

SkyWest Pilot Cadet Program (SPCP)

Objective

1. Provide qualified applicants preferential consideration for employment at SkyWest Airlines
2. The intent of the SPCP is to create a path for a student candidate to bridge the gap between the completion of the CFI certification and the aeronautical requirements of the ATP certificate.

Benefits

1. Increased seniority within their ground school class.
2. Opportunities to interact with and receive mentorship from SkyWest pilots.
3. An employee number at SkyWest Airlines and credit for time as a cadet for the purposes of benefit eligibility and company seniority.
4. Leisure travel privileges at the time the cadet has met minimum qualifications to become a first officer and within 30 days of starting SkyWest ground school.
5. A guaranteed final interview for a first officer position at SkyWest Airlines

General Pre-requisites

1. All FAA pilot certificates for Airplane category must have been earned as a result of training received from the institutions, or its affiliates, approved flight program or have been validated and credited according to the institution's policies and/or procedures.
2. No criminal offenses that would preclude Canadian clearance.
3. No more than 2 moving violations on their driving record in the past 3 years.
4. Have earned, or currently enrolled to earn, a degree from the institution, or its affiliate, with a GPA of 3.0 or greater (on a 4.0 scale).

Aeronautical Pre-Requisites

1. Hold at least an FAA issued Airplane Multi-engine Land Commercial Pilot Certificate and an Instrument rating.
2. Hold a Certified Flight Instructor Certificate.
3. Hold a current FAA issued First Class medical.
4. FCC Radiotelephone Operator's Permit (RP).
5. Self-disclosure of ALL incidents and accidents that required a report to be filed by the FAA.
6. No record of enforcement action on the applicant's FAA record.

Process

1. Apply online at : <https://pilotcareers-skywest.icims.com/jobs/1459/flight-operations-cadet/job?mobile=false&width=895&height=500&bga=true&needsRedirect=false&jan1offset=-420&jun1offset=-360>

2. Attend a Company Orientation
 - a. Each individual who is entered into the SPCP must attend a Company Orientation.
 - b. Applicants will be assigned a date to attend Company Orientation based on receipt of their application and company availability.
 - c. Company Orientation includes the following:
 - i. Drug testing
 - ii. Finger printing
 - iii. Company ID photo
 - d. Orientation will:
 - i. Introduce the candidate to SkyWest Airlines.
 - ii. Serve as the candidate's DOH.
 - iii. Indicate the start of the candidate's conditional employment.
 - iv. The candidate's employee number will be issued according to the candidate's last 4 digits of their SSN.
 - e. NOTE - This does not establish pilot seniority. Pilot seniority is established within the class assigned.
3. Conditional Employment
 - a. Non-Aeronautical Pre-requisites
 - i. Satisfactorily completed all progress interviews during the SkyWest Pilot Cadet Program (SPCP).
 - ii. Successfully complete SkyWest's final interview process in Salt Lake City, UT.
 - iii. No criminal offenses that would preclude Canadian clearance.
 - iv. No more than 2 moving violations on their driving record in the past 3 years.
 - v. Have earned, or currently enrolled to earn, a degree from the institution, or its affiliate, with a GPA of 3.0 or greater (on a 4.0 scale).
 - vi. Completed jet transition course training.
 - b. Aeronautical Pre-requisites
 - i. Meet the minimum requirements as outlined in 61.159.
 - ii. Hold a current FAA-issued First Class medical.
 - iii. Self-disclosure of ALL incidents and accidents that required a report to be filed by the FAA.
 - iv. No record of enforcement action on the applicant's FAA record.
 - v. 50 hours of airplane multi-engine.
 - c. Final Interview
 - i. The Program Advisory Committee will notify its representative that they are recommending a candidate that has completed the requirements of this program.
 - ii. The candidate will be scheduled the first available final interview.
 - iii. If interviews are not being conducted, the candidate will be placed on a waiting list and scheduled for the next available final interview in order received.
 - iv. Final Interview Process

1. Each applicant must meet the required standards for employment and pass all phases of the recruitment process, including:
 - a. Behavioral based interview
 - b. CRM Evaluation
 - c. Technical interview
 - d. Simulator evaluation
 - e. Debrief review
- v. Upon successful completion of the final interview, the candidate will be offered employment at SkyWest Airlines.
- vi. The candidate will be assigned a class date within the regular course of business and as operational needs allow. Once offered, the applicant will be treated the same as an existing SkyWest employee which includes seniority within that class.
- vii. If the class date is unknown, they will be placed in a pool of candidates awaiting class assignments, in the order received
- viii. If a candidate chooses not to accept the class date offered for an unforeseen circumstance, they will contact their PAC for further guidance.