



United Career Path Program

A pathway to success

If you want to fly for United Airlines, UND's Professional Flight Program has a way to help get you there!

What is the Career Path Program?

The United Career Path Program (CPP) is designed to identify talented UND Professional Flight Program student pilots and place them on a clear and reliable path to a United Airlines flight deck. Participants who successfully meet CPP criteria will be offered conditional employment as a United Airlines pilot at the earliest opportunity, subject to program requirements and limitations.

How does the CPP work?

Eligible UND Professional Flight Program student pilots may be placed in the CPP with the expectation that they will be hired by a participating United Express CPP partner after serving as a Flight Instructor at UND for at least three semesters. Each participating United Express CPP partner has specific program requirements to meet in order to successfully exit the CPP. A pilot who continues to meet program criteria at the participating United Express CPP partner will be placed in the first available United Airlines new hire class.

Am I eligible for the CPP?

- ✦ You must be an active and full-time student at UND Professional Flight Program in the Professional Flight Officer Program.
- ✦ You must earn and maintain a 3.0 cumulative GPA in UND Professional Flight Program coursework.
- ✦ You must have completed at least two semesters of coursework in the Professional Flight Program.
- ✦ You must hold a minimum of a Commercial Pilot Certificate and an Instrument Rating.
- ✦ You must receive a written recommendation from UND Professional Flight Program's Department Chair, Associate Chair, Professor, Associate Professor, Assistant Professor or another leader from the aviation department at United's discretion
- ✦ You must comply with UND's Student Code of Conduct.
- ✦ You must have a high school diploma or GED equivalent. You will not be eligible for hire at United until you have obtained a Bachelor's degree from UND or other applicable credentials acceptable to United.
- ✦ You must successfully complete the United Job Fit Assessment administered by Hogan Assessments.
- ✦ You must successfully complete an interview with United Airlines.
- ✦ If successful in the selection process, you must sign a FERPA release permitting United access to relevant student records on file with UND.



How and when do I get hired by United Airlines?

- ✦ United Airlines must be hiring pilots.
- ✦ You must meet specific CPP program exit requirements specific to your chosen participating United Express CPP partner
- ✦ You must remain in continued compliance with program eligibility requirements.
- ✦ You must have a training performance and employment record and history acceptable to United.
- ✦ You must complete any professional development activities required by UND Professional Flight Program, the participating United Express CPP partner and United Airlines.
- ✦ You must meet United Airlines new hire pilot minimum qualifications.
- ✦ You must satisfactorily complete other customary United pre-employment screening requirements such as a background investigation and drug screening test. You will not need to complete another structured interview; however, a United CPP administrator will conduct a final performance review to ensure compliance with the standards of the program.
- ✦ You must be approved by United's Pilot Selection Board. All applicants, whether from the CPP or the traditional process, must receive approval by the Pilot Selection Board.

How is the CPP different from other airline flow or pathway programs?

Once a participant joins the CPP, no further structured interview is required. As long as United Airlines is hiring pilots, participants who maintain eligibility criteria will be offered conditional employment at United Airlines, subject to minimum and maximum limits set forth in the Agreement.

Do I have to participate in the CPP to be a student at UND Professional Flight Program?

No. Participation in the CPP is strictly voluntary.

What does the future hold for pilot hiring at United Airlines?

On average, United will need to replace approximately 500 pilots retiring at age 65 per year for the next twenty years. This does not account for potential growth or shrinkage of the airline.

What if I can get hired by United faster through their traditional pilot hiring process?

Participating in the UND Professional Flight Program CPP in no way restricts your ability to interview with any airline, including United, at the earliest available opportunity. Pilots who apply to United Airlines through AirlineApps.com will remain active in United's applicant database and will be given the same consideration as any other candidate. In other words, if you can get to United sooner through its traditional hiring process, this program will not prevent you from doing so.

Why should I consider United Airlines?

United is the world's leading airline and is focused on being the airline customers want to fly, the airline employees want to work for and the airline shareholders want to invest in.

Highlights of United Airlines include:

- ✦ World's most comprehensive global route network, including world-class international gateways to Asia and Australia, Europe, Latin America, Africa and the Middle East with non-stop or one-stop service from virtually anywhere in the USA.
- ✦ A modern fleet which is the most fuel efficient (when adjusted for cabin size), and the best current aircraft order book among U.S. network carriers.
- ✦ Industry-leading loyalty program that provides more opportunities to earn and redeem miles worldwide.
- ✦ Optimal hub locations in 10 cities, including hubs in the four largest cities in the United States.

Questions?

More details about the CPP can be found under the "Career Pathways" tab at www.aviation.und.edu.