

WHAT IS A CAPSTONE?



CHARTING CAREER GOALS

OBJECTIVE

To draft a plan of action for meeting the requirements of a job you would like to pursue.

INSTRUCTOR PREPARATION

For this activity, students will use a job search engine. Here are some options you may suggest:

- <https://www.indeed.com/>
- <https://www.simplyhired.com/>
- <https://www.ziprecruiter.com/>
- <https://www.monster.com/>
- <https://www.careerbuilder.com/>

Whichever search engine students use, remind them to use the search feature only: they do not need to create an account or provide any personal information.

This resource includes a sample, annotated job posting to help students understand each step of the procedure; distribute this to students as needed. The sample uses color to identify qualifications—red font indicates requirements; blue font indicates preferences—so use a color printer if you choose to print it.

PROCEDURE

1. What is a career path related to aviation that you would be interested in following? What do you think the qualifications and requirements are for this job? Record your answers below.

Answers will vary.

2. Using a job search engine, search for a job that interests you or is along the career path you envision following. Use as many different search terms as you can and try different job search engines to see what results you get. For example, simply searching for “pilot” may result in jobs that are for managers of “pilot projects” which are simply first attempts at a project or operation—they may have nothing to do with aviation. To obtain results that are more in line with your interests consider adding “aviation,” “captain,” or “first officer.”

Answers will vary.

3. Read through the entire job posting. List each qualification or requirement for the job in its own row in the first column of the Job Qualifications and Requirements Table, below. You may add additional rows if needed. Some job postings may list qualifications and requirements in distinct sections or lists; other postings may incorporate this information into paragraphs describing the job; other postings may do both.
4. If you have any of the qualifications or requirements that you listed, place a checkmark in the appropriate row in the second column of the table.

5. For each qualification or requirement that you do not have, identify the first step that you would need to take to obtain it. Record this answer in the appropriate row in the third column of the table.
6. For each qualification or requirement that you do not have, identify *additional* steps that you would need to take to obtain it. Record this answer in the appropriate row in the fourth column of the table.
7. Answer the questions that follow the table.

Job Qualifications and Requirements Table

Each student will complete their table differently, depending on their interests and experience.

Qualification or Requirement for Job	Do I already have this?	What is the first step to obtain this?	What are additional steps to obtain this?

QUESTIONS

1. How qualified are you currently for the job you researched? Explain using specific data from the Job Qualifications and Requirements table.

Answers will vary.

2. How qualified do you think you are currently for the career path you chose? What kinds of steps, if any, are you able to take now to work toward meeting these qualifications and requirements?

Answers will vary.

Sample Job Posting

In this sample, red font indicates requirements for the job; blue font indicates preferred but not required experience.

Job:

Pilot on Lockheed C-130 Hercules aircraft based at Phoenix-Mesa Gateway Airport in Mesa, Arizona USA

Minimum Requirements:

- FAA ATP Certificate (or military equivalent)
- FAA Second Class Medical Certificate (or military equivalent)
- Minimum of 1,000 hours of PIC time in large multi-engine aircraft
- Eligible to work for US employer and travel inside and outside US as needed
- Reside within 60-minute commuting time of Phoenix-Mesa Gateway Airport
- No mandatory retirement age

Preferred (not required):

- Experience piloting C-130 Hercules or P-3 Orion aircraft (or their commercial equivalents)
- Low altitude flying experience
- Aerial application experience
- Aerial delivery / airdrop experience

Job Description:

IAR is seeking both Captains (PIC) and First Officers (copilot) to operate its C-130 Hercules aircraft which provide specialized aerial services to government and private sector customers in the US and around the world. IAR flight operations do not consist of typical passenger or cargo carriage operations. They do include operations such as low-altitude spraying, airdrop, search and rescue and experimental test flights. Types of flying include a mix of VFR and IFR as well as some emergency response operations. Applicant should possess the ability to work as part of a 50-person flight department in an expanding mid-sized company with excellent opportunities for promotion and growth. Applicants should also possess the ability to work remotely as part of a 3 to 5-person crew when assigned to an aircraft operating away from the company's home base in Mesa, Arizona. Duties may include those of Captain (PIC) or First Officer (Copilot) depending on applicant's experience level. Opportunities to cross-train in both the pilot and flight engineer role also exist. Applicant must be able to travel inside and outside the US. Total amount of annual travel is normally less than 90 days per year.

Job Type:

Full-time

Pay:

\$65,000.00-\$110,000.00 per year

License:

- FAA ATP or military equivalent (Preferred)
- FAA 2nd Class Medical or military equivalent (Preferred)

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