



PILOT CAREER SHOW BRUSSELS: COMPLEX INITIATIVE TO MEET EVER-GREATER DEMAND FOR PILOTS

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The issue of global pilot shortage is starting to aggravate the aviation industry. Pilot strikes calling for improved working conditions is its latest representation. The core problems of the issue touch upon many related fields, particularly regarding pilot training, given that the number of graduate students is not able to meet the yearly demand in every region equally, including in Europe.

Belgium is not an exception when it comes to dealing with this issue. The national carrier Brussels Airlines has recently faced a series of disruptive strikes. The company's pilots made it clear when they said, in a collective letter sent to the airline in May, 2018, that the problem was not just about the money. Their main complaint, instead, was poor working conditions, irregular working hours, and insufficient level of attention from the Brussels Airlines management's side.

Following two strikes and months of intense negotiations between Brussels Airlines and its pilots, the company's managers eventually decided to take necessary measures to amend the situation. Authorities responded to pilots' demands by cutting the total number of flying hours. In addition, they added extra rest days and reduced flight workload. Another very important decision was to initiate additional pilots' recruitment.

In order to cope with the growing demand of skilled pilots, airlines have to think of new ways to address the issue. If timely measures are not taken, the situation may lead to an

ever-increasing number of flight cancellations and less skilled pilots coming to the cockpit. Though airlines' individual initiatives, such as organizing roadshows, are a handy way to meet potential candidates, it might be a more time-consuming process for pilots themselves, as they need to wait for each particular airline to organize its roadshow.

New recruitment initiatives like the Pilot Career Show aim to make the hiring procedure easier and more effective, saving time spent on job searches for pilots. They get the chance to meet airlines and recruitment agencies in one place and companies are able to build useful networks with other industry leaders while searching for new recruits. This kind of a job fair represents the next step towards building an advanced, progressive and time-saving model of pilot recruitment, which transcends the traditional hiring process.

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