

***SOUTH AFRICAN***



***CIVIL AVIATION  
AUTHORITY***

**LETS GET STARTED**

# Presentation outline

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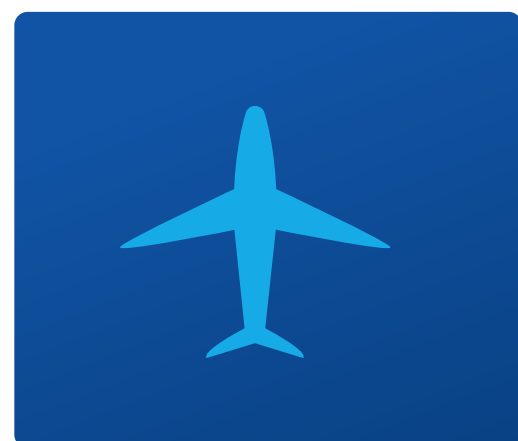




# What challenges are we solving with our investment?



# 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

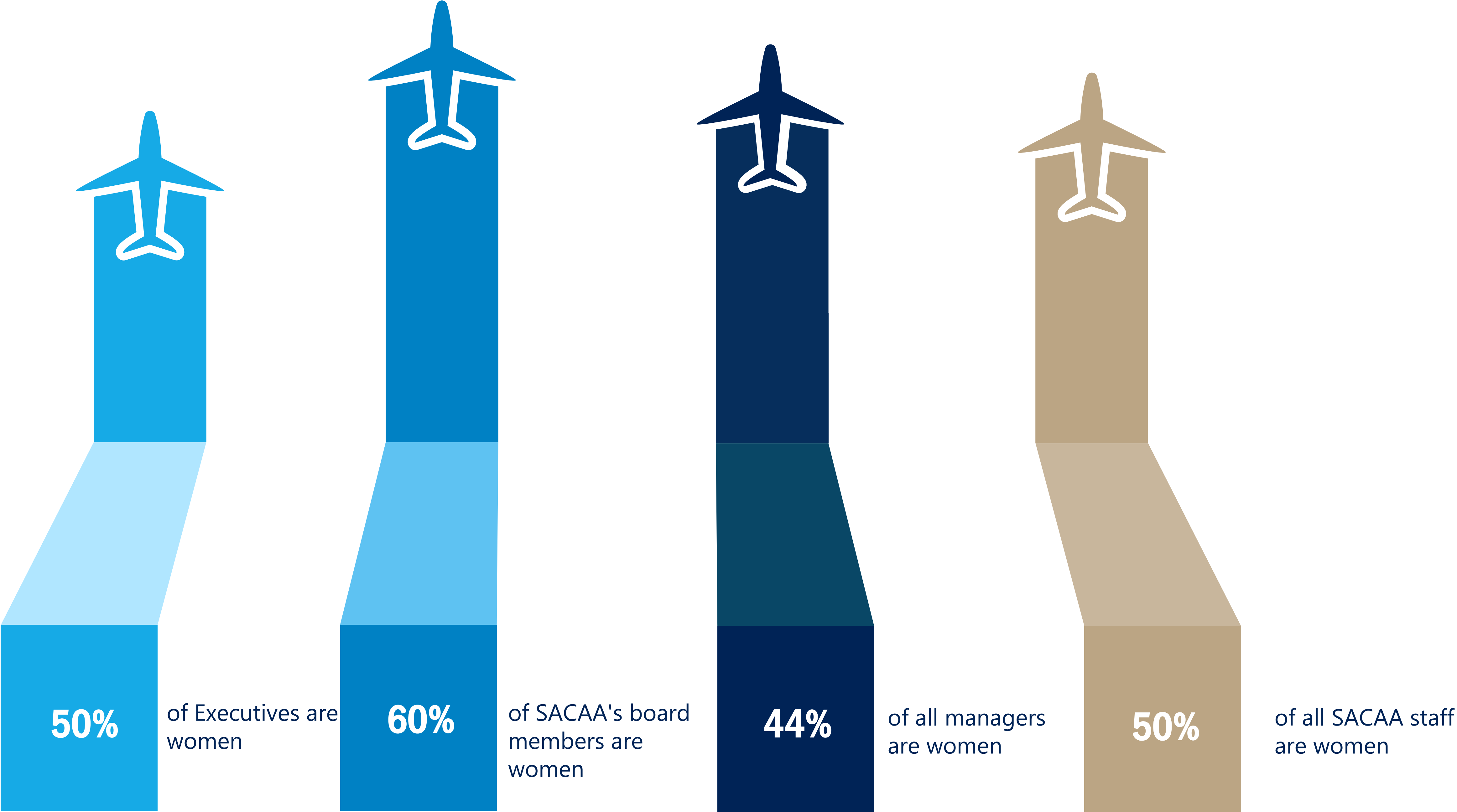
Policies which promote gender equity/ diversity and inclusion

# 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%**

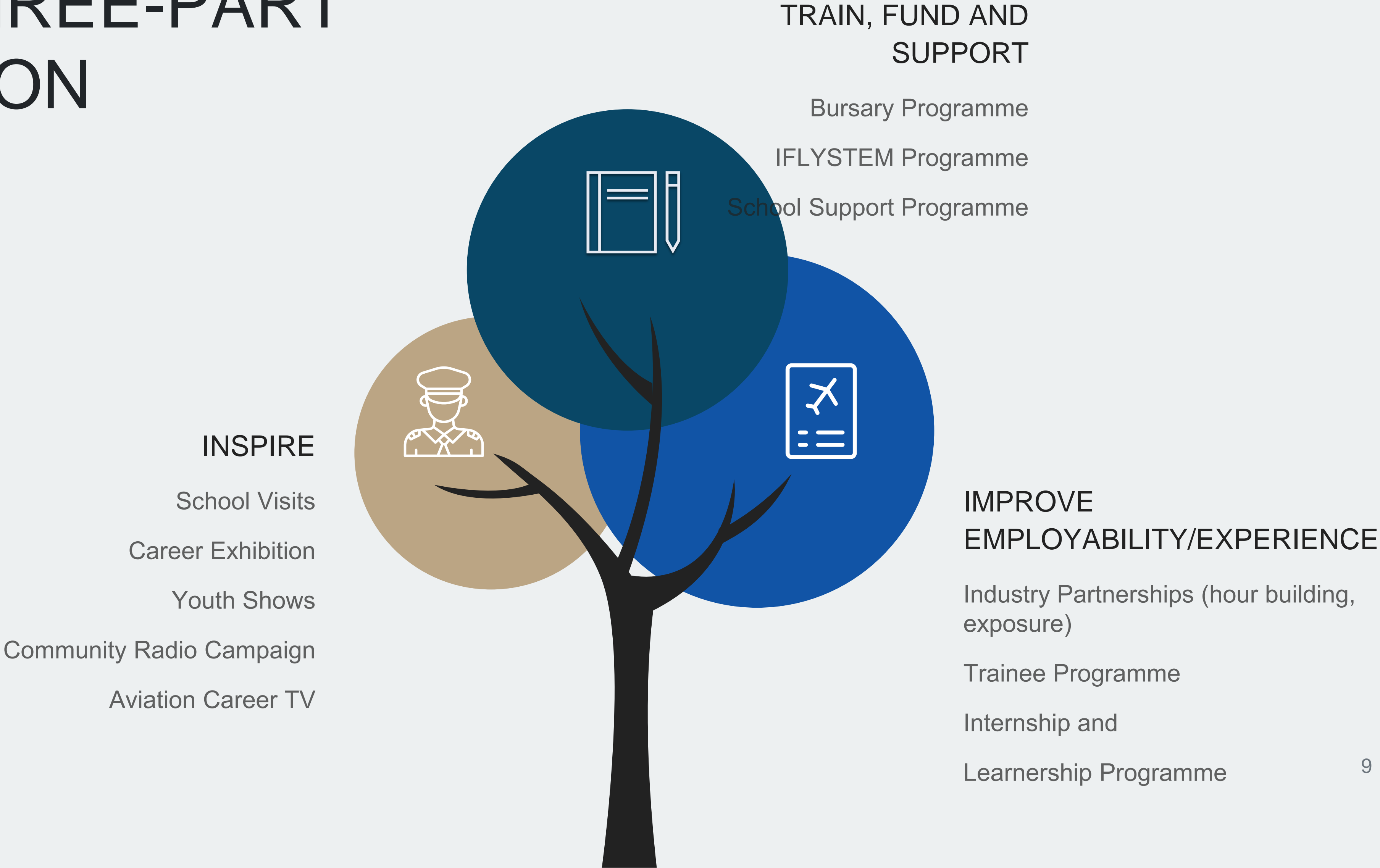
of all managers are women

**50%**

of all SACAA staff are women

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# OUR THREE-PART SOLUTION

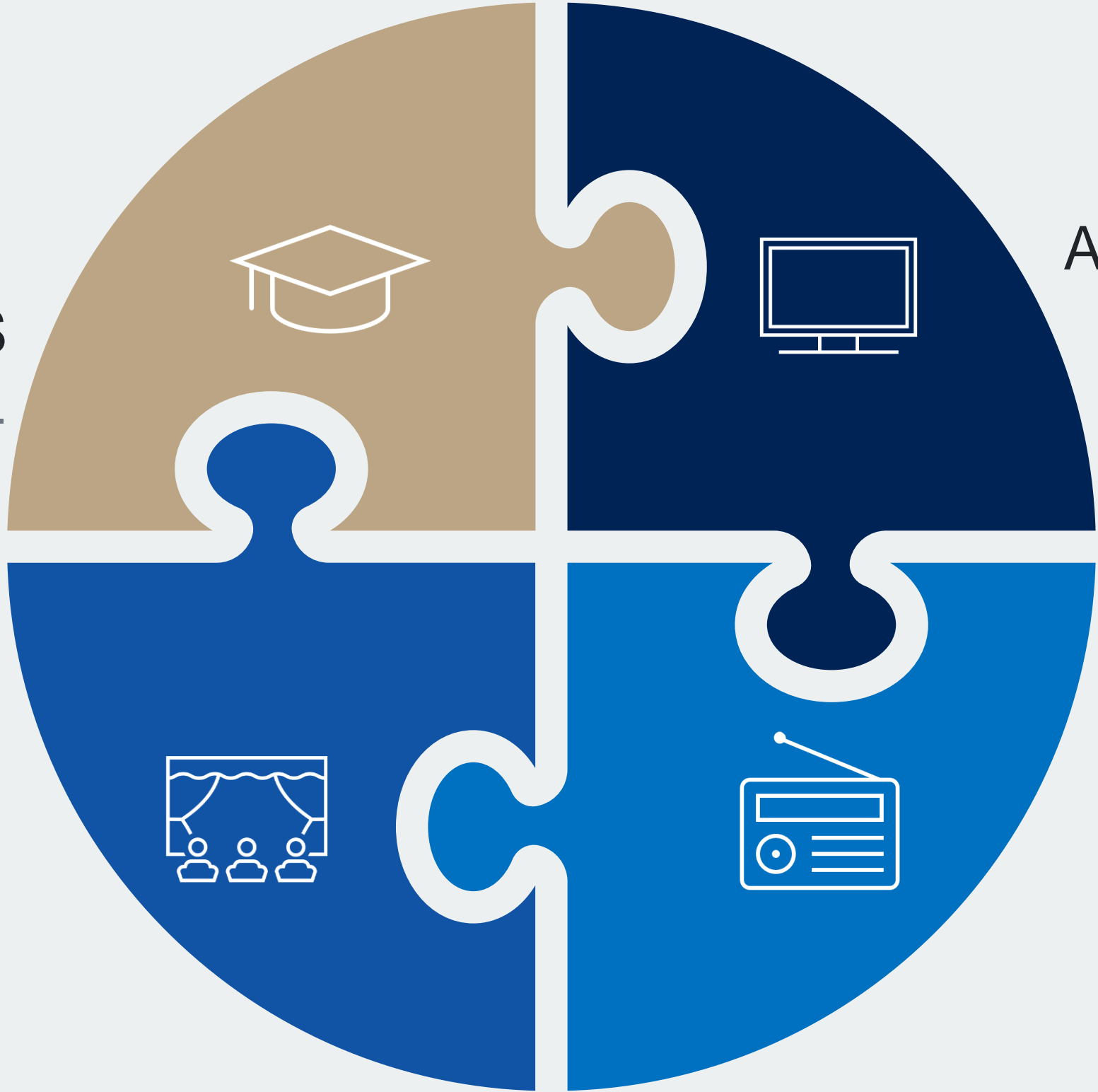




# AVIATION AWARENESS PROGRAMME

SCHOOL VISITS  
UNIVERSITY CAREER FAIRS

YOUTH SHOWS



AVIATION CAREER TV

COMMUNITY RADIO CAMPAIGN

# AVIATION AWARENESS PROGRAMME

## SCHOOL VISITS AND UNIVERSITY CAREER FAIRS

Fusce vehicula dolor arcu, sit amet blandit dolor mollis nec Donec. School visits - annual team visits seek to expose learners from rural areas to careers and sponsored training opportunities in aviation - Over 35,000 students are reached



## COMMUNITY RADIO CAMPAIGN

The school visits are also supported by radio campaigns. With a combined listenership was more than 8 million.



# Aviation Youth Shows

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





# Aviation Career TV

- 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.**

[Click to view Career tv](#)



**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.

## Bursary 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**

A man in a dark suit and white shirt is looking at a tablet computer. He is in an office environment with blurred background elements like a desk and a chair. The overall image has a blue tint.

## 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.

## INTERNSHIP PROGRAMME

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

# INDUSTRY PARTNERSHIPS

The SACAA has secured partnerships with some local airlines to provide practical training experience to the bursary students. SACAA is seeking more partnerships.



The SACAA continues to provide stipends, meals and accommodation to support the students while they are in training.



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



# OTHER STRATEGIC PROGRAMMES

## NATIONAL AVIATION GENDER SUMMIT

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.

## WOMEN MENTORSHIP PROGRAMME

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.

## LEARNERSHIP PROGRAMME

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

## INTERNSHIP 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.

## YOUNG AVIATION PROFESSIONALS' ASSEMBLY

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**