



CAE Access and Participation Statement

CAE is committed to training and developing student-cadets who will proceed into a career as an airline pilot. We aim to attract the most able student-cadets and our application and assessment programme is non-discriminatory and open to all who meet the criteria as required by the regulatory authorities and, ultimately, air carriers. The application process includes a skills assessment test and interview, both of which are assessed by the same criteria for all applicants. Partly as a result of the effective, fair and transparent, selection process, there is a very low attrition rate and an overall completion rate of 94%. Some 98.3% of student-cadets gain employment after completion of the training. We continuously monitor progression and achievement rates, and if these decline, we will investigate the reasons for this, and put in place appropriate additional support interventions as required to address any non-continuation or attainment gaps to help our student-cadets achieve to their full potential.

CAE has a commitment to monitor and publish annual statistics on cohort profiles. CAE will review and carefully consider the level of aggregate data published in order to preserve appropriate confidentiality/anonymity of student-cadets. However, it will use this data to inform and review its recruitment strategy, especially with regards to equality and diversity.

CAE recognises that there is a significant financial contribution required by the student-cadet, which is protected by the FO Quality Assurance programme, which can trigger additional training to bring students to a standard required to pass examinations. The course cost itself is not negotiable and remains at a set cost to undertake the course. CAE ensures under the student-cadet contract that the deposit and first instalment is made to ensure the student-cadet is financially stable to undertake the course. CAE also undertakes a pre-applicant independent screening check via MK Denial to identify any restricted parties entering the premises.

In addition, CAE has an agreed contract with an airline which sponsors a number of student-cadets every year to complete the programme. It also has a contract with another airline, which guarantees employment upon successful completion of the programme. Both of these assist in providing access to the programme for applicants who might not otherwise be able to undertake this.

During all phases of training, students have access to course mentors and a range of pastoral assistance, up to and including advice on applications for employment in the competitive aviation market. Graduate Services will endeavour through its affiliates to support the student-cadet's initial placement after completion of the course and CAE will provide graduates with refresher training in the simulator to better prepare for employer assessments. Graduate cadets are used as role models and made CAE Ambassadors, and encouraged to engage potential students at recruitment events.

CAE recognises that women in particular are underrepresented in the industry, noting that women make up only 5-6% of professional pilots worldwide, which [industry research](#) bears out. Therefore, CAE is committed its [Women in Flight](#) campaign to encourage women into the airline pilot industry, focusing on equality and diversity within the industry. The CAE Women in Flight scholarship programme encourages exceptional women to become professional pilots. Every year, CAE will award up to five full paid scholarships to aspiring female pilots, across its global training network. The scholarship recipients will become role models; tasked

with the mission to inspire more women to join them in the industry. We will actively promote this campaign via our website, at open days, at industry events/trade fairs and through our alumni network.

We ensure in our recruitment materials that we depict role models from a diverse range of backgrounds, and also that our marketing materials reflect a multicultural society. We also positively encourage the recruitment of teaching staff who are diverse, and who are able to act as positive role models and advocates of diversity.