



**Keynote Address by
the Secretary General of the
International Civil Aviation Organization (ICAO),
Mr. Raymond Benjamin,
to the Global Aviation Training
and TRAINAIR PLUS Symposium**

(Dublin, Ireland, 24 March 2015)

1. Good morning ladies and gentlemen. It's a great pleasure to be here with you all this morning.
2. Please let me first thank:
 - **Mr. Kevin Toland**, Chief Executive of the Dublin Airport Authority
 - **Mr. Eamonn Brennan**, Chief Executive of the Irish Aviation Authority
 - And lastly Ireland's Director General of Civil Aviation, **Mr. John Fearon**for their informative opening remarks and for generously hosting this important international event.
3. ICAO, our Organization, is a specialized agency of the United Nations and the only global aviation body to develop international standards – some 12,000 at last count. These standards, and the work we do in support of them, play a very large role in assuring the availability of safe and reliable air services in all of our 191 Member States.
4. Among our many programmes and priorities today, ICAO is strongly focused on providing targeted assistance and capacity building to States in the area of Human Resources Development and training. We also coordinate continuous monitoring programmes which audit the safety and security oversight capabilities of our States, and develop corrective plans and other measures in conjunction with them where necessary – all in the service of assessing and assuring the implementation of ICAO's international Standards and Recommended Practices (SARPs).
5. This assistance will be more important than ever over the next decade, especially in the area of capacity building. But before I begin to review in more detail the critical challenges before us, let me briefly outline for you the state of global air transport today.
6. The global air transport network is at an important crossroads today. Historically our sector has doubled in size every 15 years since we began tracking this sort of data in 1977, and between now and 2030 our forecasts project that it is poised to do so again.
7. This means that the more than three billion airline passengers carried in 2014 will grow to over 6 billion by 2030, and that the 30 million plus annual flights they flew on will surpass 60 million over the same period. These are very sobering numbers for all of us.

8. Our greatest priority in light of this growth will be to maintain and improve the safety and security of air transport operations. But we must accomplish this while avoiding negative impacts on the efficiency and reliability which travellers and businesses have grown to expect from us.
9. And let us not forget as well the important environmental considerations, especially in terms of aircraft noise and emissions, which underlie all of these objectives.
10. Moving on to review training and human performance concerns, several key challenges have emerged in this area which civil aviation will need to address locally, regionally, and globally over the coming decades.
11. One of the most important considerations for current human resources development, management and planning is the extensive increase in the use of high technology across every major industrial sector, which has led to tremendous competition across all industries for qualified technical personnel.
12. There is also the issue of demographic attrition as the baby-boomer generation comes due for retirement. We are faced today with the challenge of replacing one generation of technical professionals with another, and this is not a simple task.
13. On-the-job experience, for instance, can play a very large role in the development of overall human performance in some professions. ICAO States must therefore ensure that these and other attrition impacts are thoroughly factored into their human resources planning.
14. Cooperation will be another important factor in our training capacity solutions for near- and long-term success. The ability of students 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.
15. Increased coordination amongst States on required training needs and course offerings, whether globally, regionally or locally, will therefore be essential to meeting the projected global demand for our aviation professionals of the future.
16. This concern was an important factor in why I established the ICAO Global Aviation Training Office in January 2014. Its mission is to support or lead strategic coordination on human resources development, as well as to better align all ICAO training activities with defined global objectives.
17. ICAO's TRAINAIR PLUS Programme remains key to this process, in light of its role in standardizing high-quality course packages and harmonizing training approaches. This drastically reduces costs for the programme's training provider participants, many of whom I see here with us today.
18. The fast-growing TRAINAIR PLUS network is now composed of close to 80 Members, distributed throughout 62 ICAO Member States, and has made important contributions to capacity building since its inception four years ago.
19. For instance close to 800 course developers have been trained through this programme, which greatly enhances the standardization of course development among training centres. Additionally, more than 240 instructors were trained last year alone and these numbers in both of these areas are steadily increasing.
20. Important harmonization milestones remain, however, including the development of courses and STPs by training centres, the need for Associate Members to reach Full Member status by demonstrating their course development strengths, and lastly the more consistent use of STPs across the TRAINAIR PLUS Membership.

21. Lastly, I would highlight that the TRAINAIR PLUS network will be augmented going forward by the recently-established ICAO Regional Training Centres of Excellence, as well as through our network of Aviation Security Training Centres around the world.
22. While on the topic of excellence in training, let me also highlight the **Dublin International Aviation Training Academy**, our host today, for the strong commitment it has demonstrated to improved aviation training. ICAO notably congratulates your Academy for recently becoming an ICAO Regional Training Centre of Excellence and also having put forward a strong course development plan including the enrolment of the highest number of participants in our Training Developers Course (TDC) over 2014, a very noteworthy achievement.
23. Ladies and gentlemen, to successfully and safely manage the projected international growth of air transport and associated human resources planning, it will require leadership and commitment. This is true at the global, regional and local levels of air transport governance, and even on a company-by-company, basis.
24. I would like to sincerely thank again our very gracious Irish hosts, and reiterate that these conferences are an excellent opportunity for States, training organizations, operators, and the industry in general, to raise awareness of initiatives at the global level and to share best practices in order to optimize available resources.
25. Training and the related assistance and capacity building to support it are essential responsibilities of ICAO, and we will keep the Organization focused on these efforts through our Global Aviation Training Office.
26. Thank you very much for the opportunity to speak to you this morning, and I wish you all a very successful and fruitful symposium.
