



2011 & 2012 Aviation Industry Hiring Trends
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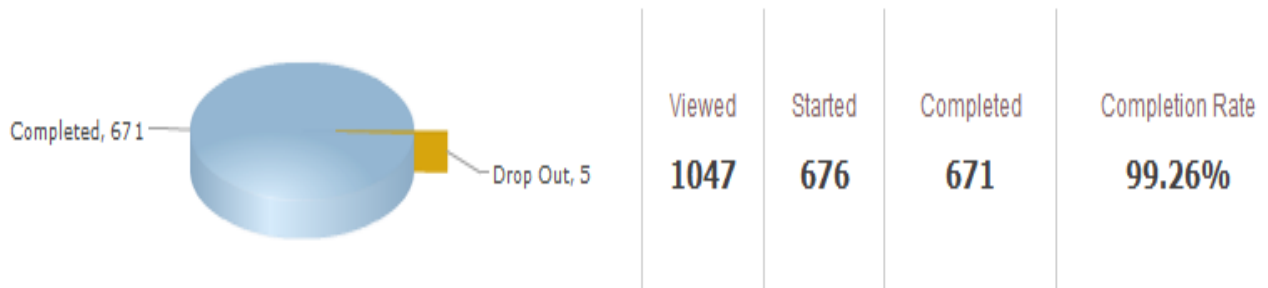
Fort Worth, TX – JSfirm.com Manager, Jeff Richards, is pleased to report the results of their annual survey regarding the hiring outlook for aviation companies in 2012. "Eighty five percent (85%) of companies surveyed expect to hire in 2012" Richards said. "Over 650 companies participated."

JSfirm.com is a leading job board and active resume database dedicated to the aircraft industry. They used a network that reached across various aviation sectors including helicopter, general aviation, corporate, commercial, and others. Richards pointed out, "These positive results support the fact that more companies are advertising job vacancies and searching resumes on JSfirm.com than ever before."

How would you describe the results? Richards summarized:

- 85% of companies will be hiring this year
- The 1st and 2nd quarter will have the heaviest hiring
- Companies cited "lack of experience" as the largest recruiting challenge
- Top resources for finding employees with aviation specific talent are aviation specific websites

Results: Aviation Industry 2011 & 2012 Hiring Trends and Expectations



Q1 - Approximately how many people does your company employ?

Answer	Responses	Percent
1 - 10	122	18.05%
11 - 30	159	23.52%
31 - 50	82	12.13%
51 - 100	96	14.20%
101 - 200	72	10.65%
201 - 500	53	7.84%
501+	92	13.61%

Q2 - How many jobs were cut from your company last year (2011)?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
None	461	68.70%
1 - 5	123	18.33%
6 - 10	24	3.58%
11 - 20	18	2.68%
21 - 50	22	3.28%
51 - 100	11	1.64%
101 - 200	3	0.45%
201 +	9	1.34%

Q3 - How many people did your company hire in 2011?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
None	77	11.48%
1 - 5	275	40.98%
6 - 10	77	11.48%
11 - 20	70	10.43%
21 - 50	54	8.05%
51 - 100	45	6.71%
101 - 200	26	3.87%
201+	47	7.00%

Q4 - How many people will your company be hiring this year (2012)?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
1 - 5	272	40.36%
6 - 10	67	9.94%
11 - 20	57	8.46%
21 - 50	61	9.05%
51 - 100	40	5.93%
101 - 200	34	5.04%
201+	40	5.93%
Likely not hiring	103	15.28%

Q5 - When do you expect your company to hire?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
1st Quarter 2012 (Jan - March)	316	27.08%
2nd Quarter 2012 (April - June)	349	29.91%
3rd Quarter 2012 (July - Sept)	207	17.74%
4th Quarter 2012 (Oct - Dec)	147	12.60%
N/A	148	12.68%

Q6 - What type of people will your company be hiring this year?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
Avionics	204	9.69%
Maintenance	358	17.00%
Sheetmetal/Structures/Composites/Fabricators	154	7.31%
Interiors/Cabinetry/Upholstery	61	2.90%
Paint	51	2.42%
Quality Assurance	120	5.70%
Engineering	131	6.22%
Pilots	220	10.45%
Flight Attendants	31	1.47%
Dispatch	53	2.52%
Line Service	85	4.04%
Sales/Marketing/Business Development	104	4.94%
Social Media Manager	8	0.38%
Customer Service	100	4.75%
Administration	151	7.17%
Management	99	4.70%
N/A	95	4.51%
Other	81	3.85%

Q7 - What type of aircraft does your company primarily support?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
Helicopter	266	23.94%
General aviation: single and light twin engine aircraft	238	21.42%
Corporate aircraft: Lear, Citation, Hawker, Gulfstream, etc.	272	24.48%
Commercial/Transport Category: wide body aircraft, transport, etc.	183	16.47%
Military: F-16, C130, V-22, etc.	89	8.01%
N/A	19	1.71%
Other	44	3.96%

Q8 - Which best describes the service your company provides?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
Airport/FBO	106	11.04%
Maintenance Repair and Overhaul	293	30.52%
OEM	43	4.48%
Aircraft Operator	215	22.40%
Association	1	0.10%
Support Service such as insurance, software, data, etc	23	2.40%
School or Training Center	68	7.08%
Staffing/Recruiting	44	4.58%
Sales/Distribution/Lease	45	4.69%
Other	122	12.71%

Q9 - How much of your business supports the defense industry?

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
Less than 10%	476	72.89%
10 - 25%	75	11.49%
26 - 50%	31	4.75%
51 - 75%	32	4.90%
76 - 100%	39	5.97%

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

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
No problem	134	14.09%
Our location	151	15.88%
Finding effective resources	85	8.94%
Lack of experience	272	28.60%
Candidate pay expectations are too high	158	16.61%
Our company pay is below standard	41	4.31%
Lack of feedback from hiring managers	19	2.00%
No time to actually recruit	38	4.00%
Other	53	5.57%

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

<i>Answer</i>	<i>Responses</i>	<i>Percent</i>
Non aviation websites (monster.com, careerbuilder.com, etc.)	209	10.50%
Aviation specific websites (jsfirm.com, pilotjobs.com, aviation.com)	444	22.31%
Professional and Social Media (facebook, linkedin, etc.)	145	7.29%
Aviation contract labor companies	97	4.87%
Aviation direct hire recruiting companies	62	3.12%
Aviation job fairs	98	4.92%
Local newspapers	134	6.73%
Industry magazines	76	3.82%
Aviation schools	160	8.04%
Paid referrals from internal employees	91	4.57%
Word of mouth	397	19.95%
Other	77	3.87%

About JSfirm.com

JSfirm.com is the largest aviation job distribution network in the world. 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 or call one of our two locations at 724-547-6203 or 817-560-0300.