€12 million committed: Luxair strengthens its future pilot pipeline

Luxair Ab Initio training and targeted sponsorships create structured access to airline pilot careers for Luxembourg and the Greater Region.

In a highly competitive European and international market for professional pilots, Luxair continues to invest in people and in the long-term development of its future cockpit crews. Through its **Pilot Cadet programme** and targeted sponsorships, the airline identifies, trains and supports high-potential candidates from the start, or from an early stage, of their aviation journey, creating a structured pathway into the cockpit of Luxembourg's national airline.

To date, Luxair has committed **€12 million** to this pilot training and sponsorship framework. It combines the **Ab Initio** pathway, under which candidates can start with no previous aviation experience, with individual sponsorships for selected pilot students who have already begun flight training. For many candidates, this support removes a significant financial barrier to entering a demanding profession, while allowing Luxair to build a pipeline of future pilots trained according to its own standards.

Through the **Ab Initio** programme, candidates can be selected directly after completing their secondary education. They do not need previous aviation experience or operational flying hours.

Instead, Luxair
identifies candidates with strong aptitude, discipline and motivation, and supports them through a structured training course. The training combines theoretical instruction, simulator sessions and hands-on flying experience, with a strong focus on essential flying skills, safety procedures and real-world operational scenarios.

The sponsorship channel complements the Ab Initio pathway. It is aimed at selected pilot students who have already enrolled in flight training towards a professional EASA licence, including the theoretical and
practical steps required before joining an airline operation. Sponsorship is granted only to candidates who successfully pass Luxair's selection process and train with an organisation approved by the airline.
It allows Luxair to accompany promising future pilots who have already made the decision and personal commitment to pursue a career in aviation.

Luxair works with selected European training partners, notably **BAA Training** (Spain) and **RWL German Flight Academy** (Germany). These partners are chosen because they meet strict expectations in terms of training quality, operational stability, standardisation, progress monitoring and long-term reliability.
This allows the airline to accompany cadets and sponsored pilot students throughout their training and ensure they are prepared to join Luxair's flight operations once their training has been successfully completed.

"Training pilots ourselves is a strategic investment in people, safety and the future of Luxair," said **Gilles Feith, CEO of Luxair**. *"As one of the few remaining regional carriers in Europe with a broad full-service model, a strong social model and deep roots in its home market, Luxair has a responsibility to prepare its own future. Through Ab Initio training and carefully selected sponsorships, we are creating concrete opportunities for motivated young people, especially in Luxembourg and the Greater Region, while securing the skills we need to continue serving the country with reliability, quality and responsibility."*

The initiative reflects Luxair's broader role as a key employer in Luxembourg's aviation sector. In recent years, the airline has launched the most extensive pilot recruitment and training effort in its history to
accompany the renewal and development of its fleet. Luxair sources its future pilots primarily through three complementary channels: the Ab Initio pathway, targeted sponsorships for selected pilot students
already in flight school, and direct recruitment from the wider European and international professional pilot market.

The Luxembourg-based flight school channel remains statistically limited in practice: over the past six years, out of more than 130 pilots recruited by Luxair, only **seven**, representing **less than 5%**, had completed their initial training with a Luxembourg-based aeronautical training organisation. These figures confirm that Luxair's pilot recruitment needs are not dependent on the output of local training organisations. Luxair remains open to candidates from any background who meet its standards, while its strategic priority is to shape future pilots early through its own training pathways and selected European partners.

"Pilot training cannot be reduced to obtaining a licence; it is about building the habits, discipline and decision-making culture required in airline operations," said **Daniel Colling, Accountable Manager at Luxair**. *"By working with stable and standardised European training partners, and by following cadets and sponsored students closely throughout their training, we ensure that future pilots enter Luxair with the right technical foundations, safety mindset and operational maturity."*

Luxair will continue to develop its Ab Initio pathway as part of its long-term commitment to safe and reliable air transport from Luxembourg. The airline will place particular attention on candidates from Luxembourg and the Greater Region, with the objective of making aviation careers more accessible to local talent while preserving Luxair's strict selection, training and safety standards.