



NEWS RELEASE

How American Airlines creates pathways to opportunity

2026-09-01

At American Airlines, careers take flight in more ways than one.

A new video featuring team members from across the company shines a light on the power of career growth, workforce development and economic mobility. Through personal stories of advancement and opportunity, the video showcases how team members have built careers, developed new skills and created brighter futures for themselves and their families at American.

Watch the video below to hear their stories

Whether starting in a frontline role or entry-level position, advancing into a leadership position or pursuing an entirely new career path, the team members featured in the video represent what is possible when talent, dedication, support and opportunity come together.

Creating opportunity in the communities we serve

Workforce development is about helping people build meaningful, long-term careers.

American provides opportunities across dozens of professions, including airport operations, flight operations, technical operations, customer service and many corporate roles. Many team members begin in one position and go on to pursue a new career path within the company.

The stories featured in the video reflect that journey. They highlight team members who embraced new opportunities, developed new skills and advanced their careers while supporting their families and communities along the way.

These individual success stories also illustrate American's broader impact as an employer. With more than 130,000 team members worldwide, approximately 87% of whom are represented by a union, American helps create economic opportunity in communities across its global network through stable, well-paying jobs, skills training and career advancement opportunities.

Ensuring a strong aviation talent pipeline

American continues to develop talent pipelines for critical aviation careers. These efforts include partnerships with high schools, colleges and the American Airlines Cadet Academy, which helps aspiring pilots access a clear pathway to a career with American and its regional airline partners.

For future aviation maintenance professionals, American recently expanded its workforce development efforts through a partnership with the **Pittsburgh Institute of Aeronautics**, creating direct pathways to aviation maintenance careers through engagement opportunities, facility tours and guaranteed interviews for qualified graduates.

Additionally, several positions at the airline — including pilots, aviation maintenance technicians and top-of-scale flight attendants — do not require a four-year degree to make a six-figure income.

Investing in our people

American's success depends on the strength of its workforce. That's why the airline continues to invest in the team member experience, including comprehensive onboarding, training, education and professional development opportunities that help team members grow throughout their careers.

Across the company, team members have access to learning and development programs, technical training, leadership resources and educational opportunities designed to support continuous long-term growth and advancement.

Building the workforce of the future

As aviation continues to evolve, American remains focused on attracting, developing and retaining the next generation of talent.

From pilot and maintenance technician pipelines to interns and co-ops, leadership development, technical training and continuous learning opportunities, the company is investing in the people who will power the future of aviation.

The team members featured in this video are proof that a career at American can be much more than a job. It can be a pathway to growth, achievement and opportunity.