

A GUIDE TO SKYBORNE'S SELECTION PROCESS

S K Y B O R N E



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 commercial 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

Many of the programmes we offer have 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 always essential). If you are unsure if you meet the minimum academic requirement, please contact us for support and guidance.



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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 fees). You must have the necessary funds available to you to pay for the training that you will be undertaking with Skyborne.



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ENGLISH LANGUAGE

All selection and training at Skyborne will be carried out in English, so all trainees must have a minimum standard of both written and spoken English to ensure maximum understanding. All non-native English speakers will be asked to provide evidence of their English proficiency at the enrolment stage in the form of an IELTS certificate. 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 AN 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, during your selection process, allows you ample time, in a supportive 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 an objective application screening process and an airline style interview. 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 numeracy tests, as well as psychometric questionnaires

3. ATTEND AN ONLINE ASSESSMENT

Interview
Aptitude test verification

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
- Numerical Reasoning
- 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://assessment.aon.com/en-us/online-assessment/practice-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 conduct your online 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!

FURTHER DETAILS

INTERVIEW

If you are invited to the online assessment, an interview will be conducted on a one-to-one basis and will take approximately 45 minutes 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 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 online assessment.

TECHNICAL ASSESSMENT

During your online assessment we will also ask you to complete some technical tests:

- Aptitude Test Verification

You will have completed the full suite of aptitude tests in your initial online assessment for Skyborne. During your online assessment with a member of the Skyborne selection team you will be asked to repeat two of these assessments in this supervised environment. Your assessor will guide and support you through this process.

These exercises are objectively scored against the Skyborne standard and your overall assessment result is communicated to you the next working day.

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