The skills and competencies for these various fields are quite different, and paths followed to enter these careers have different prerequisites (e.g. whether or not they require maths, science, design, or engineering subjects) and take different amounts of time to qualify. Exposure to career options within aviation can begin at school level, both within the curriculum and through extramural activities such as air cadet programmes. Although the White Paper on National Transport Policy states that line departments and parastatals do not seem to be adequately engaged in training, these institutions have given indications that the status has improved substantially. Many services and training institutions have developed or are engaged in developing training courses that address or influence various occupational groups in the aviation industry, although critical shortages in certain areas remain unaddressed.

The future and full potential of the aviation sector is dependent on the full participation of all individuals, companies and training institutions. Recognising the past policies that excluded black groups from fully participating in this sector prior to 1994, amongst others, the BBBEE codes as developed and published by the Department of Trade and Industry that apply to this sector.

(b) Issue

There is a lack of adequate co-ordination and integration in the training of personnel within the various disciplines of civil aviation. Human resources development needs to therefore be given considerably more attention to meet the needs of the industry, especially in the technical field.

(c) Policy Statement on education and training coordination and alignment:

> *PS. 97*
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> *The Department of Transport, in line with the Department of Basic Education curriculum development process and the Department of Higher Education and Training's policy proposals on the Skills Development Strategy for Economic and Employment Growth in South Africa and the 2014 White Paper for Post-School Education and Training, would encourage the public and private sectors of the aviation industry to develop and improve education and training systems through participation in the appropriate education and training institutions.*

13.1.2 Role of the Transport Education and Training Authority (TETA)

(a) Background

Various training facilities and training institutions throughout South Africa offer learning programmes in the field of civil aviation. Though a number of South African Qualifications Authority (SAQA)-based/unit standard-based and well-defined trade training programmes are being run, there is still a huge need for specific accredited

White Paper on National Civil Aviation Policy: February 2017