SOUTH AFRICAN
CIVIL AVIATION AUTHORITY

LET'S GET STARTED
01. Transformation of the Aviation Industry
Diversity challenges (stereotypes and barriers to gender equity)
Aviation seen as a career for a certain class of the population

02. Scarcity of Skills
- Cost of training a barrier
- Aging pilot population
- New Technologies

03. ICAO Requirements
Regulator required to have more qualified inspectors than the industry they regulate
What challenges are we solving with our investment?

- Exposure
- Access
- Experience
Link between Diversity and Inclusion and the Next Generation of Aviation Professionals (NGAP)

There is no NGAP without diversity and inclusion.

NGAP - an opportunity to fast-track the development of women in the Aviation Sector.

Aviation stands to benefit from contributions brought by the diversity of perspectives and competencies of both women and men.
01. LEADERSHIP
Deliberate about gender, diversity and inclusivity issues - Transformation strategy

02. SACAA ORGANISATIONAL CULTURE
Diversity and Inclusion embedded in the organisational culture programme

03. ENABLING POLICIES
Policies which promote gender equity/ diversity and inclusion

04. CLEARLY ARTICULATED PROGRAMMES
Targeted programmes to address challenges relating to gender equity/inclusivity and diversity
OUR GENDER REPRESENTATION

- 50% of Executives are women
- 60% of SACAA’s board members are women
- 44% of all managers are women
- 50% of all SACAA staff are women
OUR THREE-PART SOLUTION

INSPIRE
- School Visits
- Career Exhibition
- Youth Shows
- Community Radio Campaign
- Aviation Career TV

TRAIN, FUND AND SUPPORT
- Bursary Programme
- IFLYSTEM Programme
- School Support Programme

IMPROVE EMPLOYABILITY/EXPERIENCE
- Industry Partnerships (hour building, exposure)
- Trainee Programme
- Internship and Learnership Programme
Solutions to inspire/create excitement aviation awareness programme
AVIATION AWARENESS PROGRAMME

SCHOOL VISITS AND UNIVERSITY CAREER FAIRS

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COMMUNITY RADIO CAMPAIGN

The school visits are also supported by radio campaigns. With a combined listenership was more than 8 million.
The Aviation Youth Shows are career expos that are organised by the SACAA and hosted in collaboration with key industry stakeholders, targeting 500 - 1000 learners per show:

- Airports Company SA provides Airport facilities tours.
- Airlines such as Airlink and South African Airways provide simulated flying experiences.
- The SA Air Force and members of the General Aviation sector provide flips to learners and conduct mini displays.
- The Air Traffic Navigation Services provides a tour of the air navigation tower and a simulated air navigation experience.
- The Department of Transport provides learners with an overview of the transport sector in South Africa and career opportunities in the sector.
- The Transport Education and Training Authority presents funding opportunities and a career guidance teachers’ workshop.
- Other entities participate by exhibiting their own career awareness programmes and opportunities.
UNIVERSITY CAREER FAIRS

- The SACAA participates in University career fairs throughout the country, in order to create awareness among university students on careers in aviation as well to inform them of the opportunities that are available in the SACAA.

- It has reached students in the fields of Engineering, Finance, HR, Law, Information Technology and many more.

- The programme is also aimed at presenting the SACAA as an employer of choice for those students who are ready to enter the job market.
A YouTube Channel called “Aviation Careers TV”

Young professionals within the industry talk about their lived experiences of the different careers that they are pursuing.

Each episode includes a live interview with a professional in the chosen field/career and a video is shared during the interview that shows them in their work environment.

The channel is targeted at young people who have access to YouTube.
SOLUTIONS FOR TRAINING, FUNDING, AND SUPPORT

STEM SUPPORT AND BURSARIES
IFLYSTEM PROJECT

• The programme is an initiative aimed at improving the performance of Grade 8 – 10 learners in the Maths and Science, through the provision of extra classes.
• The programme also offers assistance in personal development and mastery programmes and exposes these learners to careers in the aviation industry.
• The programme is offered to 26 learners at two (2) selected schools, for a period of one year.
• The SACAA partners with non-profit organisations, specialising in the field of Science, Technology, Engineering and Mathematics (STEM) education to deliver the programme.
• The programme is offered to young aviators who require funding to access careers within the aviation industry.
• 93 students have been sponsored since 2013.
• It focuses on Pilot Training, Aeronautical Engineering, Aircraft Maintenance Engineering & Cabin Crew Licences.
• Four of the students completed their Frozen ATPL Licences at ENAC in Toulouse, France, in the last financial year.
• Eight new students have started their Frozen ATPL License at ENAC in the year.
SOLUTIONS TO IMPROVE EMPLOYABILITY/EXPERIENCE

INDUSTRY PARTNERSHIPS AND TRAINEESHIPS
TRAINEE PROGRAMME

• The Trainee Programme aims to attract promising young graduates, to develop and empower them with the necessary skills and experience needed to be appointed in aviation jobs within the organisation and the industry.

• The programme is mostly used as a way of developing a pipeline for critical and scarce technical jobs; however, it has also been used to build capacity for other critical and scarce, non-technical positions.

INTERNERSHIP PROGRAMME

• An Internship is a structured and managed practical learning programme to assist with the continuous development of people for future appointments in the labour market.

• It is directed at young people who are completing or have completed their studies and require practical experience to be gainfully employed in the future.
The SACAA has secured partnerships with some local airlines to provide practical training experience to the bursary students. SACAA is seeking more partnerships.

This programme has led to some Aircraft Maintenance Engineering students’ absorption into permanent positions after they completed their training.

The SACAA continues to provide stipends, meals and accommodation to support the students while they are in training.
The National Aviation Gender Summit is hosted annually. The event provides an opportunity for industry stakeholders to reaffirm their commitment to gender equality and contribute to the growth of the civil aviation industry.

The Women Mentorship Programme has been developed with the objective of providing a platform through which women at all levels of the organisation can learn from and with each other as they are equipped with the skills that they need to be able to advance their careers within the industry. It is also aimed at further removing any barriers to their advancement.

The learnership programme has been implemented as part of the SACAA’s broader transformation initiatives. It is aimed at providing young South Africans with entry level qualifications that will introduce them to the world of work. Currently have students who are being trained on IT Systems Development Learnership Programme.

The Internship programme is aimed at providing work exposure to students who have completed their qualifications in various fields of study such as Human Resources, Information Technology, Finance, Legal and Records Management.

The Young Aviation Professionals’ Assembly is an annual event organized by SACAA to provide a platform for young aviation professionals to express their thoughts, propose solutions, and inspire young learners to join and thrive in the industry.
THANK YOU FOR YOUR ATTENTION