Future talents and skills for the European Space Ecosystem

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Resources and Services (RES) Directorate

Today, instead of introducing various RES activities, the question is **what can we do together for your future & the future of the European space ecosystem?**

Why focus on talent?

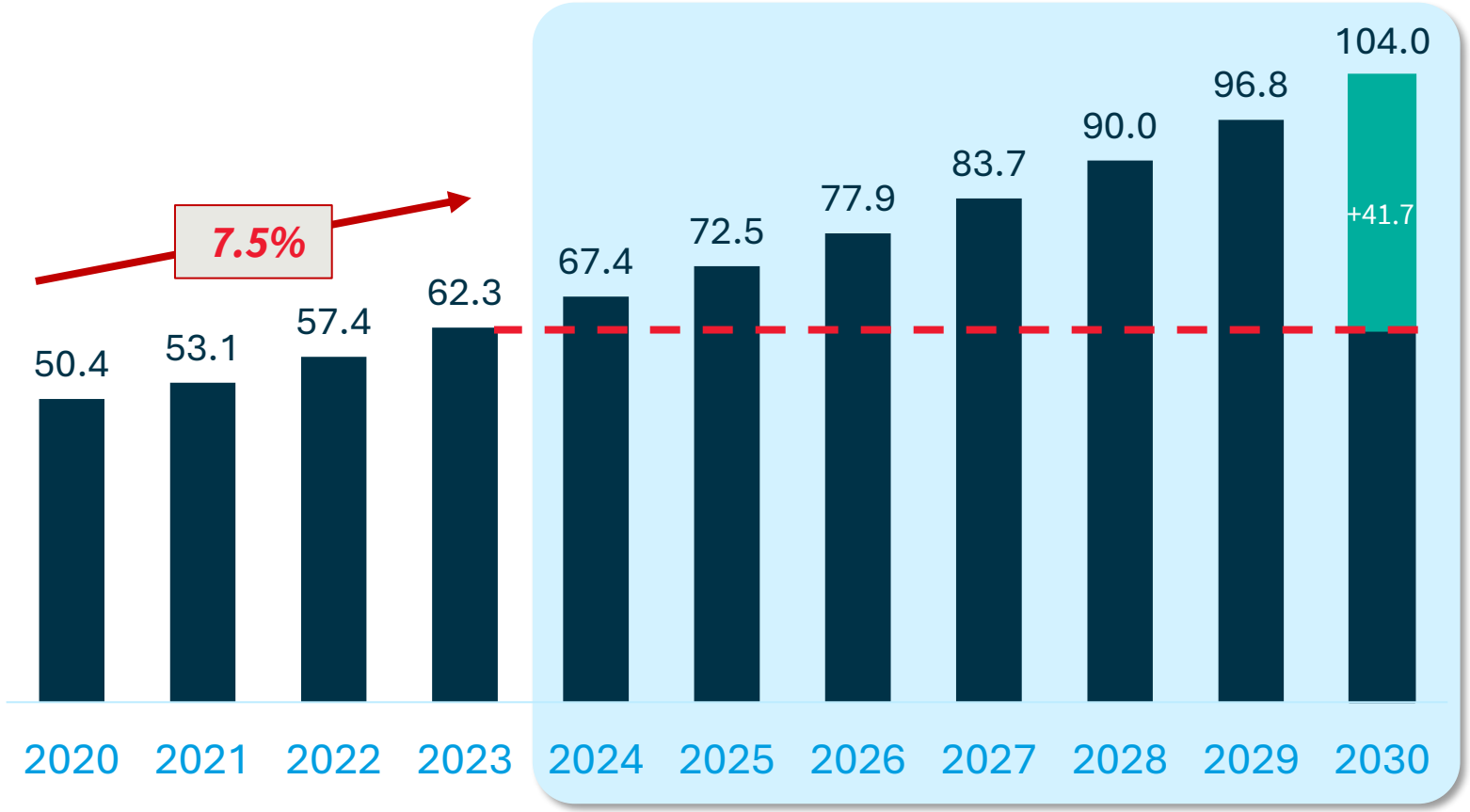
- Europe's future in space will not only depend on the systems we build, **but on the people who build them**

- Our ability to attract, develop, and retain the right skills will determine whether Europe remains competitive, innovative, and strategically autonomous in the years ahead.

ESA Skills Digital Twin Initiative: key takeaways

Growing workforce demand

Total FTE in space upstream sector
Europe (thousand FTEs), 2019 – 2030e



If the growth pace observed since 2020 holds, the space workforce will reach about **104k FTEs by 2030.**

This represents an increase of roughly **70%, +41.7k FTEs.**

*FTE = Full Time Equivalent
Data source: ESA Space Economy Report 2026

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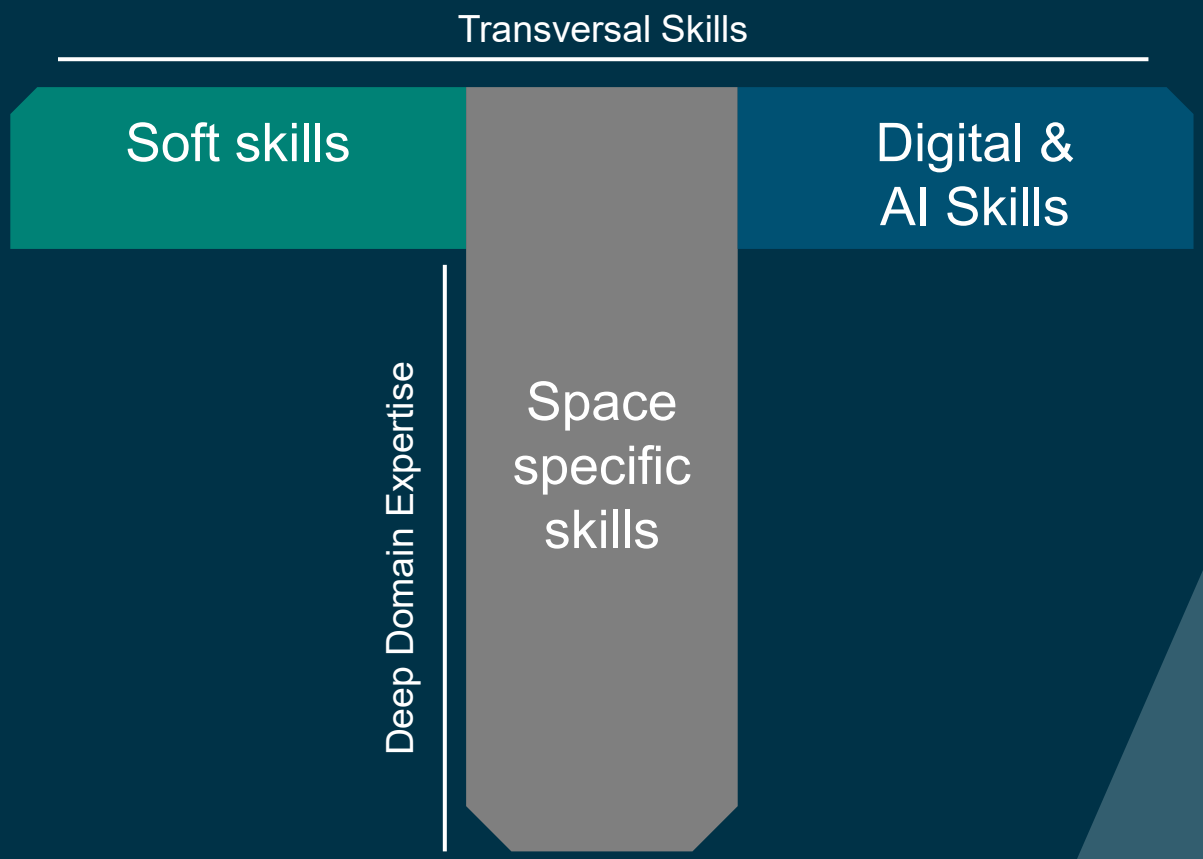
If the European space ecosystem is forecasted to increase its workforce by 70%, in a context of extreme technological transformation and rapidly evolving skills needs.

The question becomes: what skills to train and how to be prepared?

Anticipating future skills



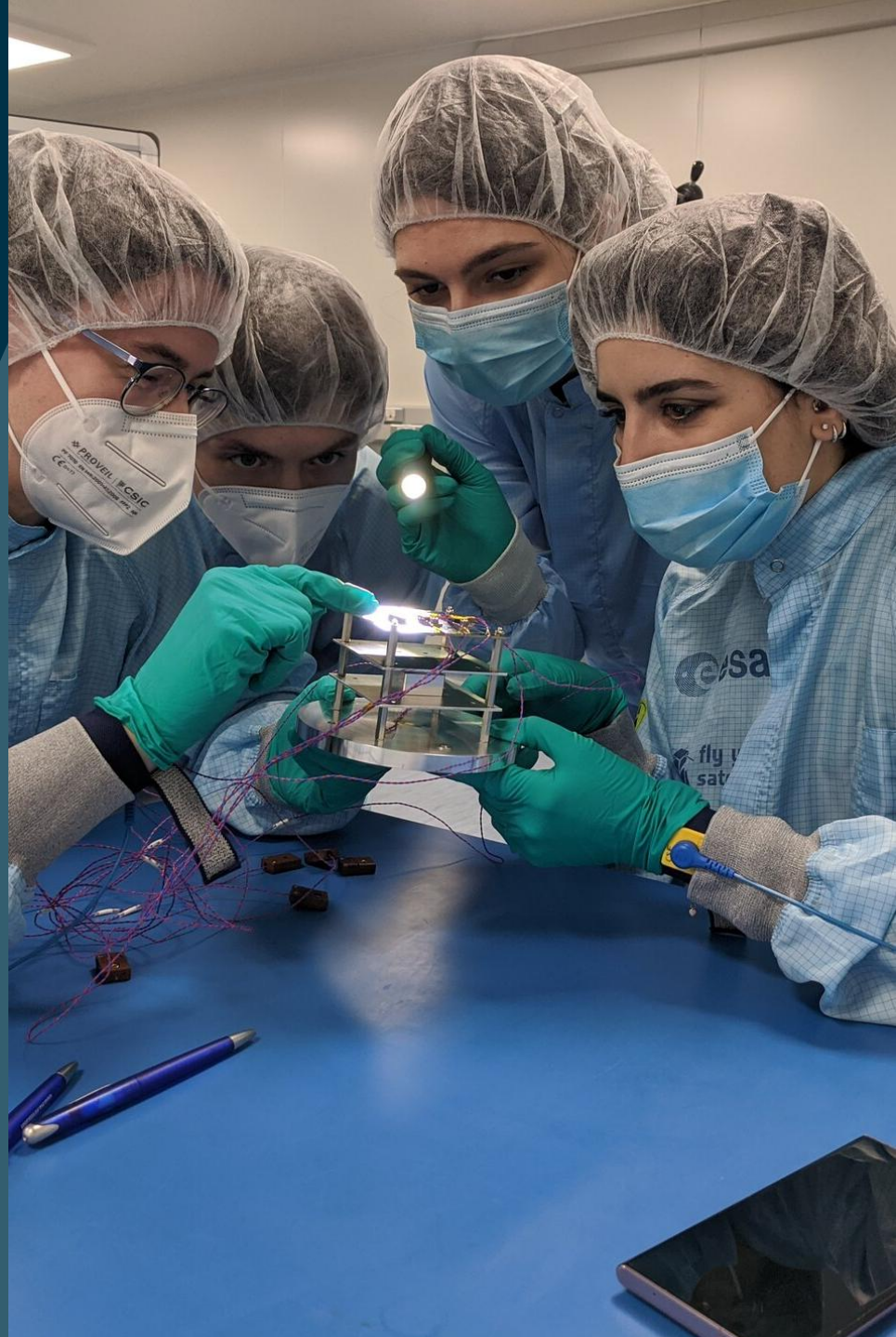
Trends suggest that aerospace employers increasingly seek T-shaped profiles, that integrate specialized technical knowledge with transversal skills.

A significant share of talent is either not captured or not retained:

- 72% of aerospace engineers are never employed in the space sector or leave it during their careers

- 16% of European aerospace graduates pursue careers outside Europe.

- **For every four** aerospace engineers trained in Europe, **only one** is likely to remain in the European space talent pool over the long term.



How do we keep up with the growing demand of talent in the space sector?

How do we attract, retain and develop talent in our sector?

How do we anticipate the skills that will be needed tomorrow and beyond in the sector?

We are in transformative times, and the space sector needs more talent, **how do we respond together?**

What can we do together?

- Read *ESA Skills Digital Twin Report*
- Continuous monitoring and increase awareness
- Bringing together our HR teams in 2027-28
  - Future Skills HR Forum
  - ESA-Industry Skills Hackathon

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THANK YOU!

Scan for the full ESA Skills Digital Twin Initiative report:

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