**Keynote by the**
**Secretary General of the**
**International Civil Aviation Organization**
**Mr. Juan Carlos Salazar**
**to the**
**1ST ICAO APAC REGIONAL AVIATION TRAINING SYMPOSIUM**

*16 July 2025 | 0900-0945 hrs*

1.  It gives me great pleasure to open this first Regional Aviation Training Symposium for the Asia and the Pacific region.

2.  This important milestone began at the 58th Conference of Directors General of Civil Aviation held in Dhaka, Bangladesh, in October 2023.

3.  There, our Member States called for a meeting that would bring together APAC Training Organizations, Aviation Colleges, and Universities under the guidance of the ICAO APAC Regional Office and the ICAO Global Aviation Training Section.

4.  I want to thank the Civil Aviation Authority of Singapore for their generous hosting of what I trust will be the first of many such regional gatherings.

5.  The Asia Pacific region is one of the world's most dynamic aviation environments.

6.  We see this in the rapid growth and evolution of its air transport system.

7.  This remarkable growth brings a core duty with it: to build strong and effective safety and security oversight systems across all States and Administrations.

8.  In turn, this means the development not only of infrastructure and systems, but also qualified personnel, who are the foundation of all our efforts to build capacity.

9. The fast growing and rapidly evolving APAC aviation landscape requires a scalable, tech-driven, and standardized training ecosystem. This ecosystem must rapidly produce pilots, technicians, and countless other types of aviation professionals, with zero compromise on quality or safety.

10. The numbers make the size and urgency of our task clear. For example, by 2042, or roughly by the time today's toddlers are entering university, the APAC region will need more than 230,000 new pilots and more than a quarter of a million aircraft maintenance technicians.

11. This symposium gives us the opportunity to address four crucial challenges we face.

12. First, we must tackle the severe shortage of training facilities in this region. I am talking about pilot training schools, maintenance training centers, and air traffic control academies in particular. We need to build regional training hubs, particularly in Southeast Asia and South Asia, to reduce the dependence on schools outside the region.

13. Second, we must speed up the training of flight crews while maintaining our high standards. This means expanding the Multi-crew Pilot License programme, which provides airline-specific training for pilots.

14. It also means setting clear standards for cabin crew training. This is especially important as airlines increase their hiring.

15. Third, we must examine how States can support this growth through better regulations. This includes making it easier to recognize licenses across borders, matching ICAO best practices and those of leading regulators.

16. It also means looking at how we can better use digital systems to track and verify training records, making credentialing, and compliance, easier.

17. Fourth, we must harness new technology to its full potential. This means more use of simulators, virtual and augmented reality for pilot and engineer training.

18.    We can also explore how Artificial Intelligence (AI) can create personalized training programmes that adapt to each learner's progress.

19.    We will only succeed in this endeavour if all the components and stakeholders of the air transport ecosystem work together and in the same direction.

20.    Governments, financial institutions, airlines, OEMs, and training providers must all come together to co-invest in long-term capacity.

21.    These challenges led directly to the creation of the ICAO Civil Aviation Training Policy, approved by our Council. This policy supports human resources development across Member States, ensuring access to qualified and competent staff to operate, manage, and maintain current and future air transport systems at international standards.

22.    While ICAO trains in all areas of aviation, we focus especially on developing courses where ICAO has unique expertise - including Global Plans, Standards and Recommended Practices, guidance material, and global safety and air navigation issues.

23.    This specialized knowledge helps States, industry partners, and aviation professionals put these vital rules into practice.

24.    ICAO's TRAINAIR PLUS Programme remains at the center of our work, creating standard training packages and common approaches while reducing costs for everyone involved.

25.    Our growing network now includes over 130 Members and Partners worldwide, with 32 in the APAC region - a number that grows each month.

26.    This partnership has trained more than 930 course developers in the APAC region alone, from a global total of over 3,700, helping training centers work to the same high standards.

27.    ICAO also trains those that manage training in training organizations, making sure they are able to operate training centres in accordance with internationally accepted standards.

28. I am pleased to announce that ICAO's training catalog now offers more than 540 courses, programs, and workshops to our Member States. I strongly encourage you to use these resources, which represent years of work by ICAO and our network of TRAINAIR PLUS Programme members and Partners.

29. As we begin this symposium, I urge you to share your ideas openly with your colleagues. Your expertise and commitment will shape how we train aviation professionals in the years ahead.

30. Let me once again thank the Civil Aviation Authority of Singapore for hosting this important event. I look forward to the innovative solutions that will emerge from your discussions.

31. Thank You.