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## 2014 FORECAST – Hiring in Aviation

Fort Worth, Texas (February 25, 2014) JSfirm.com, an online aviation only job board, is pleased to release the 5th Annual Hiring Trends Survey. Jeff Richards, JSfirm.com Manager said, "This annual survey has proven to be accurate in past years at forecasting the hiring trends and is highly anticipated by the aviation industry." In summary:

- 400 aviation companies across various sectors were surveyed
- 91% will hire in 2014 (up from 85% in 2013)
- Skilled maintenance technicians will be in highest demand
- April, May, and June will likely see the most hiring
- 78% are projecting growth in 2014 (up from 67% in 2013)
- 69% experienced an attrition rate of 10% or less
- The #1 employee retention tool is "Recognition and Appreciation"

## Results: Aviation Industry 2014 Hiring Trends and Expectations

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

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
1 - 10	56	13.97%
<b>11 - 30</b>	<b>105</b>	<b>26.18%</b>
31 - 50	48	11.97%
51 - 100	57	14.21%
101 - 200	51	12.72%
201 - 500	35	8.73%
501+	49	12.22%

### Q2 - Were any jobs cut from your company last year (2013)?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
<b>None</b>	<b>273</b>	<b>68.25%</b>
1 - 5	82	20.50%
6 - 10	21	5.25%
11 - 20	9	2.25%
21 - 50	7	1.75%
51 - 100	5	1.25%
101 - 200	2	0.50%
201 +	1	0.25%

### Q3 - How many people did your company hire last year (2013)?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
None	26	6.48%
<b>1 - 5</b>	<b>166</b>	<b>41.40%</b>
6 - 10	50	12.47%
11 - 20	42	10.47%
21 - 50	43	10.72%
51 - 100	24	5.99%
101 - 200	21	5.24%
201 +	29	7.23%

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

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
We pay higher wages	130	11.22%
Our benefits are better than average	172	14.84%
Flex Schedules	131	11.30%
Additional time off	53	4.57%
The ability of the employee to speak their minds	161	13.89%
<b>Recognition and appreciation</b>	<b>203</b>	<b>17.52%</b>
Talent and skill utilization	182	15.70%
Educational reimbursement	85	7.33%
Other	42	3.62%

### Q5 - In 2014, my company is projecting:

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Significant growth	60	15.00%
<b>Moderate growth</b>	<b>255</b>	<b>63.75%</b>
No Growth	48	12.00%
Moderate decline	4	1.00%
Significant decline	4	1.00%
Not sure	29	7.25%

### Q6 - How many people will your company be hiring this year (2014)?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
<b>1 - 5</b>	<b>166</b>	<b>41.81%</b>
6 - 10	55	13.85%
11 - 20	39	9.82%
21 - 50	42	10.58%
51 - 100	18	4.53%
101 - 200	19	4.79%
201+	23	5.79%
Likely not hiring	35	8.82%

### 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)	208	26.84%
<b>2nd Quarter 2014 (April - June)</b>	<b>237</b>	<b>30.58%</b>
3rd Quarter 2014 (July - Sept)	171	22.06%
4th Quarter 2014 (Oct - Dec)	109	14.06%
N/A	50	6.45%

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

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Avionics	148	10.77%
<b>Maintenance</b>	<b>259</b>	<b>18.85%</b>
Sheet metal/Structures/Composites/Fabricators	91	6.62%
Interiors/Cabinetry/Upholstery	48	3.49%
Paint	41	2.98%
Quality Assurance	92	6.70%
Engineering	73	5.31%
Pilots	150	10.92%
Flight Attendants	12	0.87%
Dispatch	48	3.49%
Line Service	56	4.08%
Sales/Marketing/Business Development	73	5.31%
Social Media Manager	10	0.73%
Customer Service	69	5.02%
Administration including Human Resources/Recruiting Management	75	5.46%
	76	5.53%
N/A	24	1.75%
Other	29	2.11%

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

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
<b>Helicopter</b>	<b>166</b>	<b>24.23%</b>
General aviation: single and light twin engine aircraft	161	23.50%
Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc.	152	22.19%
Commercial/Transport Category: wide body aircraft, transport, etc.	102	14.89%
Military: F-16, C130, V-22, etc.	53	7.74%
Unmanned Aircraft System (UAS / UAV)	13	1.90%
N/A	14	2.04%
Other	24	3.50%

### Q10 - Which best describes the service your company provides?

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
Airport/FBO	83	14.74%
Maintenance Repair and Overhaul	126	22.38%
OEM	26	4.62%
<b>Aircraft Operator</b>	<b>127</b>	<b>22.56%</b>
Association	2	0.36%
Support Service such as insurance, software, data, etc	12	2.13%
School or Training Center	45	7.99%
Staffing/Recruiting	30	5.33%
Sales/Distribution/Lease	36	6.39%
Other	76	13.50%

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

<i>Answers</i>	<i>Responses</i>	<i>Percent</i>
No problem	60	9.27%
Our location	115	17.77%
Finding effective resources	43	6.65%
<b>Lack of experience</b>	<b>184</b>	<b>28.44%</b>
Candidate pay expectations are too high	124	19.17%
Our company pay is below standard	28	4.33%
Lack of feedback from hiring managers	13	2.01%
No time to actually recruit	37	5.72%
Other	43	6.65 %

### 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.)	161	11.58%
<b>Aviation specific websites (jsfirm, pilotjobs, aviation, etc.)</b>	<b>314</b>	<b>22.59%</b>
Professional Networking websites (linkedin)	128	9.21%
Social Media websites (facebook, twitter, etc.)	77	5.54%
Aviation contract labor companies	66	4.75%
Aviation direct hire recruiting companies	58	4.17%
Aviation job fairs	64	4.60%
Local newspapers	71	5.11%
Industry magazines	31	2.23%
Aviation schools	109	7.84%
Paid referrals from internal employees	59	4.24%
Word of mouth	220	15.83%
Other	32	2.30%

### 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	24	6.17%
<b>Less than 5%</b>	<b>187</b>	<b>48.07%</b>
6- 10%	81	20.82%
11 - 15%	31	7.97%
16 - 20%	26	6.68%
21 - 25%	14	3.60%
26 - 30%	5	1.29%
31 - 35%	6	1.54%
36 - 40%	7	1.80%
Greater than 40%	8	2.06%

#### About JSfirm.com

JSfirm.com is the fastest growing aviation job distribution network with resume database access. Founded in 1999, they have been providing service to the aviation industry for over 10 years. JSfirm.com is a **free** service to 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](http://www.jsfirm.com) or call one of our two locations at 724-547-6203 or 817-560-0300.