

THE NATIONAL AVIATION CONFERENCE 2026

SKILLS DEVELOPMENT

6 MAY 2026 | EMPEROR'S PALACE

Measuring NGAP Outcomes:
Enhancing Skill Development and Articulation



Presented by:

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Executive: Human Capital

South African Civil Aviation Authority

NEXT GENERATION OF AVIATION PROFESSIONALS

NGAP AT A GLANCE

History

- Launched by ICAO in 2009 to build a steady pipeline of competent aviation professionals worldwide.
- A cornerstone of ICAO's efforts to address the projected shortage of skilled aviation personnel.
- The NGAP Task Force develops strategies, best practices, tools, standards and guidelines.



Vision

A global aviation community with sufficient, competent human resources to support a sustainable aviation system connecting the world for the benefit of all.

Mission

To guide global, regional and national planning and serve as a forum for exchanging information, promoting strategies, and providing guidance to attract, educate and retain the next generation of aviation professionals.

NGAP GLOBAL SUMMIT 2025: HIGHLIGHTS

2,000+

Participants &
Spectators

250+

International
Visitors

9

Industry
Sponsors

40

Interactive
Exhibitions

ICAO NEXT GENERATION OF AVIATION PROFESSIONALS *GLOBAL SUMMIT*

12 - 14 AUGUST 2025 | DURBAN, SOUTH AFRICA

Hosted by



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SUMMIT 2025: OUTCOMES & SACAA'S RESPONSE

SUMMIT OUTCOME

1 Strengthened Global Partnerships

Building partnerships between governments, industry and academic institutions

2 Promoted Diversity & Inclusion

Inclusive pathways for women and youth in diverse career paths

3 Identified Skill & Training Needs

Emerging skills gaps and prioritised training for the evolving industry

4 Aligned Qualifications

Harmonising qualifications with industry demands for current and future needs

5 Updated Strategic Plan

Informs ICAO Resolution A39-29, aligned with Strategic Plan 2026–2050

6 Secured International Cooperation

Technical, financial and human resource development commitments

SACAA'S RESPONSE

International Partnerships

Agreements with ENAC (France) and CAAC (China) for pilot and engineering training

Diversified Skills Development

Air maintenance engineers, aeronautical engineers, scholarship programmes

Technical & Cyber Training

Three-year Technical Training and Cybersecurity Training programmes

Qualifications Articulation

Aviation Qualifications project to improve youth accessibility to careers, widening offering of aviation qualifications

Strategic Plan 2025-2030

Safety, security, environmental sustainability and new technology integration

China Scholarship

CAFUC partnership, SA students in engineering scholarship programmes

GLOBAL AVIATION SKILLS CHALLENGE

600,000+

Projected pilot shortfall
by 2042 worldwide

Industry Outlook (ICAO)

- Air transport demand growing 4.3% per annum over the next 20 years
- Near doubling of passenger and cargo numbers expected by 2036
- Dramatic rise in demand for pilots, engineers, controllers and related roles
- Current shortage of PANS-OPS specialists and cartographers

Key Skills in Growing Demand

Safety &
Compliance

Problem Solving &
Critical Thinking

Adaptability &
Continuous Learning

Digital
Proficiency

Communication
& Collaboration

Aviation Technical
Proficiency

SACAA'S THREE-PART SOLUTION

1

Inspire

- School Visits (JAAP)
- Aviation Youth Shows
- Community Radio Campaign
- Aviation Career TV
- Career Fairs

2

Train, Fund
& Support

- Bursary Programme
- IFlySTEM Programme
- ENAC Pilot Training
- China Scholarship

3

Improve
Employability

- Hour Building (FlySAFair)
- AME Practical Training
- Industry Partnerships

1

PART 1

INSPIRE

Aviation Awareness Programme

School Visits • Aviation Youth Shows • Community Radio
• Aviation Career TV • Career Fairs

INSPIRE: AVIATION AWARENESS PROGRAMME



School Visits (JAAP)

Joint Aviation Awareness Programme with Department of Transport, SA Air Force, SAPS Air Wing, SAA, ACSA and ATNS

Aviation Youth Shows

Provincial career expos targeting 500–1,000 learners per show with simulated flying, airport tours and career workshops

Aviation Career TV

YouTube channel featuring young aviation professionals sharing lived experiences across diverse career paths

Community Radio Campaign

Reaching communities through local radio to raise awareness of aviation career opportunities

Career Fairs

University career fairs throughout South Africa to raise awareness among university students about aviation careers and opportunities at SACAA.

2

PART 2

TRAIN, FUND & SUPPORT

Bursary & Scholarship Programmes

Bursary Programme • IFLYSTEM • ENAC Pilot Training • China Scholarship

TRAIN & FUND: BURSARY & SCHOLARSHIP PROGRAMME

112

Students funded
since 2013

Disciplines Funded

- Pilot Cadet Training
- Aircraft Maintenance Engineering
- Industrial Engineering
- Aircraft Manufacturing Engineering
- Aeronautical Engineering
- Cabin Crew
- Applied Aviation Meteorology
- Traffic Management - Airport Operations Management

The programme is advertised annually through the SACAA website, Facebook, Instagram and X. It addresses critical skills gaps and supports industry transformation.

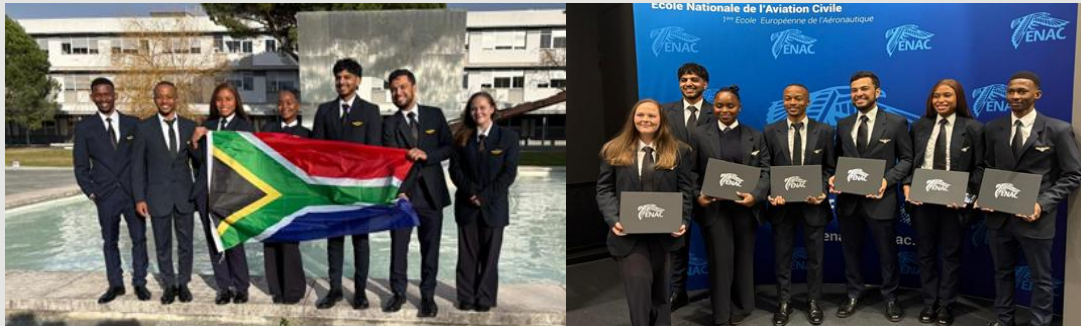
IFLYSTEM Programme

Improves Grade 8–10 learners' performance in Maths and Science, offers personal development programmes and exposure to aviation careers. Delivered at two schools through partnerships with STEM-focused non-profit organisations.

École Nationale de l'Aviation Civile (ENAC) PILOT TRAINING PROGRAMME

South Africa – France Cooperation Agreement

- MoA signed between SACAA and École Nationale De L'Aviation Civile (ENAC), an aviation university in France
- Two cohorts trained: 5 students (2019) and 8 students (2023) for EASA Frozen Airline Transport Pilot Licenses
- The programme provides exposure to global aviation operations and international cultures
- 11 students have successfully completed the programme
- 7 students from the second cohort graduated in December 2025



2

Cohorts

11

Graduates

CHINA COOPERATION & SCHOLARSHIP PROGRAMME

Cooperation Agreement

- Agreement signed between SACAA and the Civil Aviation Authority of China (CAAC)
- Covers aviation talent training, safety and certification collaboration
- China fully covers academic and accommodation costs; SACAA covers travel, uniform and living expenses
- Pilot training programme which could result in 75 pilots being trained is being explored.



Scholarship Programme at CAFUC

4

Students
enrolled

Qualifications:

- Applied Aviation Meteorology
- Traffic Management - Airport Operations Management
- Flight Dispatch
- Aircraft Manufacturing Engineering

*5 additional students are being recruited for September 2026.
5 students will be recruited annually until 2030.*

3

PART 3

IMPROVE EMPLOYABILITY

Industry Readiness & Partnerships

Hour Building • AME Practical Training • Industry Partnerships

HOUR BUILDING & INDUSTRY PARTNERSHIPS

PILOT TRAINING

- Industry requires 500 flying hours; CPL training provides only 200 hours
- SACAA partnered with FlySAFAir for cadet hour-building
- 4 trainees are enrolled on the programme.
- 2 of the trainees have already acquired Boeing 737 ratings and now fly passenger aircraft
- Engagement with SAA for a similar programme underway

AIRCRAFT MAINTENANCE ENGINEERING

- Agreement with SA Airlink for practical on-the-job training after the theoretical phase
- Past support from FlySAFAir, ExecuJet and CemAir
- 5 students absorbed by FlySAFAir on fixed-term and permanent contracts after completing trade tests

ARTICULATION OF AVIATION QUALIFICATIONS

The Challenge

- High and unattainable cost of training; limited access to funding
- Attractiveness of the industry to upcoming talent
- Flight crew qualifications not accredited or transferable (stunted growth path)
- Licences require regular costly renewals per ICAO guidelines
- Limited employability without active licence and valid medical certificate

Phase 1 (2025/26)	Status
Commercial Pilot – Fixed Wing	Under review by QCTO
Airline Transport Pilot – Fixed Wing	Under review by QCTO

Already Registered with SAQA by TETA:

- Higher Occupational Certificate: Aircraft Maintenance Mechanic (NQF 5)
- Higher Occupational Certificate: Aircraft Composite Structures (NQF 5)

Phase 2 (2026/27): PPL Fixed Wing, PPL Helicopter, CPL Helicopter, ATPL Helicopter

UNIVERSITY PARTNERSHIPS & FUTURE OUTLOOK

Current Partnerships

University of Pretoria	<i>Signed</i>
Sefako Makgatho	<i>Signed</i>
University of Johannesburg	<i>In Progress</i>

Future Partnerships & Opportunities

- Singapore CAA partnership being explored
- ENAC and China are interested in delivering programmes at local universities
- Engagements commenced with the Department of Higher Education and Training (DHET)
- MOU in development with the University of Johannesburg (UJ)
- Possible partnership opportunities with Tshwane University of Technology (TUT) and other Universities are being explored



Text

Building the Next Generation of Aviation Professionals

THANK YOU

Presented by:

Thobile Masooa

Executive: Human Capital

South African Civil Aviation Authority