

Selection Day Preparation Guide



i Overview

For our full-time, integrated programs aspiring pilots are required to pass an application and selection process.

The L3 Airline Academy Pilot selection process is designed to give you an opportunity to showcase your technical and non-technical skills. Through a series of tried and tested methods, the process provides our selection team with a clear picture of your abilities and potential to become an Airline Pilot.

**Airline Pilot.
We make it happen.**

L3AirlineAcademy.com

★ The Standard

We set a high standard to ensure we provide the best possible Pilots to our Airline Partners. If you are well prepared for the assessment day and clear on what to expect, this will help you to relax, be yourself and do your best. L3 Airline Academy's standard selection process is non-competitive. This means you will be assessed against our standard and not directly against others who are also participating in the day. If you meet the standard, you will be invited to enrol on the next available course. Our Airline Partner programs are competitive as limited places are available. This means that the highest performing candidates will be identified either through their scores in our selection process, or through further selection as specified by the airline.

★ The Selection Day

L3 Airline Academy conducts selection events in the UK (Airline Resourcing and Selection Center – Dibden Manor), as well as internationally, as required by Airline Partners. Typically the day is split into a series of exercises during the morning and an afternoon interview. You will be required to complete all elements of the selection process on this day. Selection events do vary from program to program to ensure we are assessing to specific airline requirements. Full information will be provided to you based on the career program you apply for to ensure we provide a true expectation of the day.

★ Online Assessment (prior to selection day)

Once you have passed application screening, the next stage, and prior to your main Selection Day, L3 Airline Academy will ask you to complete 2 online behavioural assessments and 2 online ability assessments. These assessments are designed to see if you have the required technical and non-technical qualities prior to attending a full one day assessment. The behavioural assessments consist of your personal and work place preferences which give us an insight into how you deal with certain situations. They are not timed and you should answer these assessments as honestly as you can. They will also be used in conjunction with the Interview at your selection day.

The ability assessments which are directly related to the key aptitude indicator requirements of a commercial airline pilot skillset do have pass/fail results generated. They consist of a multi-tasking and a Numeracy test. The Multi-tasking test consists of information on the screen that you will be asked to analyse/process using your hand-eye coordination, mental arithmetic and auditory information processing skills.

The numeracy assessment measures your calculating capacity and areas assessed are: Translation of Units, Rule of three, Percentage calculation and Areas and Spaces. You may use a calculator. Both ability assessments are timed and if successful you will carry out verifier assessments on your selection day.



★ The Main Selection Day

If successful at the online ability assessments you will be invited to the main selection day in the UK or overseas, as required by Airline Partners. This Selection day will consist of the following elements:

Technical

You will be required to sit the full suite of aptitude testing designed by our partner Cut-e. These ability tests are again directly aligned and related to the key aptitude indicators required of a commercial airline pilot's skill set. The test is comprised of 6 elements which include the 2 verifier assessments which were sat at the online stage. The whole technical test will take around 45mins to complete which includes briefing. The following are the elements that we will look to assess and will also generate a pass/fail result:

- > Spatial Orientation
- > Complex Control
- > Reaction Speed
- > Monitoring Ability
- > Multi-tasking Capability
- > Applied Numeracy

For further information about our Cut-e assessments please visit the following link where you will have the opportunity to experience examples of aptitude tests. www.cut-e.com/online-assessment/free-assessments.

Non-Technical

During the day you will be invited to complete a group activity exercise allowing you to demonstrate your interpersonal skills and qualities such as:

- > Communication
- > Team Working
- > Leadership
- > Situation Awareness
- > Decision making and Problem Solving

These exercises are designed to encourage discussion and debate from all team members and are often based around fictional scenarios. You will be required to read through relevant briefing information and adapt to changing goals. Remember to get involved; the assessors can only comment on what they see. Once all elements of the morning session are complete you will be able to take a lunch break – lunch is provided for you.

Interview

The interview is conducted on a one-to-one basis and will take approximately 30 minutes to complete. If you are applying to an Airline Program, it is not unusual for an airline representative to also attend the interview phase. During the interview we are looking to get to know you better and understand some of your past experiences. This is a competency or evidence-based interview and you will be required to provide recent and relevant answers. The key areas of focus will be:

- > Communication
- > Motivation
- > Commercial Awareness
- > Leadership Potential
- > Team Work & Cooperation
- > Problem Solving & Decision Making
- > Workload Management, Resilience & Standards

These exercises are designed to encourage discussion and debate from all team members and are often based around fictional scenarios. You will be required to read through relevant briefing information and adapt to changing goals. Remember to get involved; the assessors can only comment on what they see. Once all elements of the morning session are complete you will be able to take a lunch break – lunch is provided for you.

Preparation

Before any selection event, ensure you are clear on what to expect from the day. Read your invitation email carefully so you know where you need to be and what time you are expected to arrive.

Prepare all the administration you are required to bring with you on the day including any copies. If you are running late on the day, telephone the L3 Airline Academy selection team and advise them as soon as possible. If you are feeling unwell please contact the selection team as soon as possible and arrange to reschedule.

It is important you consider the activities you will be required to complete and consider how to prepare. For the non-technical elements, seek feedback from those you interact with about how effective you are within a team setting. Try to anticipate what you bring to a group environment and what areas you can develop in.

Prepare for your numeracy test by practicing and improving the speed and accuracy of your mental calculations. This can easily be achieved by using a revision guide and using a stopwatch to apply time pressure.

Whilst the aptitude test looks to grade your natural abilities, some of the tests will require you to show your complex control ability. There are many online assessments they can be accessed to gain practice at this type of ability test and you may find it useful to research them.

Some applicants find it useful to practice using a joystick and a flight simulator game although we no longer use a joystick as part of our aptitude testing.

Prepare for your interview by considering different experiences or situations you have been in, demonstrating your skills across the areas outlined in the interview section of this guide.

Research is key. Ensure you are fully conversant with airline industry current affairs; giving particular focus to our Airline Partners and how they operate. Talk to as many people in the industry as you can to develop an informed picture of daily life as an Airline Pilot.

Do not fall in to the trap of preparing "model" responses. This can often backfire because applicants may not answer the questions being asked. Make sure you listen to the questions and respond with recent and relevant examples.

The L3 Airline Academy selection process will challenge you! But our experienced selection team will make you feel at ease and create an environment that allows you to relax and be yourself. It is important we get to see the real you at these events and our team are here to support you through the process.

GOOD LUCK!

Medical Conditions

If you have any medical conditions (including psychological conditions) which may affect your selection and/or training to become a pilot and you notify us of a disability, we will make reasonable adjustments to the selection process, insofar as we are able to, provided an applicant declares such disability in their application and provides a valid and legal medical certification of that fact. However please be advised that we are subject to regulation by the Civil Aviation Authority (CAA) and we are not authorised to make any adjustments to ground school, flight training, line training or employment to accommodate medical conditions. This is due to a pilot's role and responsibilities in relation to safety. For further information from the Civil Aviation Authority on this subject, please visit [www.caa.co.uk/Aeromedical-Examiners/Medical-standards/Pilots-\(EASA\)/Conditions/Psychology/Psychological-conditions/](http://www.caa.co.uk/Aeromedical-Examiners/Medical-standards/Pilots-(EASA)/Conditions/Psychology/Psychological-conditions/) if in doubt, we recommend you discuss your options with your doctor before commencing the selection process or a flight training program.

You are not obliged to disclose details of any medical conditions as part of the selection process, however it should be noted that a Medical Certificate will be required as a pre-requisite to training if you are successful in your application.

Our selection team will aim to contact you within 48 working hours with confirmation of your result and future steps and enrollment.

Discover more

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