



**Address by
the Secretary General of the
International Civil Aviation Organization (ICAO),
Dr. Fang Liu,
to the Global Aviation Training and TRAINAIR PLUS Symposium**

(Addis Ababa, Ethiopia 11 April 2016)

1. Good morning ladies and gentlemen. It is a great pleasure for me to welcome you to the first-ever *ICAO Global Aviation Training and TRAINAIR PLUS Symposium* to take place on the African continent.
2. Please let me first thank:

His Excellency Mr. Ahmed Shide, Minister of Transport of the Federal Democratic Republic of Ethiopia;
Mr. Tewolde Gebremariam, Chief Executive Officer of Ethiopian Airlines;
Colonel Wesenyeleh Hunegnawe, Director General of Ethiopia's Civil Aviation Authority;
And all the other dignitaries present this morning who have helped to realize this remarkable event.
3. I also wish to highlight the Ethiopian Airlines Aviation Academy's hard work and dedication in making this year's Symposium Programme so elaborate.
4. From workshop and speed networking sessions which have been scheduled, to a TRAINAIR PLUS Programme Prize Ceremony during tomorrow night's Gala dinner, to the technical tour of the Academy... This year's Programme will undoubtedly be very stimulating for all participants.
5. During the last ten years commercial air transport has continued to grow, leading to many new airline operators entering the market and the highest number of aircraft orders ever registered.
6. Over the next twenty years, these new aircraft will need to be commanded by qualified pilots, maintained by skilled technicians, and managed by competent air traffic controllers. But as we are also witnessing a shortfall in training capacity based on the total numbers of skilled personnel which are projected, aviation training gaps could arise in many ICAO Regions.
7. Another important consideration for current human resources development, management, and planning, is the rapid increase in the deployment of new technologies across every major industrial sector. This has led to tremendous competition globally for qualified technical personnel, which poses further challenges for aviation.

8. There is also the issue of demographic attrition, with many baby-boomers now reaching the age of retirement. When replacing one generation of technical professionals with another, on-the-job mentoring plays an important role in the development of overall human performance, and ICAO and its Member States must ensure these, and other attrition impacts, are thoroughly factored into all human resources planning.
9. Cooperation is another important factor in our training capacity solutions, whether for near- or long-term success. The ability of trainees to access courses and specialized equipment currently varies from Region to Region, and even online course solutions can be hampered by local technology and infrastructure challenges.
10. We must be adept and responsive in order to overcome these types of challenges, and this points to the ongoing need for increased coordination among States on required training needs and course offerings, whether globally, regionally or locally.
11. It also highlights the need to establish effective regional associations of aviation training organizations, in order to foster the harmonization and standardization of aviation training at the Regional level. This is a perfect opportunity by the way for increased State-to-State coordination.
12. I would like to take this opportunity to applaud Africa's initiative in establishing the Association of African Aviation Training Organizations (AATO), which is currently addressing issues such as the standardization of course curricula, harmonization of instructor training, and the recognition of certificates. ICAO very much supports these developments and I would encourage other world regions to follow suit.
13. Being more adept and responsive in addressing aviation's training challenges also brings to mind our ICAO Global Aviation Training Office, which was established in January 2014. Its mission is to support and lead strategic coordination on human resources development, and to better align all ICAO training activities with defined global objectives.
14. The ICAO TRAINAIR PLUS Programme, our cooperative network of training organizations, remains key to this process. TRAINAIR PLUS Members have access to affordable and cost-effective Standardized Training Packages which they can deliver nationally or regionally, thereby drastically reducing enrollment fees for trainees.
15. Its network brings together a community of over 90 training organizations, distributed throughout close to 70 ICAO Member States. They are making significant contributions to capacity building and in Africa presently 17 training organizations, across 13 States, have joined the TRAINAIR PLUS Programme
16. To-date, more than 1,000 course developers have been trained through TRAINAIR PLUS, which greatly enhances the standardization of course development among training centres.
17. Additionally, more than 200 instructors were trained last year alone, and these numbers are steadily increasing.

18. We are also now training the training managers, making sure that today's and tomorrow's training managers are able to operate their facilities in accordance with internationally accepted standards.
19. The development and implementation of competency-based training courses to support human resources capacity-building remains another important priority. As you may know, ICAO has launched a training course development plan which broadens the categories of ICAO-harmonized training packages, and our Global Aviation Training Office has been working with TRAINAIR PLUS Members, as well as industry partners, in order to develop new courses or have existing ones reviewed and recognized by ICAO.
20. As of today, I am very pleased to announce that over 100 Standardized Training Packages (STPs) have been validated, and that 16 ICAO Training Packages have been developed. I am also informed that more than 60 courses are currently under development, and would like to express our appreciation to TRAINAIR PLUS Members for their contributions to these various achievements.
21. Some important challenges remain, however. For instance TRAINAIR PLUS recognition, which comes at a high cost for many of you here today, must be effectively used by all Members in order to obtain a solid return on investment. We also need all Associate and Full TRAINAIR PLUS Members to enhance their involvement in the Programme by sharing and implementing Standardized Training Packages.
22. Additionally, ICAO Regional Training Centres of Excellence are each required to develop one ICAO Training Package every two years, and they are further encouraged to develop efficient promotional strategies to increase enrollment in their ICAO Training Packages.
23. As we have all worked hard together to develop a comprehensive ICAO Training Catalogue, composed of more than 130 courses, let us work even harder now to deliver these courses and ensure their benefits are maximized across our global sector.
24. I urge you to take a look at the 2017 edition of the Catalogue, and to select and deliver courses that will build required competencies in your State and in your Region. Delivering these courses will also enable Members to garner local and regional enrollments, not to mention improve revenues.
25. I can assure you that ICAO and its Global Aviation Training Office will support each and every Member, whether for their course development or their implementation objectives.
26. Ladies and gentlemen, if we ask ourselves what will be needed in the years ahead to successfully and safely manage the projected international growth of air transport, and our associated human resources planning challenges, the answer is straightforward: We need leadership, commitment and astute collaboration.
27. This is true at the global, regional and State levels, and it underscores for us that the actions we take today to assure future training capacity and competencies here in Africa, will be instrumental to how well and how sustainably your States and Regions will benefit from global air transport connectivity in the future.

28. Please let me reiterate ICAO's enthusiasm to work with all TRAINAIR PLUS Members, and highlight once again the Ethiopian Aviation Academy, our host today, for its commitment and achievements.
29. ICAO congratulates you for the state of the art equipment and training programmes recently inaugurated here, as well as for your investments and leadership on behalf of future generations of African air transport professionals.
30. And I am sure that everyone in attendance is also very grateful for the opportunities and engaging discussions which await them over the rest of this Symposium.
31. We are always very grateful at ICAO to be able to publicly recognize the achievements and dedication of both new and current Members of the TRAINAIR PLUS Programme.
32. Let us now proceed with the TRAINAIR PLUS Membership Ceremony.

Thank you.