviation Academy – Norwich (IAAN) - new development purpose-built to train the next generation of aviation professionals. Collaboration of Norfolk County Council, the New Anglia Local Enterprise Partnership and Norse Group, plus supporting partners Norwich City Council, Norwich Airport, KLM UK Engineering, University of East Anglia, City College Norwich and WT Partnership.

Blackpool Fire Training
5 Flight Schools

RAF Fast Jet and Rotary Training

Doncaster Sheffield is home to 2Excel Aviation design, production and maintenance services - Bespoke Training Systems Limited - Cessna Citation service centre - two flight training schools one rotary flight school.

Coventry Simulator flight training

Global ATS provides aviation training and consultancy UK Air Traffic Control Training College - audited and approved by the Civil Aviation Authority to complete UK & European Common Core Content Compliant ATC Courses. HQ of major Rotary companies.

Oxford Flight Training Centre - *CAE Oxford Aviation Academy; Airways Aviation; PFT (Pilot Flight Training);Take Flight Aviation; HeliGroup; Go Fly Oxford*

Flight Training

Pembrey Flight training; Flying clubs; ATC and ATE training

Lee on Solent Flight Training

Biggin Hill - Flight training (fixed wing & rotary); PPL training; scholarships; Croydon College partnership

Cardiff – St Athan - British Airways Maintenance Cardiff (BAMC) Cardiff Aviation Training Centre & International Centre for Aerospace Training (ICAT) at Cardiff and Vale College

Bournemouth; Professional Air Training (PAT) Approved (ATO) specialises in training pilots Commercial Licence; Instrument Rating; Multi-Engine Rating

National Aeronautical Centre (NAC) w. Aberporth Spaceport applicant; Sig. Rotary base
NQY Aerohub cluster of Aerospace companies

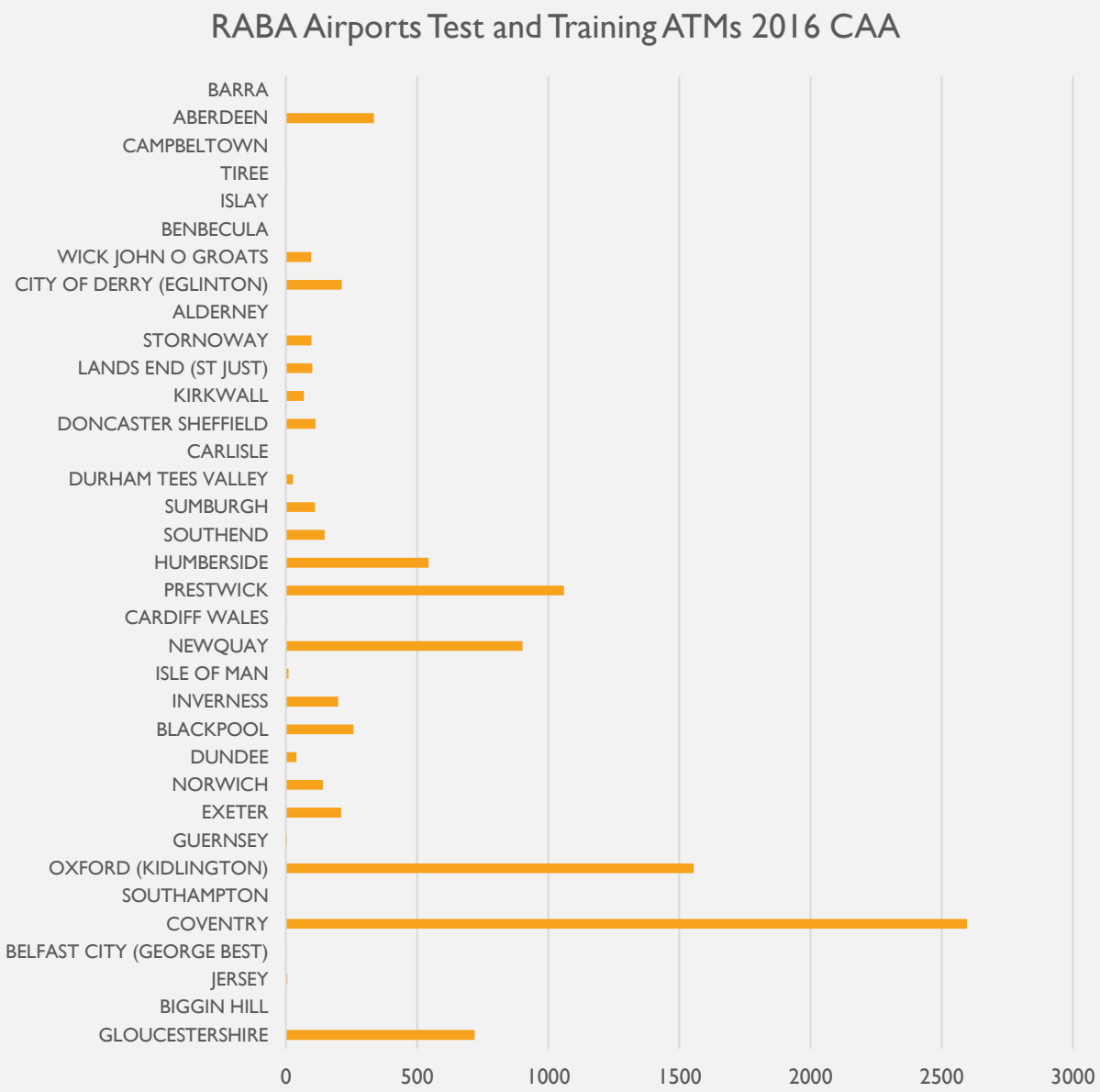
Soton EchoFour Fire Training

Aurigny Base; 2 Aero-engineering companies; Flight Training

Fire Training Centre Flybe HQ and full suite of training

Jersey Aeroclub; Remote ATC project

RABA-BASED TRAINING FLIGHTS



Some airports are particular training hotspots such as CVT; OXF; GLO; PIK; NQY; HUM; and ABZ

Note:- Some RABA Airports do not report ATM Stats to CAA

COMMENTARY

UK'S NATURAL STRENGTHS IN TRAINING

The UK has some strong advantages for aviation and aerospace training

1. English is the international language of aviation.
2. The UK is 'good' at delivering international student education.
3. There is a wealth of legacy infrastructure, institutions and human capital that can be built upon.

ALLOCATION OF TRAINING LOCATIONS

Training at smaller airports, and in their lower density airspace, are effective at delivering

- Fire-training
- Flight training
- Engineering for GA; smaller aircraft types, Business Aviation
- ATC and ATE training
- Standard security/safety and customer facing training all airports must give their operational staff

Larger airports play a role where volume makes some kinds of training cost-effective, and they can more readily be undertaken in high density built environments around bigger airports rather than requiring low density bespoke development, which they don't have the space to accommodate

- Cabin Crew Training
- Air Transport Management with associated universities
- Larger aircraft A+B checks

Any 'Industry Audits' should explore what training currently done at busy airports (e.g. simulators, engineering) could usefully be decanted to smaller, less busy, airports.

PILOT TRAINING

We share the view expressed in the Green Paper that more needs to be done to drive down the cost of pilot training and increase mobility within the industry and it identified three possible funding options for reducing the cost of pilot training:

1. Higher Education student support, which is not available for the practical elements of pilot training. *High entry barriers are part of the reason that diversity and inclusion have proved difficult in pilot recruitment.*
2. A tri-payment arrangement whereby the levy, the employer (separate from the levy) and the individual contribute to the cost of training noting that many pilots self-fund before they have a final employer identified.
3. A relief on the VAT charge which should be modelled to better understand the impact on trainees, providers and airlines including any unintended consequences.

Note: Large operators feed on the personnel of smaller organisations. This imposes a significant un-recoverable cost on one, and a substantial benefit to the other - this is where a levy if there was one, should be imposed (i.e. on larger operators like easyJet, BA based on a number of employees threshold)

INTERNATIONAL PILOT TRAINING

Recent annual figures (2015) estimate 4,000 initial Commercial Pilot Licences (fixed wing) or Multi Pilot Licences were issued in the EU.

The UK issued 1,072 and 48 % of the licences issued were to non-UK nationals.

RABA advocates the value of setting up the UK as a recognised training location for students from fast growing aviation markets in India, China, Brazil, rest of Asia and Africa.

AERO ENGINEERING PATHWAYS

Smaller Airports are one significant career pathway for aeroengineers working with GA, Business and regional aircraft.

Career Pathways is a workforce development strategy to support workers' transitions from education into and through the workforce. This strategy is adopted in order to increase education, training and learning opportunities for the current and emerging workforce. One of the aero engineering established pathways is the experience and training that engineers are receiving in smaller GA and Business Aviation enterprises across the nation.

Links between these smaller operations and the larger organisations delivering wide-body or other very high value aero engineering service delivery suggests that mutually beneficial rather than exploitive (top down) relationships should be established between the various actors in the sector.

Compensatory 'transfer fees' may be the sort of initiative needed for businesses where they have provided the bulk of the training and in-work experience.

AEROSPACE

We believe a study into the symbiotic relationship between airports, airfields and aerospace would be fruitful (see Appendix to this Powerpoint).

Its not just an historic relationship, but also related with need to have an outdoor laboratory close at hand (an airfield and aircraft) and also no doubt many other reasons (eg skills pool; aviation environment; connectivity) that would be useful to tease out.

In relation to RABA our general impulse is to remind the emergent strategy that smaller airports/airfields are a vital part of UK aviation / aerospace ecosystem and are neglected in policy terms at their peril. This message appears to have been heard in the Green Paper.

However the next challenge, once better understood, will be to use that knowledge to more accurately support and stimulate the vitality of this symbiotic relationship. For instance develop an industrial strategy that attracts global investment (incidentally, showcasing our collective airport infrastructure in the process) and builds on successful sector strategies.

Prioritise productivity by supporting supply chain investment in new technologies, world-class skills and the latest manufacturing processes. Facilitating pilot projects are one useful role for government. Ensure public procurement drives innovation, delivers wider industrial benefit for the UK.

STEM

RABA Group airports wish to support the investigations of the STEM Jobs & Skills Working Group. Our Members support the need for *an updated careers map for the aviation industry.* It should explore how the current skills gaps will evolve over time, and where the industry sees future demand. The industry requires regular audits of need, with careful examination of in-work and in-training cohorts, the scope for in-migration to cover UK corporate requirements and the value of creating specialised British companies/expertise to export as a service sector

The WG should also consider ways in which the big airports and airlines pinch staff from smaller airports (our members) and airlines because they can offer more money, and so the cost of training falls on those who can least afford it. This must change. Big operators feed on the personnel of smaller airport; this imposes a significant un-recoverable cost one and a substantial benefit to the other - this is where a levy if there is one, should be imposed (i.e. on larger airports based on a number of employees threshold);

RABA Airports could also provide suitable venues for touring or permanent exhibitions by UK Aviation / Aerospace to interact with schoolchildren and school-leavers with a view to inspire them to consider a career in the sector. Most RABA airport already have schoolchildren visit arrangements for local schools and many also provide limited work experience sessions for middle schoolchildren.

Deliver a clear, ambitious STEM skills ‘step change’ for schools, for further and higher education and companies, to unlock our people’s potential.

COLLABORATIONS WITH FURTHER EDUCATION – EXAMPLES

International Aviation Academy – Norwich (IAAN) is a brand new development at Norwich Airport purpose-built to train the next generation of aviation professionals. IAA-N is the first of Aviation Skills Partnership's (ASP's) skills Academies. It was made possible by Norfolk County Council, the New Anglia Local Enterprise Partnership and Norse Group, plus supporting partners Norwich City Council, Norwich Airport, KLM UK Engineering, University of East Anglia, City College Norwich and WT Partnership.

University of the Highlands and Islands are working with HIAL and Highland and Islands Enterprise on various initiatives such as the Remote ATC centre of Excellence; Proposed Boeing Training Institute at RAF Lossiemouth and Perth College's existing courses in aero-engineering working closely with Dundee Airport, where an International Aviation Academy is being established with Tayside Aviation, who also have links with nearby Perth and Glenrothes Airports.

Exeter College has its new Centre for Industrial Automation and works closely with Flybe in providing aero-engineering courses.

UK Air Traffic Control Training College is based at Gloucestershire Airport and is audited and approved by the Civil Aviation Authority to complete UK & European Common Core Content Compliant ATC Courses.

COLLABORATIONS WITH FURTHER EDUCATION – POTENTIAL FOR MORE

It is known that collaborations and clusters can be powerful agents of change. However the time and energy needed to pull together such collaborations is often beyond the scope and resource of many of our airport members, who would nevertheless be keen to participate in game-changing cooperation.

EU Transnational Projects have recognised the virtue in providing modest seed funding to permit potential bidders to prepare for larger funding bids. This is sometimes referred to as *'Preparatory Projects'* and match funding is expected from recipients.

We suggest this additional catalytic intervention to help free up more ambitious and creative collaborative discussions and eventual competitive bids for catapult-type funding.

NEW TECHNOLOGY AND THE CHANGING NATURE OF AVIATION JOBS

New and emerging technologies are likely to have a significant impact on the jobs available in aviation. New employment opportunities are likely to be created but current jobs may be replaced or become obsolete with the adoption of new technologies. It is essential that the industry understands how these are likely to affect it as an employer and, in turn, how it delivers for its customers.

RABA Group Airport wish to play a significant role in government responses to these trends. We welcome the new adult digital skills entitlement to full funding for basic digital courses from 2020. This will ensure speedier upskilling of workers as technologies evolve. The new National Retraining Scheme will fulfil a similar role.

Regional Airports offer themselves for broader responses such as the establishment of new National Centres of Excellence (overleaf).

NATIONAL CENTRES OF EXCELLENCE

In the spirit of rebalancing the economy away from current hotspots we suggest that national centres of excellence are located that can offer significant advantages and also build new nodes of expertise. Government money should be channelled into training centres, run in conjunction with airports/universities and local training providers (tertiary education colleges/schools etc) at smaller airports in the South East and at regional airports ensuring there is good UK geographic coverage.

The property estates and surrounding facilities of many of our member airports can be reviewed for suitability.

Some suggestions include:-

- Remote ATC
- Remote and online recurrent training and validation
- Remote Security Centres linked to passenger security lines by broadband and ear pieces.
- Biofuel production and distribution
- Electrification of airside ground activities
- Airport Management
- A Regional Airport national apprenticeship scheme
- Gender and Diversity Workforce Study Group – with sub groups RFFS; Pilots; Engineers; Security; Ground Handling
- Aviation and Aerospace R&D Nurseries

INSPIRATION OF NEXT GENERATION AND INCREASING DIVERSITY OF THE WORKFORCE

The Green Paper reminds of aviation's potential to deliver social mobility, including through maximising the benefits of apprenticeships.

RABA Group also concurs that the aviation industry has a significant opportunity to address its future skills needs by increasing the diversity of its workforce to deliver a greater potential pool of employees now and in the future. In particular, the industry needs to increase the diversity of the workforce in terms of age, socio-economic background, gender, people from minority groups and disabled employees.

We agree that a stronger, and sustained, focus on attracting currently under-represented groups to seek employment in aviation is likely to be a key component of future skills and training strategy.

APPRENTICESHIPS AND SCHOLARSHIPS

Taking a vocational route i.e. an apprenticeship, suits those who do not wish to pursue an academic career pathway is more hands-on, one can work and earn whilst learning. Subsequently one can opt to obtain advanced-level qualifications, with many trainees going on to doing degrees as they progress through their career. Apprentices often have their tuition fees paid for by their employer.

Taking a vocational route to gaining qualifications offers attractions as apprentices with ambition usually can enter senior roles within the firm as there are few barriers if they the right skills are exhibited. Many company directors started life on the shop floor.

Sponsorships, bursaries and awards are another popular way that students can be given a financial and motivational leg-up in their career. We note ADS estimates quoted in this powerpoint indicates 3% of the total Aerospace workforce are apprentices. Does this provide a target to build and improve upon?

We note the encouragement for groups of employers, termed 'trailblazer groups', to develop new apprenticeship standards. Trailblazer groups will also have a role in subsequent reviews of apprenticeship standards, to ensure they continue to be fit-for-purpose.

Regional Airports are prepared to play a role in significant industry initiatives relating to apprenticeship schemes.

CONCLUSIONS

KEY ISSUES IDENTIFIED IN THIS RESPONSE

- Surging World and UK demand for skills in this industry, with local signs of age-ing and monoglot workforce.
- UK well placed to both serve some of that training demand AND ensure a pipeline for its own vitality in the sector.
- Regional and GA airports host key niche functions away from the congestion and higher costs of larger airports.
- Potential to rebalance economy by creating national centres of excellence across the nation.
- Regional Airports are well suited to host pilot training; flying schools; fire; ATC and ATA training; aero-engineering.
- The symbiotic relationship between regional airports and aerospace activities is noted (see Appendix).
- Regional Airports can act as hosts for aviation and aerospace innovation, incubation and research centres and as backdrop for pilots and trials. We propose conceiving of national Centres of Excellence with intervention to ensure comprehensive geographic coverage of all UK.
- Importance of collaborations between airports; industry and educational institutions with public sector role as ginger group, facilitators, joining-up government and the development of national strategies.

General Appeal:-
Maximise the potential of Regional Airports to host the training of a significant proportion of the next generation of aviation and aerospace professionals.

GENERIC CONSULTATION QUESTIONS

Q. How could the policy proposals be improved to maximise their impact and effectiveness in addressing the issues that have been identified?

A study into the symbiotic relationship between airports, airfields and aerospace would be fruitful

Q. How should the proposals described be prioritised, based on their importance and urgency?

Large players feed on the personnel of smaller organisations. This imposes a significant un-recoverable cost one and a substantial benefit to the other - this is where a levy if there is one, should be imposed (i.e. on larger operators like easyJet, BA based on a number of employees threshold)

Q. Are you aware of any relevant additional evidence that should be taken into account?

Some statistical evidence has been drawn together for this Presentation

Q. What implementation issues need to be considered and how should these be approached?

In the spirit of rebalancing the economy away from current hotspots we suggest that national centres of excellence are located that can offer significant advantages and also build new nodes of expertise. Government money should be channelled into training centres, run in conjunction with airports/universities and local training providers (tertiary education colleges/schools etc) at smaller airports in the South East and at regional airports ensuring there is good UK geographic coverage. The property estates and surrounding facilities of many of our member airports can be reviewed for suitability. Links between these smaller operations and the larger organisations delivering wide-body or other very high value aero engineering service delivery suggests that mutually beneficial rather than exploitive (top down) relationships should be established between the various actors in the sector. Compensatory 'transfer fees' may be the sort of initiative needed for businesses where they have provided the bulk of the training and in-work experience.

GENERIC CONSULTATION QUESTIONS

Q. What burdens, both financial and regulatory, are likely to need to be managed and how might those be addressed?

One of the aero engineering established pathways is the experience and training that engineers are receiving in smaller GA and Business Aviation enterprises across the nation.

Q. Are there any options or policy approaches that have not been included in this chapter that should be considered for inclusion in the aviation strategy?

RABA Airports could provide suitable venues for touring or permanent exhibitions by UK Aviation / Aerospace to interact with schoolchildren and school-leavers with a view to inspire them to consider a career in the sector. Develop an industrial strategy that attracts global investment (incidentally, collectively showcasing our airport infrastructure in the process) and builds on successful sector strategies. One early step may be to compile an up-to-date inventory of all airfield facilities (including unused and empty hangars; old buildings etc,) with a view to optimising the national resource. This could be a living database that could be updated in real time and available to all government departments.

GENERIC CONSULTATION QUESTIONS

Q. Looking ahead to 2050, are there any other long term challenges which need to be addressed?

RABA advocates the value of setting up the UK as a recognised training location for students from fast growing aviation markets in India, China, Brazil, rest of Asia and Africa.

It is known that collaborations and clusters can be powerful agents of change. However the time and energy needed to pull together such collaborations is often beyond the scope and resource of many of our airport members, who would nevertheless be keen to participate in game-changing cooperation. EU Transnational Projects have recognised the virtue in providing modest seed funding to permit potential bidders to prepare for larger funding bids. This is sometimes referred to as 'Preparatory Projects' and match funding is expected from recipients. We suggest this additional catalytic intervention to help free up more ambitious and creative collaborative discussions and eventual competitive bids for catapult-type funding.

SPECIFIC CONSULTATION QUESTION

Q. To what extent are the proposals on skills the right approach to ensuring the aviation sector is able to train and retain the next generation of aviation professionals?

Regional Airports are prepared to play a role in significant industry initiatives relating to apprenticeship schemes.

New and emerging technologies are likely to have a significant impact on the jobs available in aviation. RABA Group Airport wish to play a significant role in government responses to these trends. We welcome the new adult digital skills entitlement to full funding for basic digital courses from 2020. This will ensure speedier upskilling of workers as technologies evolve. The new National Retraining Scheme will fulfil a similar role.

APPENDIX – RABA & AEROSPACE

Aerospace and RABA Member Airports

A symbiotic relationship between the Airport environment (in this case Regional Airports) and Aerospace activity

RABA Member	Existing Profile	Significance	Opportunities
Aberdeen Airport	Major Rotary Centre; Fixed Wing Operator maintennace base	UK Significance	
Alderney			
Barra			
Benbecula	Qinetiq and military testing	UK Significance	Spaceport aspirant
George Best Belfast City	Bombardier	World class expertise	
Blackpool	General Aviation Support. Rotary base. Lancashire Energy HQ, currently under development will act as a training base for the energy sector. Fixed wing and rotary maintenance and flying schools		Blackpool Airport Enterprise Zone. Babcock Offshore Mission Critical Services Offshore Limited (Eurocopter AS365 Dauphins) to the oil and gas platforms in the Liverpool and Morecambe Bays. The North West Air Ambulance
Bournemouth	Base for Ryanair single aircraft and Thomson single aircraft with EasyJet operating a winter service. Significant commercial pilot training schools through L3 CTS and BCFT. NPAS National Police Air Service have a purpose built facility. A wide variety of fixed wing and rotary maintenance ranging from light GA to B737 and above.	UK Significance	
Campbeltown			Sig. greenfield potential and legacy building assets
Cardiff	BA Engineering and St Athan cluster. Bristow S&R base at St Athan	World class expertise	
Carlisle	Stobart HQ		Potential overspill from Southend
City of Derry	Rotary Training base.	N. Irish Significance	
Cornwall Airport Newquay	Aero Hub Enterprise Zone w. nearby Westland Expertise and advanced UAV testing. Bristow S&R base. Airbus, Rolls-Royce, GNK Aerospace, GE Aviation, BAE Systems, Honeywell Boeing and Qinetiq all with presence in	World class expertise	Spaceport aspirant
Coventry	Fixed wing aeroengineering. West Atlantic airfreight operator HQ		
Dundee	Tayside Aviation (training facility)	UK Significance	
Durham Tees Valley	Fire training centre. Consort Aviation (ground handling services). Sycamore Aviation (aircraft salvage and recycling, maintenance, repair and overhaul). PTT Aviation (training school).	UK Significance	Sig. greenfield dev. Potential
Exeter	Base of Flybe (HQ and primary maintenance facilities). Capital Air Ambulance (UK's largest air ambulance operator). Aviation South West and Airways Flight Training (both are training facilities - private and commercial). Devon Air Ambulance and NPAS National Police Air Service share a purpose build facility.	UK Significance	
Glasgow Prestwick	Spirit Aviation and associated cluster. Bristow S&R base. BAE Systems has a small facility for its BAE Systems Regional Aircraft division. Refuelling point for military aircraft. Glasgow Prestwick Bond Ltd (cargo handling, freight	World class expertise	Spaceport aspirant

Aerospace and RABA Member Airports

A symbiotic relationship between the Airport environment (in this case Regional Airports) and Aerospace activity

RABA Member	Existing Profile	Significance	Opportunities
Gloucestershire Airport Staverton The Airport lies at the heart of a group of seven employment areas, uniquely positioned at a highly accessible strategic location beside the junction of the M5 motorway and the A40.	Sig. Business, general and rotary cluster. Together these areas provide over 144,000 m2 of employment floorspace. The Airport therefore forms the centre of a cluster of aviation-related and other employment activity, such as GE Aviation, SAFRAN Landing Systems, Dowty Propellers, Triumph Actuation Systems, Ultra Electronics, Babcock Mission Critical Services (offshore), Police Aviation Services, Air Ambulance. This supports a wider supply chain of businesses in the area, indirectly supports the aerospace sector, which is one of the economic mainstays of the South West region, and provides convenient air links for many sub-regional businesses. Therefore, Gloucestershire Airport is an integral part of the aerospace activity in the south west, providing support to the likes of Airbus, Rolls-Royce, Honda, GNK Aerospace, BAE Systems, MOOG, Renishaw, Honeywell, Boeing and QinetiQ.	UK Significance The airport serves a sub-region with almost 1.9 million people and over 84,000 businesses across Gloucestershire, Worcestershire, Herefordshire, West Oxfordshire, Swindon and Wiltshire. It caters for corporate and business aviation and a wide range of general aviation activities. These include private and commercial pilot training, air taxi and charter, helicopter operations and aircraft maintenance and engineering. It provides a major hub for Air Ambulance and Police Helicopters, servicing over 75% of the UK's forces. The airport currently handles between 70 - 90 000 flights per year, making it consistently the UK's busiest general aviation airport.	Significant development opportunities in progress. The South West offers abundant commercial aerospace opportunities, world class training, education, R&D assets and a highly-skilled workforce with an outstanding quality of life.
Guernsey	Rubis (aviation fuel supplier), Aiglle (flight support), ASG (exec handling and maintenance services), Aurigny Aviation Services (ground handling for commercial)	Regional Significance	
Humberside	Rotary and Eastern Base. Bristow S&R base.	Regional Significance	
Inverness	Bristow S&R base. and other rotary. HIA Fire Service. Dalcross Handling.	Regional Significance	Inverness Airport Business Park Greenfield potential – New Railway Halt imminent. Proposed ATC Centre of Excellence
Islay	Air Ambulance Services	Regional Significance	
Isle of Man	Manx Military and Aviation Museum. Isle of Man Fire and Rescue Service.	Regional Significance	
Jersey	Bus. Aviation Centre. Proair HQ, Gama Aviation base. Aviation Beauport Ltd		Remote ATC project
Kirkwall	Sig. Loganair engineering centre	Regional Significance	
Lands End	Scilly Skybus HQ	Regional Significance	
Lee-on-Solent	Bristow S&R base. Solent Enterprise Zone. CEMAST (Centre of Excellence in Engineering, Manufacturing and Advanced Skills Training) - part of Fareham College. Britten-Norman (BN) Aviation operating base. Flying Schools.		
London Biggin Hill	Bus. Aviation Support. A number of operators onsite who can offer first and second line maintenance, plus emergency technical support, parts, avionics assistance and completions.	UK Significance	Bombardier and Textron are notable tenants
London Oxford	General and Specialist Aviation support. Oxford Aviation Academy.	UK Significance	
London Southend	Over 800 workers. Heavy maintenance hangars for aircraft up to Boeing 757 and Airbus A321 size are available. Aviation engineering and maintenance companies located at the airport include Aero Partners (aircraft spare parts)[29], Aircare Ltd (aircraft maintenance), Air Livery (aircraft re-spraying), Avionicare, Horizon Avionics, Inflite Engineering (aircraft components, formerly World Aviation Support and BAF Engineering), IPECO (manufacturer of aircraft seats, formerly Benson-Lund), Isenburg Engineering (light aircraft engine overhaul), JOTA Aviation (passenger/cargo charter flights, aircraft maintenance) and JRB Aviation (light aircraft maintenance). (wiki)	UK Significance	

Aerospace and RABA Member Airports

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RABA Member	Existing Profile	Significance	Opportunities
Maes Awyr Môn / Anglesey Airport	Important RAF Flight & Military Rotary Training	UK Significance	
Norwich	KLM UK Engineering which is a major MRO providing heavy maintenance to both Air France KLM fleet aircraft and a wide range of third party customers. Employs over 400 people in Norwich. Rotary Base. East Anglian Air Ambulance.	UK Significance	Business park dev. (March 2018)
Pembrey	Military support and exercises - Pembrey Sands Air Weapons Range. Hub for Southeastern Airways. Western Power Helicopters who monitor the electricity supply network throughout the whole of the UK, PDG Helicopters who monitor the gas supply lines throughout the country, Castle Air who are contractors to the	UK Significance	
Robin Hood Doncaster Sheffield	University of Sheffield's Advanced Manufacturing Research Centre with Boeing (AMRC) in nearby Sheffield	World class expertise	Sig. greenfield dev. Potential. Business park dev. Logistics Hub UK – warehouse and distribution centre in development.
Stornoway	Bristow S&R base.	Regional Significance	Sig. hangar available. Potential Spaceport
Southampton	Signature Flight Support Corporation - FBO and distribution network for business aviation services - Signature Southampton	Region supporting 16,200 aerospace and defence jobs across 345 businesses inlcuding world leader in satellite engineering - Bae; Airbus;GE Aviation; NATS; Lockheed Martin	
Sumburgh	Bristow S&R base and other rotary		
Tiree			
Wick John O'Groats	General Aviation Atlantic crossing transit point		

Strong potential role for regional airports.

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