



New technologies such as digitisation and artificial intelligence are not only transforming air traffic management performance but also changing the role of air traffic control staff and the different skills they require now and in the future. Adaptation and flexibility are necessary in order to implement these technologies safely and keep ATM safe, efficient and effective.

A high level of performance from humans in the system has never been so important. Therefore, CANSO and its Members are developing new metrics for human performance and new innovative training and skills programmes. CANSO is launching the *CANSO Standard of Excellence in Human Performance Management* to help ANSPs to manage these changes and to improve human performance.

We must also look to the future skills pipeline, as by the mid 2030s, the aviation sector is forecast to need 620,000 pilots and 125,000 air traffic controllers. CANSO Members play an important role in preparing for the future with a variety of training initiatives. This edition of *Airspace* looks at how Members are developing the skills and training that are needed to adapt to the rapidly changing nature of air traffic management.

These include programmes to regain the confidence and resilience of ATCOs should that be necessary in a highly-pressured working environment; assessing ATCO performance and fatigue; cyber security awareness and training; cross-border training; sophisticated state-of-the art simulators including at ATCOs' homes; training ATCOs in specific areas including PBN, ATFM, SWIM; and other examples in pages 18 to 27.

CANSO Members will be exhibiting these and other products and solutions at World ATM Congress in Madrid, 12-14 March and many are also participating in 125 hours of programming across five presentation theatres. I hope to see you there.

In addition, CANSO works closely with the ICAO Next Generation of Aviation Professionals (NGAP) programme, promoting initiatives to inspire the next generation of science, technology, engineering and mathematics (STEM) professionals.

Embracing diversity is an important part of this. CANSO is currently a collaborative partner in a global study to identify and promote means by which the aviation and aerospace industries can more effectively recruit and advance women into leadership roles. CANSO has also played an active role in the *Women in Transport – EU Platform for Change* initiative, aiming to strengthen women's employment, and equal opportunities for women and men in the transport sector.

In short, people are our most important asset and we must carefully consider the requirements and demand for this fundamental resource, continuously looking for opportunities to nurture and grow.

Jeff Poole
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