


Industry Review: Pilot Hiring in 2023



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More than $\frac{2}{3}$ of pilots would consider a new role next year

(despite 60% stating they're in permanent employment)

Assessments

Almost $\frac{1}{3}$ of pilots didn't attend first assessment until Q2 2023 and **over $\frac{2}{3}$** were already employed when they attended



Over 60% attended more than one and **20%** attended 4 or more

Motive for changing jobs



Basic pay is only one factor influencing offer decisions, with **23%** selecting it as their main motive. **Roster, location and job security** were also key, along with **promotion/upgrade opportunities.**

Job offers

Almost 60% of pilots received more than 1 offer with **over 20%** receiving **4 or more.**

Over a third pulled out of an offer they'd previously accepted



Almost 20% waited **4+ weeks** to receive an offer after assessment

Almost half waited over 4 weeks to start their training after accepting an offer

Pilot retention



Only around 1 in 10 pilots returned to the same airline they flew with in 2022

Over half intend to return to the same airline they are currently flying for in 2024

t +44 (0) 1252 750 400
e admin@aeroprofessional.com
w aeroprofessional.com

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