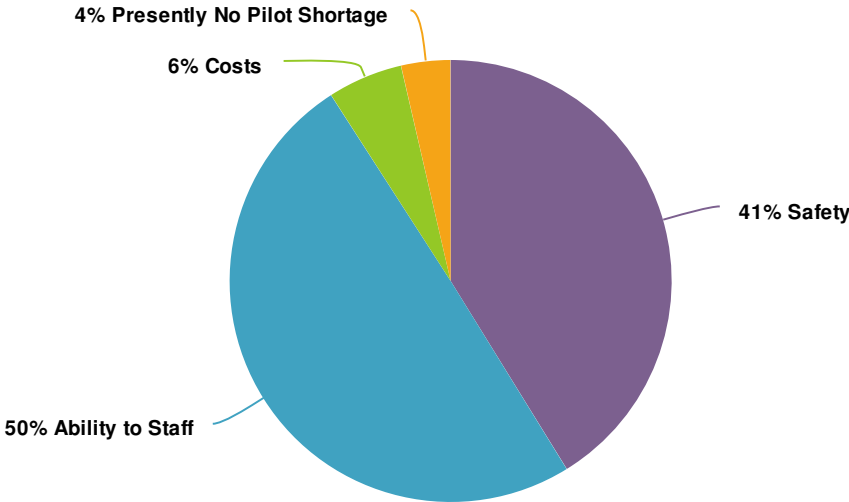


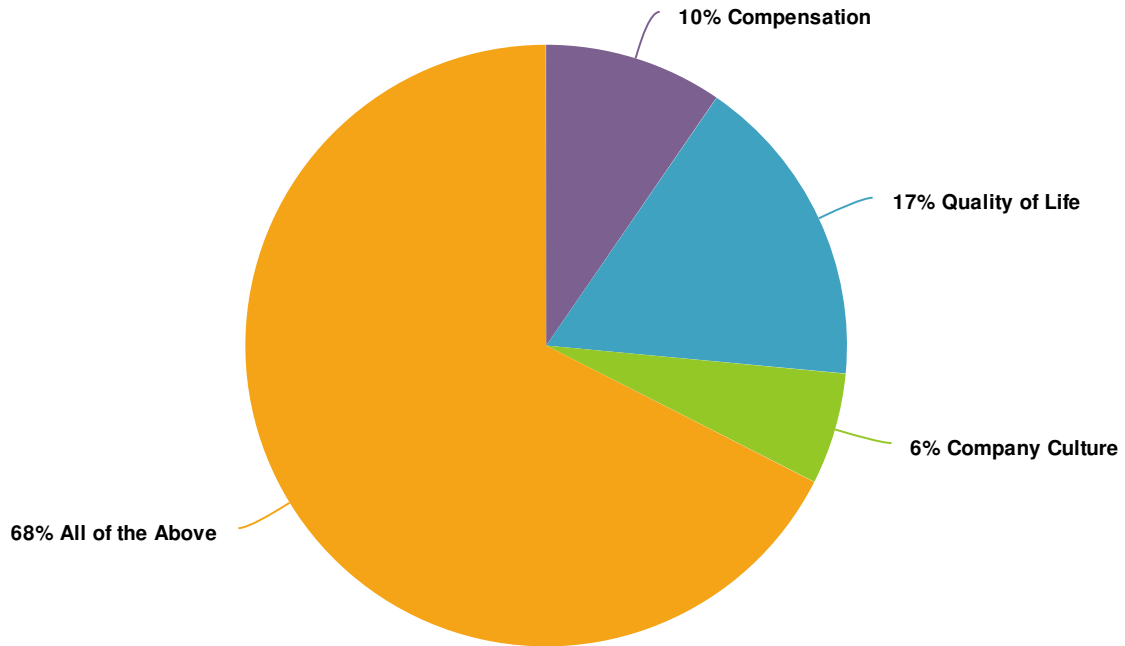
# Report for HIRE-SAFE

1. What is your greatest concern regarding the business aviation staffing shortage?



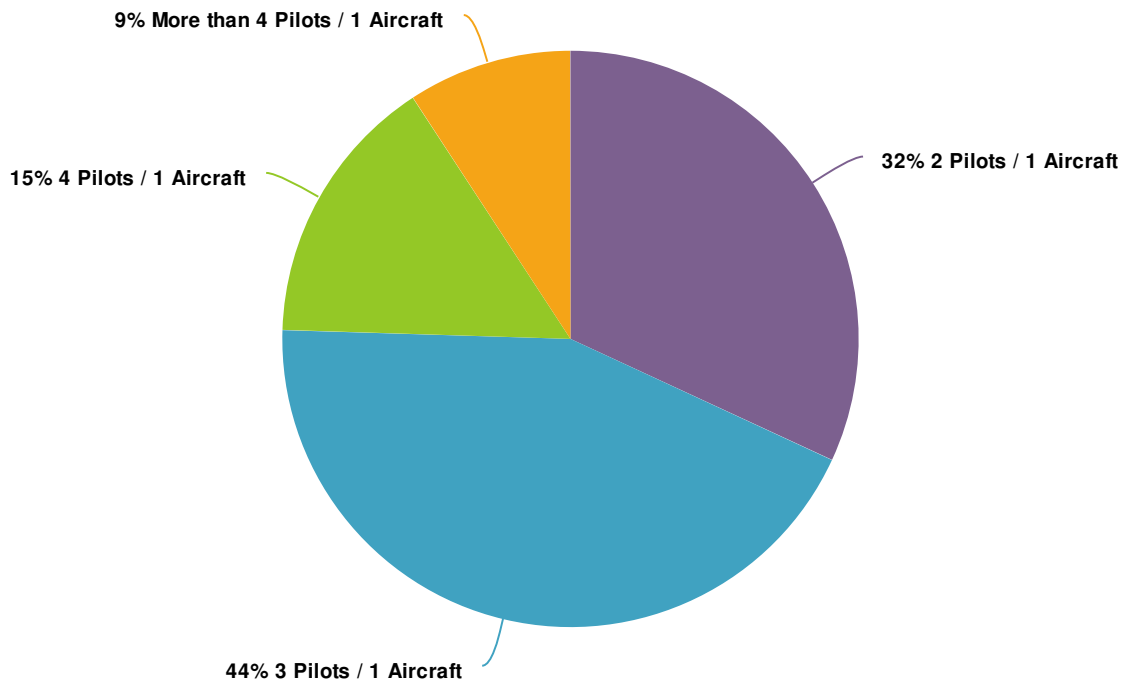
Value	Percent
Safety	41.2%
Ability to Staff	49.7%
Costs	5.5%
Presently No Pilot Shortage	3.6%





## 2. Pilot Retention: How does your flight department retain its pilots?



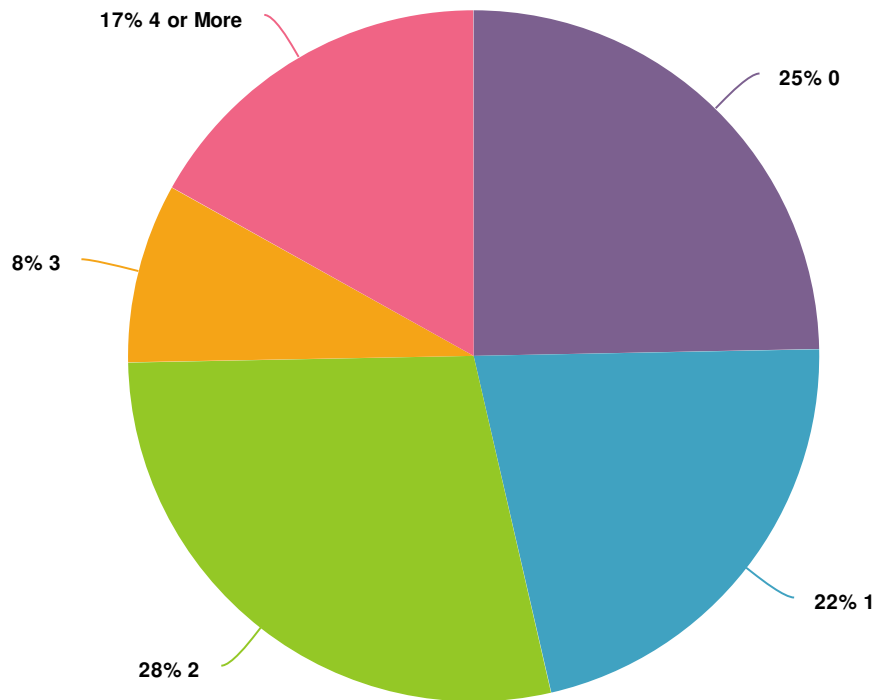
Value	Percent
Compensation	9.6%
Quality of Life	16.9%
Company Culture	6.0%
All of the Above	67.5%

3. How many pilots are currently employed relative to your flight department's fleet size?



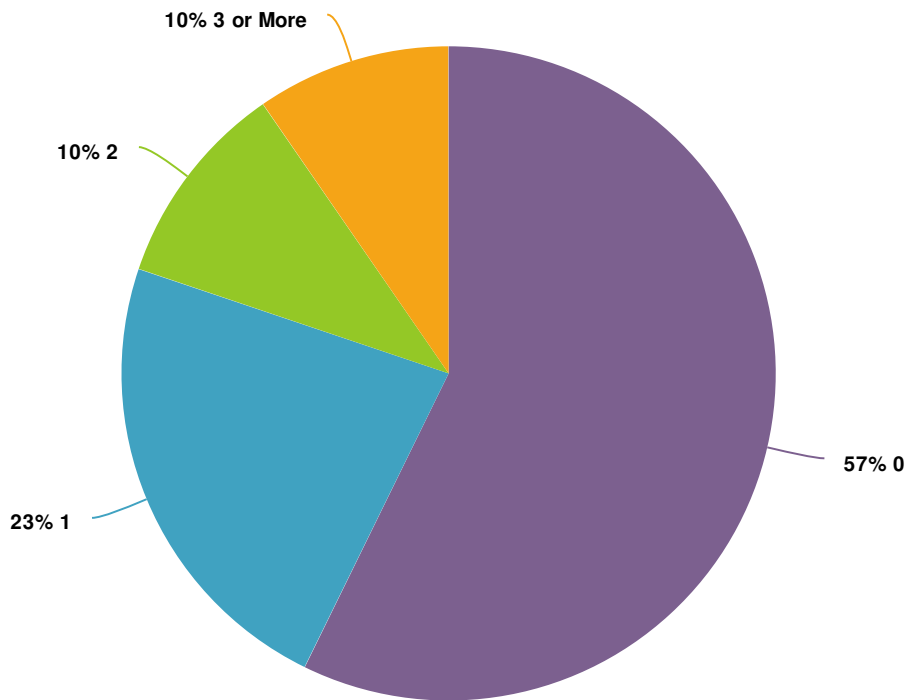
Value		Percent
2 Pilots / 1 Aircraft		31.9%
3 Pilots / 1 Aircraft		43.6%
4 Pilots / 1 Aircraft		15.3%
More than 4 Pilots / 1 Aircraft		9.2%

#### 4. How many pilots have left your flight department within last 24 months?



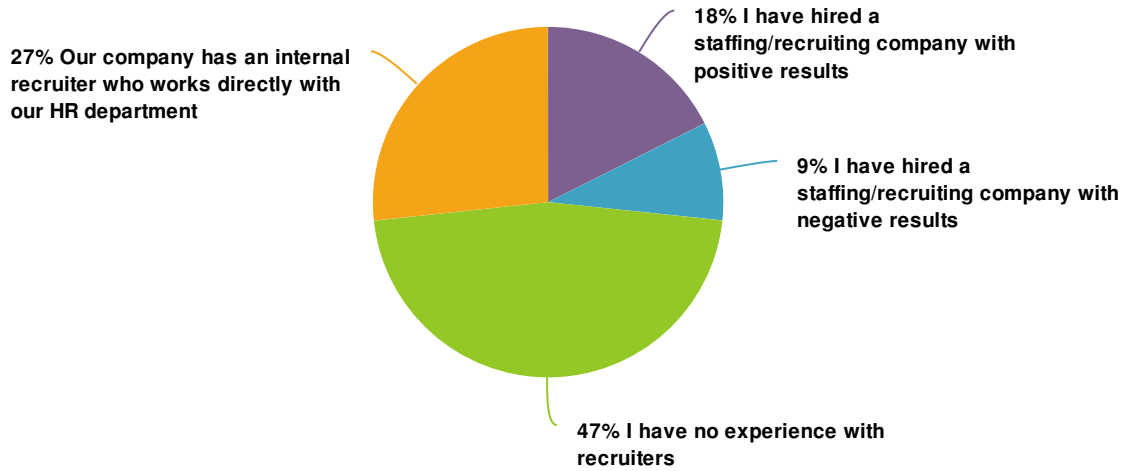
Value	Percent
0	24.7%
1	21.7%
2	28.3%
3	8.4%
4 or More	16.9%

5. How many pilots have left to accept a Part 121 position in the last 24 months?



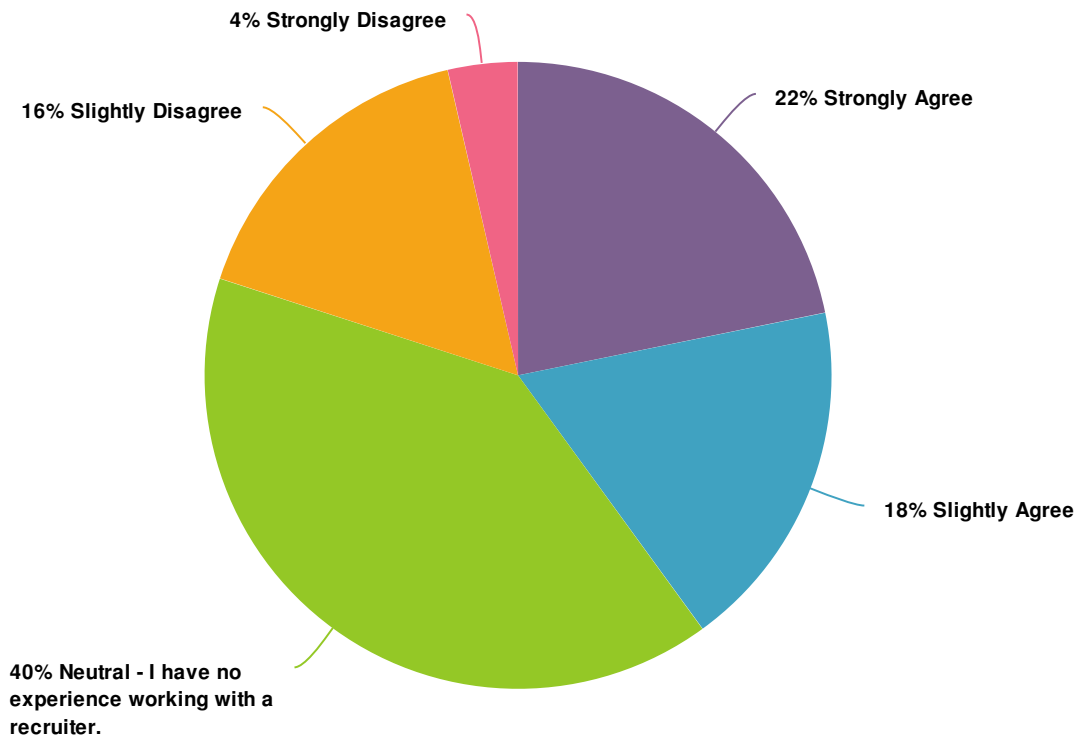
Value	Percent
0	57.2%
1	22.9%
2	10.2%
3 or More	9.6%

6. Skilled recruiters are a specific tool to source and vet candidates. How do you regard recruiters and their value in vetting for high quality candidates?



Value	Percent
I have hired a staffing/recruiting company with positive results	17.6%
I have hired a staffing/recruiting company with negative results	9.1%
I have no experience with recruiters	46.7%
Our company has an internal recruiter who works directly with our HR department	26.7%

## 7. Using a recruiter and/or staffing agency is helpful.



### Value

### Percent

Strongly Agree



21.8%

Slightly Agree



18.2%

Neutral - I have no experience working with a recruiter.



40.0%

Slightly Disagree



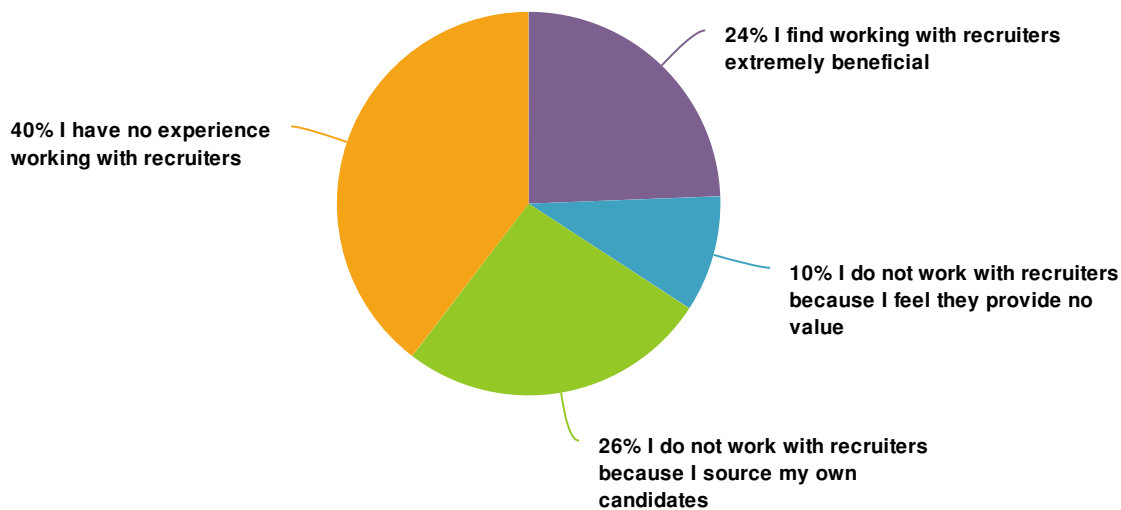
16.4%

Strongly Disagree



3.6%

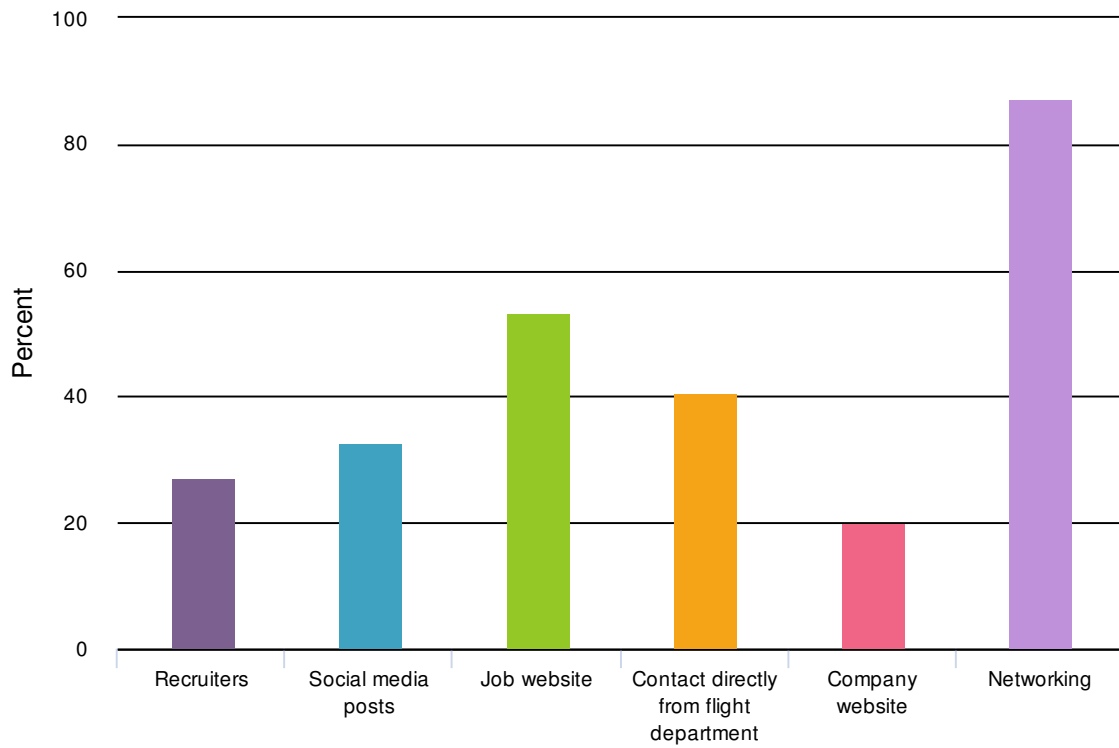
## 8. What is your experience with recruiters?



Value	Percent
I find working with recruiters extremely beneficial	24.4%
I do not work with recruiters because I feel they provide no value	9.8%
I do not work with recruiters because I source my own candidates	26.2%
I have no experience working with recruiters	39.6%



## 9. How do most pilots find a new opportunity? (Select all that apply)

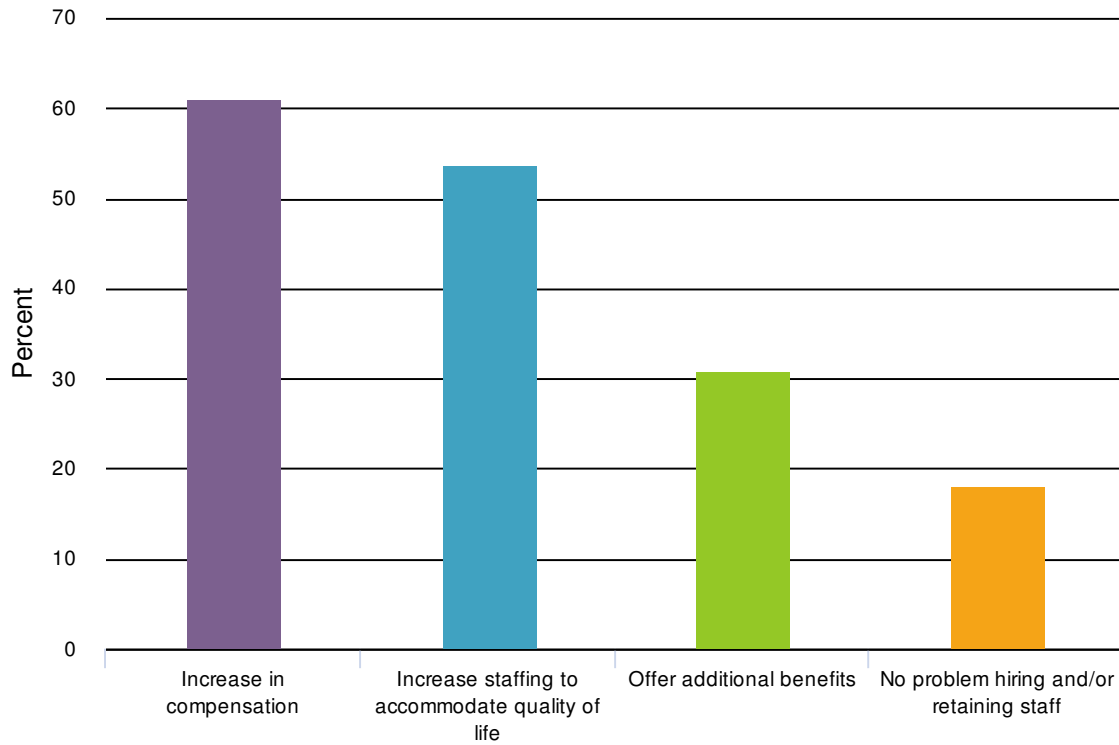





### Value

### Percent

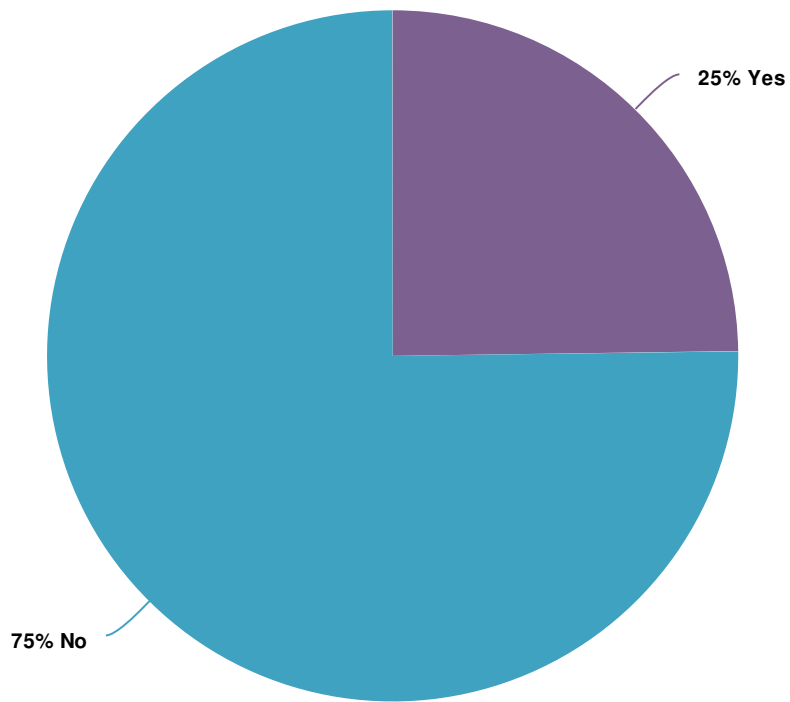
Recruiters		27.3%
Social media posts		32.7%
Job website		53.3%
Contact directly from flight department		40.6%
Company website		20.0%
Networking		87.3%

10. How will you make your company/flight department more attractive to candidates in the foreseeable future? (Select all that apply)



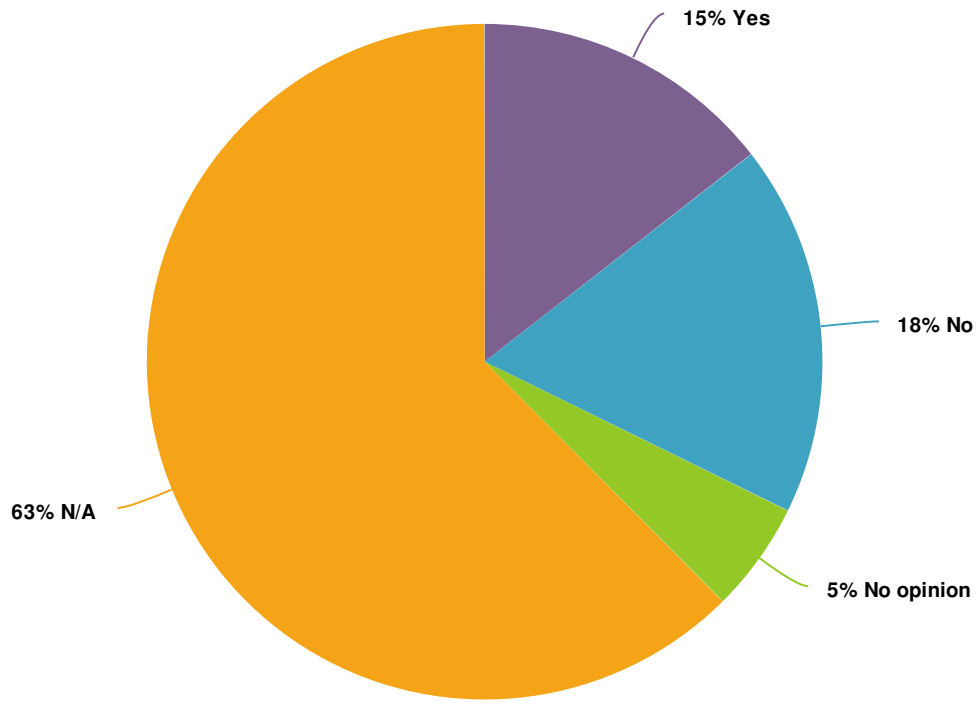
Value		Percent
Increase in compensation		61.2%
Increase staffing to accommodate quality of life		53.9%
Offer additional benefits		30.9%
No problem hiring and/or retaining staff		18.2%





11. Does your flight department anticipate lowering minimum hiring requirements?



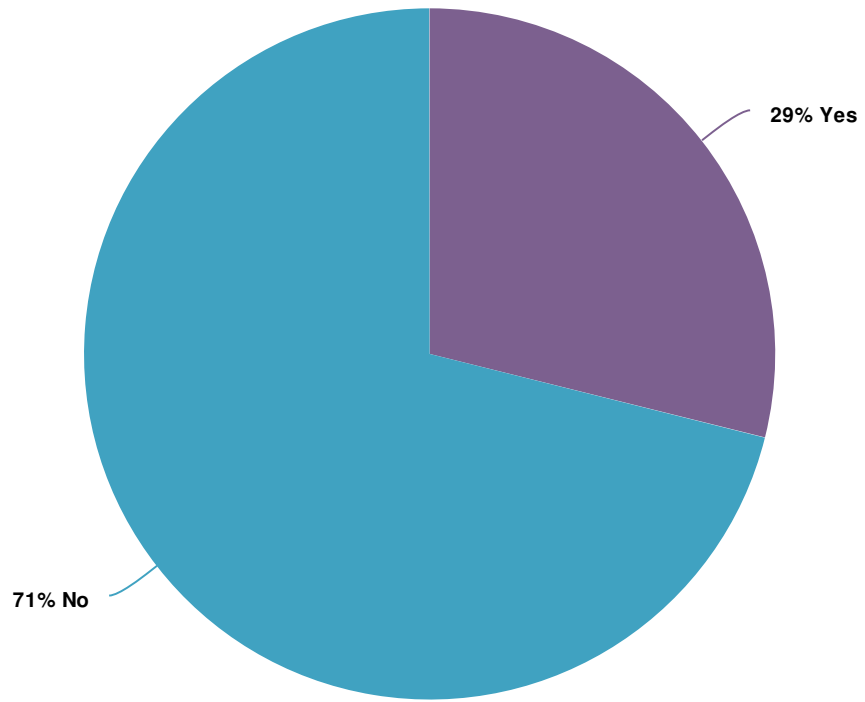
Value	Percent
Yes	24.8%
No	75.2%



12. If you answered “Yes” to question 11, do you anticipate lower minimums to affect the safety standards of your flight department?



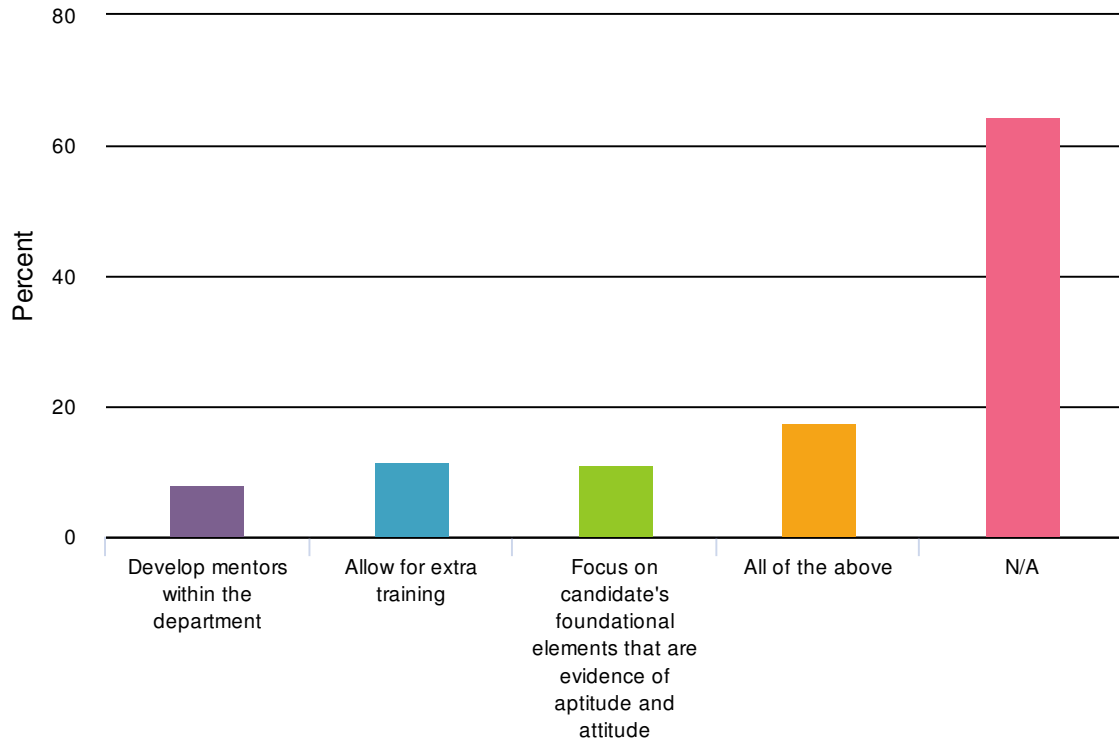
Value		Percent
Yes		14.5%
No		17.8%
No opinion		5.3%
N/A		62.5%

13. If you have experienced a change in hiring standards, have you changed your training program to mitigate challenges that presents?



Value		Percent
Yes		28.9%
No		71.1%

14. If you answered Yes to Question 13, how have you changed your training program?



Value	Percent
Develop mentors within the department	8.2%
Allow for extra training	11.6%
Focus on candidate's foundational elements that are evidence of aptitude and attitude	10.9%
All of the above	17.7%
N/A	64.6%