STRATEGY OVERVIEW

A SCHOOL, PLATFORM, AND TALENT PIPELINE FOR THE EU AVIATION COMMUNITY

BUILDING A SUSTAINABLE SUPPLY CHAIN FOR AVIATION

Europejska Akademia Lotnictwa (EAL) manages the full life cycle of aviation maintenance talent. We bring EASA Part-147 CoR-qualified international specialists and local talent—including young people, women in STEM, and career changers—into structured pathways with European MROs. Real-time digital task logging, continuous mentoring, and regional servicing and educational hubs turn individual progression into a dependable, scalable workforce pipeline for European aviation.

~85,000	~730,000	100%	< 36 Mos
New Technicians Needed in Europe, 2025–2034 (commercial · CAE)	New Technicians Needed Worldwide, 2026–2045 (Airbus · Boeing)	Target: Digital & Auditable Task Logbooks (EAL target)	Target: Streamlined Time-to-Licence (B1/B2) (EAL target)

Sources: CAE Aviation Talent Forecast 2025 (Europe split as reported by ATEC, 19 Jun 2025) · Airbus Global Services Forecast, 14 Oct 2026 · Boeing Pilot & Technician Outlook 2026. Forecasts are third-party projections; targets are EAL's own.

END-TO-END TALENT SUPPLY CHAIN FLOW



01 DISCOVERY
Non-EU CoR & Regional Inclusion

02 READINESS
Technical English & Cultural Fit

03 DIGITAL OJT
Live Task Logging & Supervisor Audit

04 DEMAND SHAPING
MRO Candidate Reservation

05 REINVESTMENT
EAL Servicing Hub & Instructors

OPENING TECHNICAL PATHWAYS FOR INTERNATIONAL & LOCAL TALENT

WHAT WE DO

EAL manages two complementary pipelines: fast-tracking EASA Part-147 CoR-qualified international specialists into European maintenance roles, and developing local talent through PUP-supported ground school and hardware-simulator training.

WHY IT MATTERS

Europe faces a shrinking and aging technical workforce. EAL addresses this by unlocking an existing pool of internationally qualified specialists while building a sustainable local talent base, offering reduced recruitment risk and AML progression.

PROVIDING TRANSPARENT CAREER PATHWAYS

WHAT WE DO

We provide candidates with a clear progression map from onboarding through practical placements (Path-A Internship or Path-B Junior Employment) to EASA Part-66 AML licensing.

WHY IT MATTERS

Licensing is historically complex. Clear milestones build candidate trust, increase motivation, and reduce dropout rates across cohorts.

OPERATIONAL READINESS & CULTURE

WHAT WE DO

EAL prepares candidates before facility placement through technical English, European safety culture, human factors, teamwork, and relocation support.

WHY IT MATTERS

Clear communication and cultural alignment reduce operational friction, support safety performance, and improve retention for host MROs.

CREATING VISIBLE DEMAND FOR PARTNER MROS

WHAT WE DO	WHY IT MATTERS
EAL gives partner Maintenance, Repair, and Overhaul (MRO) facilities live visibility into candidate readiness, including technical performance, module scores, and verified on-the-job training hours. This enables MROs to identify, reserve, and plan for future technicians before recruitment becomes urgent.	EAL shifts MRO recruitment from reactive hiring to proactive workforce planning. Partners gain early access to a pre-qualified talent pipeline, reduce hiring uncertainty, and lower operational and financial risk associated with technician shortages and AOG events.

RETAINING EXPERIENCED TALENT IN REGIONAL SERVICING & EDUCATIONAL HUBS

As technicians progress toward and obtain EASA Part-66 licences, EAL creates opportunities for experienced specialists to remain within the regional ecosystem through two connected functions:

EDUCATIONAL HUB THE ENGINE	Serves as the central training center before talent is deployed into host MROs. The hub combines ground school equipped with benchtop hardware simulators (avionics, hydraulics, electrical) and white-label software that delivers theoretical and practical resources to candidates, alongside on-demand specialized workshops.
SERVICING HUB & MOBILE CREW THE ANCHOR	Retains a percentage of fully licensed (EASA Part-66) AML engineers to provide deployable, “on-demand” and line maintenance services shop, while acting as mentors and instructors for incoming cohorts.
THE SCALABILITY FACTOR PROOF OF CONCEPT	Pomerania serves as EAL’s Proof of Concept and Operational Anchor. Once operational and cash-flow positive, this integrated Educational + Servicing Hub model is designed as a standardized, modular node that can be replicated in other strategic European regional aviation hubs.

STRATEGIC REGIONAL ROLE IN NORTHERN POLAND

WHAT WE DO	WHY IT MATTERS
EAL is establishing Pomerania as its operational base and first regional hub, connecting local aeroclubs, technical schools, airport infrastructure, employers, and European transport corridors into a coordinated aviation-maintenance ecosystem.	Pomerania combines established industrial capability, coastal and maritime infrastructure, airport access, and proximity to Baltic and Nordic markets. This makes it a strong location from which to build a scalable talent pipeline and support cross-border mobility.

INSTITUTIONAL & REGULATORY ALIGNMENT

EAL aligns its talent pathways with the institutions that govern workforce mobility, regional development, and aviation certification. This includes active engagement with regional labour offices (**Powiatowy Urząd Pracy – PUP**), municipal and regional development bodies, and the Polish Civil Aviation Authority (**Urząd Lotnictwa Cywilnego – ULC**).