



## ACCESS AND PARTICIPATION STATEMENT

L3 CTS Airline and Academy Training Limited are committed to providing outstanding quality training and widen access to meet the future needs of the global airline industry.

As a world leading training provider, thousands of our graduates are now flying with major airlines worldwide thanks to our state-of-the-art facilities, world-class training, quality instructors and strong relationships with global airlines.

Our Airline Academy welcomes and encourages applications to our integrated ATPL cadet pilot programme from all backgrounds, communities and industries and we are committed to enrolling individuals that come with diverse backgrounds, skills, experiences and ability.

We strive to enrol into training individuals that have both the ability and aptitude to be trained as a commercial airline pilot. Whilst pilot training is restricted by the requirement for individuals to obtain an Aviation Class 1 Medical as defined by the UK Civil Aviation Authority and European Aviation Safety Agency, we do not prevent or restrict access to the pilot selection process.

As the diversity of those enrolling in pilot training improves, we are also seeing an increase in the diversity of students applying to our partnership degree program. 43% of students enrolling on the degree program in October and November 2020 were female aligning with an industry wide focus on increasing diversity in the cockpit.

L3 CTS supports all students through the challenges of pilot training by offering classes, additional group and 1-1 tutorial support sessions covering exam technique and subject knowledge. Our Chief Theoretical Knowledge Instructor and Head of Training frequently attend and contribute to consultation groups with regulators to discuss opportunities for improving outcomes for all students.

Additionally, we offer a wide range of wellbeing webinars to support students throughout their training and we continue to offer support with practical skills such as CV writing, interview preparation, dealing with uncertainty, and transferable skills.

Whilst funding of pilot training continues to be a major limiting factor, L3Harris periodically offers '*Pilot Pathway*' scholarship programmes in order to increase diversity within the piloting profession.

We are committed to continuing work to monitor and improve the rates of access, success and progression in all areas.

Statement valid: 1 September 2022