



**Keynote Statement by  
ICAO Secretary General  
Mr. Juan Carlos Salazar  
to the International Association of Aviation  
and Aerospace Education (ALICANTO) Annual General Meeting**

*(ICAO HQ, Montreal, 26 September 2022)*

1. I wish to warmly welcome you to Montréal and ICAO Headquarters.
2. It's a pleasure to be hosting your Annual General Meeting today.
3. I'd like to begin by underscoring how ICAO's Strategic Objectives for international civil aviation are deeply reliant on the existence of a dependably skilled and educated global work force.
4. Simply put, the global network which we help to continuously support and refine cannot sustain and improve its performance in the absence of a critical mass of young professionals and comprehensive succession planning.
5. Long-term air traffic forecasts currently project significant growth for scheduled passenger traffic by 2032, meaning a bigger global network and much higher demands for skilled personnel.
6. And in addition to this we must take into consideration the rate of attrition of those currently in service in order to develop an effective workforce demand projection.
7. Expanding and strengthening stakeholder participation in aid of this objective will deliver key results, and ICAO is appreciative of how ALICANTO promotes greater coordination and a unified voice among academia toward these ends.
8. Some key current priorities for ICAO in terms of educating and retaining the Next Generation of Aviation Professionals include: expanding our outreach to younger generations, highlighting the exciting role of our sector in adopting the latest in technological innovations, and lastly to stimulate

these young and fertile imaginations to delve into some of the key challenges facing the sustainable future of the aviation sector.

9. Another important common denominator among ALICANTO and ICAO's objectives, is the emphasis we place on educating and promoting women aviation professionals.
10. ICAO emphasizes and continues to be a strong promoter of increased access for girls and youth to STEM educational programmes and resources, and we urge our Member States and aviation partners to assure that career paths and workspaces do not unfairly discriminate and disadvantage girls and women.
11. Amongst other challenges to be addressed include: reversing economic losses experienced due to the pandemic, technological adaptation, including global sustainability & environmental impact with the goal to achieve net zero carbon emissions by 2050.
12. The pandemic, in particular, changed many aspects of how we live, work and interact. Its impact further calls for our proactivity in planning for leading-edge educational programmes to take stock of this evolution.
13. Our 41<sup>st</sup> Assembly has established innovation and resilience as its key themes, with a strong sustainability current underlying each.
14. This brings to mind the incredible digitalization and modernization of the passenger experience which needs to be realized, the new types of aircraft and propulsion now being certified, and the overall challenge of decarbonizing air transport to combat the climate change emergency.
15. New entrants in our industry, such as the Advanced Air Mobility actors, are introducing disruptive concepts of air operations and the increasing automatization level of future aircrafts systems is likely to drastically change the required competencies of the cockpit crews. It is inevitable that the effects of those two elements will have an impact on our industry in terms on where to maintain a human supervision and which competencies will be required to maintain an acceptable level of safety.

16. Going forward, four key priorities we need to consider, and take action towards, include:
- Embracing the emergent challenges unique to aviation through specialized academic programmes geared towards: strengthened research & development, increased resource capacity, and improved strategic insight supporting the future growth of the aviation sector.
  - Fostering increased partnership and engagement among educational institutions, States and industry.
  - Supporting the aviation sector in its aim to establish better forecasting and modelling for human resources requirements.
  - And lastly reviewing and aligning the course content based on all of the considerations and priorities just highlighted.
17. Later today ICAO will be launching a global youth competition under the theme of “**Innovation and Resilience in aviation**” during the final day of our Innovation Fair, and I wish to express our appreciation to ALICANTO for agreeing to promote this initiative among its participating institutions.
18. There is much for us to work toward and accomplish together when it comes to attracting and preparing the Next Generation of Aviation Professionals, and I look forward to ALICANTO’s continued support to the ICAO NGAP Programme, and further success in the exciting years ahead for aviation.
19. Thank you, and I wish you all a very productive and engaging meeting.