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2015 FORECAST – More Hiring in 2015

Roanoke, Texas (March 3, 2015) JSfirm.com, an online aviation only job board, is pleased to release the 6th Annual Hiring Trends Survey. Jeff Richards, JSfirm.com Manager said, "This year's results show that our industry is continuing to trend in the right direction, there will be more hiring in 2015 than any of the past 6 years."

In summary:

- 342 aviation companies across various sectors were surveyed
- 92% will hire in 2015
- 78% are projecting growth in 2015
- 72% did not cut jobs in 2014 (up from 68% in 2013)
- 55% experienced an attrition rate of less than 5% (up from 48%)
- Skilled maintenance technicians remain the most in-demand hiring need
- April, May, and June will likely be the busiest hiring months
- Companies report that lack of experienced candidates is their biggest hiring challenge

Results: Aviation Industry 2015 Hiring Trends and Expectations

Q1 - Approximately how many people does your company employ?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
1 - 10	46	13.45%
11 - 30	86	25.15%
31 - 50	53	15.50%
51 - 100	70	20.47%
101 - 200	43	12.57%
201 - 500	21	6.14%
501+	23	6.73%

Q2 - Were any jobs cut from your company last year (2014)?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
None	242	71.60%
1 - 5	58	17.16%
6 - 10	8	2.37%
11 - 20	11	3.25%
21 - 50	10	2.96%
51 - 100	5	1.48%
101 - 200	1	0.30%
201 +	3	0.89%

Q3 - How many people did your company hire last year (2014)?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
None	28	8.21%
1 - 5	134	29.30%
6 - 10	74	21.70%
11 - 20	37	10.85%
21 - 50	37	10.85%
51 - 100	12	3.52%
101 - 200	6	1.76%
201 +	13	3.81%

Q4 - What retention tools does your company use to minimize turnover?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
We pay higher wages	112	10.10%
Our benefits are better than average	148	13.35%
Flex Schedules	113	10.19%
Additional time off	53	4.78%
The ability of the employee to speak their minds	157	14.16%
Recognition and appreciation	191	17.22%
Talent and skill utilization	124	11.18%
Educational reimbursement	72	6.49%
Continuing education / training	109	9.83%
Other	30	2.71%

Q5 - In 2015, my company is projecting:

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Significant growth	50	14.62%
Moderate growth	219	64.04%
No Growth	44	12.87%
Moderate decline	4	1.17%
Significant decline	2	0.58%
Not sure	23	6.73%

Q6 - How many people will your company be hiring this year (2015)?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
1 - 5	143	42.18%
6 - 10	49	14.45%
11 - 20	54	15.93%
21 - 50	32	9.44%
51 - 100	13	3.83%
101 - 200	10	2.95%
201+	10	2.95%
Likely not hiring	28	8.26%

Q7 - When do you expect your company to hire? (Select all that apply)

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
1st Quarter 2014 (Jan - March)	167	26.59%
2nd Quarter 2014 (April - June)	195	31.05%
3rd Quarter 2014 (July - Sept)	141	22.45%
4th Quarter 2014 (Oct - Dec)	76	12.10%
N/A	49	7.80%

Q8 - What type of people will your company be hiring this year?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Avionics	100	8.48%
Maintenance	201	17.05%
Sheet metal/Structures/Composites/Fabricators/Machine Operators	83	7.04%
Interiors/Cabinetry/Upholstery	42	3.56%
Paint	71	3.39%
Quality Assurance	37	6.02%
Safety (SMS)	67	3.14%
Pilots	117	9.92%
Flight Attendants	22	1.87%
Dispatchers	42	3.56%
Line Service	60	5.09%
Sales/Marketing/Business Development	57	4.83%
Social Media Manager	8	0.68%
Customer Service	56	4.75%
Administration including Human Resources/Recruiting	57	4.83%
Management	60	5.09%
N/A	21	1.78%
Other	38	3.22%

Q9 - What type of aircraft does your company primarily support?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Helicopter	137	23.38%
General aviation: single and light twin engine aircraft	140	23.89%
Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc.	142	24.23%
Commercial/Transport Category: wide body aircraft, transport, etc.	81	13.82%
Military: F-16, C130, V-22, etc.	45	7.68%
Unmanned Aircraft System (UAS / UAV)	12	2.05%
N/A	9	1.54%
Other	20	3.41%

Q10 - Which best describes the service your company provides?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Airport/FBO	81	18.04%
Maintenance Repair and Overhaul	90	20.04%
OEM	24	5.35%
Aircraft Operator	106	23.61%
Association	5	1.11%
Support Service such as insurance, software, data, etc	8	1.78%
School or Training Center	35	7.80%
Staffing/Recruiting	20	4.45%
Sales/Distribution/Lease	22	4.90%
Other	58	12.92%

Q11 - What is the biggest challenge you have finding qualified aviation talent?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
No problem	44	7.91%
Our location	106	19.06%
Finding effective resources	42	7.55%
Lack of experience	174	31.29%
Candidate pay expectations are too high	99	17.81%
Our company pay is below standard	25	4.50%
Lack of feedback from hiring managers	14	2.52%
No time to actually recruit	24	4.32%
Other	28	5.04 %

Q12 - What resources do you use to find aviation specific talent?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Non aviation websites (monster, careerbuilder, indeed, etc.)	110	9.55%
Aviation specific websites (jsfirm, pilotjobs, avianation, etc.)	259	22.48%
Professional Networking websites (linkedin)	137	11.89%
Social Media websites (facebook, twitter, etc.)	79	6.86%
Aviation contract labor companies	50	4.34%
Aviation direct hire recruiting companies	45	3.91%
Aviation job fairs	52	4.51%
Local newspapers	44	3.82%
Industry magazines	38	3.30%
Aviation schools	94	8.16%
Paid referrals from internal employees	48	4.17%
Word of mouth	175	15.19%
Other	21	1.82%

Q13 - What is your attrition rate? (percentage of turnover for direct hire personnel only)

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
N/A we are a staffing agency	13	3.90%
Less than 5%	183	54.95%
6- 10%	59	17.72%
11 - 15%	35	10.51%
16 - 20%	14	4.20%
21 - 25%	10	3.00%
26 - 30%	4	1.20%
31 - 35%	3	0.90%
36 - 40%	7	2.10%
Greater than 40%	5	1.50%

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