

## **HUMAN RESOURCES COMMITTEE WORK PLAN**

### **Compensation & Benefits Benchmarking Survey**

Inaugurated in 2008, the ACI-NA survey was a response to requests from Airport Directors for a credible, reliable, and legally compliant source of market compensation data. In the 2017 survey (2016 data) a record total of 152 airports (131 U.S. and 21 Canadian airports) contributed data in the ninth annual survey conducted on the behalf of ACI-NA by Western Management Group (WMG). Solicitation for participation in this survey is annual in August for a February issuance.

The planning process for future editions of the ACI-NA Compensation and Benefit Benchmarking Survey tool is an ongoing exercise. The Working Group will continue to work with (WMG) to increase job coverage and to ensure that the needs of the airport industry are met.

### **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. A new program called the Airport Exchange Program is currently being developed to support future airport leaders in their growth by sending selected candidates to other airports (or organizations) that will host them in receiving hands on training that they may not be able to receive at their airports.

Additional programs that were developed in 2016 to support workforce planning 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) are continuing to be refined and are currently a resource being used by airport members.

### **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.

### **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.