



## **TERMS OF REFERENCE**

### **HAI WORKFORCE DEVELOPMENT WORKING GROUP**

#### **OBJECTIVE**

In accordance with the policies and procedures of the Association, the Workforce Development Working Group is established to facilitate the creation and review of programs to aid in the development and expansion of the international vertical lift industry workforce, and to address the projected shortages of qualified pilots, engineers/maintenance technicians, and mission crew. The Workforce Development Working Group serves at the pleasure of the HAI Board of Directors and, as such, will act on behalf of the entire HAI membership as directed by the HAI Board.

#### **GUIDANCE MATERIALS**

In all circumstances, efforts and actions of the Working Group shall be conducted in accordance with the HAI Working Group Guidelines and Procedures Manual. All Working Group activity shall be conducted with full knowledge of, and close adherence to, the HAI Antitrust Compliance Guidelines.

#### **MEMBERSHIP**

Number of Members: The Workforce Development Working Group shall have at least five (5) voting members, but not more than 30 members. The working group shall include international members with diverse industry skills, experience, and demographics that reflect the desired future state of the global VTOL workforce. At least one member on the Working Group must be from Academia. The Chair, Vice Chair and Secretary plus a maximum of 27 voting members will constitute the total membership of the Workforce Development Working Group.

#### **AMENDMENT OF TOR**

Upon a majority vote of the Working Group, the Working Group Chair, with the advice and consent of the HAI Staff Lead, Board Liaison, and the Board Vice Chair, may make application to the HAI Board of Directors through the Corporate Secretary for a change to the Terms of Reference.