

Press Contact: Jeff Richards Operations Manager 724-547-6203 jeff@jsfirm.com www.jsfirm.com

Growth Projection more than Doubles

Roanoke, Texas (February 27, 2018) JSfirm.com, an aviation job website, released their Hiring Trends Survey for 2018. Of those surveyed, 71% are projecting moderate to significant growth in 2018, compared to only 33% in 2017. In addition to growth, 86% of the companies surveyed did not cut any jobs in 2017, a 14% increase from 2016. JSfirm.com Managing Partner Sam Scanlon said, "In the nine years that we have conducted this survey, aviation hiring has never had a better outlook."

In summary:

- 387 aviation companies across various sectors were surveyed
- 86% did not cut any jobs in 2017
- 71% are projecting moderate to significant growth in 2018
- 80% will hire in 2018
- Pilots, maintenance & avionics technicians remain in highest demand

Results: Aviation Industry 2018 Hiring Trends and Expectations

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Q1 - Approximately how many people does yo	ur company employ?	
Answers	Responses	Percent
1 - 10	118	30.49%
11 - 30	92	23.77%
31 - 50	48	12.4%
51 - 100	44	11.37%
101 - 200	38	9.82%
201 - 500	19	4.91%
501+	28	7.24%

Answers	Responses	Percent
None	331	85.53%
1 - 5	38	9.82%
6 - 10	4	1.03%
11 - 20	3	0.78%
21 - 50	7	1.81%
51 - 100	3	0.78%
101 - 200	0	0%
201 +	1	0.26%

Q3 - Last year (2017), how many people did your company hire?		
Answers	Responses	Percent
None	64	16.54%
1-5	167	43.15%
6 - 10 11 - 20	56 30	14.47% 7.75%
21 - 50	28	7.75%
51 - 100	13	3.36%
101 - 200	8	2.07%
201+	21	5.43%
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04		
Q4 - In 2018, my company is projecting:		
Answers	Responses	Percent
Significant growth	53	13.7%
Moderate growth	222	57.36%
No Growth	82	21.19%
Moderate decline	12	3.1%
Significant decline	2	0.52%
Not sure	16	4.13%
Q5 - In 2018, how many people will your company be hiring?		
Answers	Responses	Percent
1-5	161	41.6%
6 - 10	49	12.66%
11 - 20	33	8.53%
21 - 50	26	6.72%
51 - 100	14	3.62%
101 - 200	9	2.33%
201+	17	4.39%
Likely not hiring	78	20.16%
Q6 - When do you expect your company to hire? (Select all that apply)		
Answers	Responses	Percent
1st Quarter 2018 (Jan - March)	171	22.29%
2nd Quarter 2018 (April - June)	234	30.51%
3rd Quarter 2018 (July - Sept)	166	21.64%
4th Quarter 2018 (Oct - Dec)	109	14.21%
N/A	87	11.34%
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Answers Responses Percent Avionics 82 7.59% Maintenance 180 7.59% Sheet metal/Structures/Composites/Fabricators/Machine Operators 53 4.91% Interiors/Cabinetry/Upholstery 17 1.57% Paint 20 1.85% Quality Assurance 36 3.33% Safety (SMS) 27 2.5% Engineers 42 3.89% Pilots 161 14.91% Flight Attendants 17 1.57% Dispatchers 44 4.07% Line Service 49 4.54% Sales/Marketing/Business Development 62 5.74% Social Media Manager 11 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% 7.4 N/A 73 6.76% 4 Other 48 4.4% C8 - What type of aircra	Q7 - Who will your company be hiring this year?		
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Interiors/Cabinetry/Upholstery 1,57% Paint 20 1,85% Cauality Assurance 36 3,33% Safety (SMS) 27 2,5% Engineers 42 3,89% Pilots 161 14,91% Flight Attendants 17 1,57% Dispatchers 44 4,07% Line Service 49 4,54% Sales/Marketing/Business Development 62 5,74% Social Media Manager 11 1,02% Customer Service 56 5,19% Administration including Human Resources/Recruiting 45 4,17% Management 57 5,28% N/A 73 6,76% Other 48 4,44% Comeral aviation: single and light twin engine aircraft 11 12,20% Military: F-16, C130, V-22, etc. 26 4,38% Military: F-16, C130, V-22, etc. 26 4,38% Military: F-16, C130, V-22, etc. 20 3,37% C9 - Which best describes the	Maintenance	180	16.67%
Paint 20 1.85% Quality Assurance 36 3.33% Safety (SMS) 27 2.5% Engineers 42 3.89% Pilots 161 14.91% Dispatchers 44 4.07% Line Service 49 4.54% Sales/Marketing/Business Development 62 5.74% Social Media Manager 11 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% Carswers Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% General aviation: single and light twin engine aircraft 147 24.79% General aviation: single and light twin engine aircraft 147 24.79% General aviation: single and light twin engine	Sheet metal/Structures/Composites/Fabricators/Machine Operators	53	4.91%
Quality Assurance 36 3.33% Safety (SMS) 27 2.5% Engineers 42 3.88% Pilots 161 14.91% Flight Attendants 17 1.57% Line Service 49 4.54% Sales/Marketing/Business Development 62 5.74% Sales/Marketing/Business Development 62 5.74% Sales/Marketing/Business Development 62 5.74% Social Media Manager 11 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% Case-What type of aircraft does your company primarily support? Answers Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204	Interiors/Cabinetry/Upholstery	17	1.57%
Safety (SMS) 27 2.5% Engineers 42 3.89% Pilots 161 14.91% Flight Attendants 17 1.57% Dispatchers 44 4.07% Line Service 49 4.54% Sales/Marketing/Business Development 62 5.74% Social Media Manager 11 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% Ces - What type of aircraft does your company primarily support? Verent Answers Responses Percent Helicopter 109 18.39% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 20 3.44% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc.	Paint	20	1.85%
Engineers	Quality Assurance	36	3.33%
Pilots	Safety (SMS)	27	2.5%
Flight Attendants	Engineers	42	3.89%
Dispatchers 44 4.07% Line Service 49 4.54% Sales/Marketing/Business Development 62 5.74% Social Media Manager 11 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% Caswers Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 53 10.58% MRO 73 14.57% OEM 13	Pilots	161	14.91%
Line Service 49 4.54% Sales/Marketing/Business Development 62 5.74% Social Media Manager 11 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% Commental type of aircraft does your company primarily support? Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 53 10.58% MRO 73 14.57% OEM 18	Flight Attendants	17	1.57%
Sales/Marketing/Business Development 62 5.74% Social Media Manager 111 1.02% Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% **Costant Support* **Percent** **Helicopter** **General aviation: single and light twin engine aircraft 109 18.38% General aviation: single and light twin engine aircraft 109 18.38% General aviation: single and light twin engine aircraft 109 18.38% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% C9 - Which best describes the service your company provides? Answers Responses <td< td=""><td>Dispatchers</td><td>44</td><td>4.07%</td></td<>	Dispatchers	44	4.07%
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Customer Service 56 5.19% Administration including Human Resources/Recruiting 45 4.17% Management 57 5.28% N/A 73 6.76% Other 48 4.44% Q8 - What type of aircraft does your company primarily support? Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Airswers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% </td <td>Sales/Marketing/Business Development</td> <td>62</td> <td>5.74%</td>	Sales/Marketing/Business Development	62	5.74%
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Other 48 4.44% Q8 - What type of aircraft does your company primarily support? Answers Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6%	Management	57	5.28%
Q8 - What type of aircraft does your company primarily support? Answers Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Responses Percent Airgort/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	N/A	73	6.76%
Answers Responses Percent Helicopter 109 18.38% General aviation: single and light twin engine aircraft 147 24.79% Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Other	48	4.44%
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Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc. 204 34.4% Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Helicopter	109	18.38%
Commercial/Transport Category: wide body aircraft, transport, etc. 61 10.29% Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	General aviation: single and light twin engine aircraft	147	24.79%
Military: F-16, C130, V-22, etc. 26 4.38% Unmanned Aircraft System (UAS / UAV) 12 2.02% N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Answers Airport/FBO 53 10.58% MRO 53 10.58% MRO OEM 18 3.59% Aircraft Operator Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc School or Training Center 56 11.18%	Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc.	204	34.4%
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N/A 14 2.36% Other 20 3.37% Q9 - Which best describes the service your company provides? Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Military: F-16, C130, V-22, etc.	26	4.38%
Other 20 3.37% Q9 - Which best describes the service your company provides? Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Unmanned Aircraft System (UAS / UAV)	12	2.02%
Q9 - Which best describes the service your company provides? Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	N/A	14	2.36%
Answers Responses Percent Airport/FBO 53 10.58% MRO 73 14.57% OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Other	20	3.37%
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OEM 18 3.59% Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Airport/FBO	53	10.58%
Aircraft Operator 179 35.73% Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	MRO	73	14.57%
Association 5 1% Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	OEM	18	3.59%
Support Service such as insurance, software, data, etc 8 1.6% School or Training Center 56 11.18%	Aircraft Operator	179	35.73%
School or Training Center 56 11.18%	Association	5	1%
	Support Service such as insurance, software, data, etc	8	1.6%
Staffing/Recruiting 20 3 99%	School or Training Center	56	11.18%
20 5.55 //	Staffing/Recruiting	20	3.99%
Sales/Distribution/Lease 34 6.79%	Sales/Distribution/Lease	34	6.79%
Other 55 10.98%	Other	55	10.98%

Q10 - What is the biggest challenge you have finding qualified aviation talent?

Answers	Responses	Percent
No problem	38	5.19%
Shortage of qualified professionals	275	37.57%
Finding effective resources	43	5.87%
Lack of experience	142	19.4%
Candidate pay expectations are too high	97	13.25%
Our company pay is below standard	61	8.33%
Lack of feedback from hiring managers	11	1.5%
No time to actually recruit	37	5.05%
Other	28	3.83%

Q11 - What resources do you use to find aviation specific talent?

Answers	Responses	Percent
Non-Aviation Websites (Monster, CareerBuilder, Indeed, etc.)	148	11.69%
Aviation Specific Websites (JSfirm, Pilotjobs, Avianation, etc.)	237	18.72%
Professional Networking Websites (LinkedIn)	152	12.01%
Social Media Websites (Facebook, Twitter, etc.)	99	7.82%
Aviation Contract Labor Companies	44	3.48%
Aviation Direct Hire Recruiting Companies	49	3.87%
Aviation Job Fairs	59	4.66%
Local Newspapers	16	1.26%
Industry Magazines	22	1.74%
Aviation Schools	89	7.03%
Paid Referrals from Internal Employees	64	5.06%
Word of Mouth	260	20.54%
Other	27	2.13%

Q12 - To date, how do you feel the current presidential administration has impacted the aviation industry?

Answers	Responses	Percent
Positively	185	48.43%
Negatively	37	9.69%
Neutral	160	41.88%

About JSfirm.com

JSfirm.com is the most recommended aviation job website. Founded in 1999, they have been providing service to the aviation industry for over 19 years. JSfirm.com is a **free** service for Job Seekers. The company's comprehensive website includes access to job postings, direct email of new employment opportunities, free resume builder and networking tools. Companies receive direct access to resumes, management tools, and unlimited job postings with multiple user capabilities and a dedicated Account Manager to help plan a company's candidate search program. For more information, visit: www.jsfirm.com or call 724-547-6203.