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Aerospace recruitment remains strong this September

Paris, 24 September 2026 – As thousands of young people return to their studies or start work this September, demand for new recruits remains high across the French aerospace industry. After taking on 21,300 people in 2025, including 4,400 recent graduates, a further 20,000 hires are expected in 2026. With 12,000 work-study trainees and women accounting for almost 30% of new hires in 2025, the industry is continuing its efforts to broaden its recruitment base and develop the skills it will need for the future.

Recruitment remains strong this September

Following 21,300 new hires in 2025, including 4,400 recent graduates, demand remains high. Key figures include:

- **20,000 new hires expected in 2026**
- **21,300 people recruited in 2025**
- **4,400 recent graduates recruited in 2025**
- **51% of new hires were engineers and managers**
- **40% were operators, technicians and supervisors**
- **9% were employees**

The industry is therefore recruiting across a broad range of jobs and qualification levels. The ramp-up in production is driving recruitment of operators and technicians in particular, while demand for engineers and managers reflects ongoing technological and industrial developments across the sector.

This broad range of profiles is one of the industry's strengths. From engineers, technicians and operators to support functions and more, aerospace offers a wealth of career opportunities to meet the needs of a fast-changing industry.

Preparing the skills of tomorrow

Alongside recruitment, the industry is investing in training to raise awareness of the wide range of jobs on offer and develop the skills it will need in the years ahead.

Work-study programmes play a major role in this effort:

- **12,250 work-study trainees across the industry as at 1 January 2026**
- **77% of GIFAS member companies employ at least one work-study trainee**
- **5,000 new apprentices joined the industry in 2025**

- **The number of work-study trainees has risen from 8,000 at the end of 2019 to more than 12,000 today**
- **In 2025, 36% of work-study trainees were at Master's degree level, the same proportion as at secondary school level**

This growth reflects the commitment of companies across the industry to passing on expertise and training the next generation of skilled employees. Work-study programmes give young people first-hand experience of the wide range of jobs available in aerospace and help them build a future within the industry.

Training is underpinned by **close cooperation between companies, schools and training providers**, helping to align training opportunities with the skills required. Aerospace companies are also developing their own in-house training programmes to support their employees' professional development and adapt to evolving roles and requirements.

"Every September, people across France discover the opportunities our industry has to offer. With 20,000 new hires expected this year and a large number of work-study trainees, we need to continue promoting the wide range of jobs and career opportunities available to anyone who wants to play a part in the industry's future," **said Frédéric Parisot, CEO of GIFAS.**

Diversity: a driving force for the industry

The industry is also working to attract recruits from a broader range of backgrounds. In 2025, women accounted for almost 30% of new hires, up 3 percentage points from 2024.

Women are represented across all the industry's main occupational categories, accounting for:

- **25% of engineers and managers**
- **36% of employees, technicians and supervisors**
- **18% of skilled operators**

These figures reflect the wide range of opportunities available to women across the industry and its continued efforts to broaden its recruitment base.

"With women accounting for almost 30% of new hires in 2025, the industry is continuing its efforts to attract people from more diverse backgrounds. We now need to raise awareness of the variety of jobs available and inspire even more people to pursue a career in aerospace," **said Anne-Charlotte Fredenucci.**

L'Aéro Recrute: connecting companies with future recruits

With the aim of bringing recruiters and potential candidates together, **L'Aéro Recrute supports aerospace companies in their recruitment efforts and promotes the wide range of jobs and career opportunities they offer.** Through its initiatives, jobseekers, students and recent graduates can meet industry professionals, learn more about aerospace jobs and receive guidance on career and training options.

The 2027 Paris Air Show will be a major focus for the initiative, with nearly 150 French exhibitors taking part in L'Aéro Recrute. Dedicated signage will help visitors identify companies that are recruiting and connect directly with their representatives.

The Careers Plane (L'Avion des Métiers) is another key part of this effort, highlighting the wide variety of jobs available across the industry. At the 2027 Paris Air Show, around 50 companies will introduce secondary-school pupils, students and the general public to jobs spanning design, production, maintenance and services. Visitors will gain first-hand insight into the jobs, training and career paths available across the industry.

Find all GIFAS data on aerospace employment, recruitment and training [HERE](#) or in the Observatory section of our website

About GIFAS

The French Aerospace Industries Association (GIFAS) is an industry body that brings together some 546 companies ranging from main prime contractors and system suppliers to SMEs and startups. They form a cohesive, hard-driving high-technology sector specializing in the design, development, construction, marketing and maintenance of all aeronautical and space programmes and equipment, both civilian and military planes and defence and security systems.

Members: 17 aircraft and system manufacturers, 174 equipment suppliers (GEADS – Group of Aerospace, Defence and Space Equipment Manufacturers), 232 SMEs (AERO-SME Committee), 105 startups (StartAir) and 18 associate members.

GIFAS, an industry whose 2025 sales amounted to €85.6bn, with 74% in civil aviation and 26% in defence. As the leading contributor to France's positive foreign trade balance, the sector generates 70% of its consolidated sales accounted for exports. It directly employs 230,500 people.

Every two years, GIFAS organizes the Paris Air Show, the world's top event of its kind. The 56th Paris-Le Bourget Air Show will run from 14 to 20 June 2027.

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