

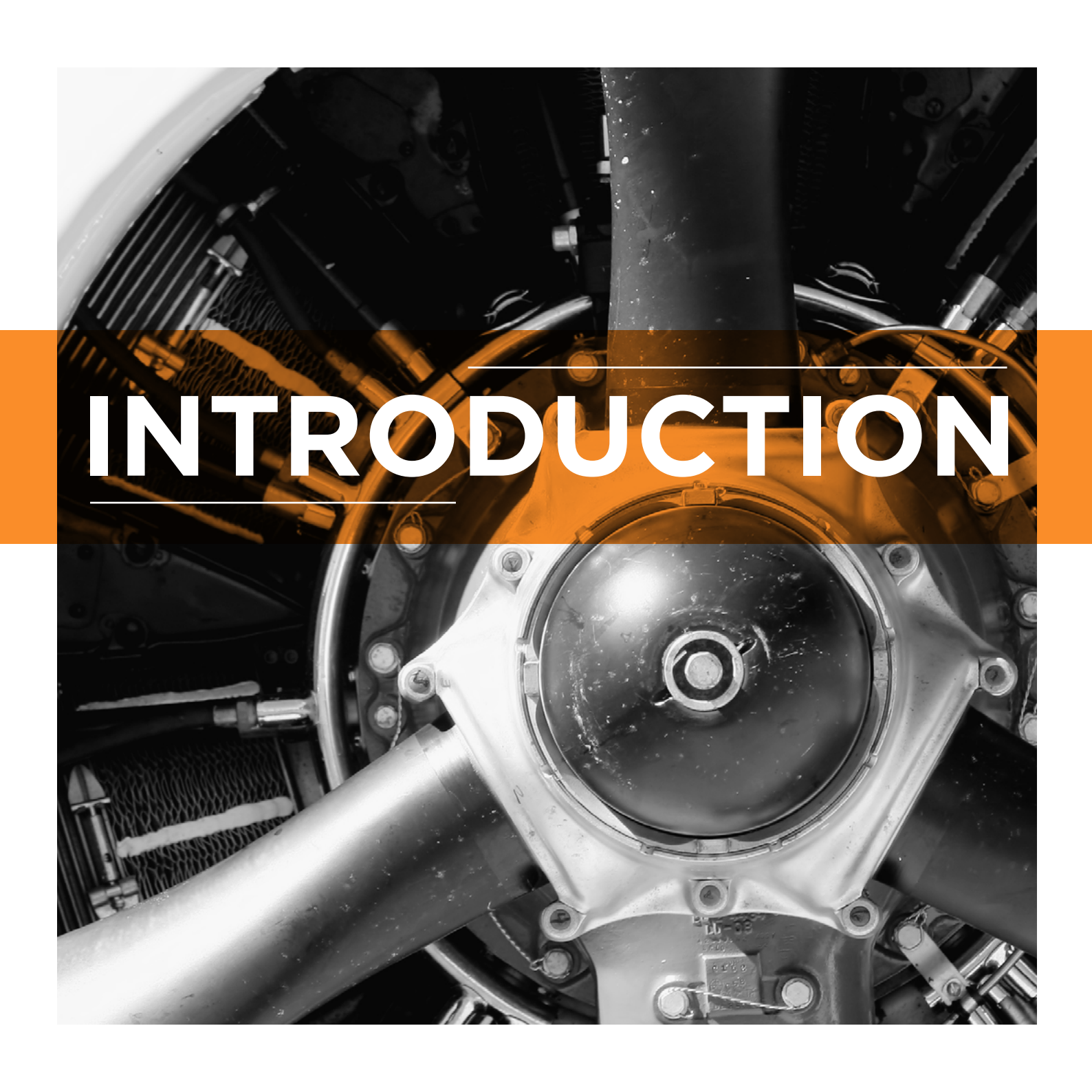


AVIATION SALARY SURVEY 2018

In Association with Aviation Job Search



Carbon60



INTRODUCTION

Welcome to the 2017 Carbon60 Salary Survey! Created in partnership with Aviation Job Search and based on responses from over 1,200 aviation professionals across the globe, this summary provides a comprehensive overview of salary and market trends.

With 57% of people rating their employer positively - up 6% from last year - it clearly shows that job satisfaction is on the rise. One of the reasons for this may well be that 65% of people surveyed have had a pay rise in the last year, as opposed to just 8% of people suffering a wage cut. In addition, 83% of people surveyed believe they have a positive work/life balance. All in all, the mood within the industry is buoyant.

Aviation as an industry is ambitious, mobile, and exploratory. It came as little surprise to us that candidates are very open to relocating to other places around the world – 66% in fact. However, with 89% of people believing that there is more pressure than ever before in their work, employers will have to ensure that their workforce stays happy, improving benefits of the 20% of workers who receive no benefits, as well as narrowing the gender pay gap may be two areas for potential improvement.

We hope this survey will prove useful for employers searching for recruitment wisdom and for job seekers looking for opportunities in aviation.

If you would like more information on our findings, or would like to talk to us about how we can help you find your next hire or your next role, please don't hesitate to get in touch.

Paul Nolan

Managing Director
Carbon60





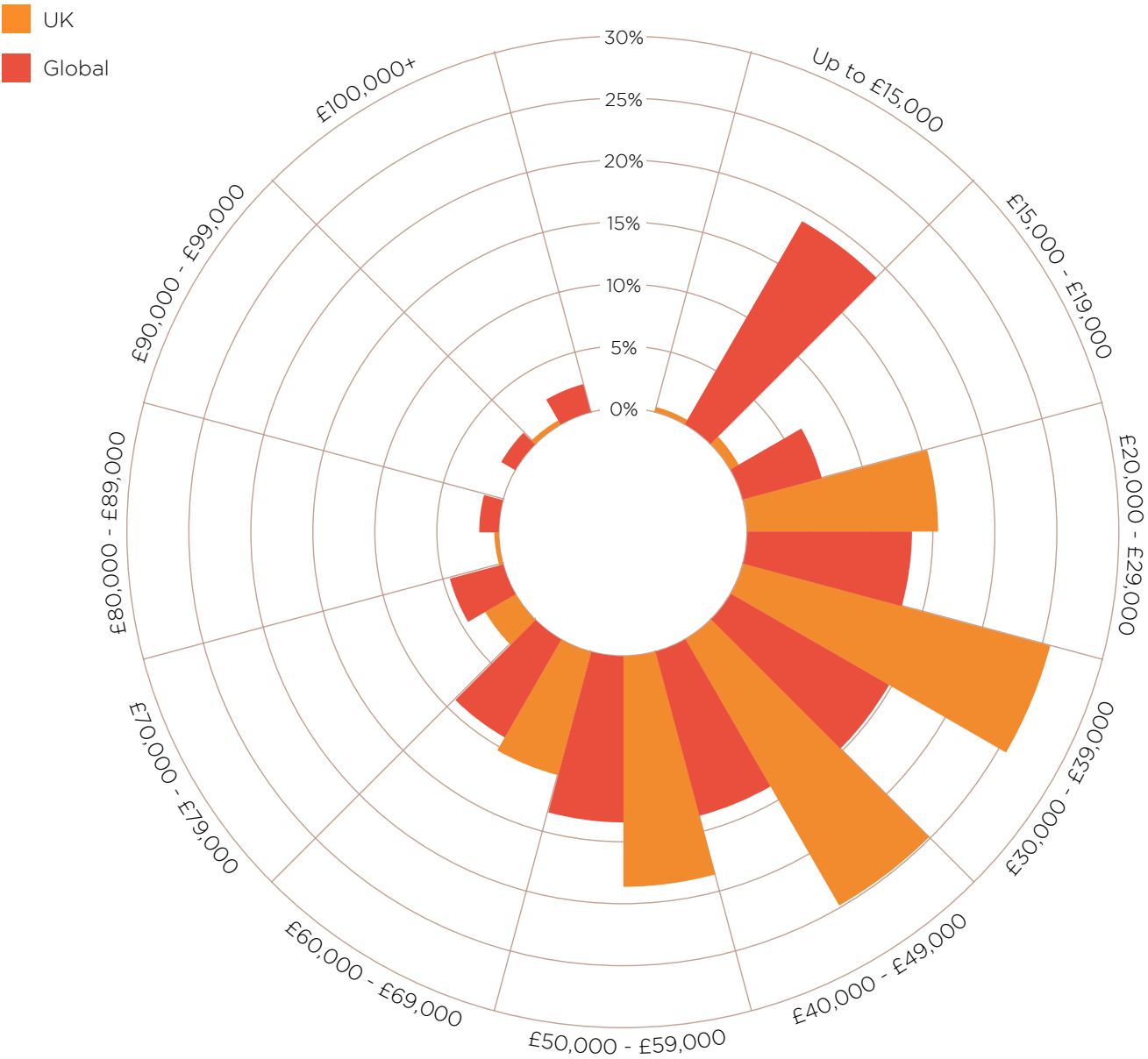
SALARY

TRENDS

SALARIES & RATES

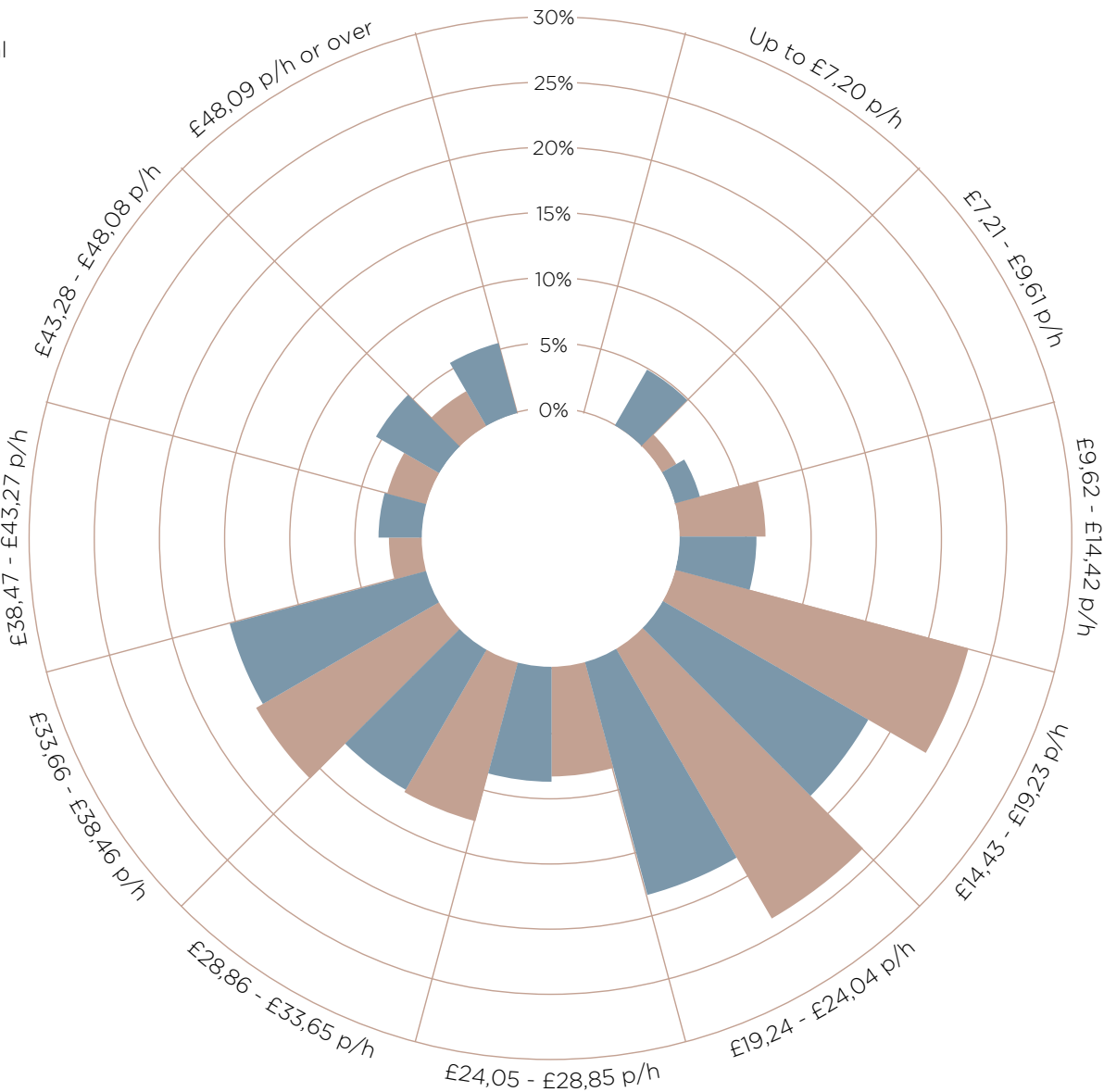
- Out of all the survey respondents, the majority (66%) classed themselves as permanent, compared with only 34% as contractors - exactly the same as 2017.
- A quarter of UK permanent workers are in the £40k - £49k salary range with the average salary in UK at £43,720, an 8% difference compared to the global average of £40,231. On average, salaries have fallen by 17% compared to the last survey. This may be a result of the increase in survey responders from Asia.
- Just under a fifth of global respondents earn £15k or less a year. This is driven largely by 57% of Asian-based respondents being on £15k or less. Only 0.5% of UK-based respondents are on £15k or less.
- The most common rate range that contractors are on worldwide is £19.24 -£24.04, this is 24% of UK contractors or 18% of contractors globally.
- Only 6% of UK contractors are on over £43p/h compared to 11% globally.

Annual permanent salary ranges UK vs Global



Contract salary ranges UK vs Global

- UK
- Global



SALARIES - PERMANENT VS CONTRACT

LUCRATIVE CONTRACTS

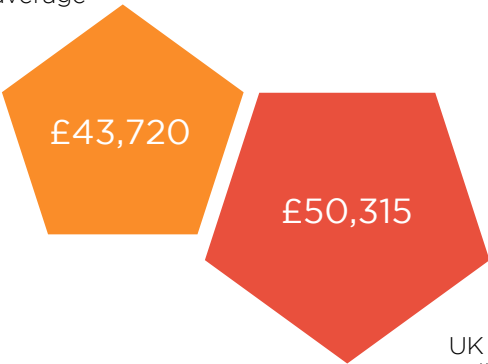
As you might expect, contract work is more lucrative than permanent work due to its temporal, often specialist nature.

But with the overall annual contract salary being £6,595 higher (13%) than the average permanent salary in the UK, and £12,300 (23.4%) worldwide, there is a clear, pronounced advantage to working as a contractor. Perhaps some of the 66% of our respondents currently working on a permanent basis will consider contract work in the future – which is a potential threat to employers who will need to review their retention strategies.

┌ **GLOBALLY, THE OVERALL ANNUAL CONTRACT SALARY IS £52,531 (£26.94P/H) OR £40,231 ON A PERMANENT BASIS.** ┐

Perms vs Contract UK

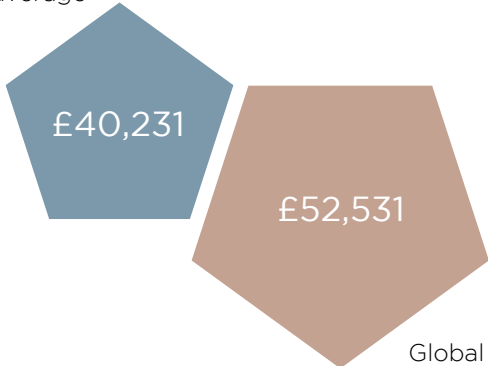
UK permanent overall average



UK contract overall average

Perms vs Contract globally

Global permanent overall average



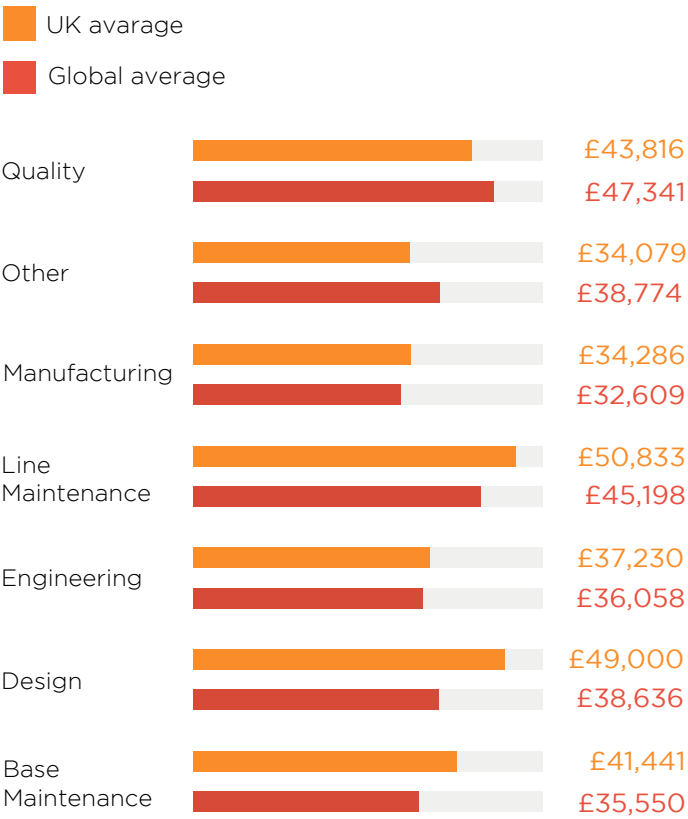
Global contract overall average

SALARIES BY SECTOR

QUALITY PAYS

With a high emphasis on quality and performance, quality-based roles are unsurprisingly the most lucrative work worldwide. Comparing salaries across aviation sectors, on a global basis, people working within Quality are on the highest average salary of £47,341. On the other hand, in the UK it is people working within Line Maintenance who are on the highest at £50,833.

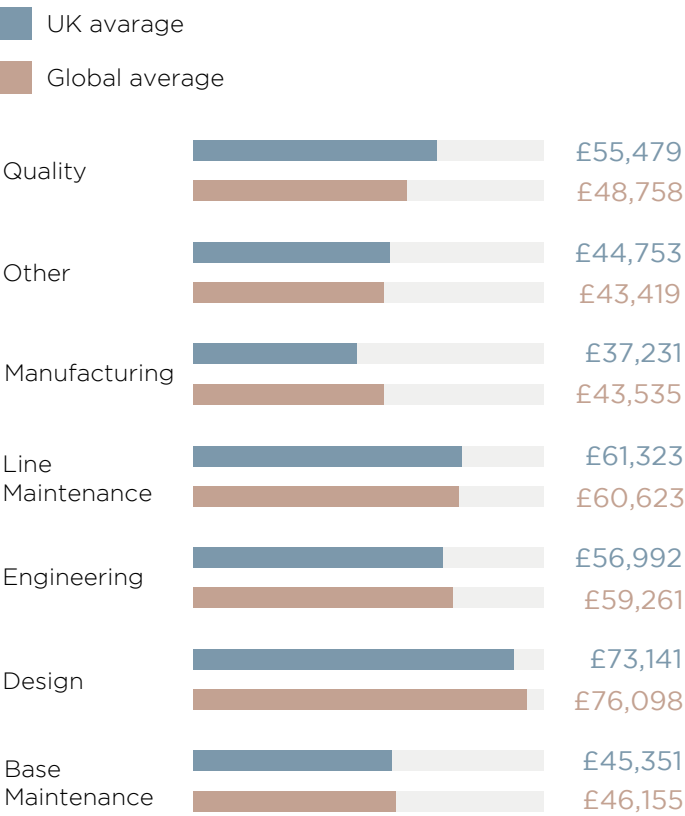
Permanent salary by sector



DESIGN TOP OF THE TREE

Like last year, design is again the most lucrative area of work for contractors. With the UK average being £73,141 and the global at £76,098, Design is certainly a sector that is highly valued. This is likely to be due to high demand for short-term design engineers, a skillset that can often be cyclical. It's not been such a great year for Manufacturing, however, being the sector that pays the lowest for both permanent and contract roles.

Contract by sector (annualised)



SALARIES BY JOB TITLE

UK SALARIES FLYING HIGH

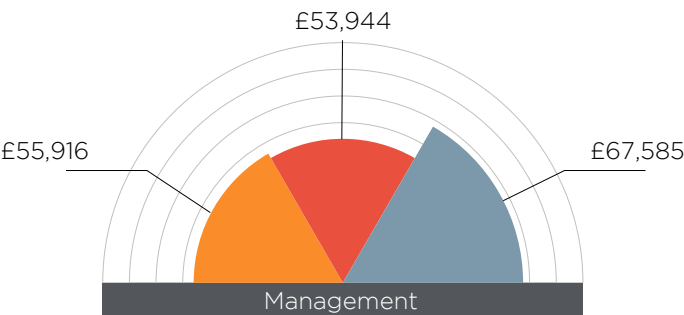
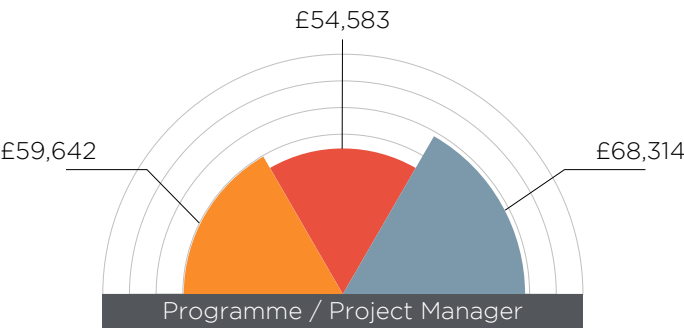
Looking at the 10 highest paid jobs on average globally, Programme & Project Managers get the highest overall average salary of £59,642. However, broken down between permanent & contract, the contract average is £14k a year higher at £68,314, compared to the permanent at £54,583.

In the UK specifically, Design Engineers are the highest paid on average at £63,353, driven by the £73k contract average.

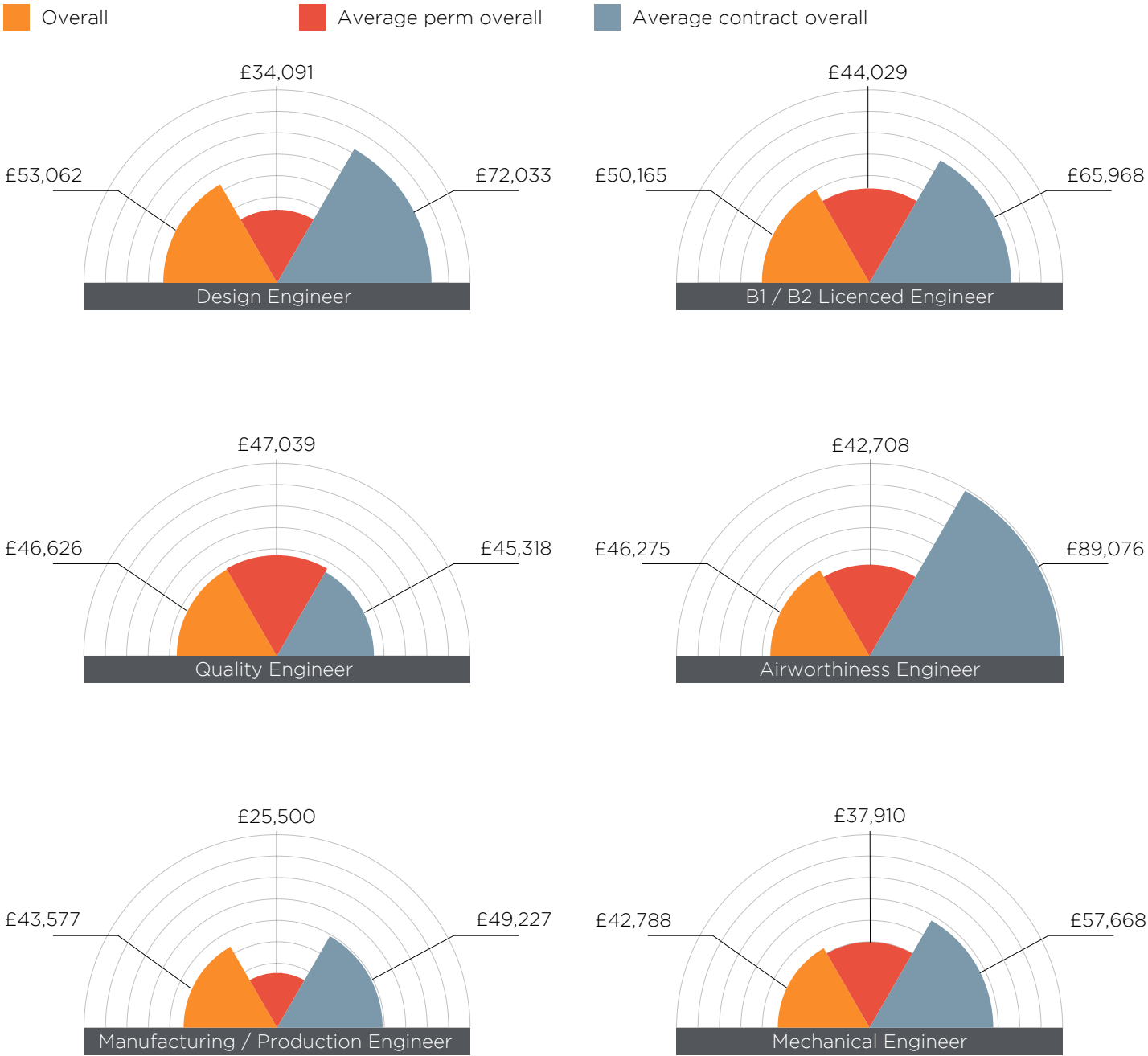
Comparing the UK with the global average as a whole, for all roles – excluding Quality & Manufacturing - the UK average is higher.

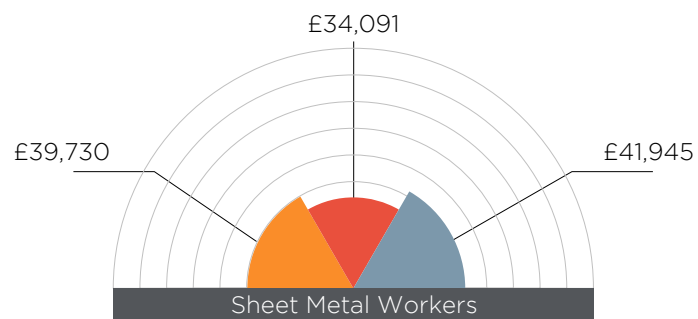
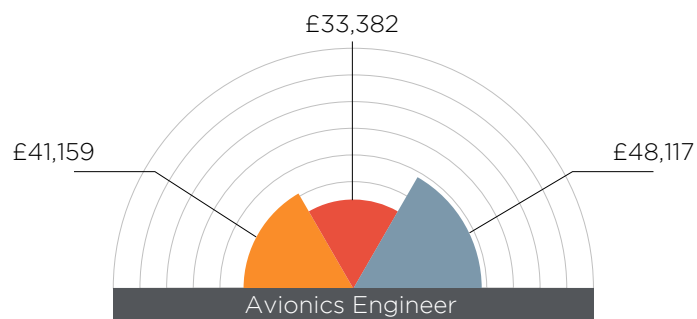
Top 10 paid Perm vs Contract

- Overall
- Average perm overall
- Average contract overall



SALARY TRENDS

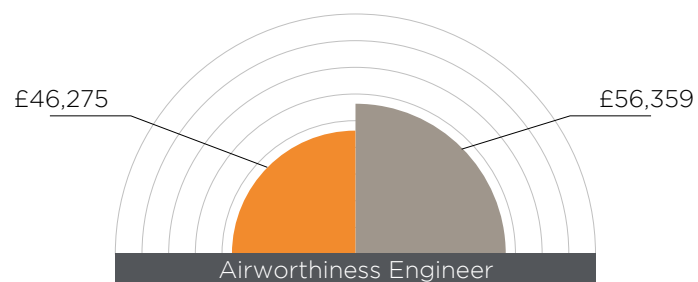
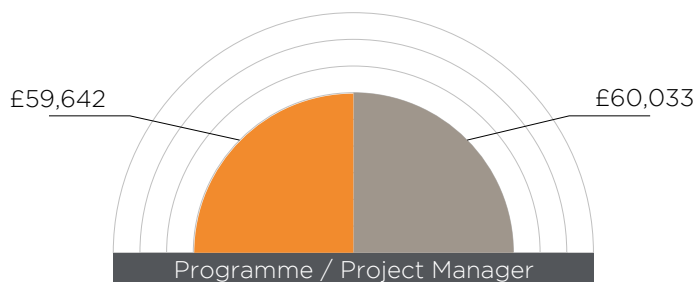
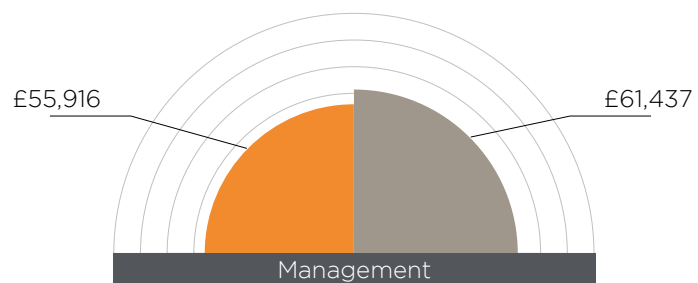
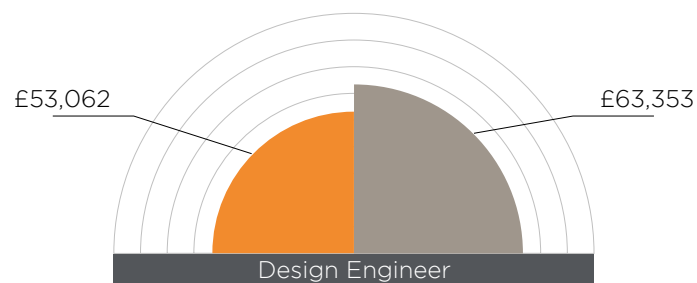




UK vs Global

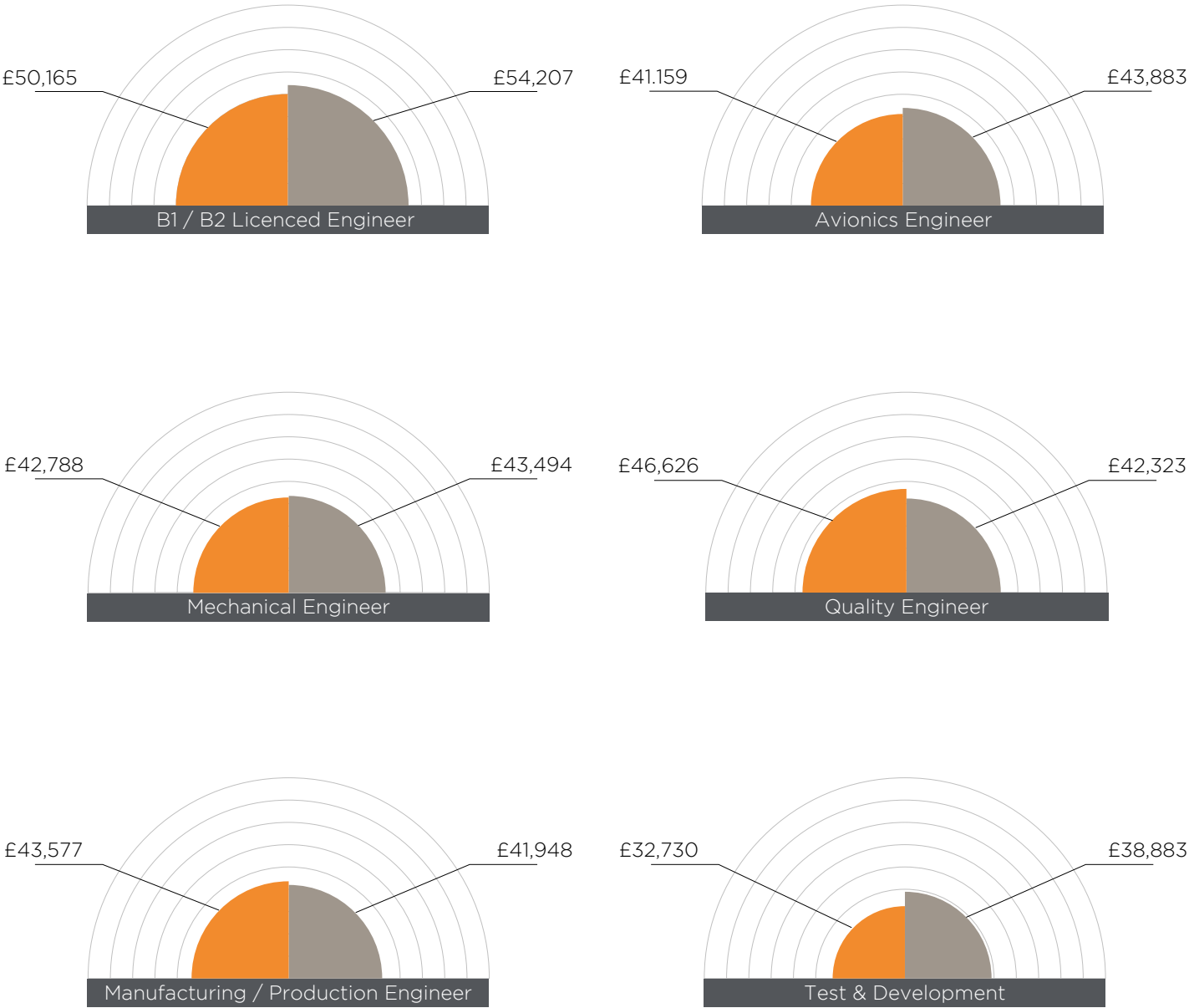
Overall

UK



SALARY TRENDS

Overall UK



SALARIES BY GENDER

THE GENDER PAY GAP PERSISTS

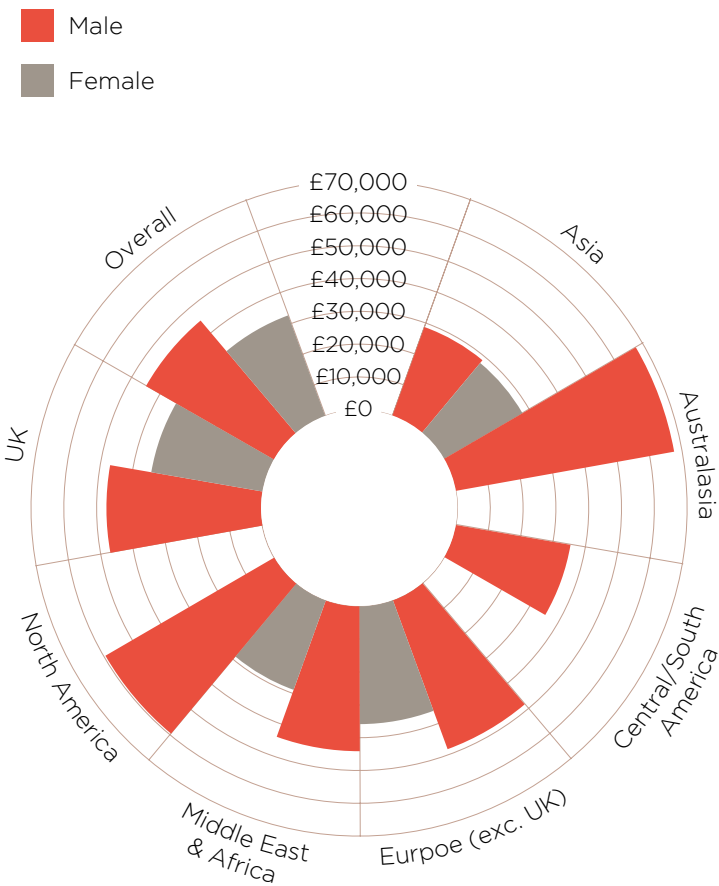
Based on the findings of the survey, across all countries, jobs and levels of experience, the average salary for females is 27% lower than males in the industry. However only 5% of overall respondents were female and a more accurate comparison would be to investigate by location rather than overall.

Unfortunately in all cases, the average female salary is lower than male salaries. Asia has the smallest gap between sexes at 4%, compared to the 43% difference last year.

Even though this information is based on a relatively small amount of data, it's clear that in reducing the gender pay gap we still have a long way to go as an industry.

(All permanent & contract salaries/rates have been annualised)

Male & female by location



SALARIES BY AGE

THE VALUE OF EXPERIENCE

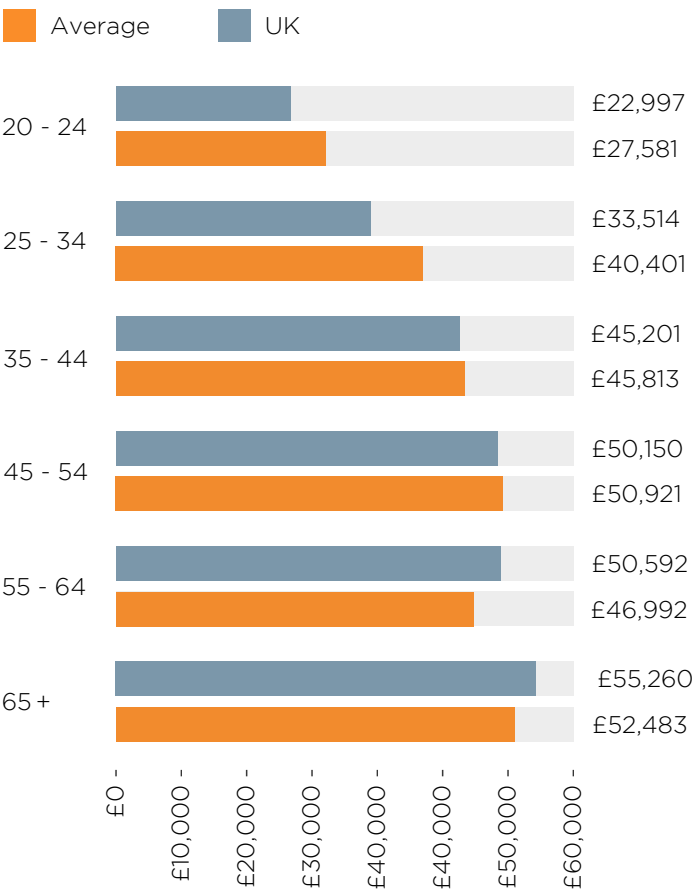
Unsurprisingly there is a direct correlation between how old you are and what you get paid, showing that experience pays when it comes to getting a higher salary. Across all roles, 20-24 year olds are on the lowest salaries at an average of £22,997 and those aged over 65 earning the most at £55,260. This equates to an average of £850 per year for every year of age.

For those aged under 25, the UK is the best place to be with average salaries of £27,581 compared to only £14,520 in Central & South America. For those aged 65 and over, Europe is the place to work, with an average salary of £71,269. Asia on the other hand pays the lowest at £35k.

The UK is above average when it comes to salary by age, apart from age 55 and over where it falls a bit lower than the average. This is driven by the high average salaries for over 55's in Australasia, the Middle East, North America and Europe.

(All permanent & contract salaries/rates have been annualised)

Average salary by age



SALARIES BY TIME IN INDUSTRY

TIME = MONEY

Just as age reflects how much people are paid, this also goes hand-in-hand with the number of years experience in the industry.

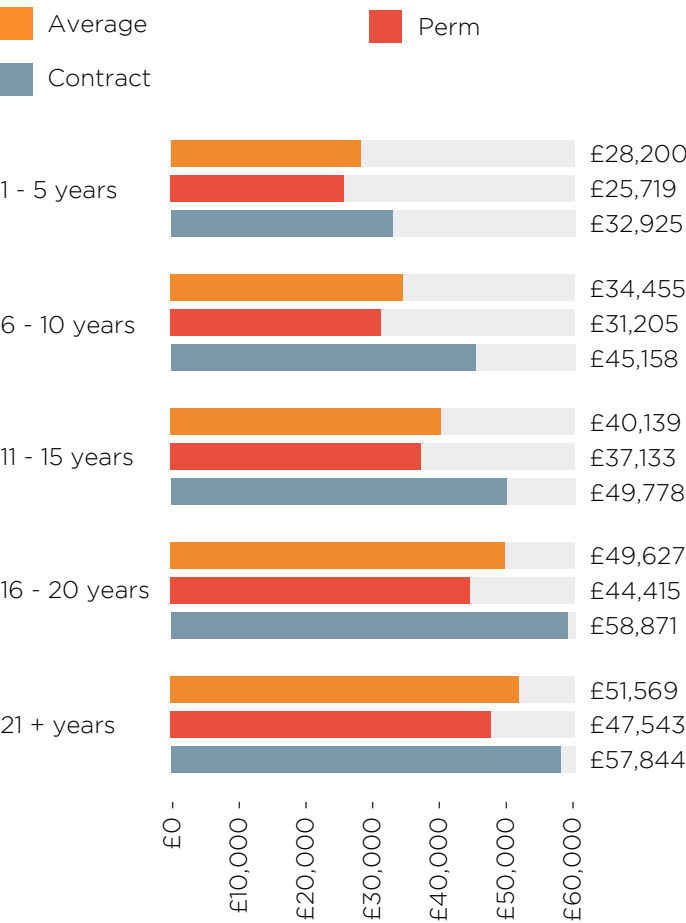
With an average global salary of £28,200 for people with 1-5 years experience, with that figure even higher at £31,100 in the UK, it is excellent news for UK-based aviation professionals at an early stage in their career.

In the UK, salary increases clearly correlate with the number of years experience. However, increases become smaller the longer the time spent in the industry.

The peak change in salary is between 6-10 years and 11-15 years where there is a 16% increase.

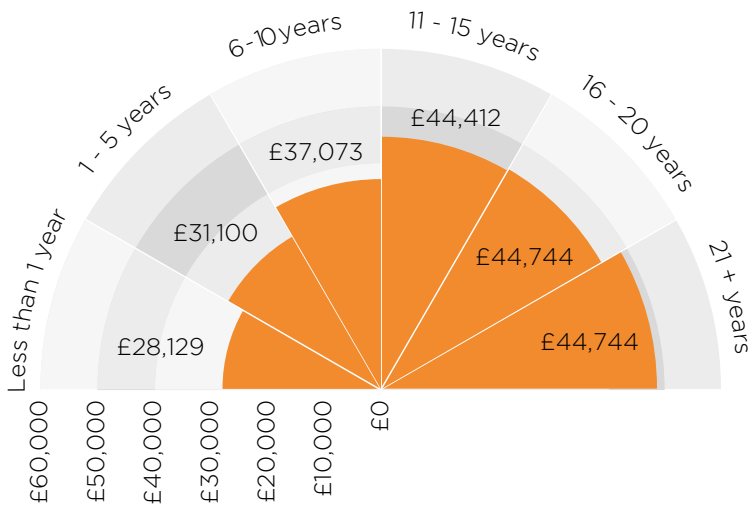
After this time, the increase reduced significantly with almost no difference from 11 years experience to 20 years.

Salary by time in the industry



UK

Average

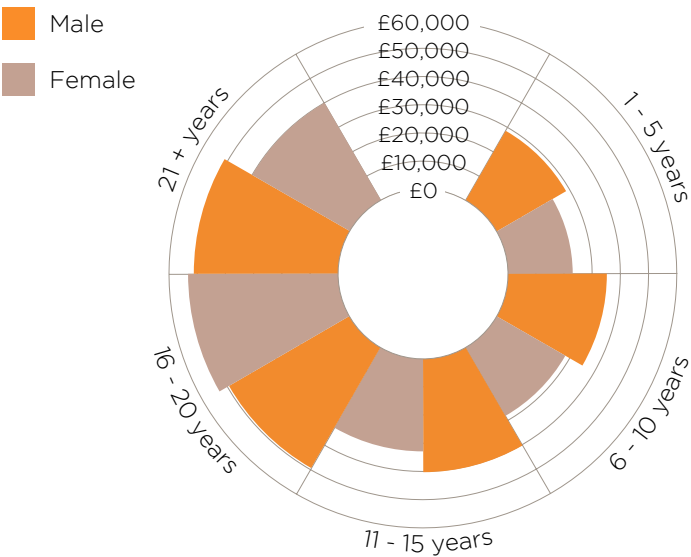


EUROPE THE PLACE TO BE FOR NEWCOMERS

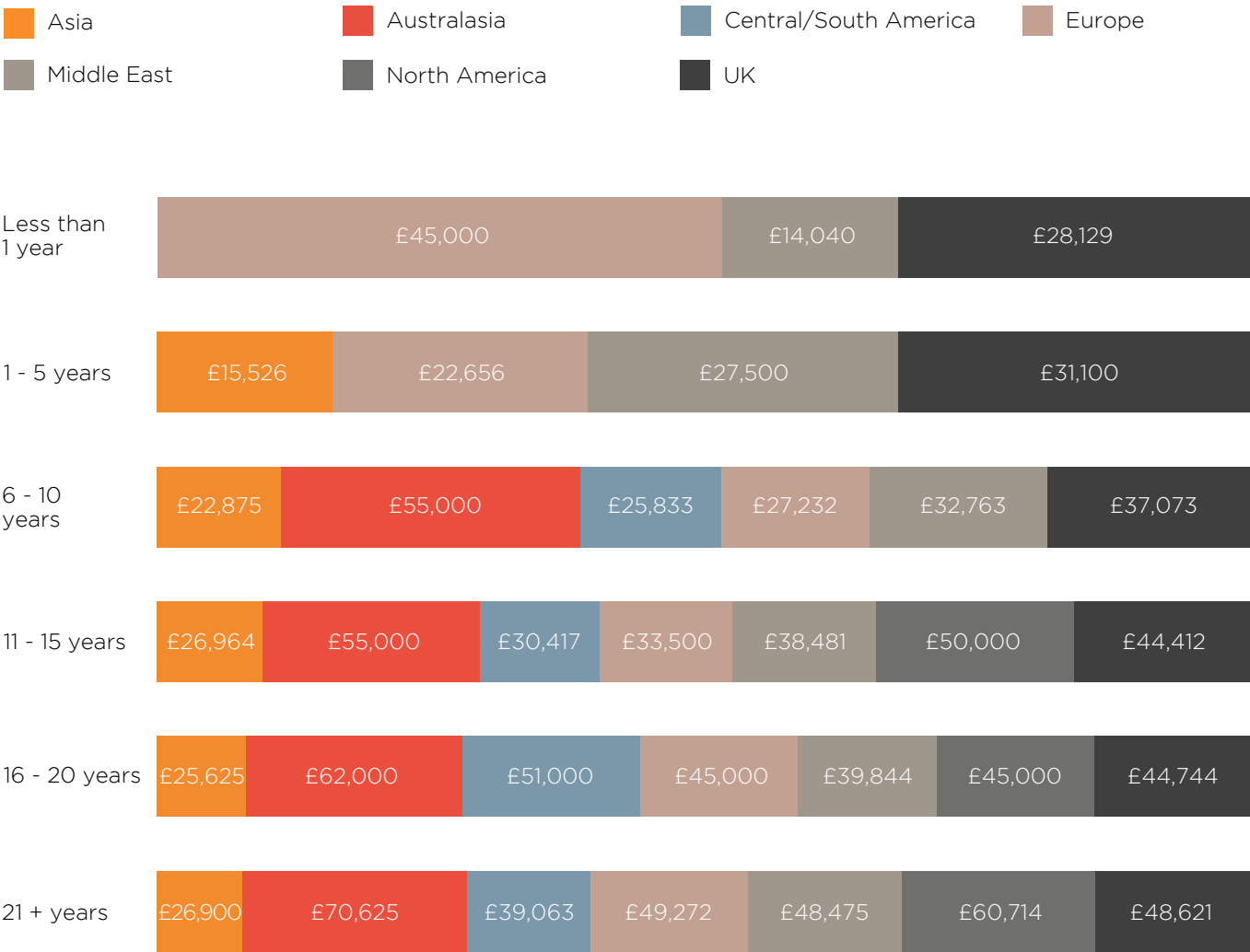
Comparing locations of work to time spent in the industry shows that working in Europe with less than 1 year experience can get you an average of £45k, while working in the Middle East will only get you £14,040.

As established previously, despite the small number of female respondents, comparisons can still be drawn between male and female earnings. Looking at the change in salaries in relation to industry experience, women are on between £5k-£10k less than males - except in the 16-20 years experience bracket where they are higher. This then goes back down again for 21+ years.

Sex vs time in industry



Salaries by location and time



TIME WITH EMPLOYER VS. RATING

POSITIVITY ACROSS THE BOARD

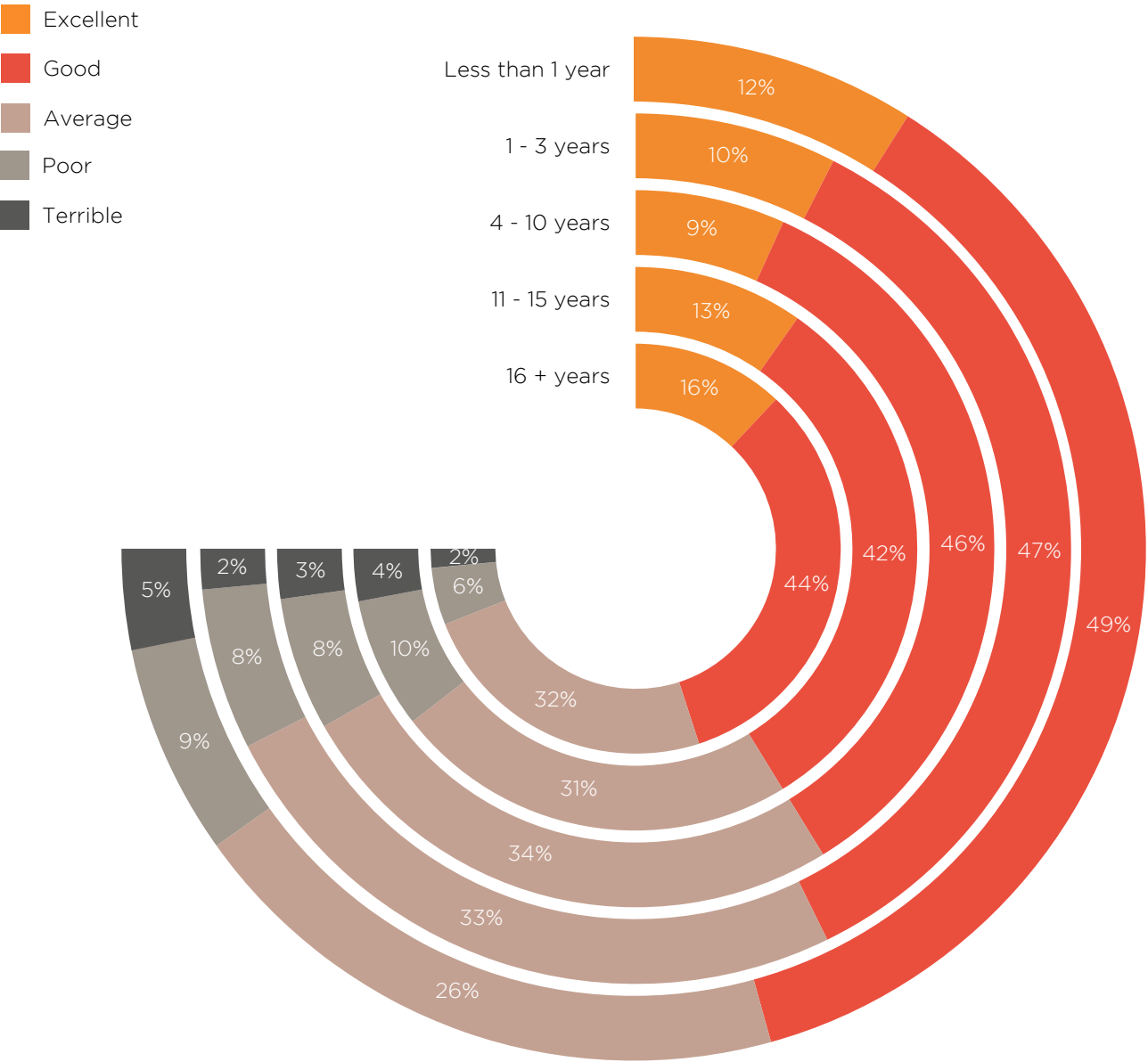
Over half of respondents - an increase from the survey last year - have a positive view on their company, with only 1 in 10 having a negative opinion of their company.

60% of people who have been with their employer for less than a year rate their employer positively, with over a third giving them the highest rating of 'excellent'. Although people's ratings are resoundingly positive overall, the largest proportion of positive ratings - 61% - are from people who have worked there 16+ years.

Interestingly people who have the lowest opinion of their employer are the ones who have worked there the longest. Whatever their reasoning, there is plenty of experienced talent out there for aviation companies looking to strengthen their roster.

OVERALL:
57% RATE THEIR EMPLOYER POSITIVELY
(6% higher than last year)
32% RATE THEIR EMPLOYER AS AVERAGE
(5% lower than last year)
11% RATE THEIR EMPLOYER NEGATIVELY
(same as last year)

Time with employer vs rating



SALARIES BY LOCATION

CASH DOWN UNDER

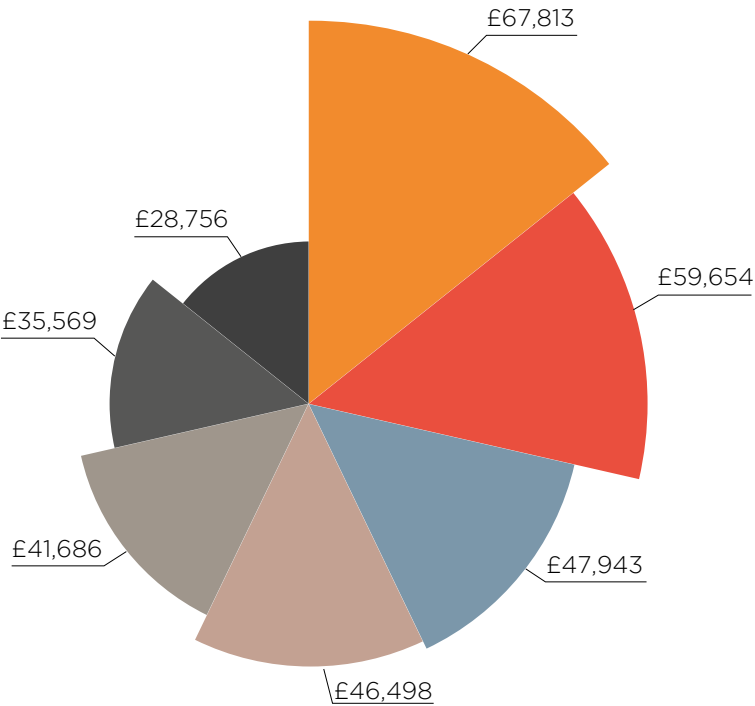
Australasia has the highest average combined salary on offer of £67,813 which is 31% higher than the UK average of £46,498 and 58% higher than Asia, which has the lowest average of £28,756.

Although take this with a pinch of salt, as only 1.5% of respondents work in Australasia so it's not going to be an accurate reflection of all aviation workers there, the ones that are there are obviously being paid well.

Workers in Asia that responded made up 10% of the total number so it's going to be a more accurate depiction of what they are on, which unfortunately is the lowest.

The UK and Europe are pretty much on par with only 3% difference between the two.

Avarage



PAY RISES AND FALLS

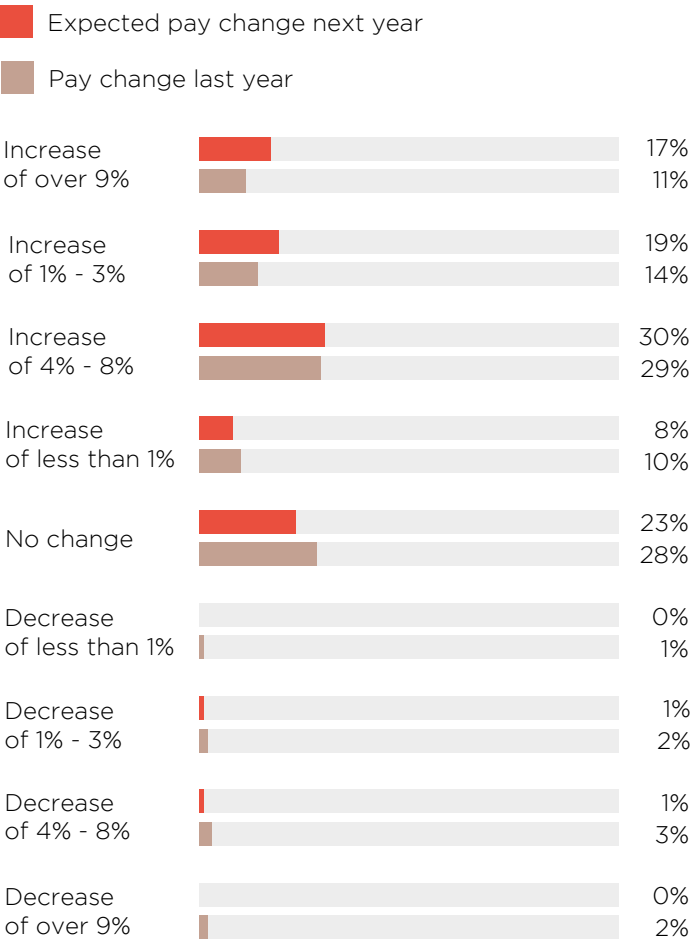
QUALITY ON THE RISE

The good news is 65% of people had a pay rise last year, which is a positive contrast to the 8% who had a pay decrease.

Over a quarter of respondents (28%) had no change at all in their pay and nearly a quarter (23%) aren't expecting a pay rise next year. Last year, Quality had the highest proportion (77%) of people receiving a pay increase of some sort, and Manufacturing had the most people receiving a pay decrease (14%).

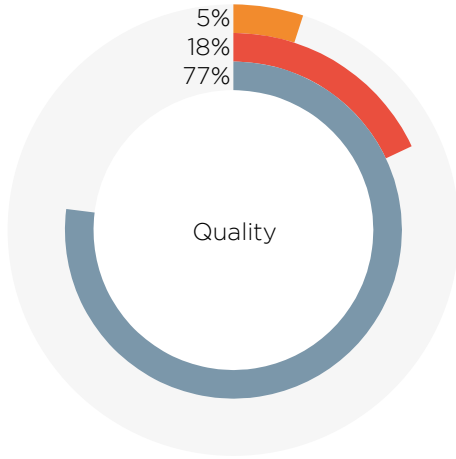
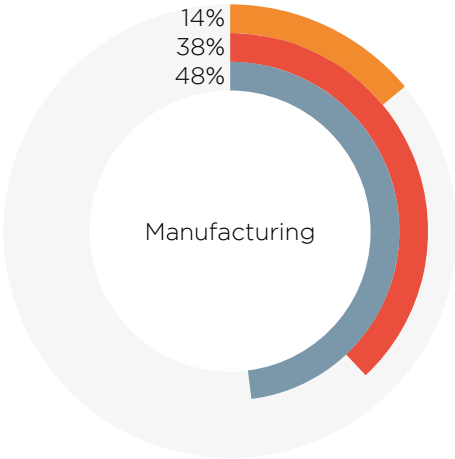
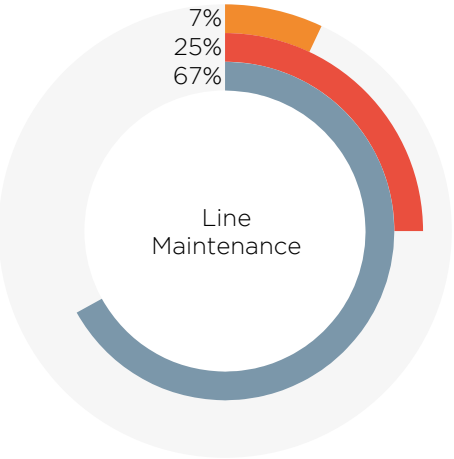
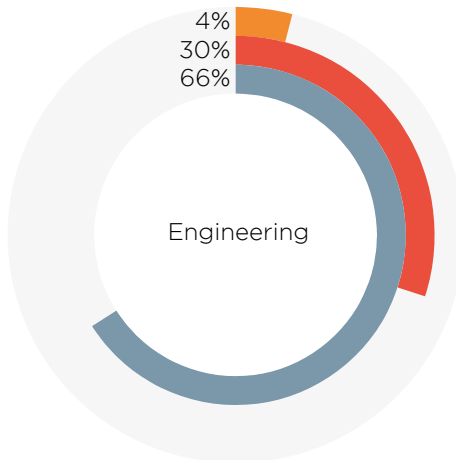
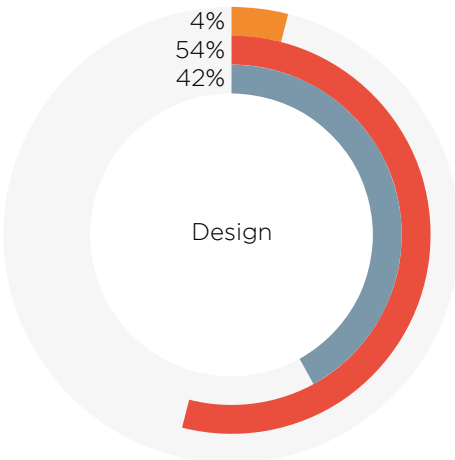
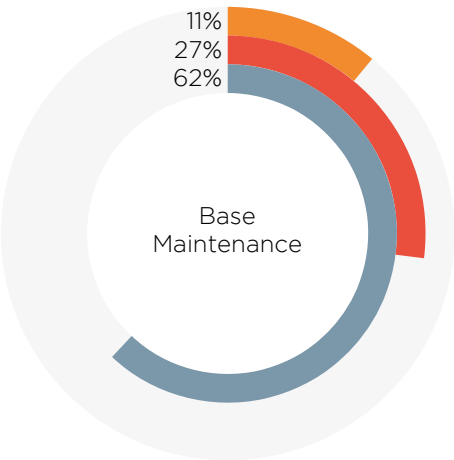
Design had the most people (54%) with no change in their salaries at all - understandable considering how high salaries already are in this sector.

Pay rises & falls



Pay rises & falls by sector

- Decrease overall
- No change
- Increase overall





IN
SIGHT

BENEFITS

YOU CAN'T ALWAYS GET WHAT YOU WANT

The most common benefit people receive is **paid overtime**, something which not all industries offer, but something that is important in aviation especially. With a commercial aircraft backlog of over 13,000, there's certainly plenty of work out there.

The most desired benefit is a **health plan** (28%) while the benefit most people don't want is a non-contributory pension (95%). This is most likely to be down to the fact that 10% already get a final salary pension and 28% get a contributory pension – both of which are much more appealing.

Startlingly, a fifth (20%) of respondents don't get any benefits at all, though 8% don't actually want any benefits. Despite this, this is one area in which the industry could make significant improvements going forward.

The biggest gulf between what people get compared to what they want is a **salary uplift**. Only 8% of people already get this, while 21% want it. As with any industry, most people would like a little more money in their bank account each month, so this is hardly surprising. Looking at it from a different perspective, the fact that 79% of people are happy with their salary indicates that aviation salaries are on the whole positive.

Benefits

- Want
- Get



MOVING ABROAD

JETSETTERS BY JOB, JETSETTERS BY NATURE

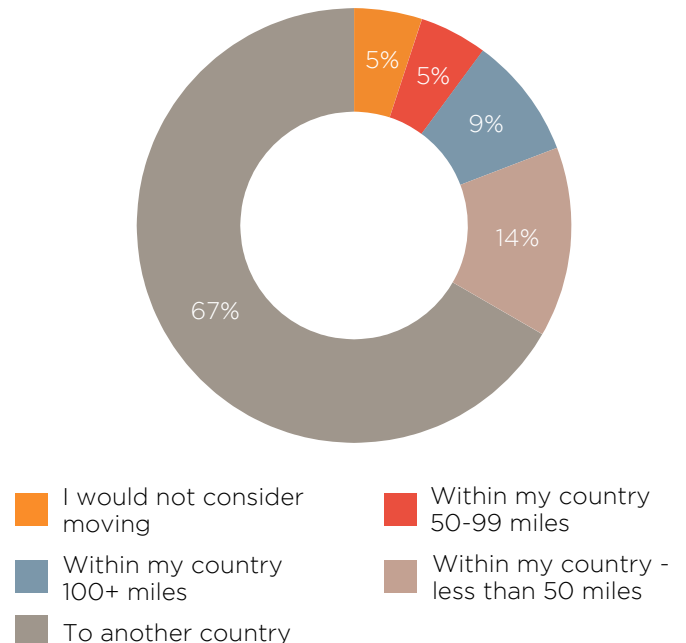
Most respondents (66%) would be happy to move to another country for their next role, compared to only 5% who would not consider moving at all. These figures are almost exactly the same as our 2017 salary survey which we suggested perhaps the uncertainty of Brexit was causing people to want to flee the UK. It appears, however, that not a huge amount has changed since then.

The nature of working in aviation could also be a big factor in the willingness to hop on a plane and work in a different country. With so many aviation hubs around the world, qualified engineers really have got a great choice in where they could work next.

For people not willing to work in another country, many people would be at least willing to move within 50 miles, which is indicative of aviation professionals' openness to travel.

Overall 95% would be happy to relocate for their next job, a positive sign of how dedicated people are to working in the aviation industry.

How far would you travel



AVIATION INDUSTRY VIEWS

UNDER PRESSURE

Despite being lower than last year, it's good to see that it's still the majority (65%) of respondents that feel positive about aviation as a profession, although it does raise slight concerns as to why that figure has come down from last year's 86%. It could be linked to the fact that a vast majority (89%) do believe there is more day-to-day pressure than ever before.

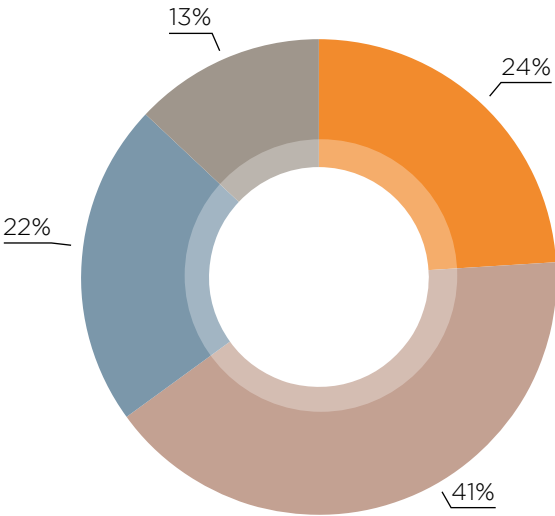
Despite this, most people (83%) feel like they have a good work/life balance - an improvement from last year.

66% of people feel a greater pride about working in the industry than they did 3 years ago; with most people (64%) feeling valued by their employer.

Industry opinions

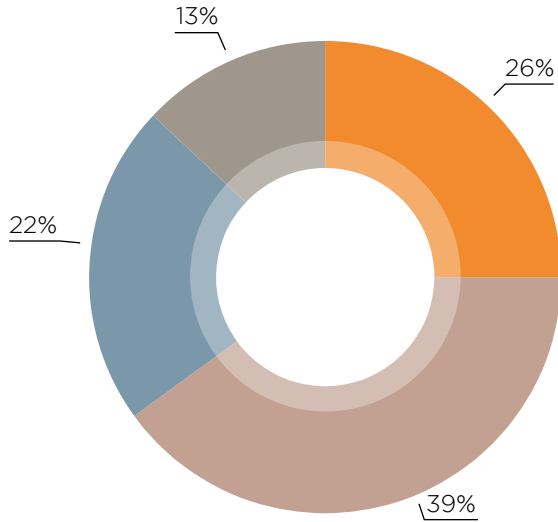
I feel positive about aviation as profession

- Agree strongly
- Agree slightly
- Disagree slightly
- Disagree strongly

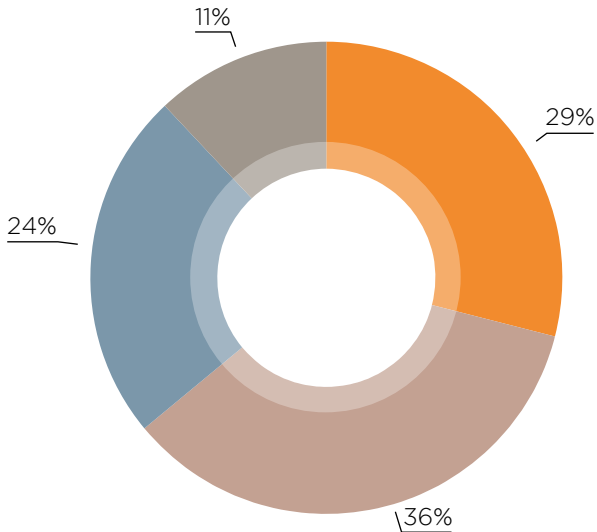


■ Agree strongly
 ■ Agree slightly

I feel greater pride being in the aviation industry than 3 years ago

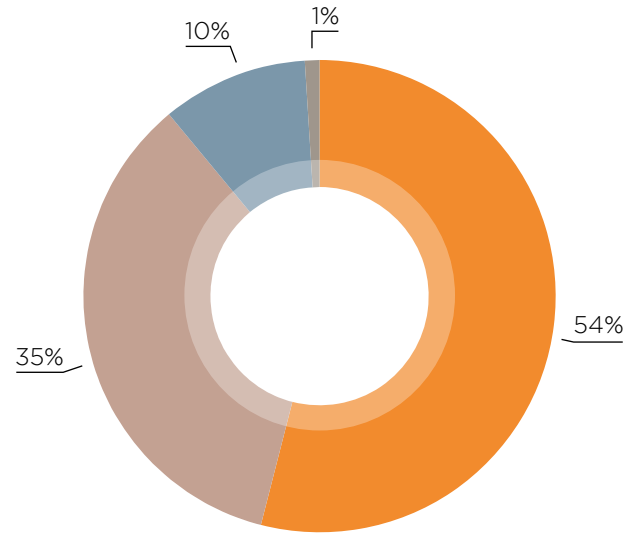


I believe my employer values the work I do

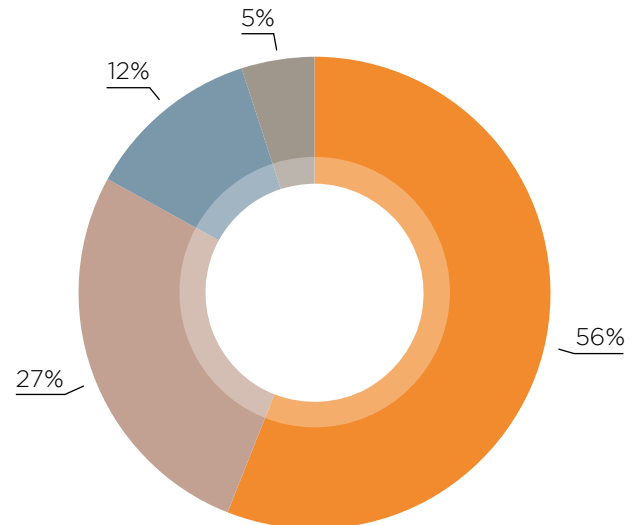


■ Disagree slightly
 ■ Disagree strongly

There is more day to day pressure than before



I have a good work/life balance



METHODS OF JOB SEARCH

AVIATION JOB SEARCH TOP OF THE PILE AGAIN

For aviation professionals, the most popular method of searching for a new job is using the job board Aviation Job Search with 69% of respondents using it. Although this figure is slightly down on last year it still remains the most popular job search option.

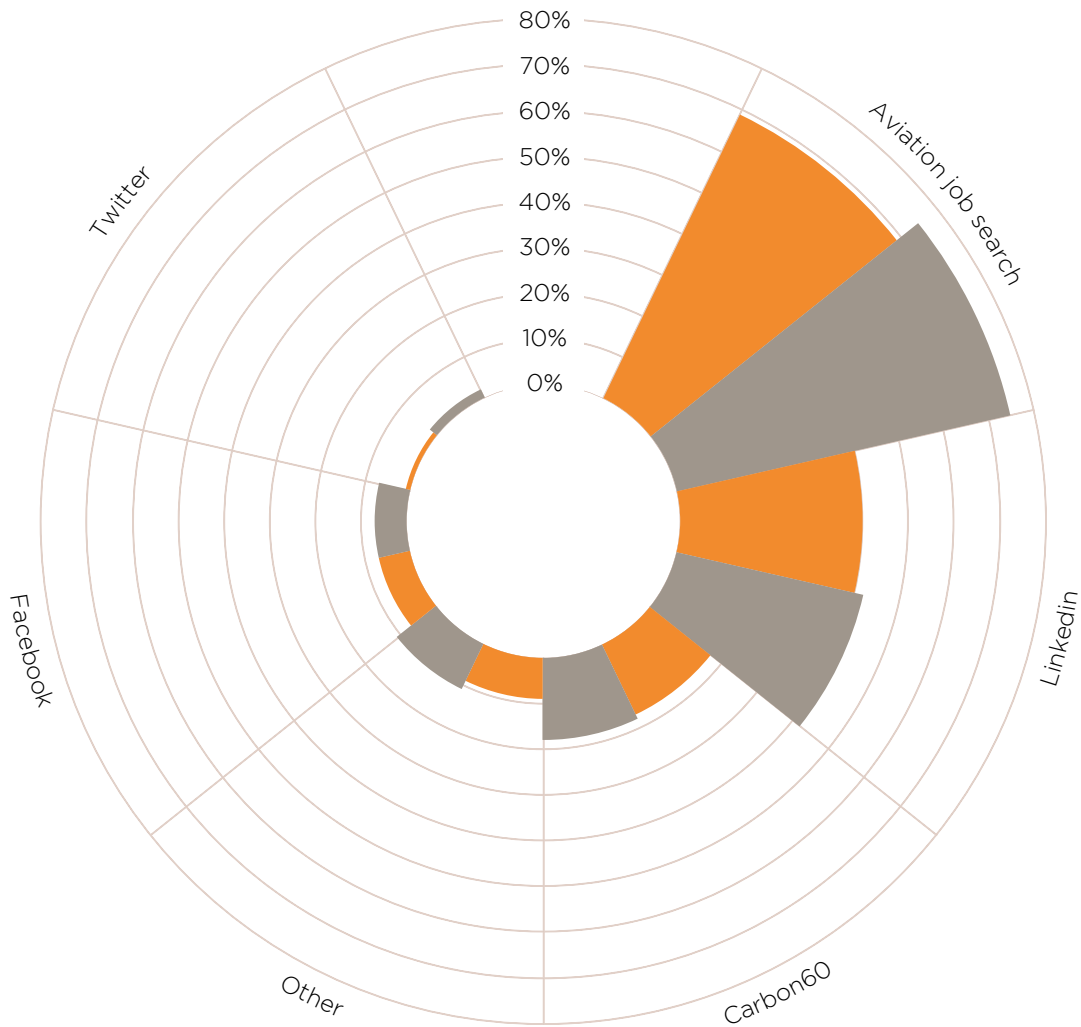
Only 1% of people use Twitter to search for a new job, down from only 2% last year making it by far the least popular method for job searching.

Facebook isn't a very popular job hunting tool either, with only 7% of people using it to find a job - the same percentage as in last year's survey.

LinkedIn, however, is still a popular method of job hunting with 40% of respondents using it to look for work.

It's also great to see that nearly a fifth of aviation professionals use the technical recruitment company Carbon60 as a job search tool, utilising Carbon60's strong relationships with aviation companies and industry expertise to help find them a job.

Job search methods





CONCLUSION

Overall, people seem to be happy in the aviation industry with over half of people rating their employer positively, most feeling valued, most getting a good work/life balance and also feeling positive about aviation as a profession.

The UK aviation industry has grown 23% since 2010, has 120,000 direct employees and a turnover of £32 billion. With £28 billion in exports, the UK is a strong contributor to the industry. It is predicted there will be \$5.7 trillion of global growth opportunity over the next 20 years not to mention the commercial aircraft backlog of over 13,000 keeping people busy.

When it comes to workplace benefits within the industry, the two biggest desires are paid overtime and a health plan, at 25% and 28% respectively. It is good to see that the industry on the whole meets workers expectations in this regard, with 34% of workers receiving paid overtime, and 26% receiving a health plan. It's perhaps a little surprising that 20% of people in the industry receive no benefits at all, so this is one area in which improvements could and should be made.

As in last year's survey, design still seems to be the most lucrative area of work for contractors. Surprisingly, however, it is also the sector with the slowest wage growth. Are there too many professionals now in the sector, or is it just a natural halt on fast growth? Could next year be the turn of a different sector to take the reigning crown? Perhaps it could be quality, which is this year the most lucrative for permanent staff, and the sector with the most pay rises too.

With Brexit still being negotiated, and the rise of nationalism across the globe, there are many challenges that could cause problems within the aviation industry. However, with 95% of people willing to relocate for their next job, and 66% willing to move to another country, our industry is certainly not bogged down in insularity. Whatever happens, aviation is an industry that is forward-thinking, and constantly on the move.

