

GAAST Survey Data – Firstfruits Analysis



Creating healthy
and sustainable
change

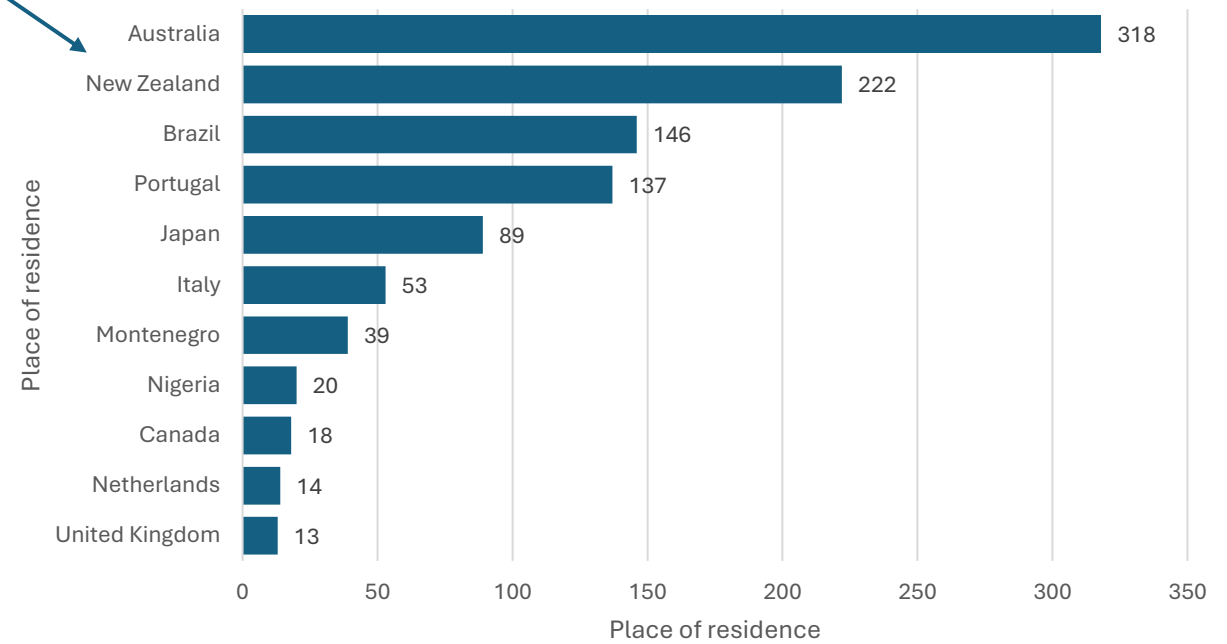


**Global Aviation
& Aerospace
Skills Taskforce**

Developing the Workforce for the Future

Demographics

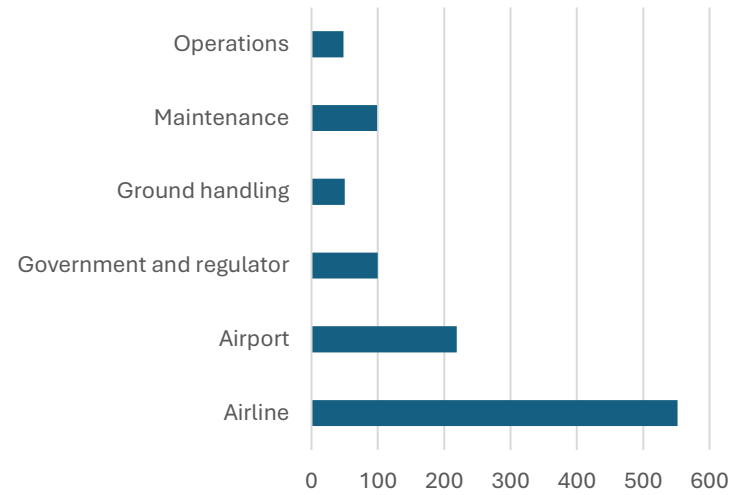
From which countries are survey respondents drawn?



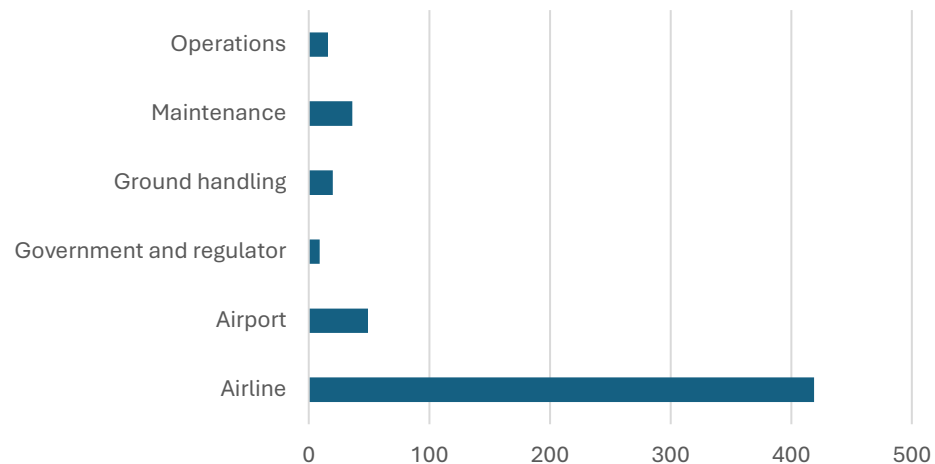


Industry

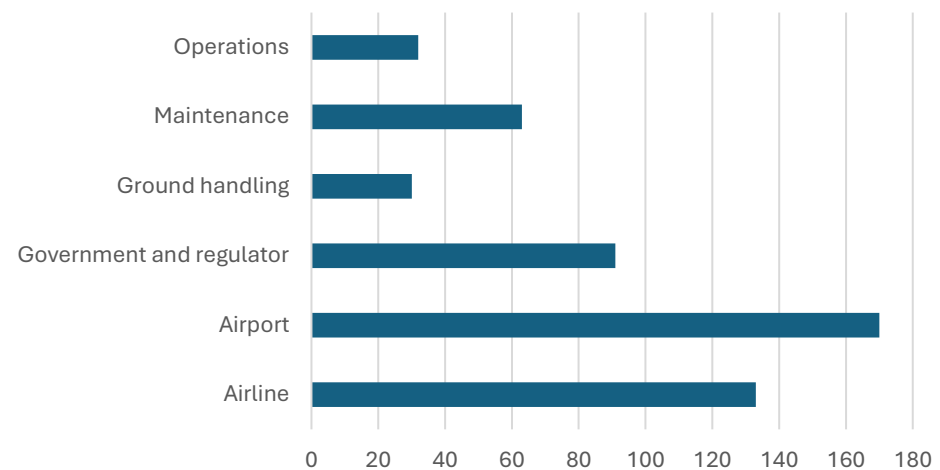
Number of Responses by Industry



Aus/NZ only



Rest of World

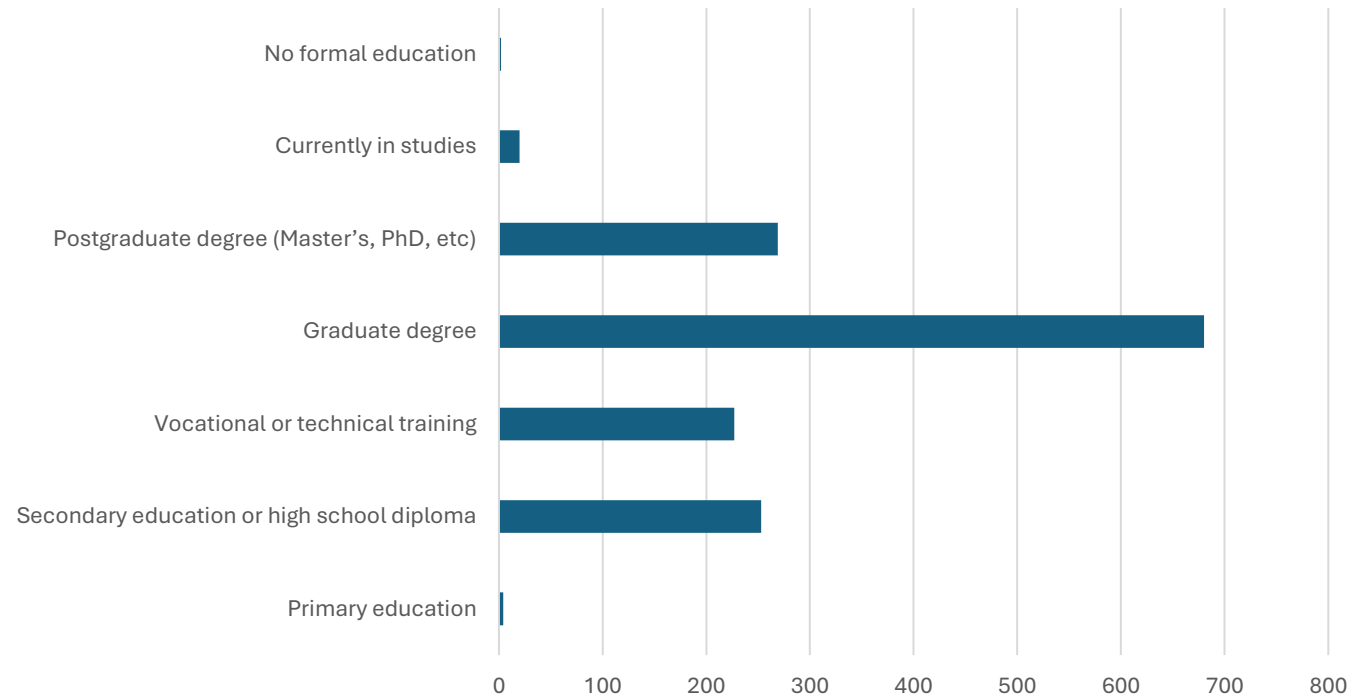


Educational background



- **Majority had completed a graduate degree**
- **Large minority had pursued further study, either as vocational training or a postgraduate degree**
- **Sizeable minority with secondary-level education**

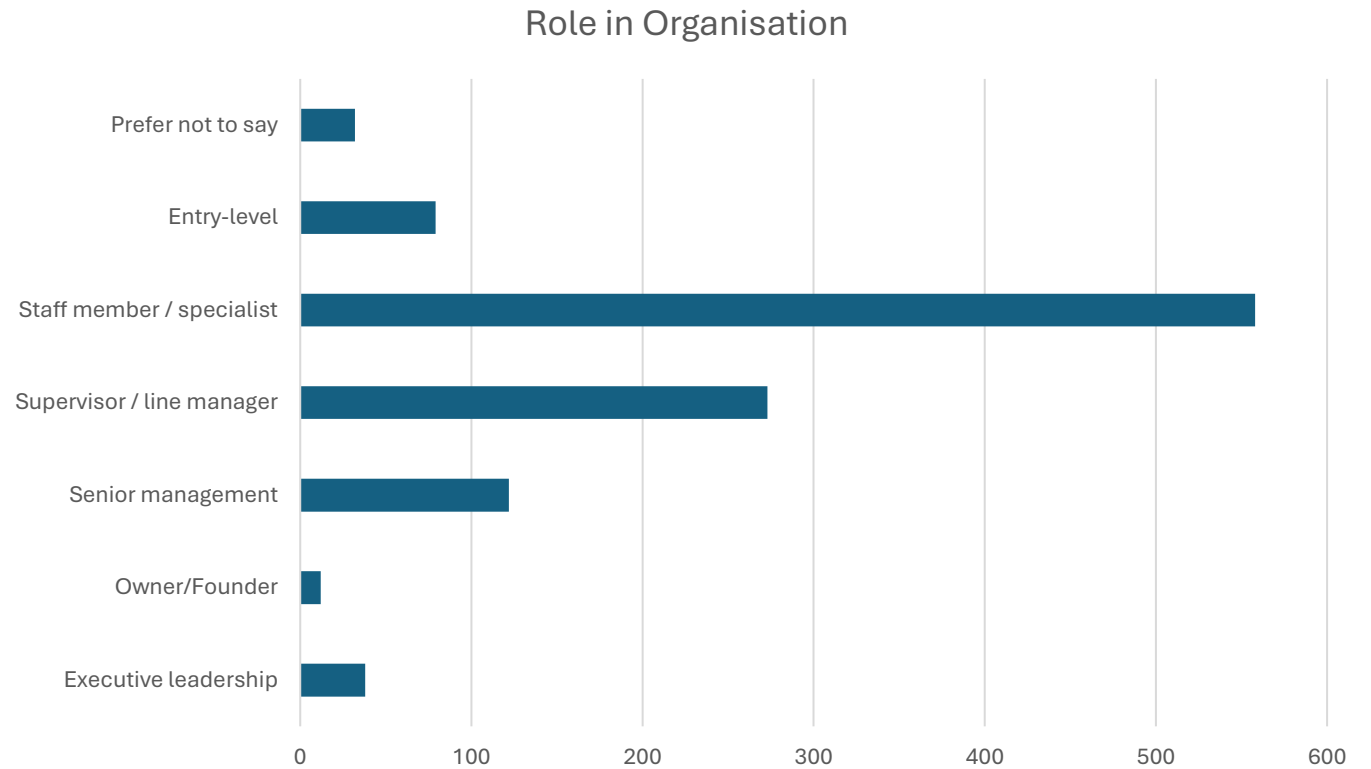
Number of Responses, by Level of Formal Education



Role in Organisation



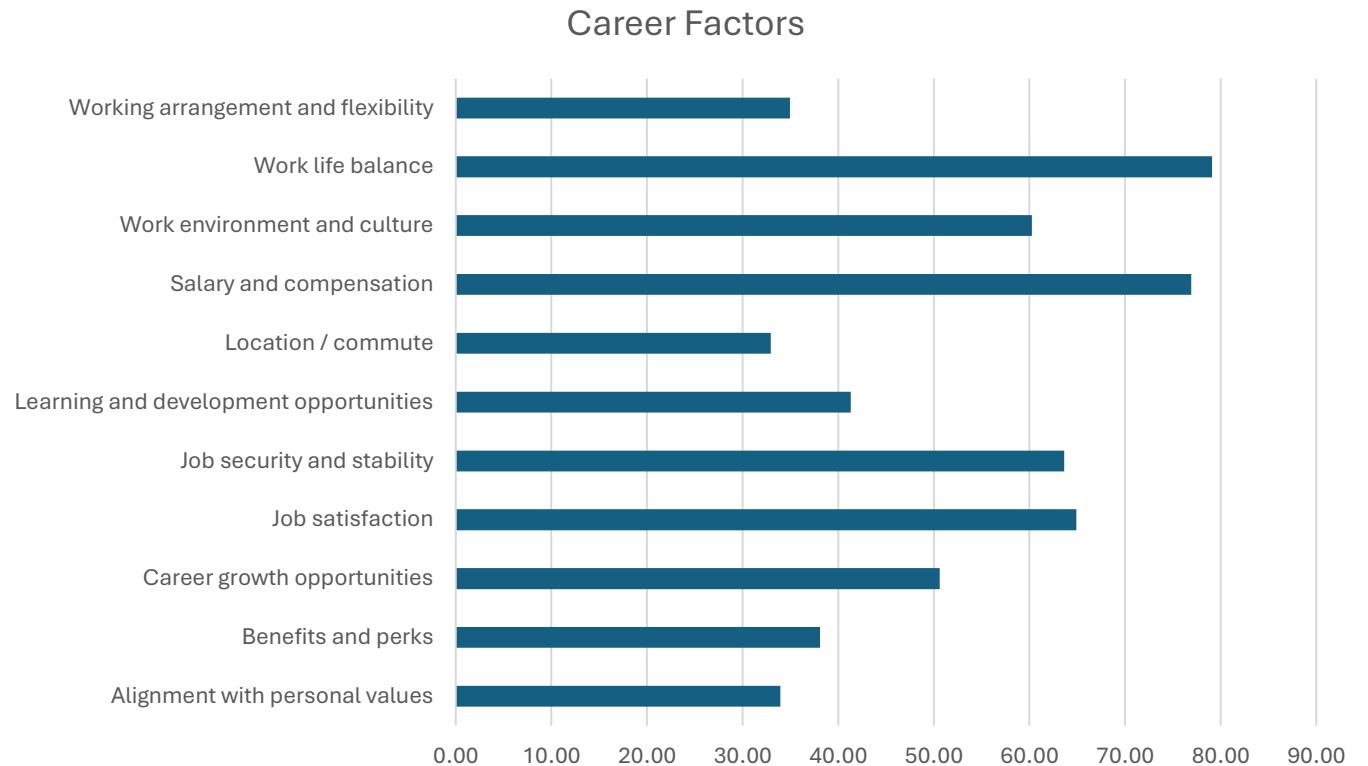
- **Large majority in staff member/specialist roles**
- **Strong representation from senior and executive leadership**



What matters in a career?

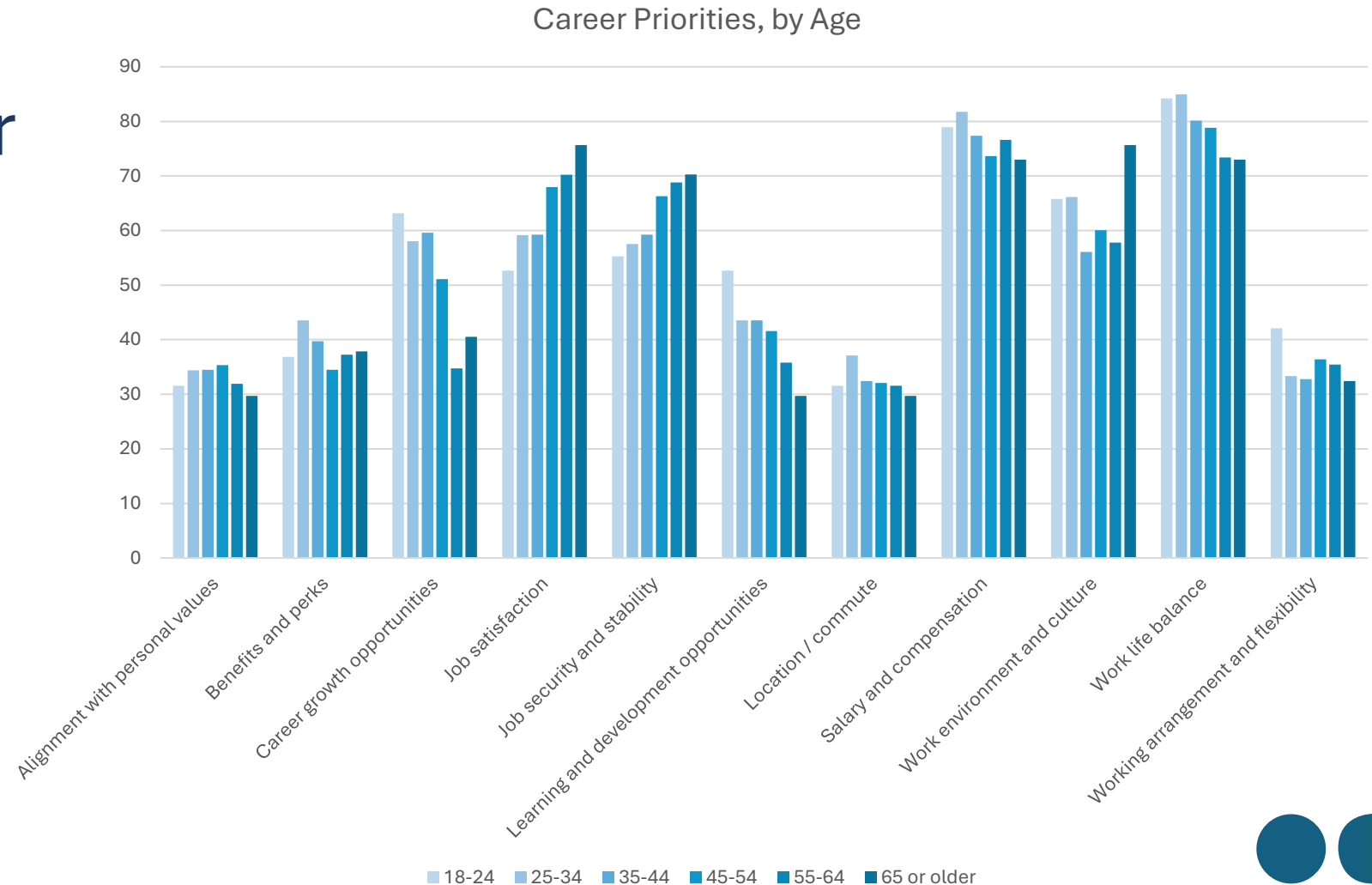


- **Work-life balance, salary and job satisfaction are the highest ranked factors**
- **Flexibility, working arrangements and location comparatively less important**



What matters for young people?

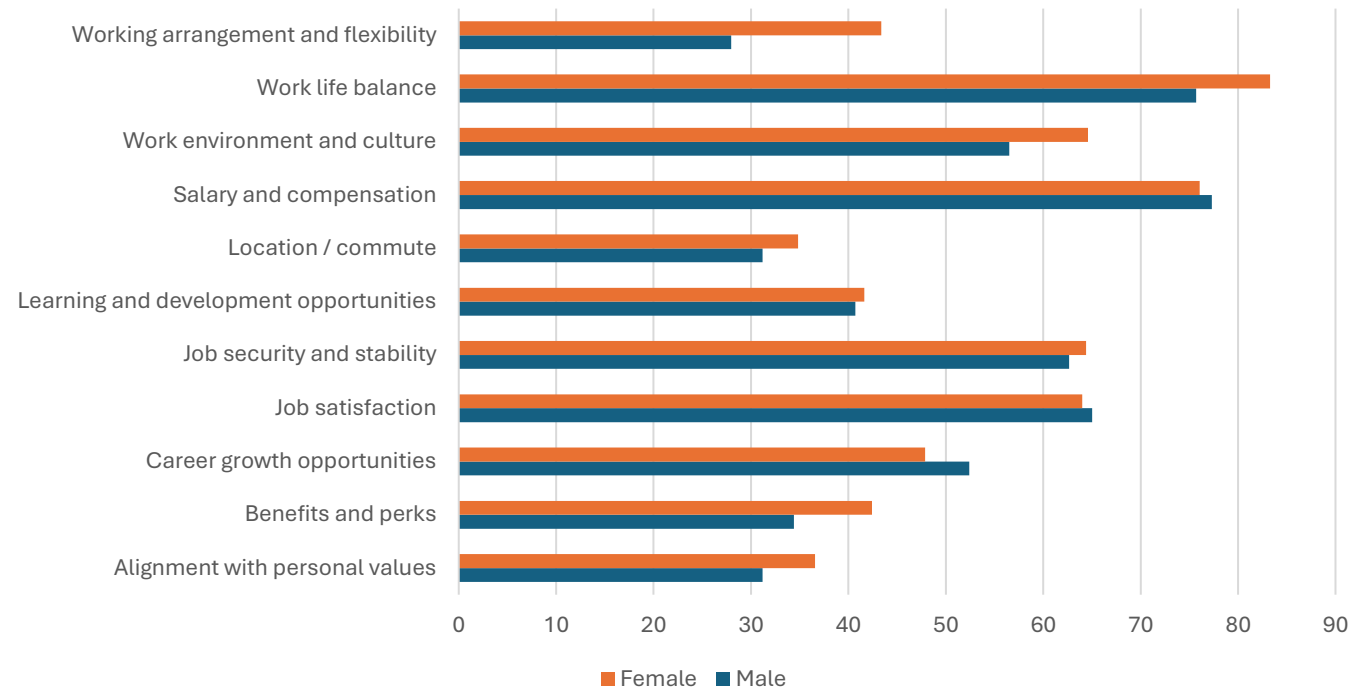
- Young people prioritise career growth, learning and work-life balance
- Older people value job satisfaction and security over new learning



Gender

- **Women are 8 points more likely to value 'benefits and perks'**
- **Similarly women prioritise a healthy work culture (by 7 points), and flexibility on working arrangements (by 15 points)**
- **Men narrowly prioritise career growth and satisfaction**

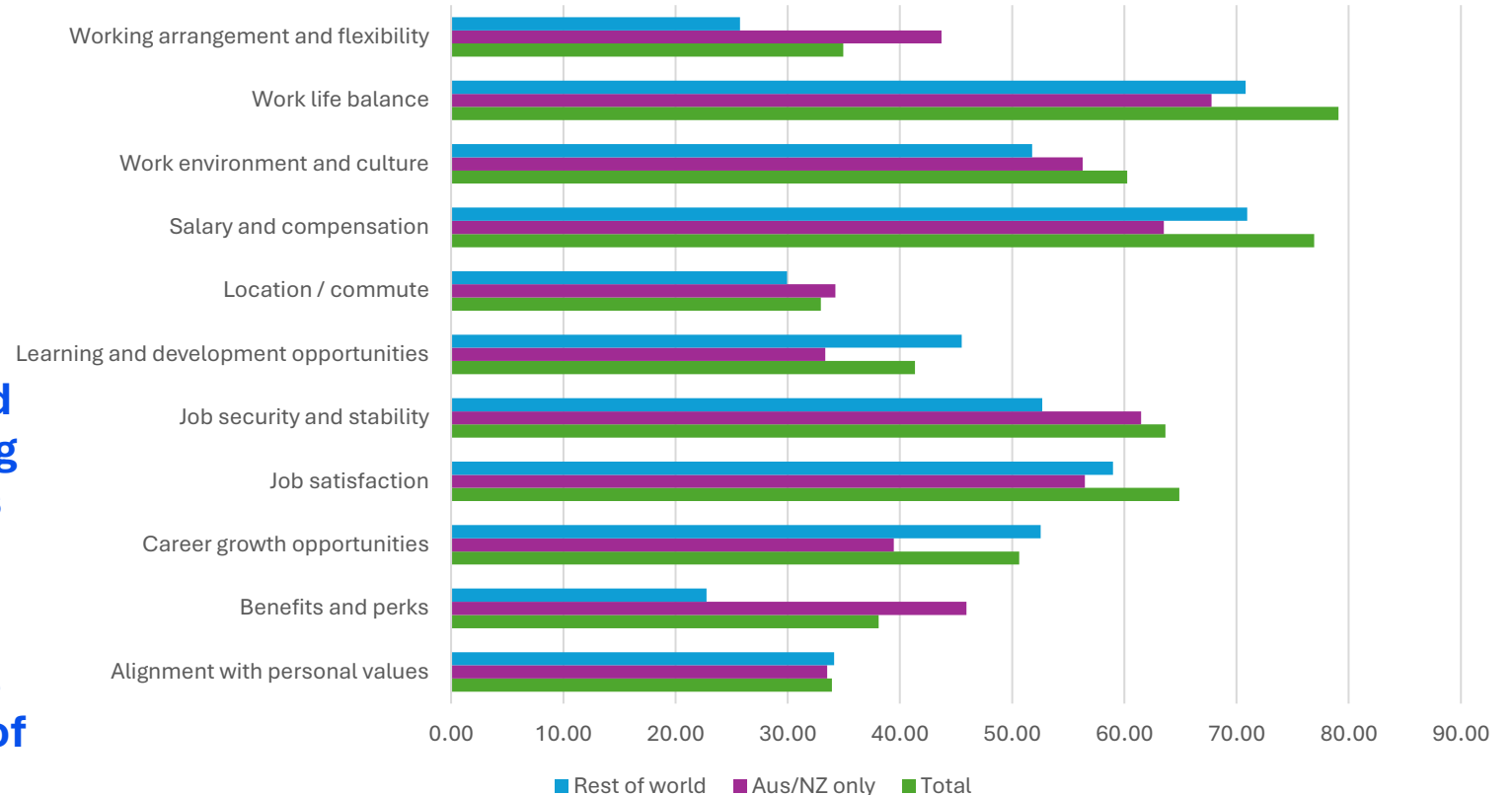
Career Priorities, by Gender



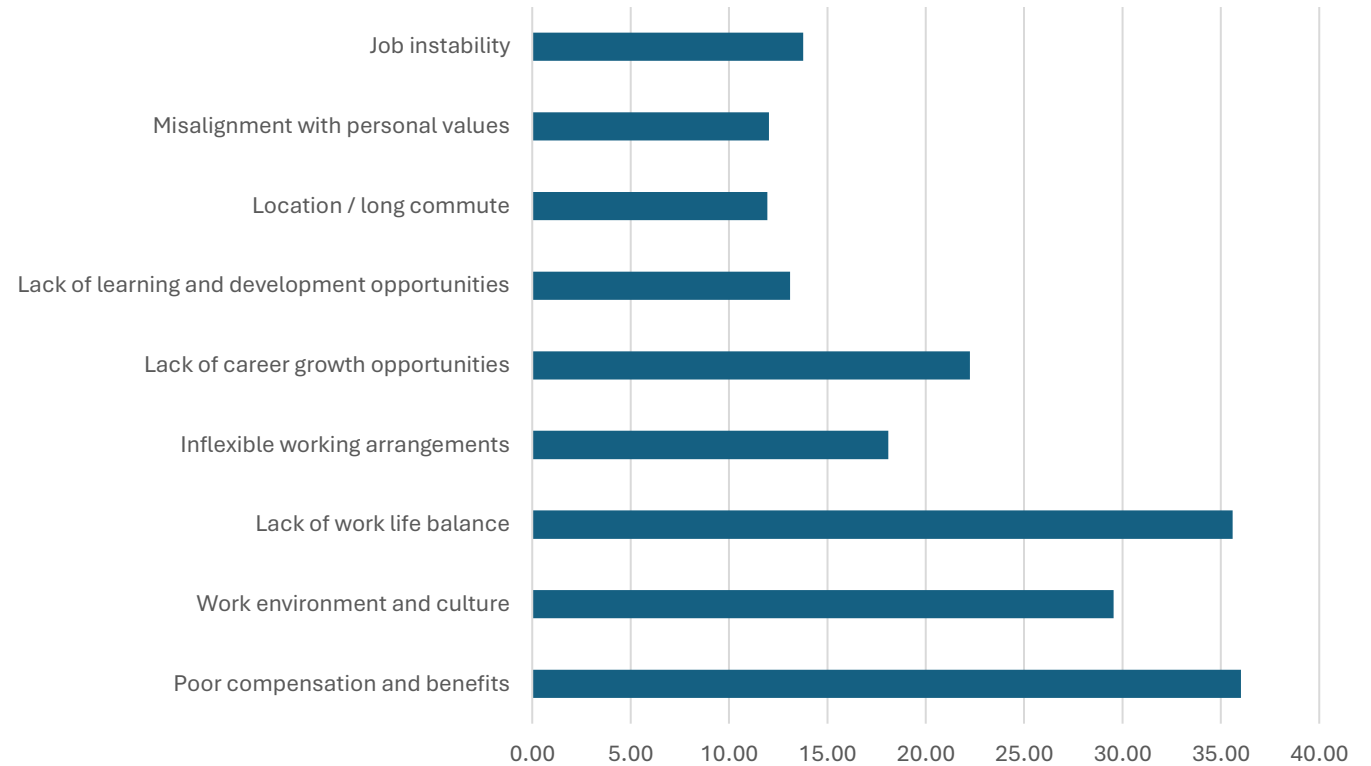
The Antipodean Orientation

- **Significant disparities between the Antipodes and the rest of world on working arrangements and benefits and perks...potentially a misunderstanding**
- **Career growth and salaries more highly prized by rest of world**

Regional Comparison of Career Factors

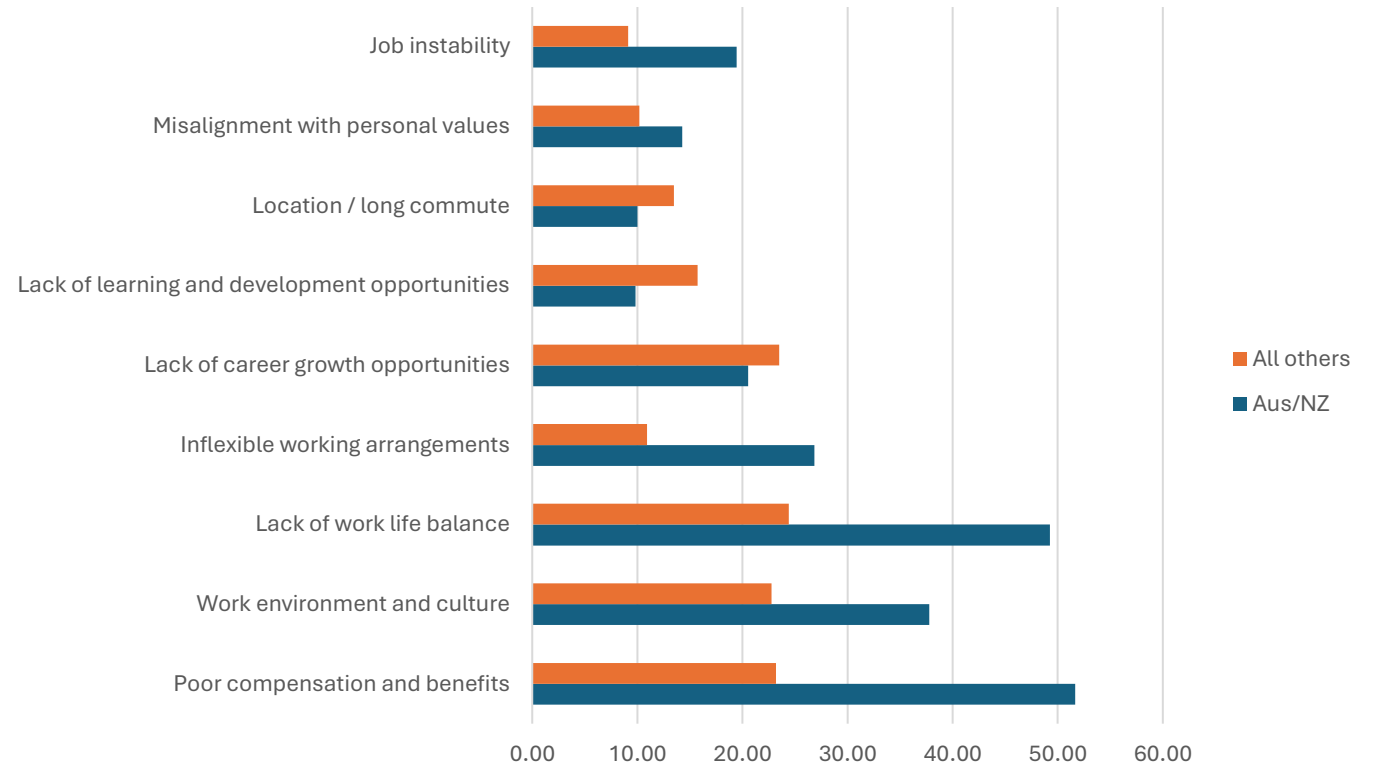


Challenges in aviation



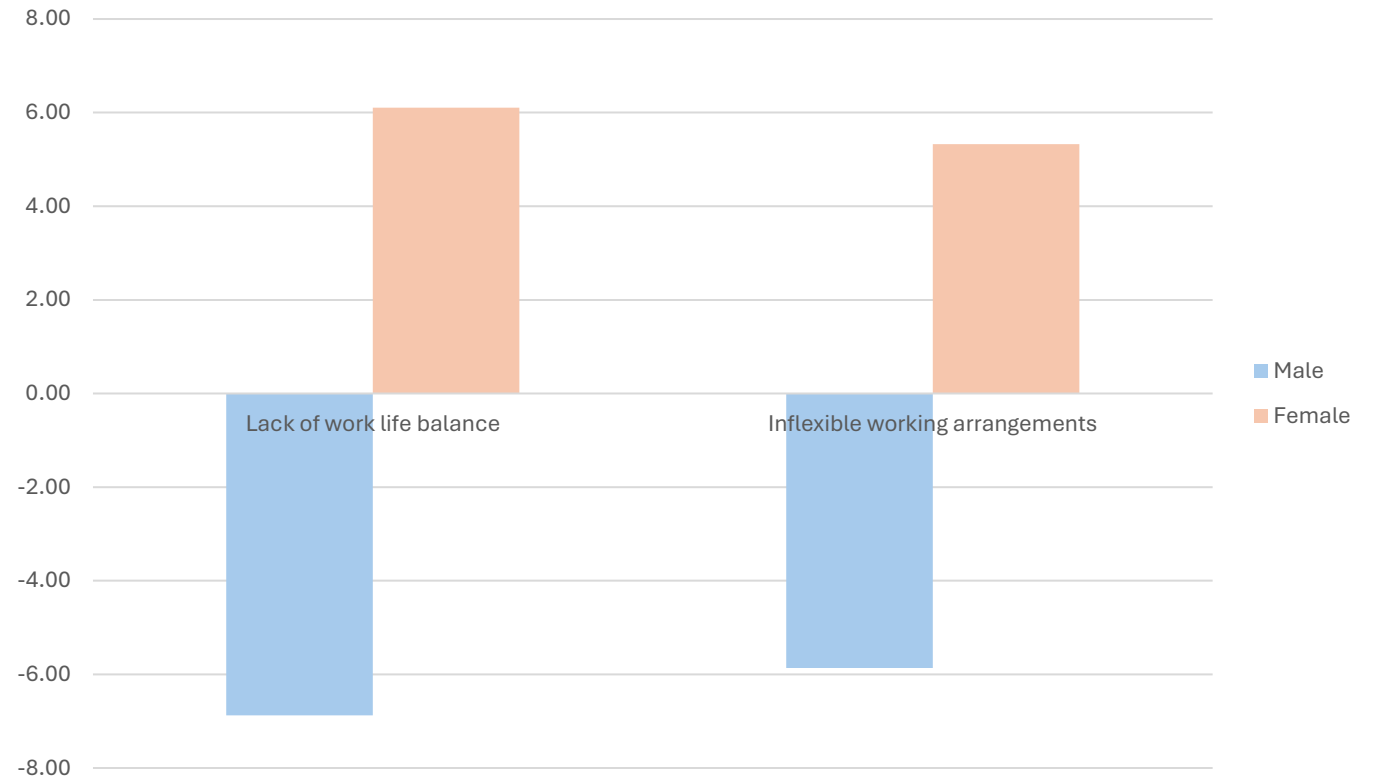
Challenges in aviation

The Australia and New Zealand responses show a higher concern around compensation, work life balance and work environment.



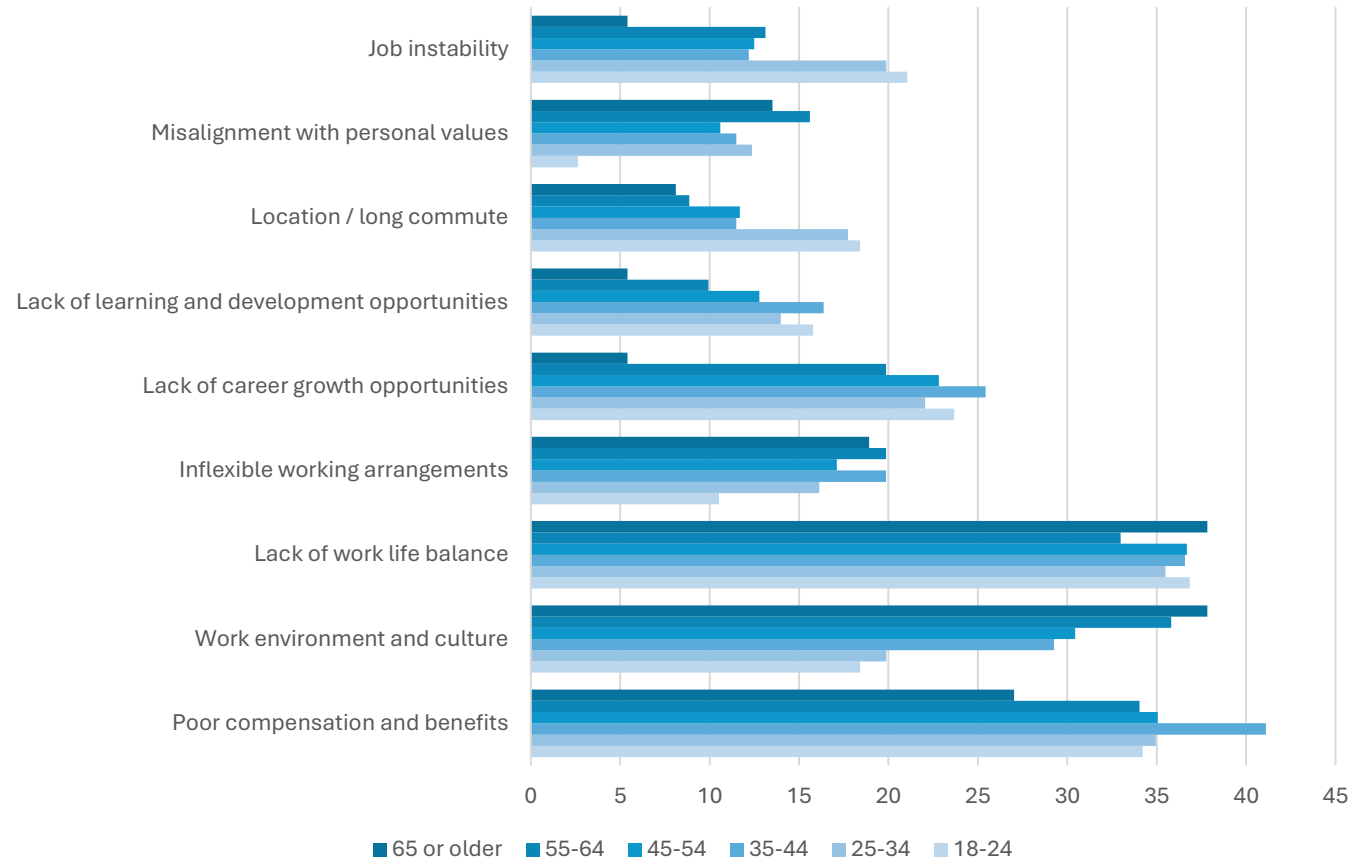
Challenges by Gender

The Australia and New Zealand responses show a spread of responses by gender around work life balance and flexibility.



Challenges by age

- **Job instability a much greater fear for young people**
- **Poor compensation and benefits widely cited by young people**



Qualitative Responses



Aviation is seen as the tobacco industry in the 1980s

In Portugal passion turns into sadness with a retrograde and corrupt working culture that hires and promotes employees for political reasons rather than for their talent or hard work

For cabin crew it's a race to the bottom regarding wages and conditions

The leadership at my workplace has an old point of view, they are not updated and maintain HR process like as 80s

Aviation has the attitude that you should feel grateful for having this job and even though the pay is bad and the hours are often long without allocated breaks they did us the favour by hiring us and we should be flexible

The old boys club has to go

I have no work life balance, with only a few days off in between trips. We are currently working longer hours with less time off then when I first started flying. I miss out on most all social engagements, even my own birthday is spent flying. Hardly get Christmas or New Years off. My friend have stopped inviting me to parties. It's difficult to make Drs appointments without having to call in sick.

