

2025 AVIATION COMPENSATION SURVEY

Commissioned by CBAA | Conducted by InterVISTAS Consulting



The Canadian Business Aviation Association (CBAA) commissioned InterVISTAS Consulting, Inc. (InterVISTAS) to conduct a Canadian Aviation Compensation Survey (the 2025 Survey) for its members. This report presents key findings and detailed results, following previous surveys conducted in 2017, 2019, 2022, and 2023.

WHO PARTICIPATED



90 organizations from across aviation sectors

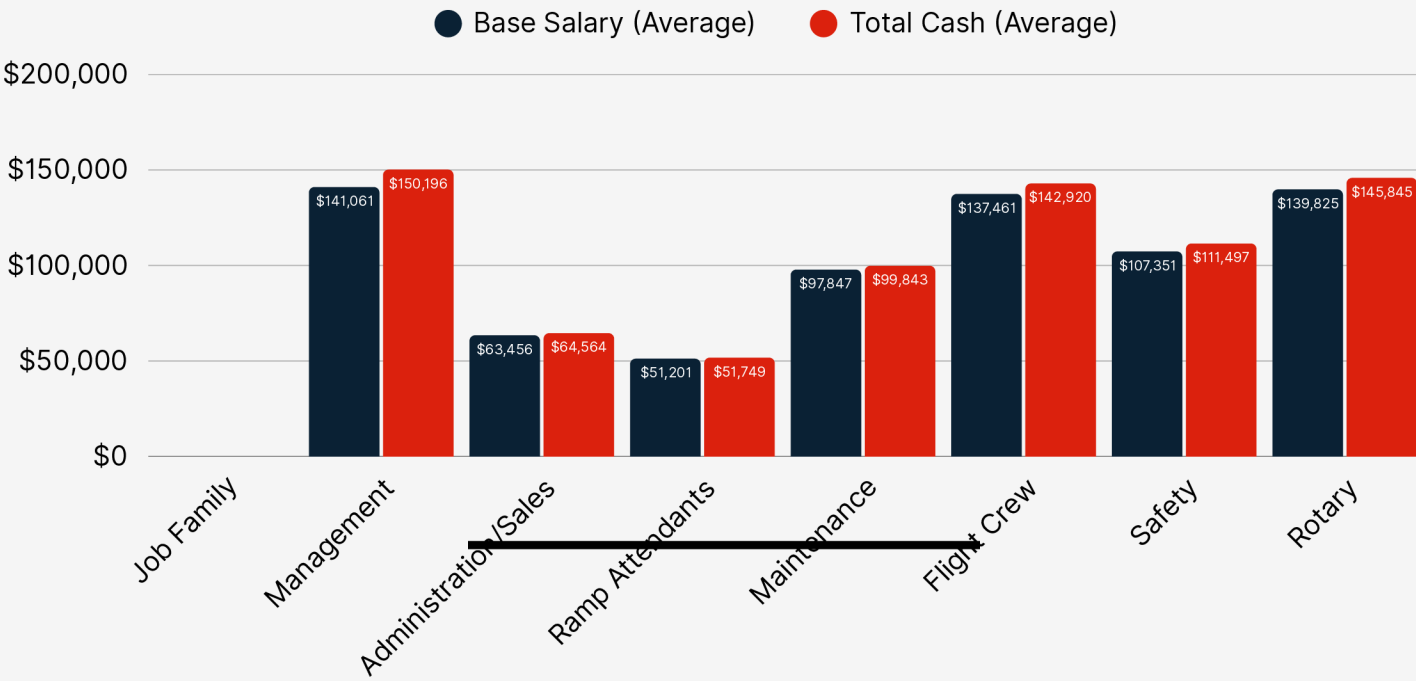


76 were CBAA members or affiliates



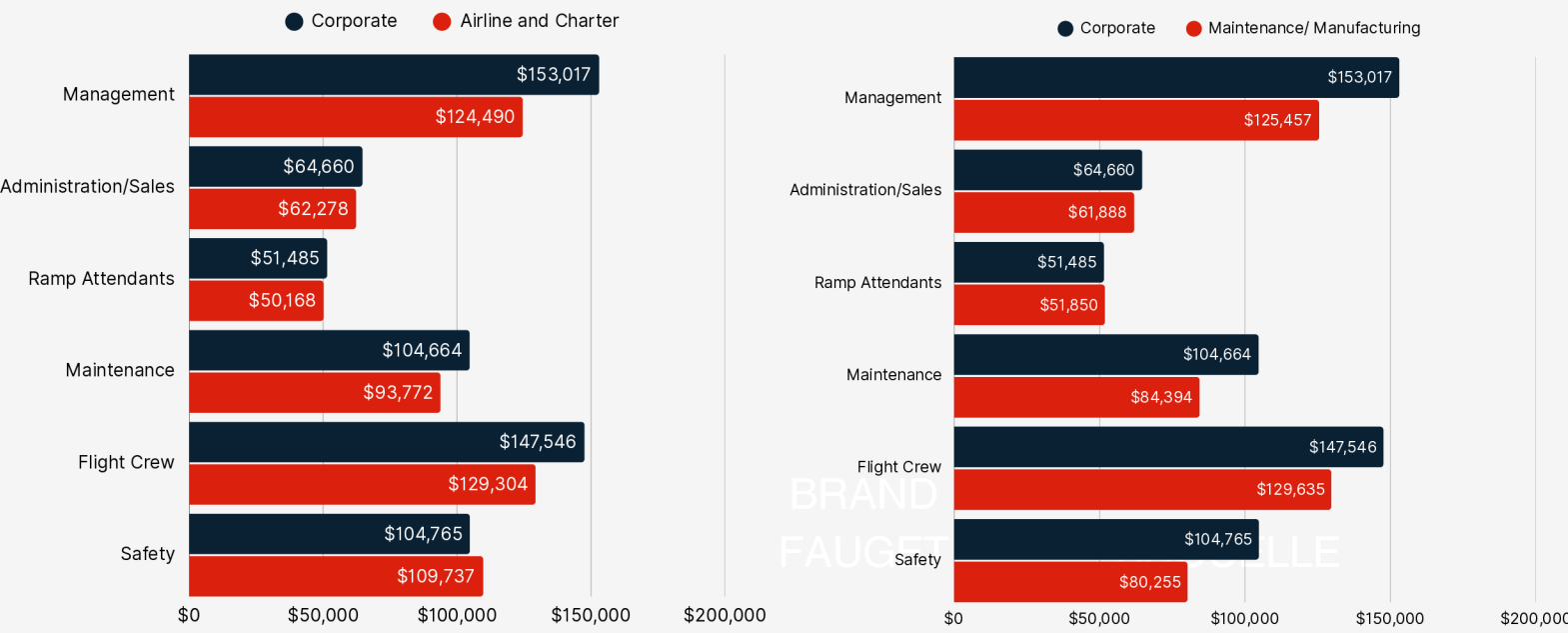
Sectors included: Corporate, Airline/Charter, Maintenance, Manufacturing, and more

AVERAGE COMPENSATION BY JOB FAMILY 2024



AVERAGE BASE

SALARY 2024



Corporate firms pay:
8% more than Airline/Charter firms
13% more than Maintenance/Manufacturing firms
*Note: data for the Rotary job family are not shown in table above due to small sample size.

SALARY TRENDS

& INFLUENCES

Most job families saw higher average base salaries in 2024 compared to 2022.

- Flight Crew salaries increased 12% to 22%, depending on industry.
- Management salaries rose 10% to 12%, depending on industry.
- Admin/Sales remained largely unchanged.

What’s driving the change?

- Genuine change in base salaries over the years.
- Shifts in job mix and seniority (e.g., fewer low-wage roles post-pandemic)
- Ongoing labour shortages increasing competition and pay
- Different qualification standards among the surveyed pool of participants