

## Business Aviation Has New Tool to Recruit and Retain Top Talent

**September 9, 2019** The Canadian Business Aviation Association (CBAACAA) 2019 Compensation Survey will help business aviation employers recruit and retain top talent, even in the face of industry-wide labour shortages. Analyzing 63 separate positions, the survey, released in early September, provides a comprehensive overview that includes detailed salary/cash comparisons, as well as a thorough review of business aviation compensation practices, incentive plans and work conditions. It also includes data on recruitment, turnover and retention practices.

Business aviation operators who want to create an effective recruitment and retention strategy will find the data invaluable as it allows them to compare individual positions' base salaries and total cash according to CBAACAA president and CEO, Anthony Norejko. "Operators will no longer have to rely on educated guesses or assumptions. They can use the report to do a deep dive into the data and rank how they compare with colleagues and competitors— and create new recruitment and retention packages based on the data."

This is the CBAACAA's second compensation survey. Fifty-three CBAACAA-member organizations participated, an 18 percent increase from the first survey undertaken in 2017.

The compensation survey also had good news for business aviation employers and employees: salaries and benefits are generally equal to, and in some instances, higher than other aviation segments, including airlines. "The results are not surprising to anyone who works in business aviation" said Anthony. "While we are a niche within the aviation sector, we are a lucrative one. We are always looking to hire the best and are willing to compensate them accordingly."

The full report is available at no charge for CBAACAA members who completed the survey. Other members can purchase the report for a nominal fee. Customized market reports are also available. For more information, and for non-members who want to receive a copy of the report, please contact Lindsay Berndt, Membership & Communication Services Manager, [lberndt@cbaa.ca](mailto:lberndt@cbaa.ca). CBAACAA has also made the presentation slides and a video on topline results available on our [website](#).

###Formed in 1961 and representing more than 400 members across Canada, the Canadian Business Aviation Association works to promote and simplify business aviation.

For more information:

Debra Ward

Industry and Public Relations

[dward@cbaa.ca](mailto:dward@cbaa.ca)

613 274 0691 (b) 613 850 9118 (m)