

2014 FORECAST HIRING IN AVIATION

JSfirm.com, an online aviation-only job board, has released its 5th Annual Hiring Trends Survey. Jeff Richards, JSfirm.com Manager says, "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?

Answers	Responses	Percent
1 - 10	56	13.97%
11 - 30	105	26.18%
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)?

Answers	Responses	Percent
None	273	68.25%
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)?

Answers	Responses	Percent
None	26	6.48%
1 - 5	166	41.40%
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%



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INDUSTRY OUTLOOK

Q4 - WHAT RETENTION TOOLS DOES YOUR COMPANY USE TO MINIMIZE TURNOVER?

Answers	Responses	Percent
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%
Recognition and appreciation	203	17.52%
Talent and skill utilization	182	15.70%
Educational reimbursement	85	7.33%
Other	42	3.62%

Q5 - IN 2014, MY COMPANY IS PROJECTING:

Answers	Responses	Percent
Significant growth	60	15.00%
Moderate growth	255	63.75%
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)?

Answers	Responses	Percent
1 - 5	166	41.81%
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)

Answers	Responses	Percent
1st Quarter 2014 (Jan - March)	208	26.84%
2nd Quarter 2014 (April - June)	237	30.58%
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?

Answers	Responses	Percent
Avionics	148	10.77%
Maintenance	259	18.85%
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	75	5.46%
Management	76	5.53%
N/A	24	1.75%
Other	29	2.11%

Key System Capabilities:

- Inventory and Materials Management
- Work Order System
- Flight Operations & Aircraft Records
- Imaging & Multimedia
- Tooling, Training & Publications Management
- Tablet, PDA & Smartphone Interface
- Enterprise Accounting (GAAP/IFRS Compliant)

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INDUSTRY OUTLOOK

Q9 - WHAT TYPE OF AIRCRAFT DOES YOUR COMPANY PRIMARILY SUPPORT?

Answers	Responses	Percent
Helicopter	166	24.23%
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?

Answers	Responses	Percent
Airport/FBO	83	14.74%
Maintenance Repair and Overhaul	126	22.38%
OEM	26	4.62%
Aircraft Operator	127	22.56%
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?

Answers	Responses	Percent
No problem	60	9.27%
Our location	115	17.77%
Finding effective resources	43	6.65%
Lack of experience	184	28.44%
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?

Answers	Responses	Percent
Non aviation websites (monster, careerbuilder, indeed, etc.)	161	11.58%
Aviation specific websites (jsfirm, pilotjobs, aviation, etc.)	314	22.59%
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)

Answers	Responses	Percent
N/A we are a staffing agency	24	6.17%
Less than 5%	187	48.07%
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%

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