SELECT WITH CONFIDENCE

In the busy, challenging environment that is air traffic control (ATC), it’s important to have the right people. Choosing quality candidates that possess core competencies predictive of ATC success is a key enabler for world class ATC services, continued safety, and air traffic management growth. Selecting the right person from the start also saves you time and money, by reducing costly training failure and training times.

With only 2-3% of the global population possessing the competencies to become an ATC, selecting candidates with confidence requires a validated and objective solution.

TOOLKIT

SureSelect provides a toolkit of modules and tests to:

- **Automate** the process
  - Improve efficiency
- **Accelerate** recruitment
  - Achieve faster campaigns
- **Achieve impartial** and fair selection
  - Validated tools
- **Undertake role-specific** assessments
  - Test ATC-specific skills & attributes

### Behaviour
- Online questionnaire measuring key ATC traits, e.g.:
  - Decisiveness
  - Rule following
  - Resilience

### ATC Skill Simulations
- ATC-specific gamified tests:
  - Short term memory
  - Spatial awareness
  - Remembering relationships
  - Radar simulation (safety, efficiency and multitasking)
- Estimated time: 1 hr 30 mins

### ATC Cognitive Ability Suite
- Online assessment of core ATC abilities:
  - Detail accuracy (15 mins)
  - Coded reasoning (30 mins)
- Other tests available as required.
- Estimated time: 45 mins

### English proficiency
- Real-world online English communication test:
  - Speaking
  - Listening
  - Reading
  - Writing
- Estimated time: 40 mins

### Interview training
- Airbook training to assess ATC competencies:
  - Digital Interviewer training
  - Sample ATC interview guides

### Application
- Online system:
  - Candidate form
  - Applicant tracking
  - Pre-screening rules
PHASED SELECTION APPROACH

Robust, valid selection involves narrowing in on the right people most likely to become successful ATCs.

SureSelect offers air navigation service providers a choice of modules from the toolkit to tailor selection to their goals and budget. Tools are designed to link together to reduce applicant numbers at each selection phase, narrowing in on the right candidates.
SureSelect has been developed by Airways and is used by aviation organisations around the globe. As a world-leading air navigation service provider and air traffic services training organisation, we understand the importance of attracting and selecting the right people, and the effect this has on training and on-the-job outcomes.

“VATM appreciates the cooperation for over 20 years with Airways New Zealand, one of the leading training providers of the next generation of ATCs in Vietnam. The SureSelect process is very suitable and effective to identify capable candidates that assure training success. This has been proven by reliable training outcomes.”

Ms. Vu Thi Thanh Nga
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