

Aviation Job Search

Aviation Job Search Year in Review

2023 in aviation, wrapped



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TransAmerican Airlines



Hello and welcome

Dave Capper
Divisional Director



Thanks for downloading our 2023 Year in Review. Here we dive deep into the state of the aviation industry and the people behind it.

In it, you can see job market trends, how your salary compares with your peers, and understand in detail what the general mood is within the industry.

2023 felt like the year where the aviation industry really took off again with many airlines returning to profit and passenger numbers within reach of pre-pandemic times.

But this comes at a cost. We asked hundreds of aviation professionals like you how things were,

and while the majority shared this optimism for the future of the industry, the general happiness amongst workers went in the wrong direction, with pay and conditions being a frequent concern among the aviation workforce.

As a result, we're seeing a lot of movement in the job market. While people aren't leaving the industry, they're looking for new opportunities and better pay for the work they do.

Now more than ever it's important for job seekers to market themselves by building their personal brands - we give you the tools to do this with your candidate profile, job alerts, our Career Hub and our Aviation Courses platform.

All of these work together to help you grow and develop your career. But the most important thing you can do is to keep your profile updated. Updating

it little and often means your profile will be at the top when airlines and recruiters are looking to fill vacancies.

You can use this report to make informed decisions, and the tools Aviation Job Search provides to take that next step in your career.

I'd also like to say thanks ever so much to our sponsors. They make reports like this possible while also opening doors to aviation professionals like you.

Make sure you visit their company profile on Aviation Job Search and their websites as they may well be looking for people like you.

Good luck with your career in aviation!

Dave

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About us

Over the past 24 years since Aviation Job Search was launched, we've become a leading destination for aviation professionals looking for their next job opportunity.

We're currently expanding our horizons even further with our mission to become a true destination for aviation professionals, providing them with insights for their career growth, allowing them to connect with each other and discover new opportunities.

What we've been doing

Spoiler: It's quite a bit. We've launched even more improvements to help job seekers grow, develop and connect with airlines and recruiters in the aviation industry.



New and coming soon

We've been busy bees. We've focused on adding more jobs and making it easier than ever for you to find and apply for them. Here's how.

Company Directory

We've launched our new Company Directory. With this, you can browse hundreds of airlines and aviation companies, find out more about them, follow their company page and see what roles they currently have (and be alerted when they add roles suitable for you).

More jobs, more airlines

As the aviation industry rebounds, so too does Aviation Job Search. We have more jobs from more airlines and more recruiters. We also have more job seekers, so keeping your candidate profile up-to-date keeps you one step ahead of competitors.

Improved localisation

We're improving our site for users in key job markets globally. If you're in America, you now have the option of changing your locale so that you see the jobs and opportunities closest to you.

We're working on improving localisation for users in other markets too, so expect to see this happening early in the new year.

Courses

Along with our job site and Aviation Career Hub, Aviation Courses has been one of the three main strands of Aviation Job Search. We are making improvements to this in 2024 which will mean it will be even easier to find and apply for courses so you can grow and develop. Make sure you sign up to our mailing list to be the first to know.

2023 in numbers

A hand holding a magnifying glass over the text '2023 in numbers'. The magnifying glass is positioned over the word 'numbers', making it appear larger and more prominent. The background is a solid blue color.

2023 was almost normal by recent standards, but challenges remain. Passenger numbers are almost back at pre-pandemic levels, however struggles such as staff shortages persist.

Things are starting to take off

It's still turbulent out there, but despite these challenges, the industry has rebounded and then some. The numbers on Aviation Job Search are a good barometer of the state of the industry and continued on their upward trajectory from last year.

Twice as many jobs were posted to our site in 2023 by four times as many airlines and recruiters. But for job seekers it remained a competitive market with nearly 100,000 registering.

As you'll see later in this report, the job market is alive and kicking with a huge percentage of people looking to move or advance.

88,888

total jobs posted during 2023

8,888

companies, airlines and agencies hiring

88,888

new candidates registered in 2023

Number of jobs per category

The most popular job types within the posted vacancies on Aviation Job Search reinforced the trends we saw last year with the arrows highlighting roles' positions in relation to last year.

Generally, all numbers were up due to the quantity of jobs posted with the majority of roles still being under-wing roles such as maintenance engineers.

Flight crew, including pilots and cabin crew were all well represented too, but increasingly management and (traditionally) office-based roles featured in the top advertised roles, solidifying what we have seen since the pandemic in 2022.



Number of jobs per category A-Z

Accountable Manager	88	Air Traffic Controller	88	Airport Customer Service Jobs	88
Advanced Data Analysis Engineer	88	Aircraft Cleaner	88	Airport Location Manager	88
Advanced Flight instructor	88	Aircraft Fueler	88	Airport Manager	88
Aerial Firefighter Pilot	88	Aircraft Maintenance Engineer	88	Airport Operation Supervisor	88
Aerodrome Controller	88	Aircraft Mechanic	88	Airport Operations Manager	88
Aerodynamics Engineer	88	Aircraft Power Plant Repairer	88	Airport Ramp Supervisor	88
Aeronautical Engineer	88	Aircraft Safety	88	Airport Security Manager	88
Aerospace Engineer	88	Aircraft Structural Repairer	88	Airport Security Officer	88
AI Product Manager	88	Aircraft System Engineer	88	Airport Security Supervisor	88
Air & Ground Steward	88	Aircraft Technician	88	Airshow Pilot	88
Air & Space Ops Specialist (Aerospace Systems)	88	Aircraft Test Engineer	88	Airside Team Leader	88
Air Engineer Officer (Navy)	88	Aircraft Trimmer	88	Airworthiness Engineer	88
Air Engineering Technician (Navy)	88	Aircrew Office Observer	88	Analogue Electronics Engineer	88
Air Field Operations Specialist	88	Aircrewman	88	Analysts	88
Air Hostess	88	Airline Customer Service Agent	88	Approach Controller	88
Air Operations (Control) Officer	88	Airline Ticketing Supervisor	88	Area Controller	88
Air Operations (Control) Sergeant	88	Airport Agents Jobs	88	Artificial Intelligence (AI) Specialist	88

Artificial Intelligence Engineer	88	Capital Accountant	88
Assistants & Executives Jobs	88	Capital Asset Engineer	88
Astrodynamics Engineer	88	Captain	88
Aviation Safety Supervisor	88	Cargo Pilot	88
Aviation Security Policy Adviser	88	Cargo Services Officer	88
Avionic Design Engineer	88	Catering Development Executive	88
Avionic Designer	88	Charter Sales Executive	88
Avionics Engineer Jobs	88	Chef	88
Avionics Technician	88	Chief Executive officer	88
B1 Licensed Engineer	88	Chief Financial Officer	88
B1.1 Licensed Engineer	88	Chief Marketing Officer	88
B1.2 Licensed Engineer	88	Chief Operating Officer	88
B1.3 Licensed Engineer	88	Chief Security Officer	88
B2 Licensed Engineer	88	Chief Technology Officer	88
Baggage Handler	88	Client Support Representative	88
Bids & Program Manager	88	CNC Operator	88
Business Change Manager	88	CNC Programmer	88
Cabin fitter	88	Commercial Analyst	88
Calibration Specialist	88	Commercial Manager	88
CAMO Officer	88	Communications Infrastructure Technician RAF	88

888

B1 Engineer vacancies were posted last year, including B1.1, B1.2 and B1.3 roles



Compliance Manager	88	Electronics/Firmware Engineer	88	GNC Engineer	88
Composite Technician	88	Engine Overhaul Technician	88	Ground Crew Supervisor	88
Configuration Analyst	88	Engineer Officer (Aerosystems)	88	Ground Instructor	88
Contract Manager	88	Engineer Officer (Aerosystems) RAF	88	Ground Simulator Instructor	88
Corporate Account Manager	88	Engineer Officer (Communications Electronics)	88	Ground Support Officer	88
Corporate Contract Pilot	88	Engineer Officer (Comm. Electronics) RAF	88	Ground Vehicle Driver	88
Customer Service Manager	88	Executives	88	Hardware Engineer	88
CVE Engineer	88	Finance Manager	88	Head Of Airworthiness	88
Cyberspace Communication Specialist	88	First Officer	88	Head of Procurement & Contracts	88
Data Mining Analyst	88	Flight Attendant	88	Helicopter Pilot	88
Data Scientist / Software Developer	88	Flight Dispatcher	88	Human Factors Engineer	88
Demand Planner	88	Flight Engineer	88	Human resource manager	88
Design Manager	88	Flight Instructor	88	In-flight Business Manager	88
Director	88	Flight Nurse	88	Industrial Engineer	88
Director Sales	88	Flight Operations Manager	88	Inspector	88
Driver	88	Flight Operations Officer	88	Installation Engineer	88
Drone Pilot (RAF)	88	Flight Simulation Technician	88	Instructor Jobs	88
Electric Propulsion Engineer	88	Food Service Worker	88	Integrated Support Engineer	88
Electrical Engineer	88	General Manager	88	Internal Auditor	88
Electrical Technician	88	General Support	88	IT Manager	88

Junior Stores Assistant	88	Mechanical Supervisor	88
Kitchen Manager	88	Metrology Engineer	88
Lead Engineer	88	Mover	88
Lead Technical Operations Manager	88	NDT Engineer	88
Lecturer	88	Network Test Engineer	88
Load Control Officer	88	Operations Manager - MRO	88
Logistics Officer	88	Optoelectronics Engineer	88
Logistics Supervisor	88	Paint Sprayer	88
Machine Learning Engineer	88	Pilot	88
Managers	88	Power Management Engineer	88
Manufacturing Engineer	88	Private Pilot	88
Marketing Communications Manager	88	Procurement Officer	88
Marketing Executive	88	Product Safety & Environmental Engineer	88
Material Supply Officer	88	Production Manager	88
Mechanic Instructor	88	Production Operative	88
Mechanical Designer	88	Production Planner	88
Mech. Designer for Radio Frequency Systems	88	Project Coordinator (Materials)	88
Mechanical Engineer	88	Project Manager	88
Mechanical Fitter	88	Project Safety Engineer	88
Mechanical Operator	88	Propulsion Technical Lead	88

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Marketing Communications
Manager roles were posted, one of
the most popular on the site in 2023



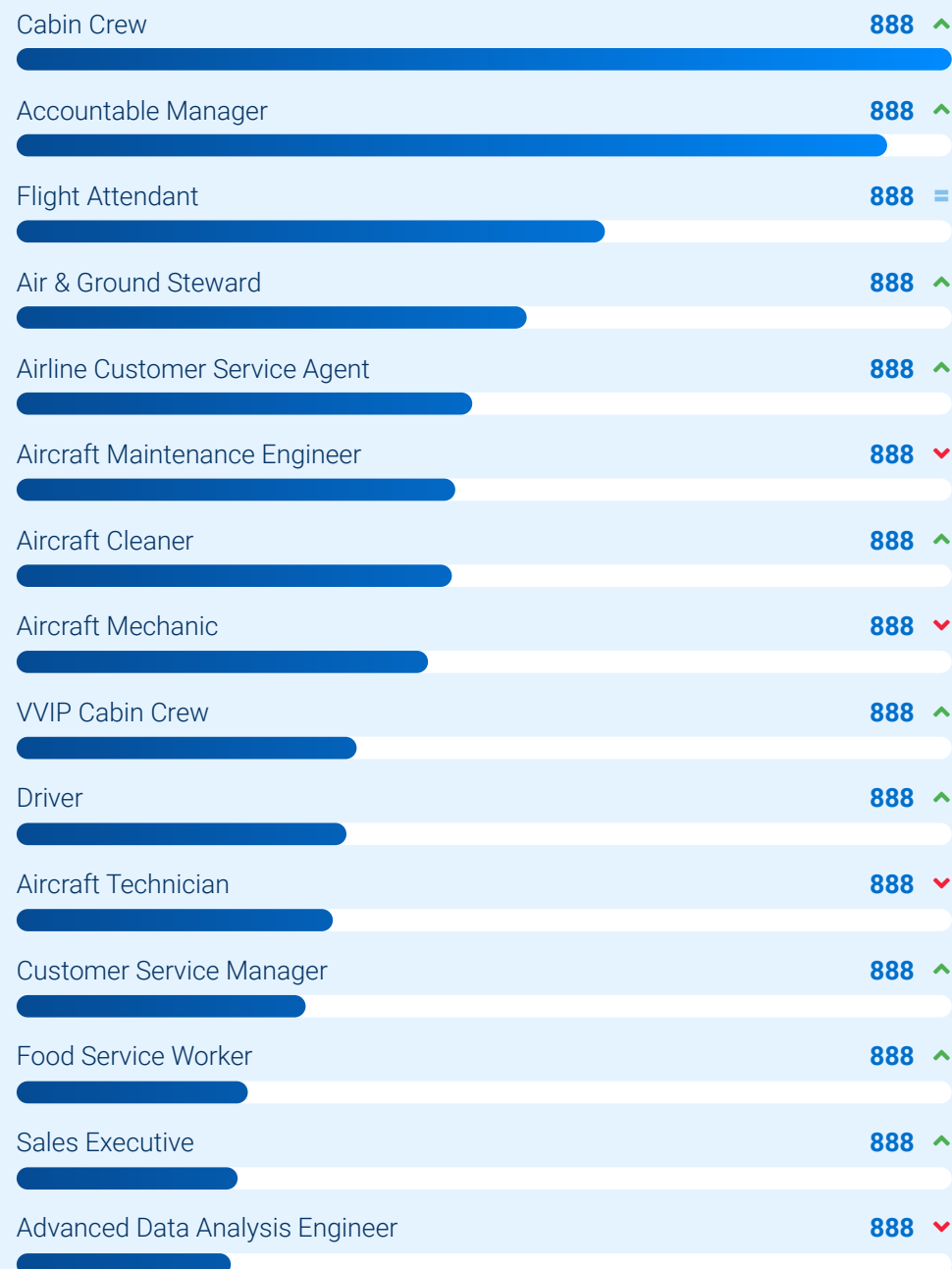
Purchasing Manager	88	Senior Manager Jobs	88	Survival Equipment Specialist	88
Purchasing Officer	88	Senior Project Buyer	88	Systems Engineer Jobs	88
Quality & Assurance Officer	88	Sheet Metal Worker	88	Technical Content Writer	88
Quality Assurance Engineer	88	Simulations Expert	88	Technical Instructor	88
Quality Assurance Manager	88	SOC Analyst	88	Technical Sales Engineer	88
Quality Manager	88	Software Engineer Jobs	88	Technicians	88
Regulatory Specialist	88	Solution Architect	88	Test Analyst	88
RF Engineer	88	Spacecraft Controller	88	Test Engineer Jobs	88
RF/Microwave Technician	88	Spacecraft Operations Engineer	88	Test Pilot	88
Robotics & Flight Software Engineer	88	Spacecraft Technician	88	Thermal Analysis Engineer	88
Safety Engineer Jobs	88	Stores Assistant	88	Transportation Security Screener	88
Safety Manager	88	Stores Person	88	UAV Systems Engineer	88
Safety Operations Manager	88	Stress Engineer	88	VP Customer Operations	88
Sales Director	88	Structural Designer	88	VP Marketing	88
Sales Executive	88	Structural Engineer	88	VP Sales	88
Satcom Operations Engineer	88	Supervisor Food Operations	88	VVIP Cabin Crew	88
Satellite Payload Manager	88	Supervisors Jobs	88	Warehouse Fork Lift Operative	88
Senior Business Analyst	88	Supply	88	Weapon Technician	88
Senior First Officer	88	Supply Chain Manager	88		
Senior Flight Attendant	88	Supply Chain Specialist	88		

New candidates by job role

Registrations by aviation professionals were up as candidate interest catches up with the demand for workers as the aviation industry returns to pre-pandemic levels.

The reign of new maintenance and technician candidates has ended after several years of dominance - although down in relation to other roles (shown by the arrows), the numbers were still up from the last two years and they still featured strongly.

This data is great for job seekers as you can see what competition there is within your sector and make better career decisions with this in mind.



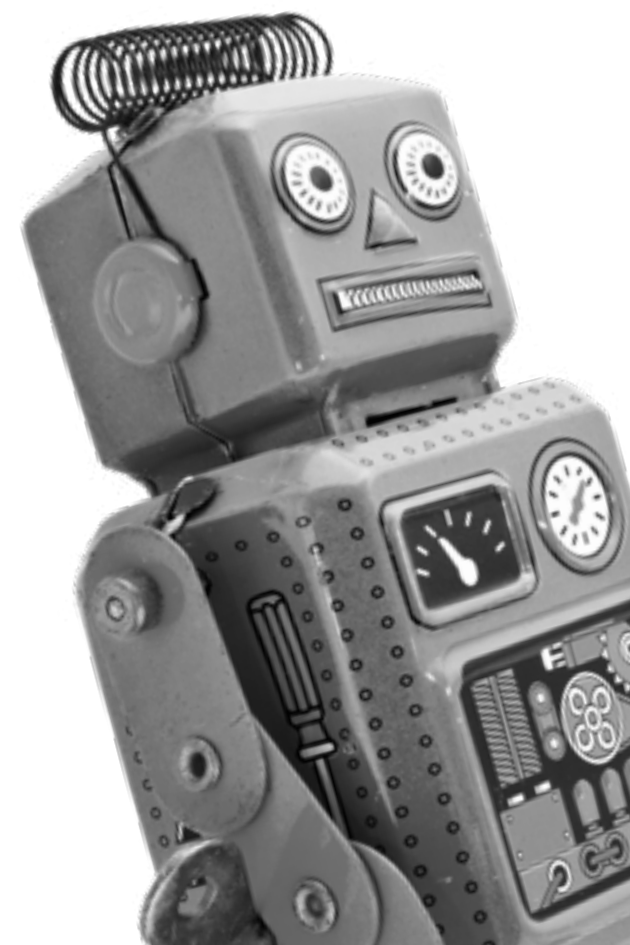
New candidates by job role A-Z

Accountable Manager	88	Aircraft Cleaner	88	Airport Manager	88
Advanced Data Analysis Engineer	88	Aircraft Fueler	88	Airport Operation Supervisor	88
Advanced Flight instructor	88	Aircraft Maintenance Engineer	88	Airport Operations Manager	88
Aerial Firefighter Pilot	88	Aircraft Mechanic	88	Airport Ramp Supervisor	88
Aerodrome Controller	88	Aircraft Overhaul Supervisor	88	Airport Security Manager	88
Aerodynamics Engineer	88	Aircraft Power Plant Repairer	88	Airport Security Officer	88
Aeronautical Engineer	88	Aircraft Structural Repairer	88	Airport Security Supervisor	88
AI Product Manager	88	Aircraft System Engineer	88	Airshow Pilot	88
Air & Ground Steward	88	Aircraft Technician	88	Airside Team Leader	88
Air & Space Ops Specialist (Aerospace Systems)	88	Aircraft Test Engineer	88	Airworthiness Engineer	88
Air & Space Ops Specialist (Flight Operations)	88	Aircraft Trimmer	88	AIT Technician	88
Air Engineer Officer (Navy)	88	Aircrew Office Observer	88	AIV Maintenance Engineer	88
Air Engineering Technician (Navy)	88	Aircrewman	88	Analogue Electronics Engineer	88
Air Field Operations Specialist	88	Airline Customer Service Agent	88	AOCS Engineer	88
Air Operations (Control) Officer	88	Airline Reservation Supervisor	88	Approach Controller	88
Air Operations (Control) Sergeant	88	Airline Ticketing Supervisor	88	Area Controller	88
Air Traffic Controller	88	Airport Location Manager	88	Artificial Intelligence (AI) Specialist	88

Artificial Intelligence Engineer	88	Cabin fitter	88
Assistant Manager - Retail	88	Calibration Specialist	88
Astrodynamics Engineer	88	CAMO Officer	88
Astronomer	88	Capital Accountant	88
Atmospheric Flight Mechanics Engineer	88	Capital Asset Engineer	88
Aviation Safety Supervisor	88	Captain	88
Aviation Security Policy Adviser	88	Cargo Operations Manager	88
Avionic Design Engineer	88	Cargo Pilot	88
Avionic Designer	88	Cargo Services Officer	88
Avionics Technician	88	Catering Development Executive	88
AWS (Arctic Weather Satellite) Engineer	88	Certified Engineer - Cessna	88
B1 Licensed Engineer	88	Charter Sales Executive	88
B1.1 Licensed Engineer	88	Chef	88
B1.2 Licensed Engineer	88	Chemical Propulsion Engineer	88
B1.3 Licensed Engineer	88	Chief Executive officer	88
B2 Licensed Engineer	88	Chief Financial Officer	88
Baggage Handler	88	Chief Marketing Officer	88
Bids & Program Manager	88	Chief Operating Officer	88
Business Change Manager	88	Chief Security Officer	88
Business Management Systems Change Lead	88	Chief Technology Officer	88

888

candidates were in artificial intelligence or automation





888

electrical engineers and
technicians joined Aviation
Job Search last year

Client Support Representative	88	Deputy Station Manager Aviation Security	88
CNC Operator	88	Design Manager	88
CNC Programmer	88	Director	88
Commercial Analyst	88	Director Consulting Services – Satellite Comms	88
Commercial Manager	88	Director Sales	88
Communications Infrastructure Technician RAF	88	Driver	88
Compliance Manager	88	Drone Pilot (RAF)	88
Composite Technician	88	DSP Systems Engineer - Image Processing	88
Configuration Analyst	88	Earth Observation Data Scientist	88
Contract Manager	88	Earth Observation Engineer	88
Corporate Account Manager	88	Electric Propulsion Engineer	88
Corporate Contract Pilot	88	Electrical Engineer	88
Customer Service Manager	88	Electrical Technician	88
Customs & Freight Manager	88	Electromagnetic Environmental Effects Engineer	88
CVE Engineer	88	Electronics/Firmware Engineer	88
Cyberspace Communication Specialist	88	Engine Overhaul Technician	88
Data Mining Analyst	88	Engineer Officer (Aerosystems)	88
Data Scientist / Software Developer	88	Engineer Officer (Aerosystems) RAF	88
Demand Planner	88	Engineer Officer (Comms. Electronics)	88
Deputy Hotel Manager	88	Engineer Officer (Comms. Electronics) RAF	88

Estrack Station Engineer	88	General Support	88	Imagery Analyst	88
Executives	88	Geomagnetic Instrumentation Engineer	88	In-flight Business Manager	88
Experienced Flight Advisor Executive Jets	88	Geomagnetism Scientist	88	Industrial Engineer	88
Field Repair Manager	88	Geospatial Technician	88	Inspector	88
Finance Manager	88	GNC Engineer	88	Installation Engineer	88
First Officer	88	Ground Crew Supervisor	88	Integrated Support Engineer	88
FLEX PDGS Sub-system Engineer	88	Ground Instructor	88	Internal Auditor	88
Flight Attendant	88	Ground Simulator Instructor	88	IT Manager	88
Flight Dispatcher	88	Ground Support Officer	88	Junior Stores Assistant	88
Flight Dynamics Operations Engineer	88	Ground Vehicle Driver	88	Kitchen Manager	88
Flight Engineer	88	Gunner (RAF)	88		
Flight Instructor	88	Hardware Engineer	88		
Flight Nanny	88	Head Of Airworthiness	88		
Flight Nurse	88	Head of Procurement & Contracts	88		
Flight Operations Manager	88	Helicopter Pilot	88		
Flight Operations Officer	88	Heliophysics Missions Operations Engineer	88		
Flight Simulation Technician	88	Hotel Manager	88		
Food Service Worker	88	Hotel Sales Executive	88		
Galileo Service Security Engineer	88	Human Factors Engineer	88		
General Manager	88	Human Resource Manager	88		

888

flight attendants registered with
Aviation Job Search in
the last 12 months

Launch Build Reliability Engineer	88	Mechanical Fitter	88	Procurement Specialist - Defence	88
Launch Logistics Specialist	88	Mechanical Operator	88	Product Safety & Environmental Engineer	88
Lead Engineer	88	Mechanical Supervisor	88	Production Manager	88
Lead Technical Operations Manager	88	Merlin CLS Technician	88	Production Operative	88
Lecturer	88	Meteorologist	88	Production Planner	88
Lecturer – Space Operations	88	Metrology Engineer	88	Project Coordinator (Materials)	88
Load Control Officer	88	Modelling & Simulation Engineer	88	Project Manager	88
Logistics Officer	88	Mover	88	Project Safety Engineer	88
Logistics Officer (RAF)	88	Navigation Operations Engineer	88	Propulsion Combustion Analyst	88
Logistics Supervisor	88	NDT Engineer	88	Propulsion Technical Lead	88
Machine Learning Engineer	88	Network Test Engineer	88	Prototype Mechatronics Engineer	88
Managers	88	Operations Manager - MRO	88	Purchasing Manager	88
Manufacturing Engineer	88	Operations Staff Astronomer	88	Purchasing Officer	88
Marketing Communications Manager	88	Paint Sprayer	88	Quality & Assurance Officer	88
Marketing Executive	88	Planetary Scientist	88	Quality Assurance Engineer	88
Material Supply Officer	88	Power Generation Technician	88	Quality Assurance Manager	88
Mechanic Instructor	88	Power Management Engineer	88	Quality Manager	88
Mechanical Designer	88	President	88	Regulatory Specialist	88
Mech. Designer for Radio Frequency Systems	88	Private Pilot	88	RF Engineer	88
Mechanical Engineer	88	Procurement Officer	88	RF/Microwave Technician	88

Robotics & Flight Software Engineer	88	Space Avionics Verification Engineer	88	Thermal Analysis Engineer	88
Robotics Engineer	88	Space Control Trainer	88	Third Officer	88
Robotics Technician	88	Spacecraft Controller	88	Transportation Security Screener	88
Safety Manager	88	Spacecraft Operations Analyst	88	UAV Systems Engineer	88
Safety Operations Manager	88	Spacecraft Operations Engineer	88	VP Customer Operations	88
Sales Director	88	Stores Assistant	88	VP Marketing	88
Sales Executive	88	Stores Person	88	VP Sales	88
Satcom Communications Payload Engineer	88	Stress Engineer	88	VVIP Cabin Crew	88
Satellite Power Subsystem Engineer	88	Structural Designer	88	Warehouse Fork Lift Operative	88
Satellite Systems Engineer	88	Structural Engineer	88	Weapon Technician	88
Second Officer	88	Supervisor Food Operations	88		
Security Engineer (Weapons)	88	Supply	88		
Senior Business Analyst	88	Supply Chain Manager	88		
Senior First Officer	88	Supply Chain Specialist	88		
Senior Project Buyer	88	Survival Equipment Specialist	88		
Sheet Metal Worker	88	Technical Content Writer	88		
Simulations Expert	88	Technical Instructor	88		
SOC Analyst	88	Technical Sales Engineer	88		
Solution Architect	88	Test Analyst	88		
Space Analyst	88	Test Pilot	88		

Locations

This year, we're comparing the location of our users to the roles we advertise. This helps you see where your competition is and where the roles that are advertised on our site are based.

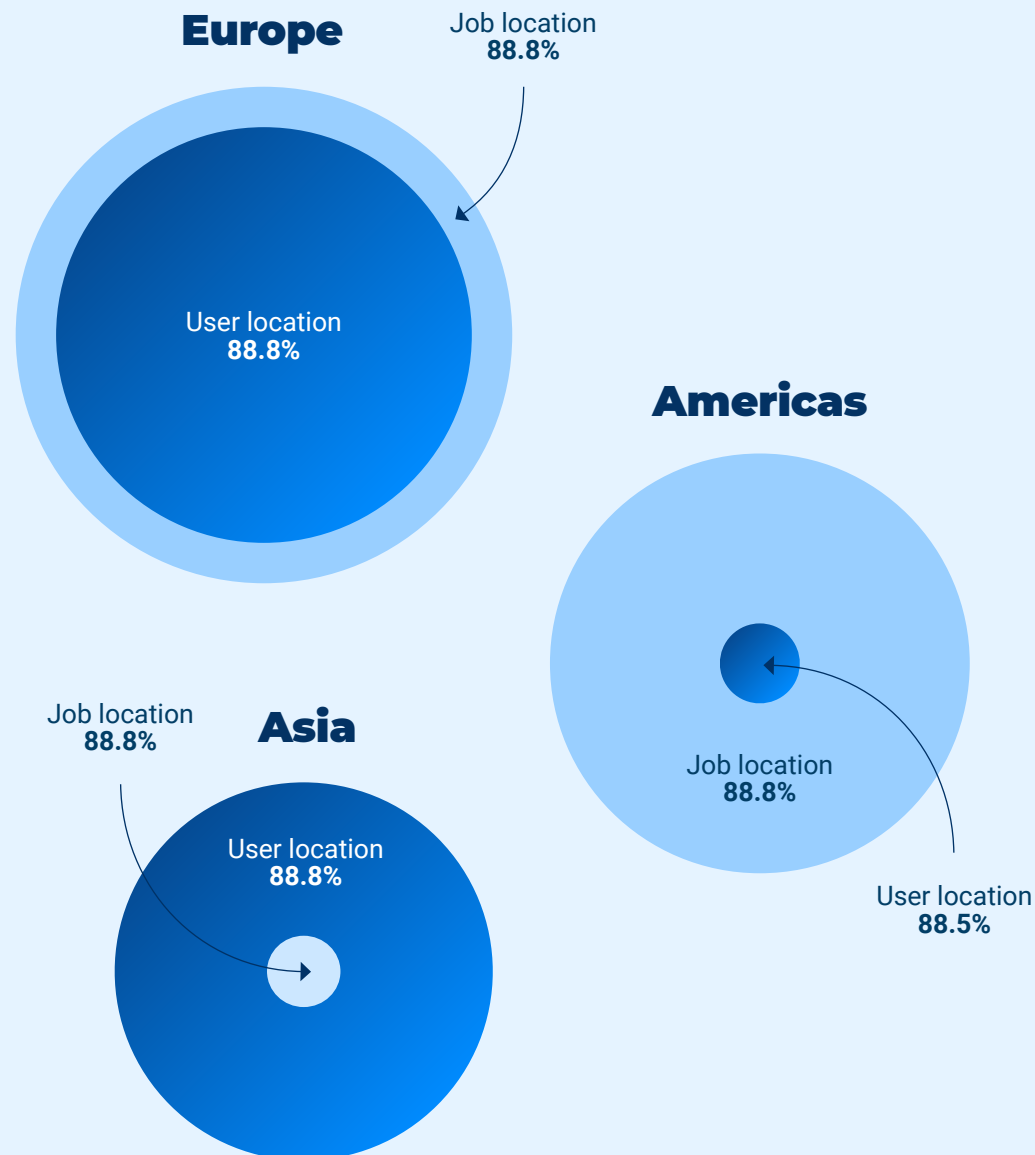
We want to aim for a nice balance between the user location and job location, shown here with circles representing the location of jobs (in light blue) vs location of users (dark).

Our top three markets are Europe, The Americas and Asia. In **Asia**, you can see the number of users (dark blue) eclipses the number of jobs (light). This means a huge amount of competition for jobs in this region.

In the **Americas**, the opposite is true, where there are a large number of roles proportional to the users there meaning fewer users (therefore applicants) per job.

In **Europe**, we have a near-perfect balance. This market has traditionally been our focus, but we're working on restoring balance elsewhere through improved internationalisation of our websites to make the job market fairer for everyone.

● Job location ● User location



Top job locations by country

United States	888	Belgium	888
United Kingdom	888	Denmark	888
India	888	Hungary	888
Germany	888	Estonia	888
Canada	888	New Zealand	888
Ireland	888	Greece	888
United Arab Emirates	888	Mexico	888
Australia	888	Qatar	888
Spain	888	Turkey	888
France	888	Paraguay	888
Switzerland	888	China	888
Singapore	888	Portugal	888
Saudi Arabia	888	Brazil	888
Netherlands	888	Poland	888
Norway	888	Philippines	888
Lithuania	888	Austria	888
Sweden	888	Romania	888



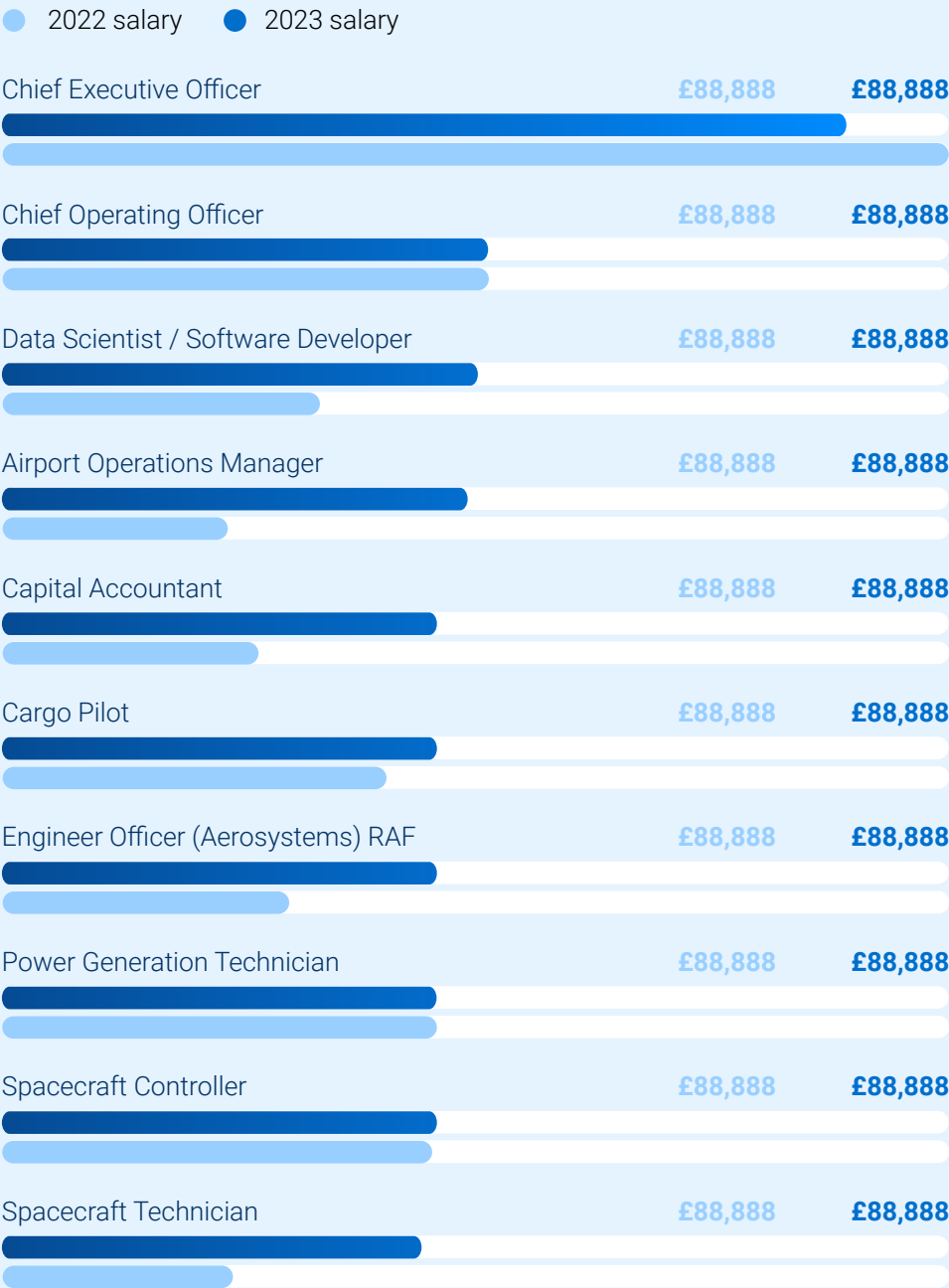
The best paid roles in 2023

Here are some of the job roles that saw the highest average salaries posted by recruiters on Aviation Job Search this year.

As you'd expect, CEO sits at the top of this list with many other senior roles dominating, but we see several space-roles edging into the top ten as competition within this industry really starts to take off (pun very much intended).

Most salaries in the top ten have increased year-on-year. This is true for almost half the vacancies posted to Aviation Job Search in 2023.

These figures are an average calculated from roles posted to Aviation Job Search in the last year. To improve accuracy, this year we're using a larger data set which is why



● 2022 salary ● 2023 salary



● 2022 salary ● 2023 salary



● 2022 salary ● 2023 salary



● 2022 salary ● 2023 salary



“Almost half the salaries posted to Aviation Job Search have increased year-on-year”



● 2022 salary ● 2023 salary



Salary differences

A few things to bear in mind here.

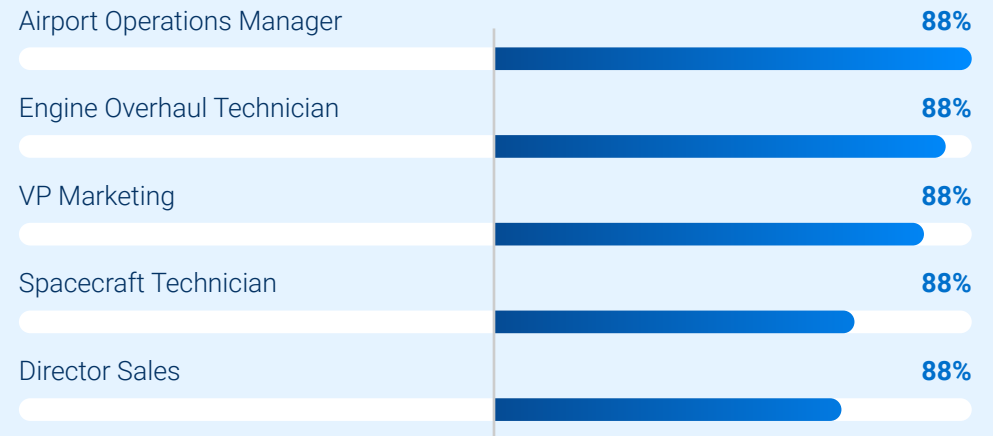
Certain salaries are always more volatile from year-to-year. These are normally senior roles such as executives or managers, the scope of which will vary greatly from company to company.

Another factor is that the salary of a comparable role at a commercial airline versus a small, family run company will often be very different.

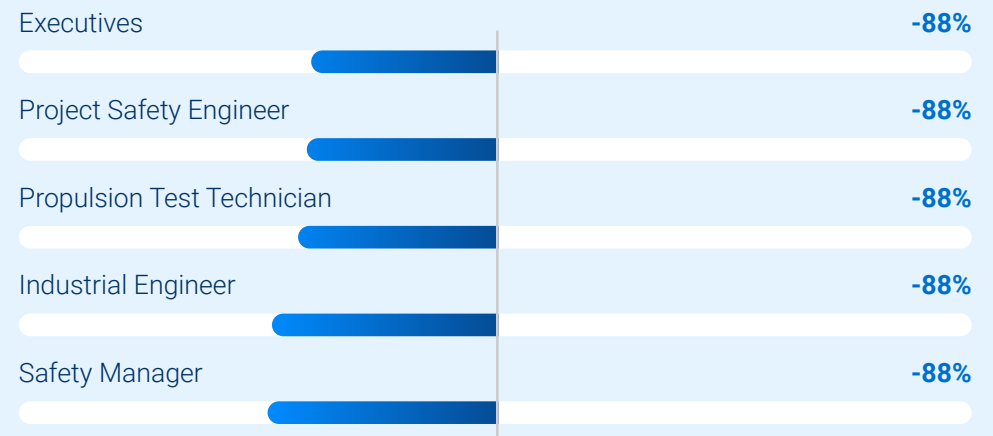
We've excluded roles where only a few jobs were posted; with such a small sample size, the data is more unreliable.

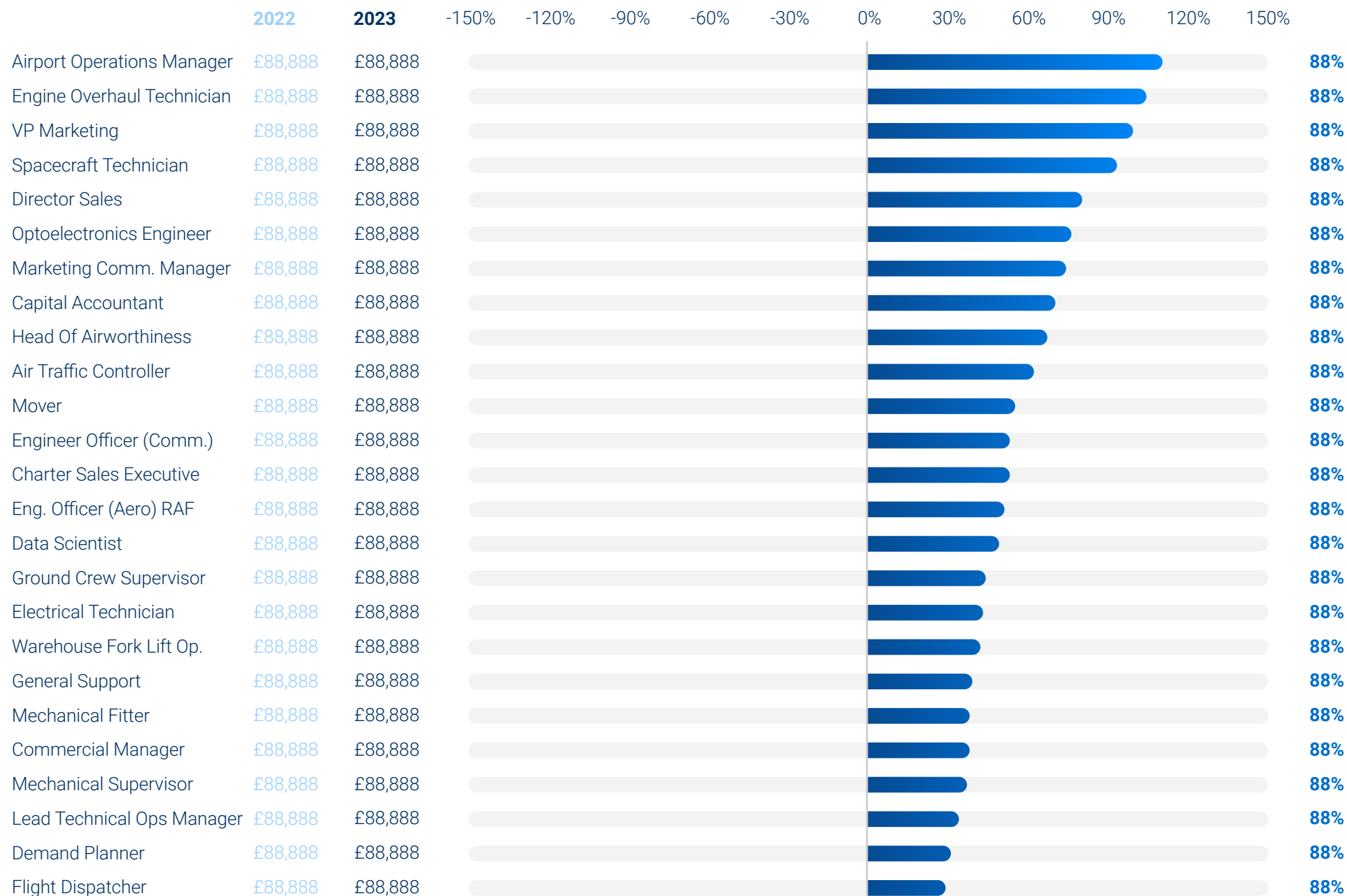
This data is from Aviation Job Search, and while indicative of industry trends is dependent on the roles posted within the last year.

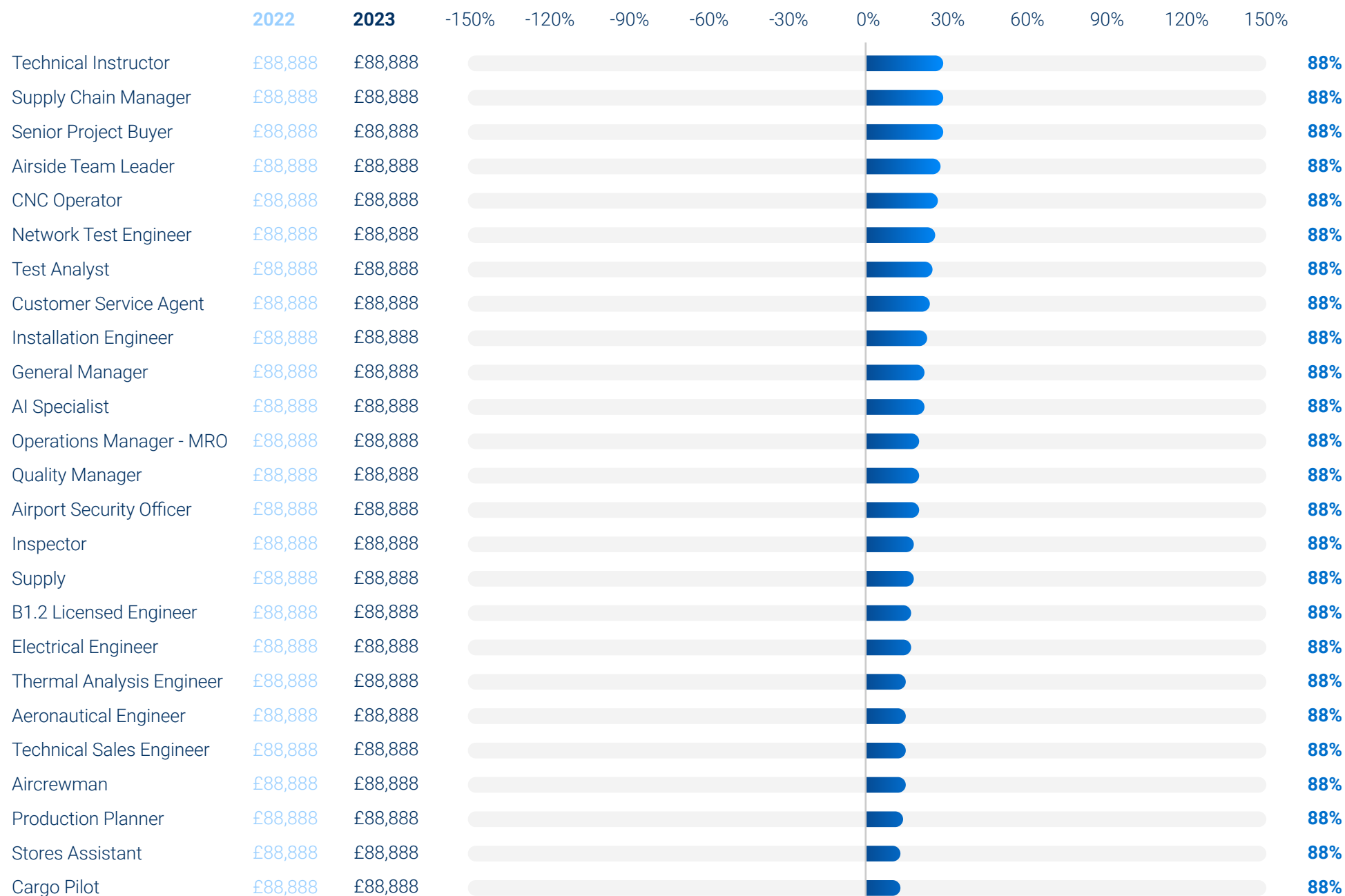
Largest increases

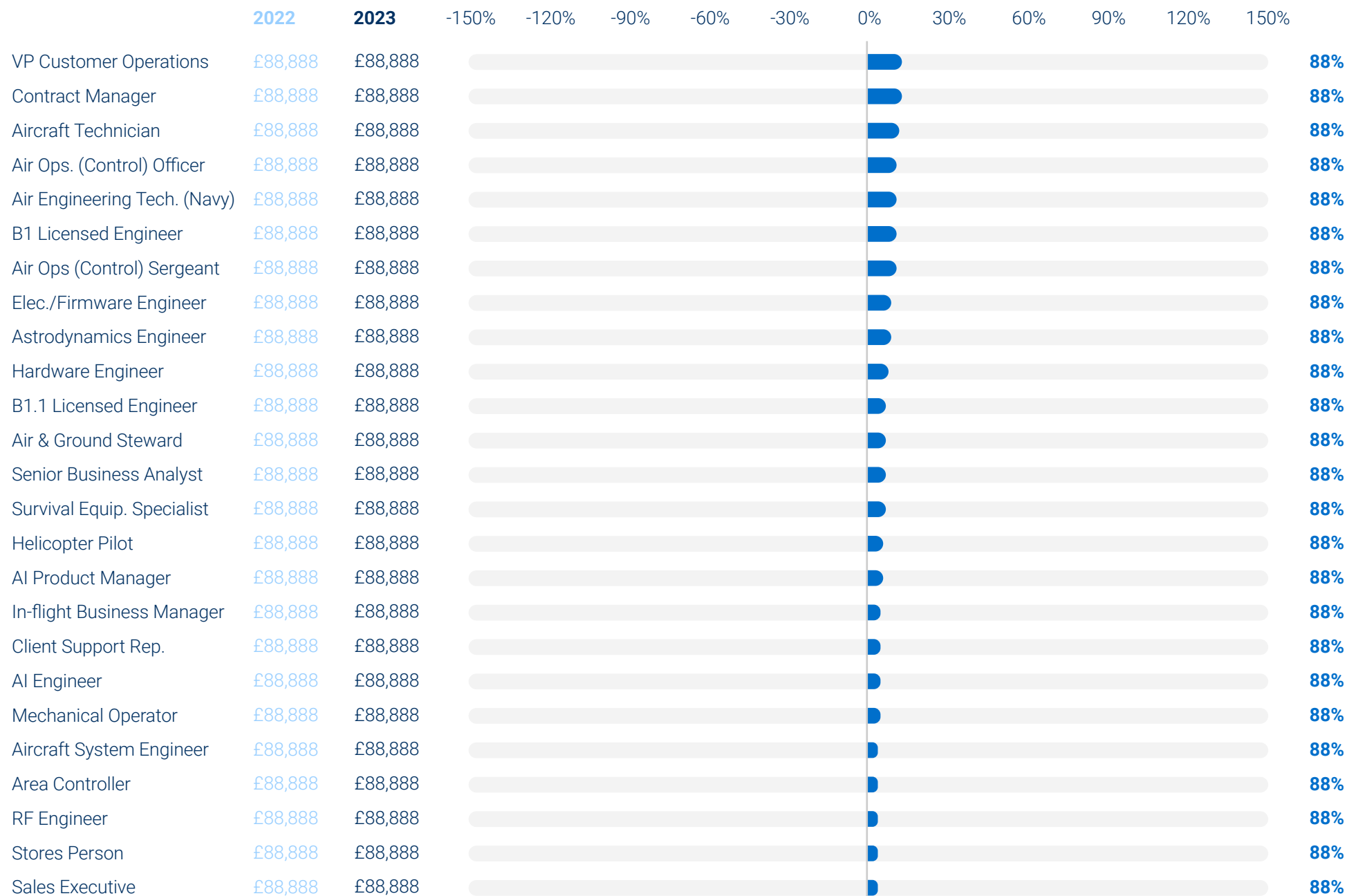


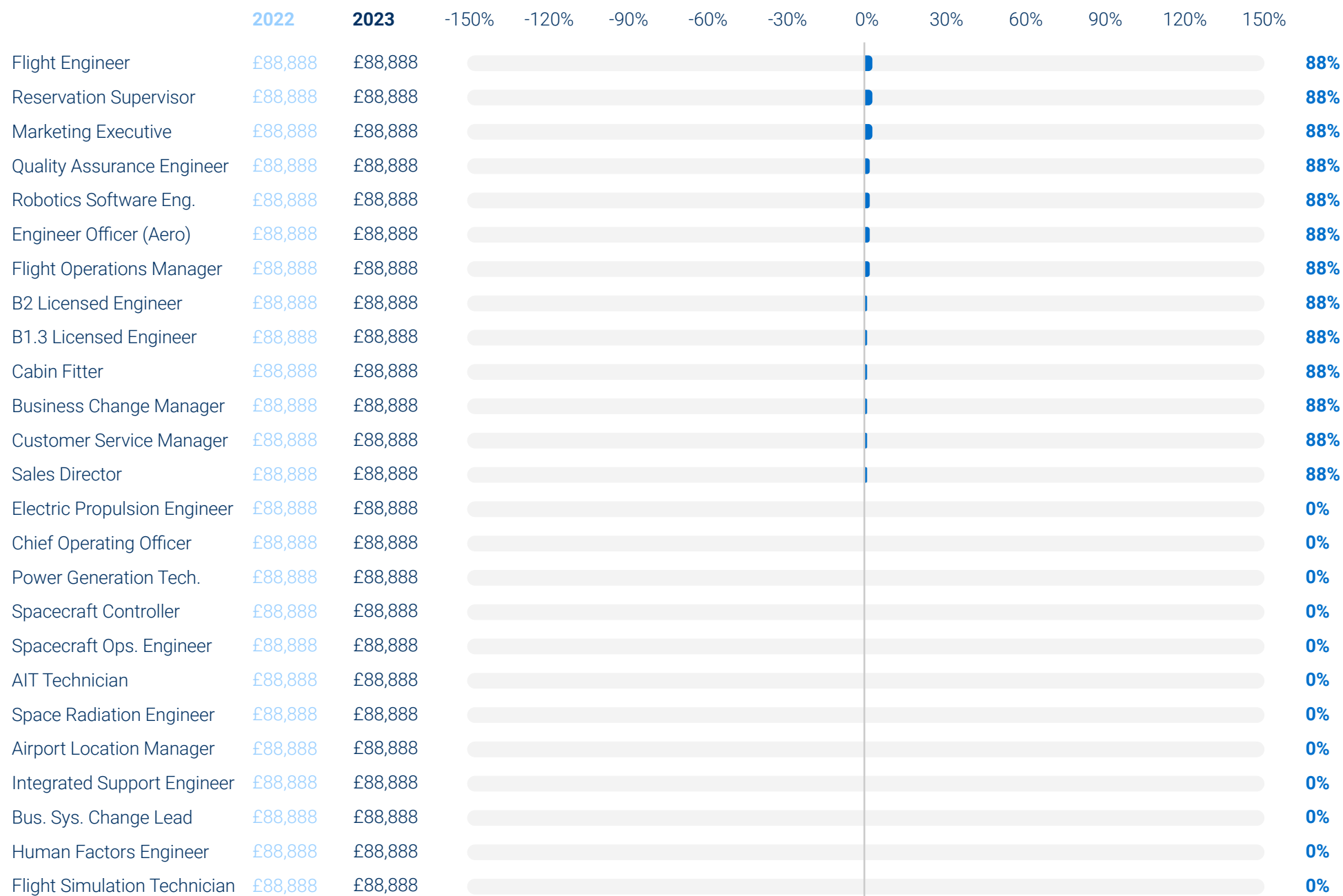
Largest decreases

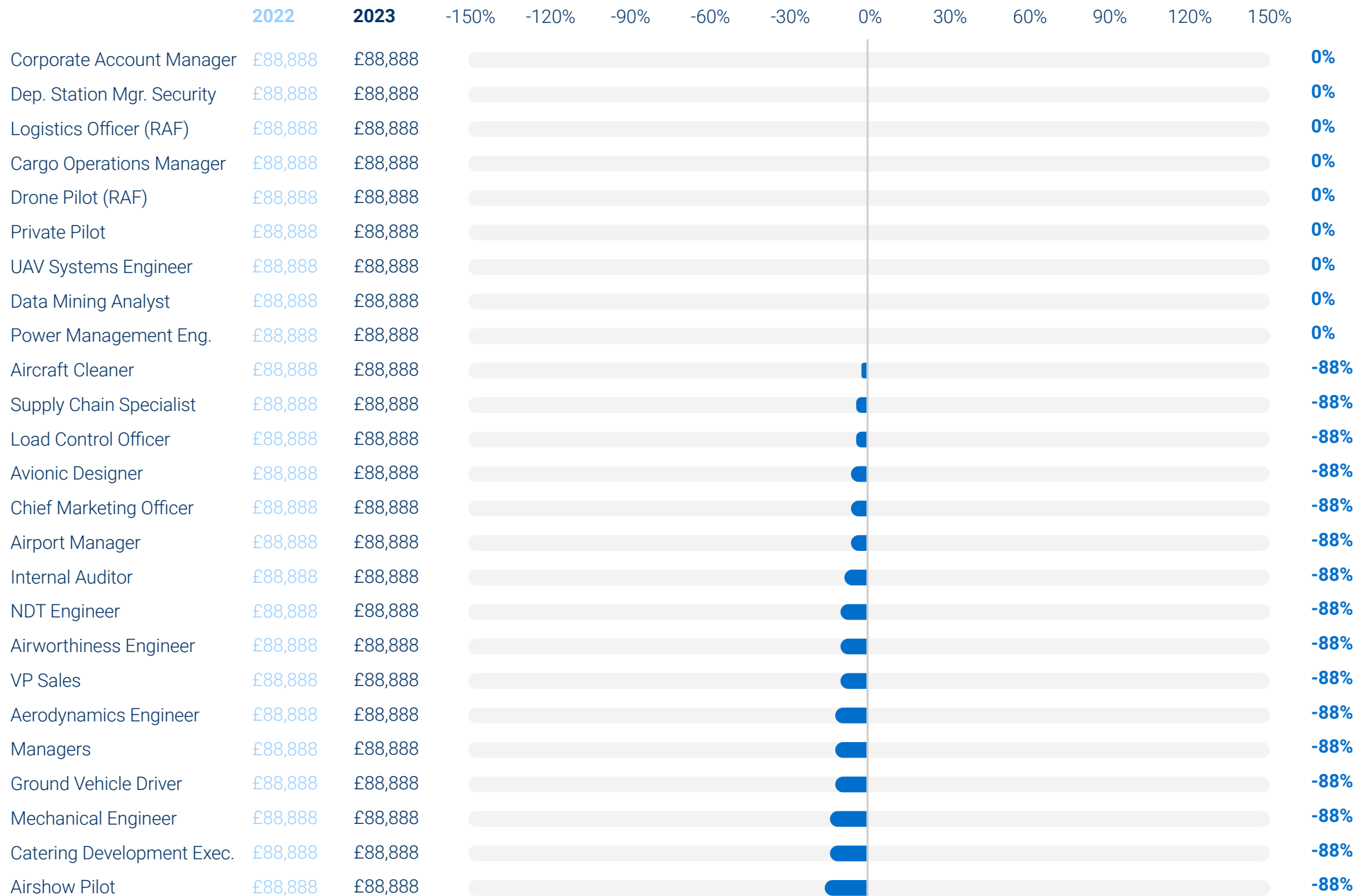


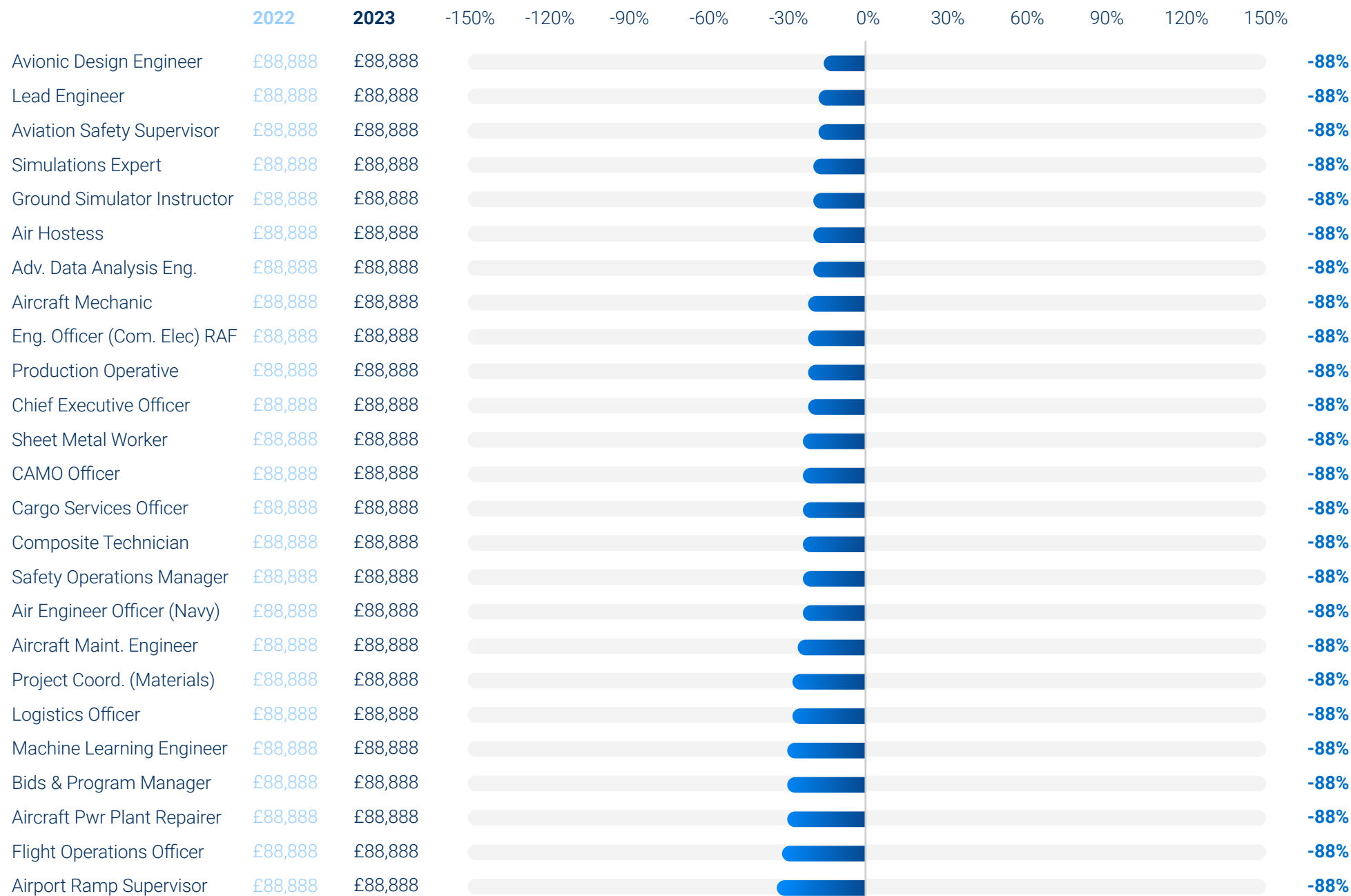


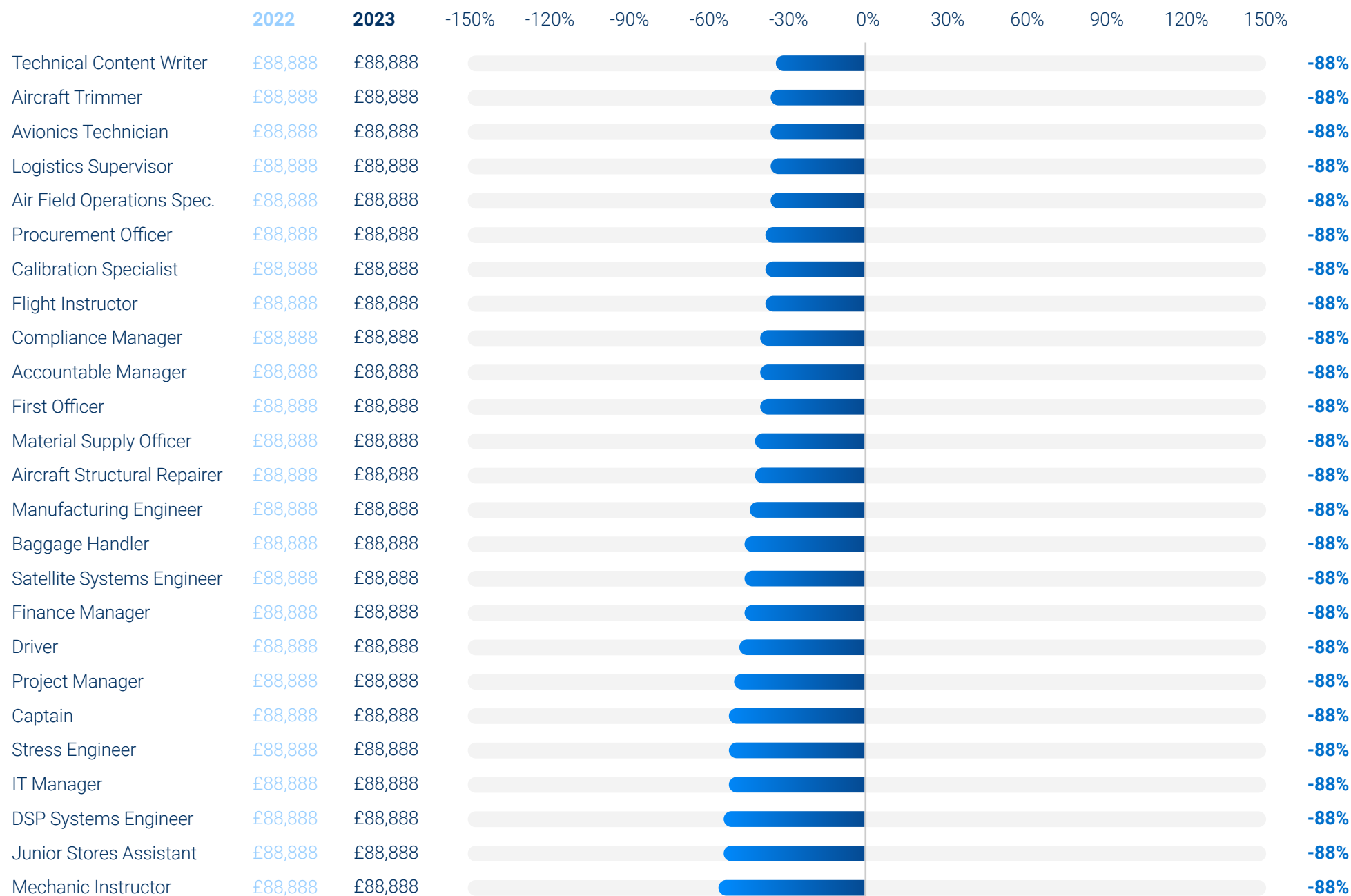


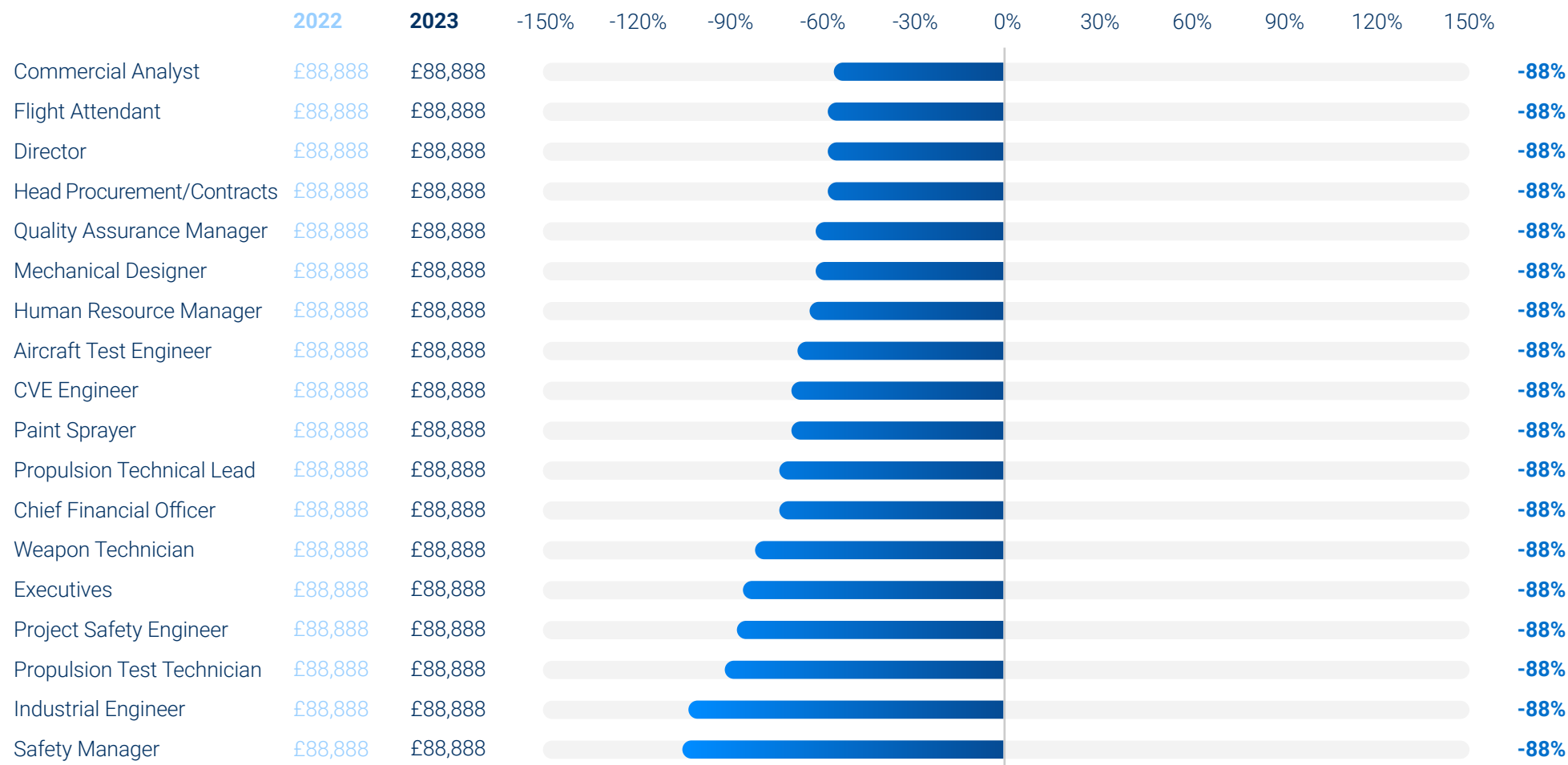












Job seeker surveys

We asked over 400 aviation professionals like you for their perspective on the aviation industry. From AI to the cost of living and everything in between, here's their responses.



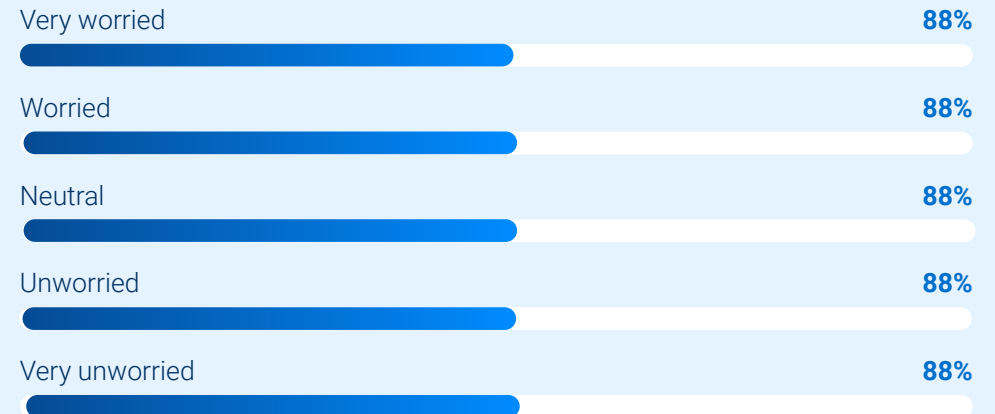
Impact of AI

ChatGPT made waves this year and, for better or worse, brought artificial intelligence and automation to the front of people's minds. Automation in aviation is nothing new, but more than ever the influence can be felt far beyond the cockpit with AI optimising fleet and ground operations, assisting the customer journey and helping with MRO of aircraft.

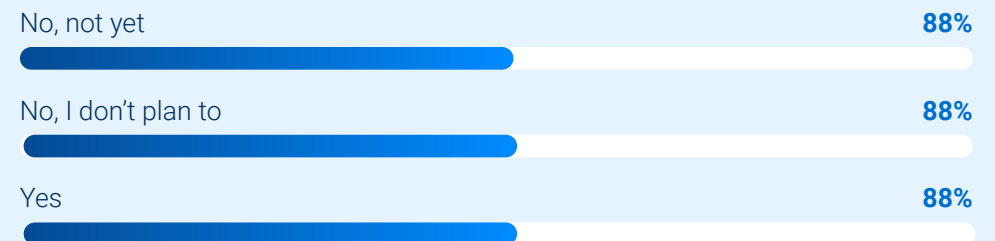
We asked actual human beings within the industry what they felt about the rise of AI and what they're doing about its adoption.

It seems AI is here to stay with the obvious benefit of streamlining operations and the money-saving benefits this brings. The majority of respondents weren't worried about the affect of AI, however seemed accepting of its influence by admitting they had either already made changes to their career path or weren't ruling out making changes in the future.

Are you worried about the affect of AI or automation on your role?



Have you made changes to your career path due to AI or automation?

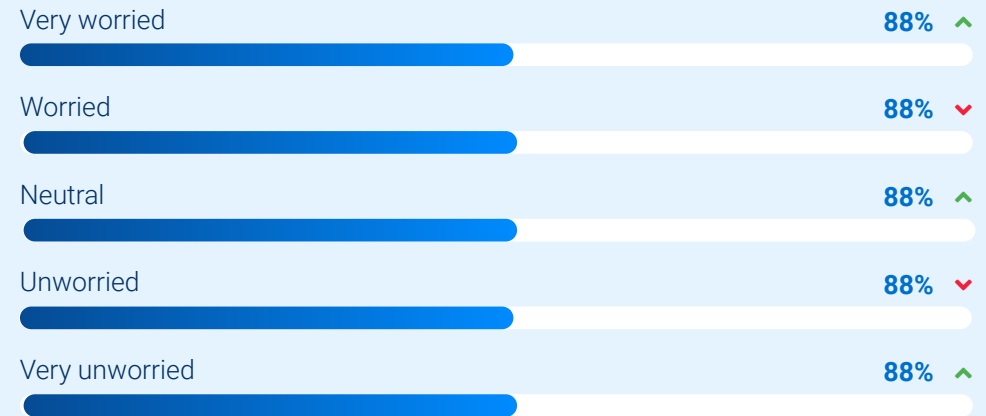


The cost of living

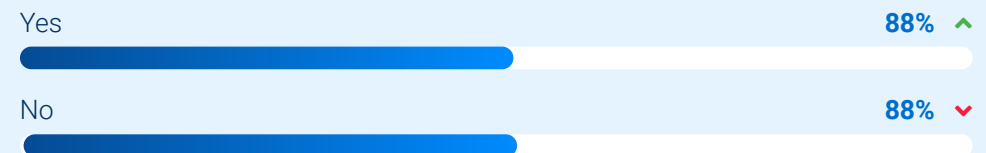
This is the second year where we've asked about the cost of living crisis. Compared to last year, the number of people who describe themselves as very worried is almost the same as last year, however despite this response now being the dominant sentiment, those who were previously worried now seem to have drifted towards having a more positive feeling.

It seems this has been helped by an increase in people saying they have received help from their employer and saying their salary is keeping up with the cost of living. Despite this, almost two thirds feel they're falling behind in this respect.

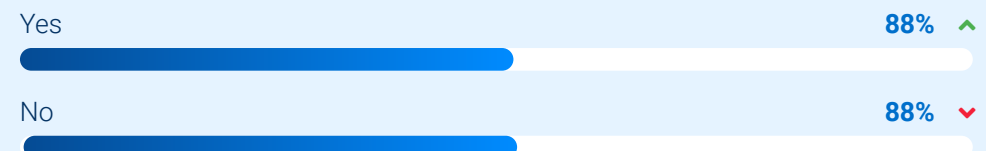
How do you feel about the cost of living?



Is your salary keeping pace with the cost of living?



Have you received a pay rise or any other support from your employer?



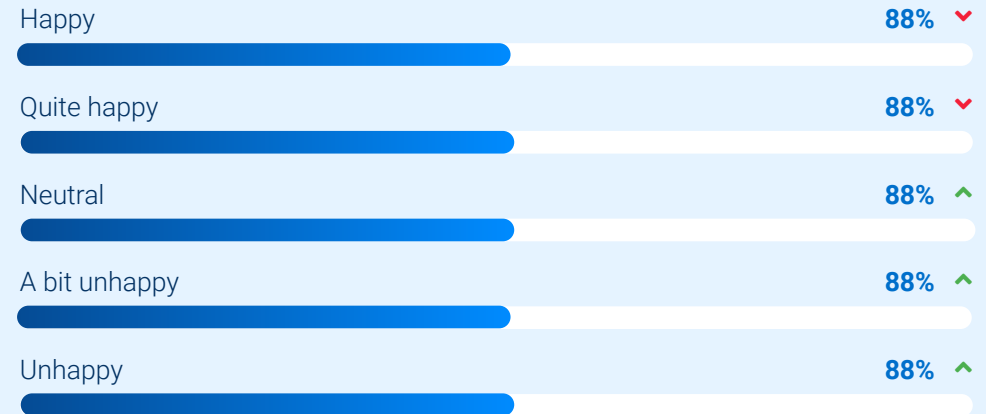
How happy are you?

This is one of the most important questions we ask, and unfortunately the metrics have gone in the wrong direction. The number of people describing themselves as happy has dropped from 29% to 24%, while quite happy has dropped from 35% to just under 20%.

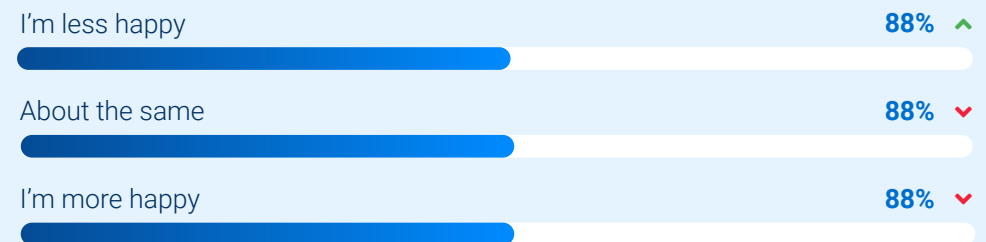
The more neutral to negative responses have all grown year-on-year with the number of people classing themselves as unhappy has more than doubled from 5% last year.

Even with the rise of AI and automation, it's people that keep the aviation industry in the air. With many respondents talking about unrealistic expectations from employers, increased hours and fatigue from the post-covid travel boom it's critical for employers to look after their employees because this will impact operations and service.

How happy are you at work?



How has this changed in the last year?

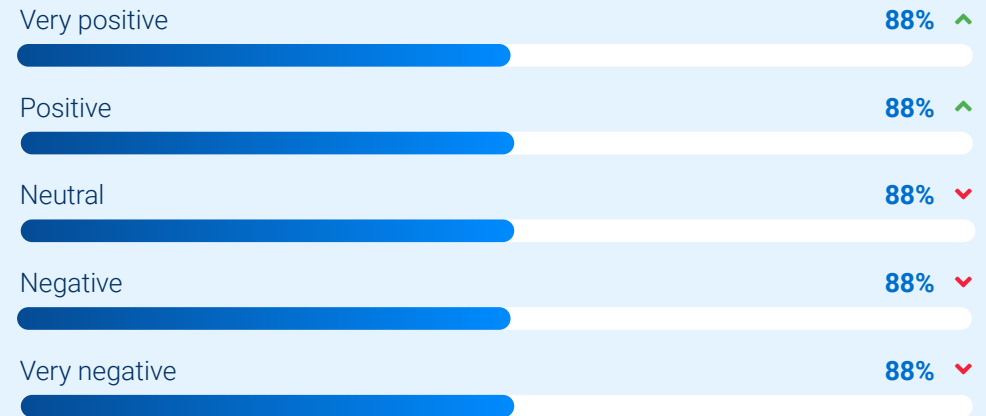


The future

Despite being unhappier in their career, most people are positive about the outlook of the aviation industry. Revenge holidays continue to fuel a boom in travel with IAG (owner of British Airways, Iberia and Vueling) and Ryanair returning to profit for the first time since the pandemic and easyJet raising its earnings forecasts several times this year.

For employees, it seems this comes at a price. There is still a lot of movement within the industry as people seek better pay and conditions, but are upbeat about the future of the aviation industry.

How do you feel about the outlook for the future of the industry?



Your future

We talked about the future of the industry, but what about you? Less than 15% of respondents described themselves happily employed. Most were open minded and looking for opportunities to progress.

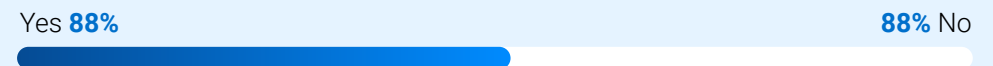
This isn't a huge surprise - Aviation Job Search is a job board after all - although many people are also looking to grow and develop their careers through our Career Hub. This is borne out by the number of people who, although are seeking a new job, are wanting to stay within the industry.

For candidates like you, this is a good thing - the more movement in the job market means it's more likely opportunities will open up for you, so make sure you set your job alerts so you don't miss out.

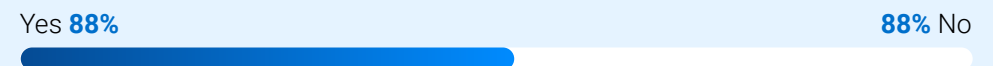
What is your employment status?



Are you considering a career move in the next 12 months?



If yes, are you looking to leave aviation?



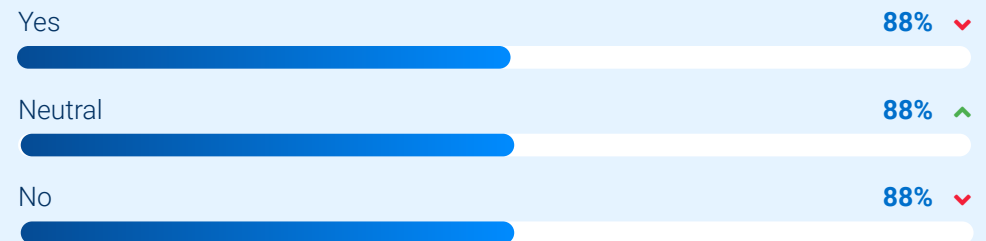
Diversity

Statistically, “your captain speaking” is likely to be a white male. Airlines have been focusing on diversity for years, and while things are going in the right direction, there’s still work to do, both on and off the aircraft.

On diversity, an increasing number of our respondents are on the fence - both team yes and team no have found an increasing number of people drifting towards having a neutral opinion (those responding ‘neutral’ has doubled in the last year).

And yes, if you’re interested, the vast majority of respondents were male - 86.5%.

Is there enough diversity in the aviation industry?



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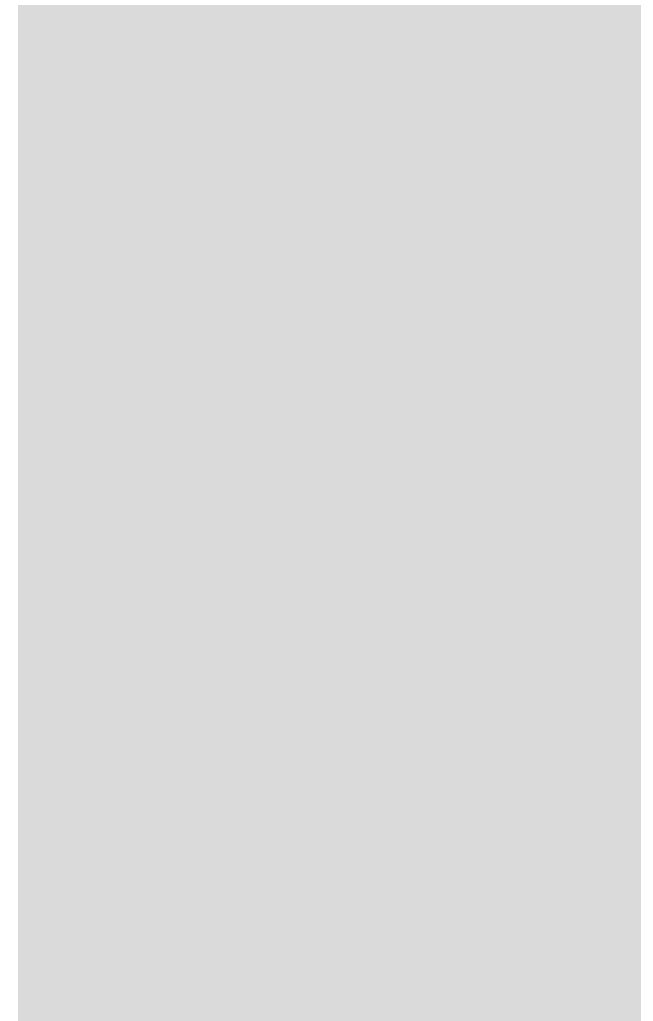
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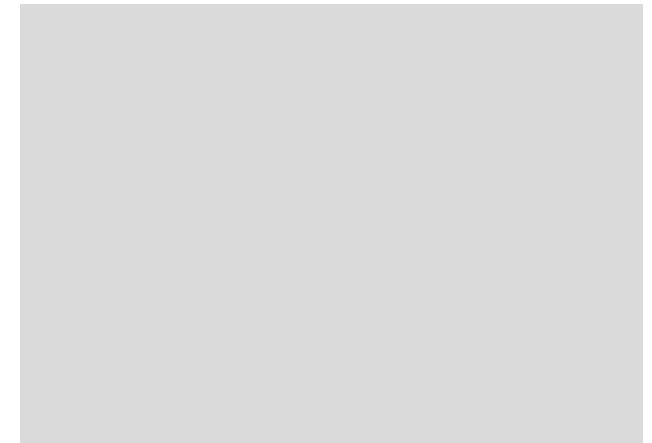
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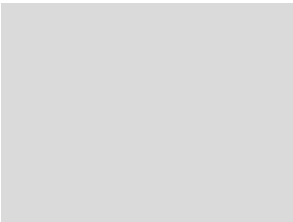
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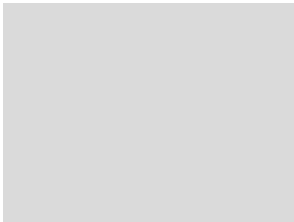


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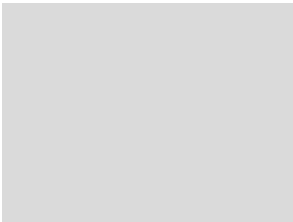


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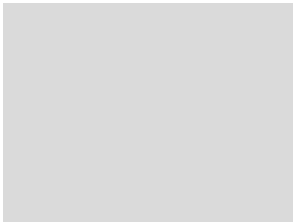


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Our data

We use 12 months of data to compile this report, from 31 October 2022 to 1 November 2023. It's gathered from a number of sources.

Our data and research shows us the who, what, when, where and why for our websites so that we can share this with job seekers so they can make informed decisions about their career.

The Check In is a good barometer for the aviation industry as a whole, particularly the job market.

Although much of the data relates to the usage of **our** website, we are the leading aviation job board and we use sufficiently large sample sizes to give a good indication of where things are heading.

Google Analytics

We use Google Analytics to gather data relating to how people use our websites. Using cookies to track user behaviour, Google Analytics is an industry standard tool which is used to understand and measure how websites are used.

The data from Google Analytics used within this report includes user location and the number of visitors to our website.

Job board data

At the heart of Aviation Job Search is our job board, which includes extensive reporting that we use to compile this report.

This data is easy to track year-on-year giving us a good picture of the health of the job market. Data from our job board includes jobs per category, candidates by job role, job location and job salary data.

Candidate surveys

390 job seekers and aviation professionals responded to our survey asking questions about what life is like for them within the aviation industry. The survey was promoted via email and on LinkedIn.

The responses from this were included throughout the Jobseeker Survey section and includes their job status, their fears and hopes for the industry and questions about diversity.

The survey also included additional demographic questions to help give us context while ensuring a fair balance of responses.