



AVIATION WHITE PAPER

TOWARDS 2050



A skilled and productive aviation workforce

The Aviation White Paper sets out long-term policies and actions to guide the next generation of growth and innovation across Australian aviation.

Our vision for the future of Australia's aviation workforce is a diverse, skilled and responsive workforce supported by clear training pathways, fair working conditions, and secure jobs. Delivering this vision is critical for enabling a growing aviation sector and a strong Australian economy.

Current state of play

Australia's aviation workforce currently faces 2 main challenges:

1. Worker shortages

The industry currently faces shortages of key workers including pilots, flight instructors, aviation maintenance engineers and more. Shortages of qualified pilots in Australia have had a disproportionate impact on General Aviation businesses and on smaller and regional airlines. With the expected strong growth in the global industry, Australia's aviation sector will face additional international competition for skills.

2. Lack of diversity and representation

Employment in Australia's aviation sector is currently not representative of our population. Around two thirds of people employed in the aviation sector are men, with an even higher gender imbalance in many operational and technical roles. Other groups – including women, First Nations people, and people from non-English speaking backgrounds – are poorly represented.

To address these issues, we are working with the aviation industry and education and training providers to plan for future skills and workforce needs. We are also streamlining training and licensing arrangements for engineers to address a critical skills shortage in the sector. We will set expectations for large Australian airlines to support a sustainable pipeline of domestic pilots.

Encouraging workforce diversity allows employers to draw on the widest possible talent pool. We encourage the promotion of aviation careers to people from diverse backgrounds. We will encourage employers to sign up to a charter that commits to equity in remuneration and employment conditions for women and that sets targets for the employment of women in the sector.

We are also reforming the visa system to address skills shortages with improved pathways for recruiting qualified personnel from other countries.

Actions from now until 2050

- ✓ **Streamline training and accreditation pathways for licensed aviation maintenance engineers (LAMEs) through:**
 - allowing for modular licensing by the Civil Aviation Safety Authority (CASA) of LAMEs with relevant competencies, without requiring completion of the full LAME examination process
 - recognition by CASA of licences from overseas authorities with similar standards and requirements
 - improving alignment between CASA licensing and vocational education and training qualifications.
- ✓ **Set expectations for large Australian airlines to employ newly qualified pilots rather than rely on recruiting experienced pilots.** If airlines fail to put in place appropriate arrangements for pilot training and early career development, the Australian Government will consider imposing a levy on large Australian airlines to fund training and cadetship programs for pilots.



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- ✓ **Establish a gender equity charter with the aviation industry.** We are partnering with the aviation industry to establish a gender equity charter that commits signatories to targets for the employment of women and elimination of gender pay gaps. The charter is supported by the Strategic Action Plan for the Women in the Aviation Industry Initiative, which seeks to ensure the sustainability of the aviation industry by addressing the gender imbalance and skills shortages in the sector.
- ✓ **Plan for the future workforce needs of the aviation sector.** Industry Skills Australia, the jobs and skills council for transport and logistics, has published a workforce plan that sets out priorities for training for the industry.

This set of measures will complement recent Australian Government initiatives to improve job security and working conditions for workers and to address skills shortages.

- **The Secure Jobs Better Pay reforms (2022) and the Closing Loopholes legislation (2023 and 2024)** limit the use of fixed-term contracts, strengthen equal pay provisions, increase unpaid parental leave entitlements, and provide greater access to flexible work arrangements.
- **The 2023 Migration Strategy** streamlines the process for Australian businesses to recruit qualified workers from overseas in situations of skills shortages.

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