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Information for VR&E Applicants
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Salary and Wage Report for Aviation Training Graduates

Only 10-12 months and 300-350 flight hours of vocational training fully prepares a veteran to succeed in a rapidly growing air transport industry. The career transition sequence is as follows:

1. Flight schools train student pilots to become Certificated Flight Instructors (CFIs).
2. These CFIs are then paid $22.50 - $35.00 / hr. for 12-18 months as they gain flight experience.
3. At 850 – 1500 flight hours of experience, CFIs are eligible for hire at regional airlines, charter, corporate, or cargo operators, where they will earn $90,000 or more in annual salaries.

Regional airlines provide the best entry-level salaries for early-career pilots. This is because regional airlines recovered first during the Covid-19. In Q1 2023, Flex Air's Regional Airline Outlook surveyed industry-wide pay trends for First Officers and Captains.

Airline	Year 1	Year 2	Year 3	Year 4	Year 5	5 Year Total
Air Wisconsin*	$ 59,900	$ 63,599	$ 76,039	$ 77,839	$ 79,639	$ 357,016
CommutAir*	$ 65,664	$ 66,576	$ 67,488	$ 68,400	$ 70,639	$ 316,744
Endeavor	$ 90,000	$ 91,800	$ 95,400	$ 97,200	$ 99,000	$ 473,400
Envoy	$ 81,000	$ 88,200	$ 94,500	$ 98,100	$ 98,100	$ 459,900
ExpressJet*	$ 62,036	$ 63,744	$ 69,509	$ 71,237	$ 73,829	$ 340,354
GoJet	$ 81,000	$ 83,700	$ 85,500	$ 87,300	$ 89,100	$ 426,600
Horizon	$ 81,000	$ 87,300	$ 94,500	$ 97,200	$ 97,200	$ 457,200
Mesa	$ 91,200	$ 93,024	$ 96,672	$ 98,496	$ 100,320	$ 479,712
Piedmont	$ 81,000	$ 87,300	$ 94,500	$ 98,100	$ 98,100	$ 459,000
PSA	$ 81,000	$ 87,300	$ 94,500	$ 97,200	$ 97,200	$ 457,200
Republic*	$ 50,904	$ 64,025	$ 96,050	$ 89,050	$ 90,850	$ 390,877
Silver*	$ 43,039	$ 46,789	$ 68,014	$ 64,714	$ 68,314	$ 290,869
SkyWest	$ 81,000	$ 83,700	$ 85,500	$ 87,300	$ 89,100	$ 426,600

Note: Airline did not publish updated pay tables in time for this report.

Table 1. Annual Pay by Regional Airline Seniority Year

Overall, regional airline pay was up by 50% - 100% since 2020. These pay rates will continue increasing in the long term as regional airlines compete for a smaller pool of entry-level First Officers. Over 6,000 pilots retire from the U.S. air transport pilot community each year as the Baby Boomer generation ages out of the workforce. Mainline carriers will resume their practice of "poaching" senior Year 2 and 3 pilots from regional airlines. Demand for air travel, demographics, and diminishing supply of both civilian and military pilots will cause a critical shortage of pilots, with increases in wages and benefits continuing through 2035.

Service Member's Right to Choose Flight Schools

It is important that Service Members understand their rights to choose a flight school that meets their needs.

"38 CFR Book G, Veteran Readiness and Employment" is one of the manuals governing approval of VR&E benefits for veterans.
https://www.benefits.va.gov/WARMS/bookg.asp

Section §21.134 "Limitations on flight training," states:

"Flight training approved under chapter 31 may only be authorized in degree curriculums in the field of aviation that include required flight training."

For San Diego students at Flex Air, the San Diego Miramar College Associates of Science Degree in Professional Aeronautics is available. This program can be found in the VA system ("WEAMS") by searching for "San Diego Miramar College"

For Kansas students, the Purdue Global Online Bachelor of Science in Professional Flight is available. This program can be found in WEAMS by searching for "Purdue University Global".

Both programs require flight training. It is important for Service Members to emphasize with their counselors that the VR&E manual does not require that the flight training be delivered by a college flight school. Per the VR&E manual, any flight training that is creditable by a college program is eligible for VR&E.

Information about Flex Air

Flex Air is a Part 61 / Part 141 flight school with bases in San Diego (MYF airport), and Kansas (MHK and OJC airports).

Flex Air can be found in the WEAMS and GI-Bill online comparison tool by searching for "Flex Air".

Facility Code: Flex Air's Facility code for our Part 141 program (OJC airport in Olathe, KS) is 26000116.

Flex Air Part 61 programs (MHK airport in Manhattan KS and MYF airport in San Diego, CA) are not in WEAMS.

Flex Air can be found in the FAA Part 141 directory by searching for "Flex Air".
https://av-info.faa.gov/PilotSchool.asp

Additional information on Flex Air can be found below.
- Reporting period: 2016 – 2023
- Overall training completion rate: 91%*
- First-time Checkride pass rate: 95%
- Interviewed by airline partner: 100%
- Hired by airline partner: 100%
- Total veterans transitioned to airline careers: 135

* Note: 100% of military program dropouts withdrew due to military service requirements (Recalled to parent command, PCS, etc.)