



One of Europe's largest regional low-cost airlines



Flybe first introduced their sponsorship scheme in 1995, choosing Cabair College of Air Training (CCAT) as their Training Provider. Over 50 pilots have benefited as a result of the Airline's initial support and excellent career structure, with several now promoted to Captain.

Successful applicants will complete a Joint Aviation Authorities (JAA) Approved Integrated Course at CCAT, Cranfield/Florida and, on graduation, will join the Flybe Bombardier Dash 8 Q400 fleet as First Officers. The course of pilot training is scheduled for completion in 60 weeks.

"Flybe is proud to be one of the few airlines providing financial assistance to individuals starting professional pilot training and our 14-year association with Cabair has produced many high quality First Officers, some of whom are now Captains within the Company"

*Captain Ian Baston
Chief Pilot, Flybe*

sponsorship prospectus & application form 2010

CABAIR INTEGRATED
CCAT



AVIATION
EXCELLENCE

Requirements

Applicants must meet these requirements:

- Be able to demonstrate clear commitment, loyalty and a passion to fly
- Have the unrestricted right to work in the UK
- Have an absolute minimum of two A levels, to include Mathematics and Physics (or science based subjects)
- Hold, or be capable of holding, a UK issued JAA Class 1 Medical Certificate
- Have no more than 60 hours of previous flying experience

Applicants not meeting all the above criteria will not be considered. Flybe would be particularly interested to receive applications from those resident in the Channel Islands or Northern Ireland.

Assessment and Selection Schedule

Phase 1 – Application

The application form at the back of this Prospectus should be downloaded and completed in the applicants own hand. You may include additional text sheets in support of your ambition to become a pilot. Please do not send CVs or copies of academic/vocational certificates (these will be required if you are invited to Phase 3).

The original form (no faxed or scanned copies) must be received at Cranfield by 27th November 2009. Late applications will not be considered. Please ensure that the correct postage is paid and it remains your responsibility to ensure receipt before the closing date. The address for applications is Cabair College of Air Training, Flybe 14, Cranfield Airport, Bedford MK43 0JR, UK.

Phase 2 – Aptitude Assessment

Successful applicants from Phase 1 will be invited to attend Cabair College of Air Training at Cranfield for aptitude testing and will complete two computer-based elements. Mathematics/Physics will be assessed to the required level, followed by the Pilapt Suite of tests, which measure psychomotor co-ordination, cognitive ability, information processing and capacity.

These sessions will be conducted during the week commencing 14th December 2009 at Cranfield. There will be a charge of £100 plus VAT to cover administrative and selection costs.

Phase 3 – Ability and Personality Assessment

Those successful at Phase 2 will be invited to complete the assessment programme. Phase 3 will comprise a group exercise to evaluate communication/team skills and leadership potential, followed by an extended individual interview with members of the Cabair selection panel. You will have full opportunity to articulate your motivation for this opportunity and press your case for selection. Candidates attending will have researched a nominated aviation related subject and written a 500 word paper, also for discussion.

This Phase will be conducted at Cranfield during the week commencing 11th January 2010.

Phase 4 – Airline Selection

The final selection for this scheme will be conducted by the Flybe panel and will take the form of an extended interview. Successful applicants must be in possession of a CAA issue Class 1 Medical prior to interview. The final interviews will be scheduled for the week commencing 25th January 2010 with decisions given by Friday 29 January 2010.

Successful applicants should (subject to contract) plan to commence full-time residential training on a JAA ATP Integrated Course commencing on Friday 5th March 2010. All the dates published above are intended to be firm but may be changed if necessary. No alternative dates will be available for any of the selection phases for those unable to attend, for any reason. Candidates will be notified in writing if and when their presence is required. Failure to attend is likely to result in removal from the selection. Neither the Cabair Group, or Flybe, will enter into correspondence with unsuccessful candidates and all decisions regarding suitability must be treated as final.



The Course

The course is conducted to the widely respected and approved JAA ATP Integrated syllabus. Trainee Pilots graduate with a JAA Commercial Pilot's Licence with Instrument Rating, having received theoretical knowledge instruction to Airline Transport Pilot's Licence level. Candidates will also benefit from a bespoke Multi-Crew Co-operation/Turboprop Orientation Course conducted, where appropriate, to Flybe standard operating procedures.

Internal Progress Test are scheduled at regular intervals throughout the course, both in the classroom and in the air. It is a condition of the sponsorship that these tests are all completed to the required standards. Failure to meet these standards may result in termination of the sponsorship, which will require repayment of all training fees paid to that date, by the Airline.

Accommodation is included at Cranfield University for the full term of UK based training and in Florida, USA for the basic visual flying element of the course (three months). Full uniform is also included as part of the arrangement but the student is required to supply black shoes and socks.

On completion of training at Cranfield, scheduled for April 2011, the qualified pilot will be notified by Flybe of the start date for employment. This will commence with a three month induction programme during which, all employment administration and Dash 8 Q400 type rating training will be completed. Subject to successful completion of the course and, to Flybe requirements at the time, the pilot will join the company as a First Officer (base to be advised).

Finance and Contract

Successful candidates must be prepared to be bound by contract for a period of six years and one month, as follows.

- Cadet Sponsorship Agreement - 13 months to cover the JAA ATP Integrated Course.
- Contract of Employment - 5 years of bonded employment including induction training.

Prior to the commencement of training with Cabair, the successful candidate and his/her Guarantor, will be required to sign a Cadet Sponsorship Agreement. This document requires the provision of security by way of guarantees to a maximum value of £40,000. These guarantees are required to cover costs repayable to Flybe should the candidate fail either to complete the course at CCAT, initial type rating training or the full five year employment term with the Airline.

Flybe will sponsor the selected candidate by way of payment of £19,800 plus VAT towards the cost of the JAA ATP Integrated course at CCAT, as detailed on the last page of this Prospectus. The balance of course fees will be met by the candidate and must be paid in full to CCAT by 26th February 2010 (a separate Training Contract with CCAT will refer). The Flybe contribution will be repaid by the selected candidate over the first 5 years of airline employment in the form of 60 equal monthly deductions from salary. In the unlikely event of the selected student not reaching the required standard at any stage of the course, as determined by CCAT in the first instance and Flybe in the second instance, the Cadet Sponsorship Agreement will require repayment of the training costs incurred by the Airline to the point of suspension. No salary or allowance will be paid to the selected candidate during training at CCAT.

Flybe will also cover all costs associated with the initial type rating training required to endorse the Dash 8 Q400 aircraft on the selected candidates Commercial Pilot's Licence. The training is currently valued at £13,500 and the selected candidate will also be bonded for this amount, for the first three years of employment. The bonded amount will reduce monthly and should this term of employment not be completed, the appropriate amount will be repayable in addition to that part of the initial sponsorship remaining unpaid.

In the event that Flybe does not offer employment immediately on completion of the course at CCAT but that the Airline intends to make that offer, the selected candidate will be required to accept that offer for a period of up to two years following graduation.

Once employed by Flybe the selected candidate will be paid the appropriate salary from which will be deducted £3,960 per annum for five years (monthly deductions) to repay the sponsored amount. Provided that the full five year employment term is completed the Dash 8 Q400 type rating is provided at no cost to the selected candidate.



fee structure for course INT10 / I – 5th March 2010

ground training - Cranfield

800 hours theoretical knowledge training **6,000.00**

flight training - Florida

70 hours single-engine (VFR/IFR) training Piper Warrior PA28
50 hours C-172 Garmin Glass Cockpit **24,600.00**

flight training - Cranfield

15 hours single-engine (IFR/night) training Diamond Star DA40 **3,375.00**
20 hours multi-engine (multi/IFR) training Diamond Twin Star DA42 **8,600.00**
40 hours instrument simulator training AL200-DA42 FNPTII **7,000.00**
24 hours multi-crew co-operation (MCC) / turboprop orientation course (TOC) AL200MCC FNPTII **3,600.00**

sub-total **53,175.00**
Flybe loyalty discount **3,175.00**
total **50,000.00**

services

landing and navigation charges **3,000.00**
uniform, equipment & administration **2,000.00**
JAA examination, flight test and licensing fees (first attempts only) **2,100.00**
60 weeks accommodation - 3 months USA / 12 months UK **6,000.00**

course total excluding VAT **63,100.00**
including VAT at 17.5% **74,142.50**
Flybe sponsorship contribution **23,265.00**
cadet pilot contribution to be paid by 26th February 2010 **50,877.50**

All prices quoted are in UK Pounds Sterling (£)

Sponsorship Prospectus

This Prospectus is issued strictly subject to contract and subject to the terms of a Cadet Sponsorship Agreement to be entered into on behalf of Flybe and the selected pilot candidate. It is intended as an overview of the structure of the course and is not intended to induce the pilot candidate into the making of a contract. It does not form representations capable of binding flybe. or any member company of Flybe or the Cabair Group Limited, or any member Company of the Cabair Group.



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CCAT



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