

The 2019 CBAA Compensation Survey



What does the survey include?

Covering everything from total cash payouts and retention policies, to trends in short- and long-term incentive plans, and more, the 2019 CBAA Compensation Survey will help you recruit and retain valuable employees. Analyzing 63 separate positions – the largest number of positions examined in any Canadian aviation survey – the CBAA findings provide a deep dive into business aviation compensation practices. The 53-page report includes detailed salary/total 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. Fifty-three organizations participated, representing the corporate, airline/charter and manufacturing/maintenance aviation sectors.

What have we learned?

Business aviation salaries and benefits are generally equal to, and in some instances, higher than other aviation segments in job categories facing critical shortages, including maintenance, where corporate aviation compensation is significantly higher than every other aviation employer, including airlines. The take-away is that while business aviation may be a niche within the aviation sector, it is a lucrative one. We are always looking to hire the best and are willing to compensate them accordingly. The 2019 Compensation Survey allows us to share this positive news with the broad aviation community, including job hunters.

How can I use the survey results to attract and retain employees?

Use the report to create a successful recruitment and retention strategy by comparing your current practices to your peers. You can look at the data in several ways: by total organizations, by industry, by revenue, or even by comparing 2019 data to 2017, and determine what percentile you are currently in and where you want to be.

The image shows a screenshot of a data table titled "APPENDIX B - CASH DATA ANALYSIS" from the "2019 Aviation Compensation Survey". The table is divided into "TOTAL RESULTS" and "Industry Information". It contains multiple columns for various metrics such as "Total Cash", "Base Salary", and "Benefits", with rows representing different industry segments and job categories. The table is complex and contains many numerical values.

How do I get a copy of the full survey?

The full report is available at no charge to CBAA members who completed the survey and to other members for a nominal fee. Non-members can purchase the report. As an added value, companies have the option of ordering personalized findings geared specifically to their needs. These customized reports are available at a special rate directly from The Wynford Group. Please contact CBAA's Membership and Communications Services Manager, Lindsay Berndt, lberndt@cbaa.ca or click [here](#) for more information.