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## Hiring Trends Survey: Covid-19 Impact Results

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Roanoke, Texas (April 7, 2021) JSfirm.com, an aviation job website, released their Hiring Trends Survey for 2021. Of the hiring professionals, executives, and business owners surveyed, over 50% are projecting growth in 2021. Additionally, 66% of those surveyed did not cut any jobs in 2020, despite the impact of the COVID-19 pandemic on the economy.

In summary:

- 200 aviation companies across various sectors were surveyed
- 50.84% are projecting moderate growth in 2021
- 32.93% expect to hire in the 2nd Quarter (Apr - Jun) of 2021
- Pilots, maintenance & avionics technicians remain in highest demand

Sam Scanlon, Managing Partner of JSfirm.com, said, “The results of our recent survey are encouraging for the industry. It’s interesting to see how many companies were not affected too much by the pandemic: airlines make the headlines, but the fact is, the small to medium size companies that make up the majority of our infrastructure made it through the past year and are now gearing up for growth.” He continued, “Overall traffic on our website continues to increase from both job seekers and companies - we are anxious to see how the remainder of 2021 plays out.”

Results: Aviation Hiring Trends 2021

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### Q1 - Approximately how many people does your company employ?

<i>Answers</i>	<i>Percent</i>
1-10	23.96%
11-30	22.92%
31-50	13.54%
51-100	11.46%
101-200	7.29%
201-500	7.81%
500	13.02%

## Q2 - What type of aircraft does your company primarily support? (Select all that apply)

<i>Answers</i>	<i>Percent</i>
Helicopter	20.98%
General Aviation: single and light twin engine aircraft	24.92%
<b>Corporate Aircraft: Lear, Citation, Hawker, Gulfstream, etc.</b>	<b>25.25%</b>
Commercial/Transport Category: wide body aircraft, transport, etc.	11.15%
Military: F-16, C130, V-22, etc.	8.52%
Unmanned Aircraft System (UAS / UAV)	4.26%
Other	4.92%

## Q3 - Which best describes the service your company provides? (Select all that apply)

<i>Answers</i>	<i>Percent</i>
Airport/FBO	10.58%
<b>MRO (Maintenance Repair &amp; Overhaul)</b>	<b>22.99%</b>
OEM (Original Equipment Manufacturer)	4.01%
<b>Aircraft Operator</b>	<b>22.99%</b>
Association	0.00%
Support Service such as insurance, software, data ,etc	2.19%
School or Training Center	8.03%
Staffing/Recruiting	7.30%
Sales/Distribution/Lease	6.57%
Other	15.33%

## Q4 - Last year (2020), how many people did your company hire?

<i>Answers</i>	<i>Percent</i>
We did not hire	15.59%
<b>1-5</b>	<b>34.95%</b>
6-10	17.74%
11-20	8.60%
21-50	8.60%
51-100	3.23%
101-200	2.69%
200	8.60%

### Q5 - Last year (2020), were any jobs cut from your company?

<i>Answers</i>	<i>Percent</i>
<b>No Job Cuts</b>	<b>65.95%</b>
1-5	14.59%
6-10	4.86%
11-20	4.32%
21-50	1.62%
51-100	3.24%
101-200	3.78%
200	1.62%

### Q6 - What percentage of jobs lost were a result of the Covid-19 pandemic?

<i>Answers</i>	<i>Percent</i>
90-100%	13.44%
80-89%	1.08%
70-79%	2.15%
60-69%	0.54%
50-59%	0.54%
Less than 50%	12.37%
<b>No Jobs Lost</b>	<b>69.89%</b>

### Q7 – Do you feel government bailouts for the aviation industry helped keep your company in business?

<i>Answers</i>	<i>Percent</i>
Yes	38.04%
<b>It did not affect us either way</b>	<b>61.96%</b>

### Q8 - When do you expect your company to return to pre-COVID levels?

<i>Answers</i>	<i>Percent</i>
<b>We are at pre-Covid levels</b>	<b>46.99%</b>
Second Quarter	8.20%
Third Quarter	14.75%
Fourth Quarter	6.56%
2022	16.39%
2023	3.83%
2024	3.28%

### Q9 - In 2021, how many people will your company be hiring?

<i>Answers</i>	<i>Percent</i>
<b>1-5</b>	<b>52.54%</b>
6-10	14.69%
11-20	7.34%
21-50	10.17%
51-100	4.52%
101-200	3.39%
200	7.34%

### Q10 - In 2021, my company is projecting:

<i>Answers</i>	<i>Percent</i>
Significant growth	14.53%
<b>Moderate growth</b>	<b>50.84%</b>
No growth	20.11%
Moderate decline	1.68%
Significant decline	1.68%
Not sure	11.17%

### Q11 - Who will your company be hiring this year? (Select all that apply)

<i>Answers</i>	<i>Percent</i>
Avionics	11.35%
<b>Maintenance</b>	<b>18.51%</b>
Sheet Metal/Structures/Composites/Fabricators/Machine Operators	7.15%
Interiors/Cabinetry/Upholstery	3.11%
Paint	4.35%
Quality Assurance	5.60%
Safety (SMS)	3.27%
Engineers	4.35%
Pilots	11.66%
Flight Attendants	1.40%
Dispatchers	2.49%
Line Service	4.67%
Sales/Marketing/Business Development	4.82%
Social Media Manager	1.24%
Customer Service	4.20%
Administration including Human Resources/Recruiting	4.35%
Management	5.75%
Other	1.71%

### Q12 - When do you expect your company to hire? (Select all that apply)

<i>Answers</i>	<i>Percent</i>
1st Quarter 2021 (Jan - March)	23.17%
<b>2nd Quarter 2021 (April - June)</b>	<b>32.93%</b>
3rd Quarter 2021 (July - Sept)	25.30%
4th Quarter 2021 (Oct - Dec)	18.60%

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#### About JSfirm.com

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