

2026 Committee Work Plan

The Human Resources Committee work plan is designed to support ACI-NA's key strategic priorities for 2025–2029.

KEY 2026 GOALS

1	Expand knowledge and practices of HR at airports through conference planning, online discussion forums, and a new Industry Sharing Day	2	Build a people strategy model that airports can adapt to their unique environments
3	Support ACI-NA's "A Stronger Airport Workforce" Campaign, including developing the HR elements required	4	Strengthen industry talent pipelines and create structures such as a Career Fair and Road Show program
5	Advance HR's strategic integration with airport leadership, informed by CEO feedback	6	Modernize HR through continued focus on AI, HR technology, and future workforce needs

ADVOCACY

Proactive, agile, and effective in delivering the core views and recommendations of airport operators to federal governments, industry, the media, and the public.

Partner with the Marketing, Communications, and Customer Experience (MarComCX) Committee

As part of ACI-NA's "A Stronger Airport Workforce" campaign, support the MarComCX Committee in elevating policy and workforce issues in public discourse. This partnership would identify and raise awareness of the critical workforce issues facing airports today and in the near future.

CONNECTEDNESS

Continue to actively facilitate the exchange of ideas, information, and experiences on common industry issues and create opportunities to discuss key airport policy, business, and technical issues within the membership.

Conference Planning Working Group

Professional development ensures that members of the airport human resources community increase their competence and advance their careers. This is achieved through opportunities to acquire new knowledge and share practices that will improve individual performance on the job and support enhanced organizational performance. This Working Group identifies and develops conference programming that address the needs of HR professionals in the U.S. and Canada with regard to workforce planning strategies, talent management practices, and emerging human resources trends.

Compensation & Benefits Benchmarking Survey Working Group

Inaugurated in 2008, the ACI-NA survey was a response to request from Airport Directors for credible, reliable, and legally compliant sources of market compensation data. The 2025 survey (using CY 2024 data) had a record total of 146 airports/authorities (129 U.S. and 17 Canadian) participating, reporting comprehensive compensation data on over 17,349 employees in 138 distinct industry-specific jobs. Data for the 2026 Compensation & Benefits Benchmarking Survey is currently being aggregated by the Western Management Group (WGM) and the 2026 results will be released in February 2026.

Each year the Working Group aims to enhance the survey to address the changing industry and labor environment. This includes assessing and integrating new or modified airport-specific jobs, refining position benchmarking criteria for greater accuracy, and addressing social equity issues like pay equity.

Industry HR and Workforce Development Sharing Day

An Industry Day would involve exploring the potential for an airport to host a dedicated event where HR and workforce development professionals from across the industry can come together to exchange ideas, share best practices, and discuss emerging workforce challenges. Such a day would foster collaboration, encourage the dissemination of innovative HR strategies, and help address common issues facing airport HR teams. This concept would strengthen industry connectedness and support professional development within the HR community.

Educate Airports About ACI-NA Resources

Better educate the HR Committee about the training, career growth, and professional engagement opportunities that ACI-NA provides the employees of all its member airports and business partners.

WORKFORCE

Contribute to solutions on critical future workforce issues facing North American airports such as talent succession, social equity, skills development, and encouraging new entrants to choose a long-term career within the airport industry.

Address Key Strategic Workforce Issues and Current HR Practices

Boost the airport industry's workforce strategy efforts by:

1. Linking long-term workforce development to airport strategy execution and infrastructure plans (e.g., develop a usable people strategy model)
2. Raising the level of awareness of the airport industry as a life-long career option
3. Discovering and forming new and untapped talent pipelines, including exploring a National Career Fair as one way to accomplish this

Enhance airports' workforce capability by:

1. Identifying key skills for the future and enhancing workforce/organization capabilities as a core retention practice
2. Building the next generation of airport leaders
3. Responsibly leveraging AI in HR and organizational practices

Promote Workforce Credentials and Professional Development

Position ACI-NA's USAP and the Airport Workforce Development Accreditation programs as intentional solutions to address current needs and provide a strategic roadmap for workforce development, while investigating additional future workforce solutions.

Workforce Development Working Group

The two primary purposes of the working group are to:

1. Identify the critical workforce development efforts that are required for the airport industry to successfully compete for talent against other industries in the future; and
2. Consider those efforts that produce the greatest strategic benefit for the entire industry, including airports and business partners.

The group in collaboration with the HR Committee will assist in developing HR elements of "A Stronger Airport Workforce" Campaign, which involves building awareness and interest in airport careers and strengthening the airport talent pipeline. This collaboration would provide the HR perspective on essential messages in a branded North American campaign, developing a career-readiness toolkit focused on the airport hiring process, and participating in an industry-wide Airport Awareness Day.