PARAS 0058 **Workforce Planning and Development for Security Roles at Airports**

Funds: Up to $225,000
Contract Time: 14 Months
Staff Responsibility: Jessica Grizzle
Fiscal Year: 2023

The Project Statement below has been selected by the Safe Skies Oversight Committee and will be the starting point for a panel of experts to develop a Request for Proposals (RFP). The RFP is expected to be available in early 2023.

Establishing and maintaining a secure airport environment requires numerous employees in various positions. Security-related roles are typically unique to the airport and responsibilities are often high-stress. Enormous effort is required to ensure roles are appropriately defined, compensation is reflective of responsibilities, and employees have the tools and knowledge needed to effectively perform their duties. Industry-specific challenges, such as credentialing requirements and governance structures, further complicate hiring and retention in a challenging job market.

The objective of this research is to create comprehensive guidance to assist airports in developing and optimizing their workforce strategies for security-related positions. Considerations should include job roles, compensation, hiring, training, and retention.