

# Who We Are: Recruiting the Next Generation of Aviation Technical Talent

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Aviation Safety Conference

June 14, 2023

## Challenges

- Talent shortage threatens both industry efficiency and quality of oversight
- Highly-regulated, high risk, low visibility, public misconceptions, lack of basic technical proficiency, long training lead times, lack of diversity, aging workforce, diminished trust in government

## Building the talent pipeline

- Reduce regulatory barriers
- Seek government support
- Engage the next generation

## Recruitment and retention strategies

- Build industry visibility, emphasize career pathways, stackable credentials, focus on under-represented populations, removing structural burdens (e.g., cost of training)