A GUIDE TO SKYBORNE'S SELECTION PROCESS

SKYBORNE

PRE-SELECTION LIST

Things to think about before you apply for training
with Skyborne Airline Academy

MOTIVATION

You must have a passion and enthusiasm for flying. You don't have to have had previous flying experience, but it is important that you have the motivation and drive to excel in your training to become a pilot, no matter how tough it gets!

WHICH PROGRAMME?

We offer a range of different routes to becoming a pilot. It is important that you review all the information on the website to ensure you choose and apply for the programme which is most relevant to you. We will give any additional support and information, if required, to help you with your decision-making.

EDUCATION ACHIEVEMENTS

Each programme we offer has a minimum requirement that you must achieve in your education. Completed secondary education (High School) is a minimum, ideally with Maths and English qualifications (although these subjects are not essential).

PRE-SELECTION LIST

AGE, NATIONALITY AND ENTRY CRITERIA

You may apply from age 17 but you cannot start your course until you are 18 years of age. Depending on which programme you are interested in, you must be eligible to live in the country your training programme takes place in. Generally, this is the UK, but a portion of your training may take place elsewhere. Make sure you check your preferred training programme page to see the location of your training, as a passport and visa may be required.

MEDICAL

Before you start your training, you need to attend a medical where your hearing, eyesight, coordination, and overall health will be checked. If you pass the medical, you will be issued with a Class 1 Medical Certificate which is valid for 1 year.

All pilots are required to renew this medical annually throughout their careers.

FUNDING

The majority of our training is self-funded (please check your preferred training programme to understand the costs). You must have the necessary funds available to you to pay for the training that you will be undertaking with Skyborne.
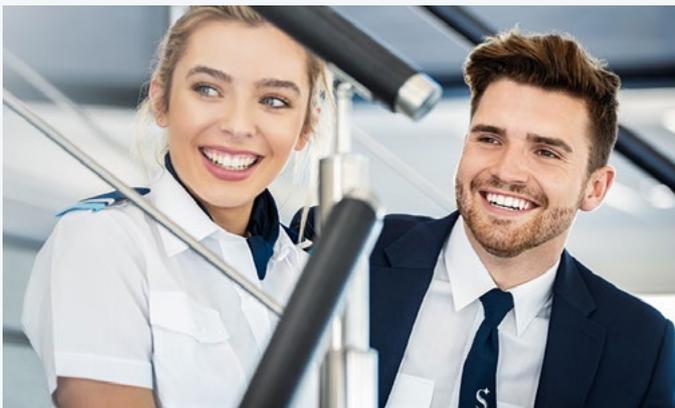
PRE-SELECTION LIST

ENGLISH LANGUAGE

All selection, assessment and training at Skyborne will be carried out in English, so all students must have a minimum standard of both written and spoken English to ensure maximum understanding. Candidates whose English is not sufficient may be asked to re-apply after they have completed a language improvement programme.

SELECTION

There is a selection and assessment process in place for most of our training programmes. This allows us to identify whether you have the strengths required to progress through the training and make a good career pilot at the end.

IDENTIFYING THE BEST CANDIDATES

Why do we have a selection process and
why do you need to complete it?

RECRUITING THE FACE OF YOUR AIRLINE

Being able to objectively identify the best possible candidates for enrolment on to our courses could be a difficult decision without the selection processes we have put together.

Our aim is to give every candidate, no matter their background, an equal opportunity to demonstrate their strengths and showcase the breadth of their technical and non-technical skills. In a nutshell, our most successful candidates possess aptitude for flying, a positive attitude, motivation and resilience.

Giving you a range of different activities to get involved in, both pre and during your selection process, allows you ample time, in a supportive and protected environment, to show us the reasons why we should offer you an opportunity at the Skyborne Airline Academy.

Our selection team are all experienced assessors, and many are also highly experienced pilots. Their primary role is to support you through a combination of tried and tested methods including group exercises to probe the non-technical team skills appropriate to the role of an airline pilot, and airline style interviews. We also use the latest computer-based technology to identify aptitude, skill and capacity, and it is through these activities we can gain a clear, all-round picture of your abilities and potential to become an airline pilot.

Our assessors are also there to answer your questions and to give you a flavour of what to expect should you be successful, ensuring you go away with a comprehensive understanding of what it means to train to be an airline pilot.

STAGES OF YOUR SELECTION PROCESS

1. TRAINING PROGRAMME

· Select your preferred training programme
· Complete an application form

2. ONLINE TESTING

· Complete a set of online aptitude and psychometric tests

3. ATTEND A ONE DAY ASSESSMENT CENTRE

· Group exercises
· Interview

4. SUCCESS

· Receive a conditional course place

FURTHER DETAILS

It is important that you recognise that not all candidates will be successful through each stage of the process, so think about how you will approach each stage to ensure your own success.

ONLINE APTITUDE TESTING

You will be sent a series of tests that, in combination, have proven to be good predictors of future performance, both in training and as a pilot. These tests can all be completed online and a link will be sent to candidates as part of the application process to access the test site and complete the tests. The sort of tests you will be asked to complete might include:

- Multi-tasking ability
- Monitoring ability
- Applied numeracy
- English (where English is not your first language)

Achieving a minimum standard of performance in these tests is essential for being considered for the next stages of the selection process. To understand a little more about these tests and try some out, click here:

https://www.cut-e.com/online-assessment/free-assessments/

Even though we will be sending these tests out to you to complete in your own time, there will also be other opportunities for us to verify the outcome of your responses when we meet you at the assessment event.

PERSONALITY & BEHAVIOURAL PROFILING

The information gathered through these online questionnaires provides a valuable insight into your personal preferences and how you deal with different situations and interact with others.

These profiles are about you, and how you interact with friends, colleagues and the environment around you. There is no right or wrong answer, and we are not trying to persuade you to respond in a specific way – we want you to be honest and open in your responses!

Our advice is to respond swiftly and honestly to all the statements contained as part of these questionnaire(s). Don't dwell for extended periods of time on the options – respond instinctively!

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FURTHER DETAILS

INTERVIEW

If you are invited to the assessment day, an interview will be conducted on a one-to-one basis and will take approximately one hour to complete. During the interview we are looking to get to know you better and understand more about some of your past experiences.

This is a competency-based interview and you will be required to give answers of recent experiences you have had which demonstrate your ability in the area of the competence. An example of the areas we will be asking for examples from are:

- Motivation
- Accountability
- Resilience
- Communication style
- Working with others

The rating from your interview goes forward to form part of your overall score for the assessment day.

GROUP EXERCISES

These can come in a number of different formats, and depending on the assessment day that you attend, may be made up of:

· Practical/problem solving exercises
where you are given a physical task and asked to solve a particular issue as a group

· Case study exercises
where you are given some data to analyse and number of conclusions to draw.

Both types of exercises involve you working as part of the group and arriving at an agreed solution between you and are requiring you to demonstrate your strengths in the areas of:

· Communication style
· Working with others
· Process Driven
· Resilience

These exercises are observed by a team of assessors who monitor the performance of the group and record individual contributions for scoring later.

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