



# THE AIRLINE PILOT SHORTAGE

THE HOLIDAY SEASON IS UPON US, AND DOMESTIC  
AIRLINES ARE CONTINUING TO FACE A PILOT SHORTAGE  
THAT'S NOT GOING AWAY ANY TIME SOON.





## INTRODUCTION

**With growing demand, the need for more pilots is expected to grow in the years ahead to as many as 18,000 new hires annually.**

>> American Airlines' chief financial officer said he wants to hire a total of 2,000 pilots by the end of 2022, double the previous number of pilots they've ever hired in a year.

>> To recruit new pilots, discount airline Avelo Airlines has begun offering \$20,000 sign-on bonuses.

>> There have been calls to raise the retirement age from 65 to 67 as well as reduce the number of flight hours required for certification.

>> Some airlines, like United Airlines and Alaska Airlines, have launched their own in-house training programs to attract the next generation of pilots.

TO UNDERSTAND THE SHORTAGE, LET'S TAKE A LOOK AT SOME INTERESTING STATISTICS ABOUT AIRLINE PILOTS USING LIGHTCAST TOOLS:

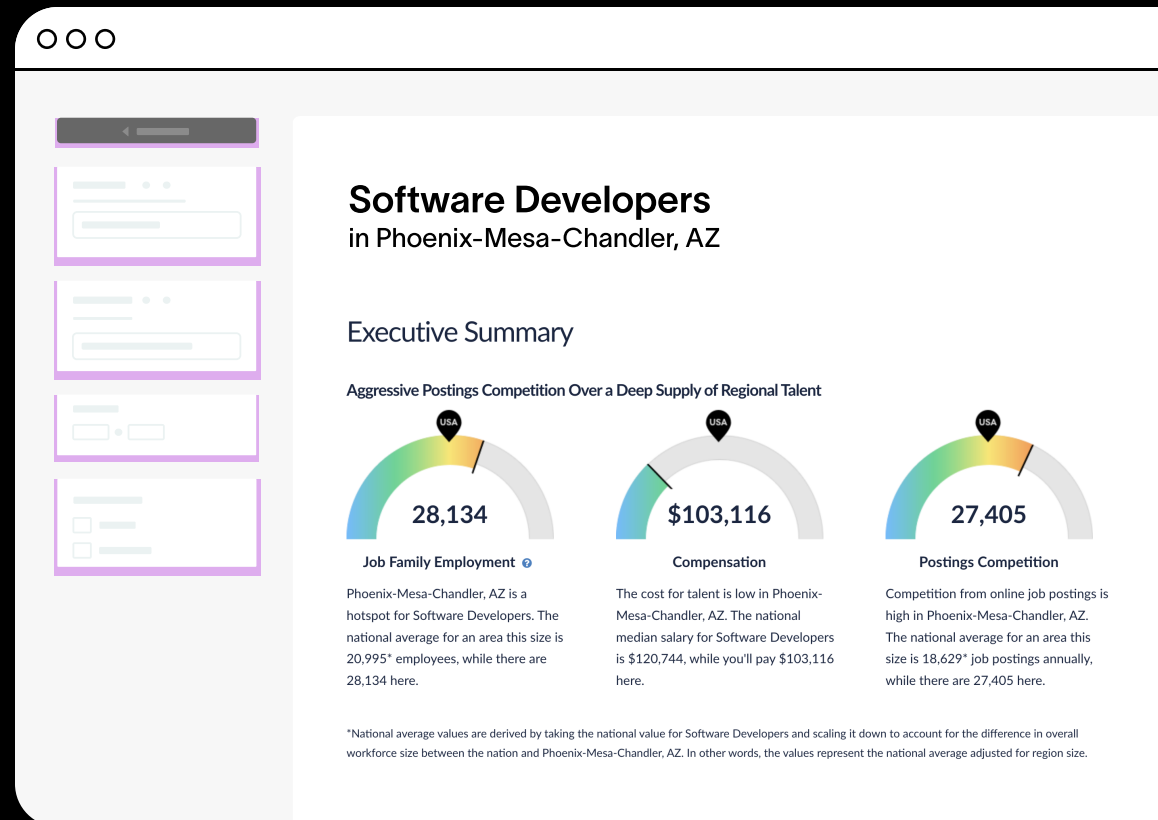


## Talent Analyst: Occupation Snapshot

# About the Tool

**Gain insight on a specific occupation for any industry. Lightcast's Occupation Snapshot gives you access to talent supply and demand, compensation, diversity, top schools, top skills and more for any role and location!**

[Explore →](#)





# The national median salary for airline pilots, copilots, and flight engineers is fairly high at **\$202,180**.

However, considering the cost for education is around \$100,000 and 1,500 minimum flight hours are required to earn an airline transport pilot (ATP) certificate, many are discouraged from pursuing these careers.

## USA NATIONAL STATS

SOURCE: LIGHTCAST TALENT ANALYST 2022.



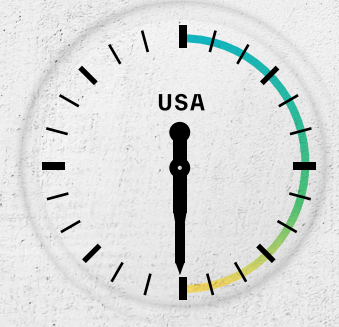
**\$202,180**

COMPENSATION



**127,411**

JOB FAMILY EMPLOYMENT



**2,539**

POSTINGS COMPETITION





**Data**  
**shows that**  
**93% of**  
**airline**  
**pilots are**  
**male, and**  
**83% are**  
**white.**

SOURCE:  
LIGHTCAST TALENT ANALYST 2022.

**Many airlines** are taking steps  
to **diversify** talent pipelines.

United plans to train 5,000 new pilots by 2030, with at least  
half being women or people of color.

## OCCUPATION GENDER BREAKDOWN

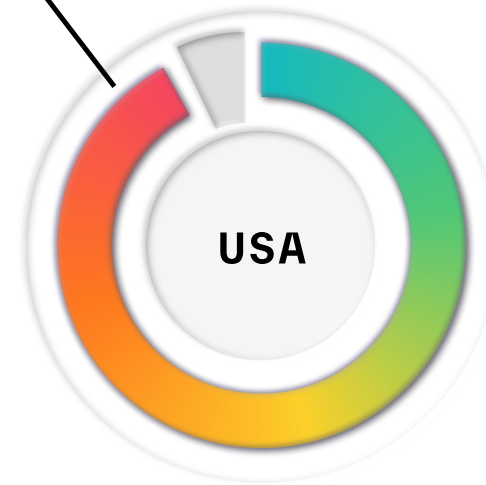
SOURCE: LIGHTCAST TALENT ANALYST 2022.

**MALE**

93.2%

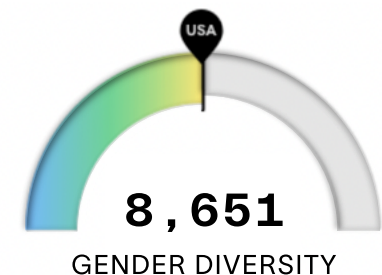
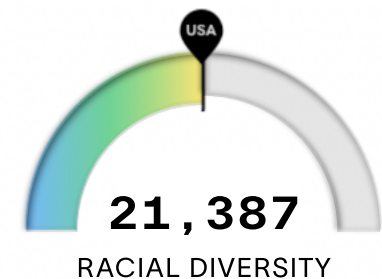
**FEMALE**

6.8%



**Nearly**  
**28,000**  
**pilots are retiring soon,**  
**representing about 22%**  
**of the current workforce.**

Therefore, getting more  
talent in the pipeline now will  
be important for the future.



SOURCE: LIGHTCAST TALENT ANALYST 2022.







**The military has long  
been one of the  
major pipelines for  
airline pilot talent.**



A significant number of airline pilots **start their careers in the military**, fly for 10-20 years, and then go into civil aviation. That’s why the military is among several of the top pilot employers.

		* * * SOURCE: LIGHTCAST TALENT ANALYST 2022. * * *	
DATE 24DEC		COMPANY	
FLIGHT APS1224		UNITED STATES AIR FORCE	SOUTHWEST AIRLINES
* * *		DELTA AIRLINES	UNITED STATES NAVY
		UNITED AIRLLINES	SKYWEST AIRLINES
OPERATED BY LIGHTCAST		AMERICAN AIRLINES GROUP	FEDEX
		U.S. ARMY	JETBLUE AIRWAYS

\* \* \* WE’LL SEE HOW THE PILOT SHORTAGE SITUATION EVOLVES, AND HOPE YOU CAN CATCH YOUR FLIGHT TO GRANDMA’S FOR THE HOLIDAYS! \* \* \*





# About Lightcast

Lightcast provides trusted global labor market data, analytics, and expert guidance that empowers communities, corporations, and learning providers to make informed decisions and navigate the increasingly complex world of work. With a database of more than one billion job postings and career profiles, our team provides best-in-class customer service with robust data, clear analysis, and expert guidance on skills, jobs, and opportunities.

Headquartered in Boston, Massachusetts, and Moscow, Idaho, Lightcast is active in more than 30 countries and has offices in the United Kingdom, Italy, New Zealand, and India. The company is backed by global private equity leader KKR.

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