

Welcome address
by the Director General of Hermes - Air Transport Organisation at the 2019 Hermes
Leaders Forum
(Ekali, Greece - 3 May 2019)

Dear Hermes members,

I would like to welcome you to the 2019 Hermes AGM Leaders Forum here in our home in Ekali. As those of you who were here last year remember, we have chosen to host this event in our house because we have the opportunity to have a good interaction between us and to get to know each other.

First of all, I would like to stress that we have all the major stakeholders of the sector here, which is a major achievement for the Hermes - Air Transport Organisation. We would like to have your active participation today in this event.

I would like now to talk about the development happened since last year's Leaders Forum. Hermes has become a non-profit organisation based in Montreal, Canada. Since the last meeting, we have signed three important MOUs with the Arab Air Carriers Organisation (AACO), the European Regions Airline Association (ERA) and the Latin American Airlines Association (ALTA) - we thank its leader for attending today's event.

I would like all of you who are attending this event but are not members to commit yourselves to come and attend our meeting on an annual basis, to participate actively and to take decisions with Hermes.

Hermes is the elite of the elite, "la crème de la crème" of air transport and what we want to do is to come up with recommendations to the air transport. We do not believe that we can change the aviation sector but we can recommend changes for the better and with your help we can make it happen. What is equally important is to share knowledge among the key players.

I will conclude my welcoming address by focusing on this year's topic "Education and Performance in Aviation". We started off some days ago with the Hermes Report Committee meeting led by Professor Martin Desner and prepared a draft text based on the position papers we received from the key organisations such as IATA, EUROCONTROL, AACO, AFRAA, AASA and ALTA and the interview with Dr Aliu. I would like to thank all of these organisations for contributing.

I will present to you the first highlights of this committee report:

- Air traffic is expected to double over the next twenty years. Hiring and retaining aviation personnel is therefore essential.
- Education and training in aviation should be considered as an investment based on three major factors, namely cost, return and risk.
- Major industry challenges include: Meeting the needs of a growing industry, competing for and retaining personnel, filling the gender gap and addressing training in automation and artificial intelligence. • It is important for the industry to conduct studies in order to gain comprehensive situational awareness of its status and future needs.



- Effective industry-education partnerships must be developed to provide a framework for addressing future educational and training priorities.
- Best practices should be adopted from other industry settings for the aviation industry to successfully compete for personnel. • Training and education programs should be developed so that current aviation employees can be usefully re-deployed or re-trained.
- Education and training in aviation must address diversity imbalances in order for the industry to attract and retain the required personnel.

And now I will like to call Henrik Hololei, Chairman of this year's Leaders Forum, Board Member of Hermes and Director-General for Mobility and Transport of the European Commission, to give his keynote address.

Thank you.