

## Working in partnership with a Training Academy providing fully flexible solutions

### The Client

Our client is a UK based Training Academy, placing their graduates into airlines to undergo type-rating.

### The Need

A large organisation with a global footprint, this specific academy was in need of varying levels of support for different assessment programmes. With a multi-stage assessment process, our client needed a qualified team with an aviation background and knowledge who could both monitor candidates in team environments plus conduct professional interviews. They were looking for an expert partner with the flexibility to work around their changing needs, providing solutions and assessors as required.

### The Solution

Working closely with our client we have formed a partnership where our aviation Psychologists are able to provide any aspects of the solution that they need on each specific intake or assessment programme. Whether we are asked to lead and observe the team exercises, conduct interviews, talk through briefs or provide paperwork and final results matrices, we work around our client to present the appropriate solution for each individual circumstance.

### The Benefits

Providing a completely flexible solution means that our client is certain that whatever they need we are primed and able to support them. Saving our client the costs of having to employ their own permanent staff for periodic assessments; the flexibility of using Symbiotics also saves them internal recruitment and training time. Our Psychologists are fully objective providing clear output, with the additional benefit that they lead and provide these solutions globally so their skills and knowledge remain active and accurate.