

HUMAN RESOURCES COMMITTEE WORK PLAN

Compensation & Benefits Benchmarking Survey

The 2016 edition (CY 2015) of the survey will become available early in February 2016 by Western Management Group (WVG). The survey received 125 participants (112 U.S. and 13 Canadian Airports). This is in comparison to last year's total of 122 airports/authorities participating.

Workforce Planning Working Group

The focus of this working group is to collect and review best practices for airports, regardless of size and budget, to create an effective workforce plan that will support an airport's strategic business plan and economic strategy.

The working group continues to concentrate its effort in the areas of developing executive level leadership and succession planning strategies through creating predictable pipelines of trained, qualified, and motivated airport professionals.

Two programs being developed are the Airport Pathway Program (a co-ed university and airport partnership program that introduces students to the airport industry via. summer internships) and the Edge4Vets Program (which concentrates on returning service member talent and placing them back into the civilian job market).

World Human Resources Forum (WHRF)

The focus of this group is to work with ACI World and other ACI regions to share information and ultimately advocate to the ACI World Governing Board the value of creating a world human resources committee.

Leadership Award Program Working Group

The focus of this working group is to develop an award recognition program that recognizes the Airport Director, Executive Director, or President/CEO of the year that best exemplify the following: relationship management, consultation, leadership & navigation, communication, global and cultural effectiveness, ethical practice, critical evaluation, and business acumen. Because workforce planning continues to be a top priority, airport leaders must lead by example to show change in order to retain/recruit current and future talent of the workforce.

Human Resources Metrics Working Group

The focus of this working group is to identify, measure, and track benchmarks within our industry that would be one of the key factors in determining the effectiveness of an organization's Strategic Workforce Plan. Because effective workforce planning is required for quality employee retention and recruiting in today's workplace, a portfolio of core and ancillary measures allowing continuous improvement in Human Resource practices is being developed.

