

The Role of Regulators in Fostering NGAP

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The Flight Plan

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- **The Departure Point**
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- **Possible Solutions**
- **South Africa's Approach**
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The Departure Point

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- **Skills shortage is no longer a looming threat; it is a stark reality that many countries are facing.**
- **Rapid growth and change is reshaping the aviation industry.**



The Departure Point continued

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- ICAO estimates that in **20 years time**, the airline industry will add **25,000 aircraft** to the current 17,000 commercial fleet.
- ICAO also states that **by 2026**, we will need **480,000** new technicians to maintain these aircraft and **over 350,000 pilots** to fly the aircraft.
- IATA has indicated that in 2014 there were over **26,000 aircraft** in commercial service, and nearly **3,900 airports** as well as an estimated 32.8 million commercial flights worldwide.

The Status Quo

Whilst the statistics are worth celebrating; ICAO, IATA, and Regulators have raised the red flag regarding the shortage of skills.

- If ICAO, IATA and the likes raise the red flags, that means that the concern is at a global scale.

Complex Environment for Regulators

- ICAO's Critical Element 4 and Annex 1, which requires States to ensure all technical personnel to meet the set minimum qualifications standards and training requirements provides guidance and compelling role for regulators in the NGAP programme

The Status Quo {continued}

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Complex Environment for Regulators {continued}

- Adequate oversight of training providers to ensure quality and competence.
- Regulators' personnel must have the same or more skills set as the industry they regulate.
- There is competition for the Scarce skills.
- Regulators have to always play catch up due to sky rocketing salaries which at times may be unaffordable for regulators.

The Status Quo {continued}

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- At the moment the aviation industry is dominated by a generation of individuals over the age of 40.
- The age gap between experienced individuals and the new generation of aviation professional is worrying.
- There is an imbalance in terms of gender representation – the aviation industry is still dominated by men across the world.



The Status Quo {continued}

- The time it takes to train and ensure that an aviator has the necessary experience is considerably long.
- Training is also expensive and acts as a barrier to entry.
- Method of tuition doesn't talk to the new generation.



South Africa's Approach

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- Regulator played a central role in the development of the National Aviation Transformation Strategy.
- Ensure the gradual inclusion of all historically marginalised citizens, including women. Currently approximately 90% of pilots are White males.



South Africa's Approach

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- Run a comprehensive multi-entity aviation awareness campaign (Joint Aviation Awareness Programme), which ensures that the necessary career information reaches learners in destitute and previously marginalised communities at an early age.
- Last Financial year we reached 303 schools and 40 623 rural learners
- Making headways in introducing aviation at basic school level.



South Africa's Approach

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- Socio- economic imbalances in RSA necessitated the regulator to play a role in funding young professionals, to this end, we provide bursaries to those that cannot afford to study towards various careers in aviation.
- We run a trainee programme to get aviators qualified and ready.



South Africa's Approach

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- Partnered with state owned airlines where individuals can build experience. Basically we assist these youngsters to a point where they have gained enough experience that appeals to employers, especially in the private sector.



Possible Solutions

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Proposed solutions at a global and national level:

- ICAO, IATA, and Regulators should continue to keep an eye on the numbers.
- State to State agreements and collaboration - we need to breakdown the borders and to share resources, and notes at regional levels and internationally.
- The provision of training should be relooked.



Possible Solutions



Proposed solutions at a global and national level:

- Collaboration with all stakeholders and public / private sector partnerships.
- Collaborate more with academia to develop more qualifications in aviation / formalise qualifications and grow the aviation sector.
- Robustly promote maths and science in schools.
- Ensure balance between profitability and skills development by education and training providers.
- Consider e-learning solutions to increase accessibility.

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We Have Touched Down!

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Thank You

