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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 your company employ?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|----------------|------------------|----------------|
| 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% |

Q2 - Last year (2017), were any jobs cut from your company?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|----------------|------------------|----------------|
| 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?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|----------------|------------------|----------------|
| None | 64 | 16.54% |
| 1 - 5 | 167 | 43.15% |
| 6 - 10 | 56 | 14.47% |
| 11 - 20 | 30 | 7.75% |
| 21 - 50 | 28 | 7.24% |
| 51 - 100 | 13 | 3.36% |
| 101 - 200 | 8 | 2.07% |
| 201+ | 21 | 5.43% |

Q4 - In 2018, my company is projecting:

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|------------------------|------------------|----------------|
| 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?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|-------------------|------------------|----------------|
| 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)

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|--|------------------|----------------|
| 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% |

Q7 - Who will your company be hiring this year?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|---|------------------|----------------|
| Avionics | 82 | 7.59% |
| Maintenance | 180 | 16.67% |
| 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% |
| N/A | 73 | 6.76% |
| Other | 48 | 4.44% |

Q8 - What type of aircraft does your company primarily support?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|---|------------------|----------------|
| 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?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|--|------------------|----------------|
| 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% |
| Staffing/Recruiting | 20 | 3.99% |
| Sales/Distribution/Lease | 34 | 6.79% |
| Other | 55 | 10.98% |

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

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|--|------------------|----------------|
| 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?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|--|------------------|----------------|
| 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?

| <i>Answers</i> | <i>Responses</i> | <i>Percent</i> |
|-------------------|------------------|----------------|
| 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.