

CAE forecasts need to recruit 1.3 million new aviation professionals by 2032

Commercial aviation: 1.18M

- 252,000 Pilots
- 328,000 Maintenance technicians
- 599,000 Cabin crew

Business aviation: 106,000

- 32,000 Pilots
- 74,000 Maintenance technicians

Le Bourget, France, June 20, 2023 – (NYSE: CAE; TSX: CAE) – CAE today released at the Paris International Airshow its 2023 Aviation Talent Forecast, which anticipates a global need for 1.3 million new aviation professionals to join the industry as pilots, aircraft maintenance technicians and cabin crew over the next 10 years to support the expected growth of the commercial and business aviation markets.

The comprehensive 10-year study estimates a need for 1.18 million individuals to be recruited and trained for the commercial aviation industry, and 106,000 people for business aviation, to fill vacancies due to retirement and attrition, and the expansion of the aviation industry.

“With a need for 1.3 million people by 2032, CAE’s Aviation Talent Forecast is a call to action for the industry to promote careers in aviation to the next generation, reach out to underrepresented communities, and develop innovative support programs to expand the pool of talent needed for the continued growth and safety of our industry,” said Nick Leontidis, CAE’s Group President, Civil Aviation. “As commercial aviation nears full recovery and business aviation exceeds pre-pandemic levels, CAE’s Aviation Talent Forecast shows that the demand will continue to grow, and the industry will have to come together and find creative ways to ensure a steady pipeline of highly trained personnel for the next 10 years and beyond.”

The Aviation Talent Forecast is a tool for stakeholders across the aviation ecosystem which analyzes the upcoming talent demand for pilots, and for the first time in this report, for aircraft maintenance technicians and cabin crew worldwide. It not only focuses on how many people will be needed in each region over the next decade but also on the reasons for the high demand and what the industry can do to attract talent.

The report also offers insightful perspectives on the industry's transformation through advanced training, sustainable practices, and diverse talent acquisition. In addition to projecting the demand for aviation professionals, it highlights the role of technology in shaping the industry, the importance of sustainability, and the impact of diversity in filling the talent pipeline.

Read the [2023 Aviation Talent Forecast](#).

ABOUT CAE

At CAE, we equip people in critical roles with the expertise and solutions to create a safer world. As a technology company, we digitalize the physical world, deploying software-based simulation training and critical operations support solutions. Above all else, we empower pilots, cabin crew, airlines, defence and security forces and healthcare practitioners to perform at their best every day and when the stakes are the highest. Around the globe, we're everywhere customers need us to be with more than 13,000 employees in approximately 250 sites and training locations in over 40 countries. CAE represents more than 75 years of industry firsts—the highest-fidelity flight, mission and medical simulators and training programs powered by digital technologies. We embed sustainability in everything we do. Today and tomorrow, we'll make sure our customers are ready for the moments that matter.

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