



Network Management Directorate

First European Air traffic controller Selection Test (FEAST) package

Information to Candidates applying as Student Air Traffic Controllers



Introduction

You have applied for a position as Student Air Traffic Controller and have been invited to participate in the competition by taking some selection tests. In this process a test package called the **F**irst **E**uropean **A**ir **T**raffic **C**ontroller **S**election **T**est (FEAST) is used. The aim of this leaflet is to give you an overview on what FEAST is about and what you need to know before you attend the testing.

FEAST has been designed by and made available by EUROCONTROL, the European Organization for the Safety of Air Navigation. It is used widely among European Air Navigation Service Providers and certain approved Training Organizations in their recruitment and Selection activities. These ANSPs are solely responsible for their selection decisions and EUROCONTROL plays no part in their processes.

This leaflet has been prepared by EUROCONTROL in cooperation with the organization to which you have applied.

Why are tests used for ATC selection?

Testing allows the most suited applicants to be selected for the challenging job of air traffic controller.

The profile of an Air Traffic Controller is very specific and the standard to be reached is high. There are two reasons why the standards that are set in recruitment are high.

First of all, all organizations that provide ATC training aim to keep the failure rate in training as low as possible as this is in the interest of both the organisation and you as applicants.

Secondly, it is desirable to prevent candidates from starting training and realising only afterwards that they are not suited to the air traffic control job.

As these tests are so specific, you should note that even if you are not successful in these particular tests, it does not mean that you will be unsuccessful in other kinds of job applications.

We have found that candidates who do well in these tests tend to do well in Air Traffic Control training and later in the job.

At the same time, we are able to gain information from these tests, which cannot accurately be gained from just interviewing you for example. Some of the abilities that will be tested with FEAST go beyond what can be assessed in interviews, for example, abilities like perceptual speed and three-dimensional ability. The information gained about applicants' abilities has been found to be predictive of success in ATC training and so this is an objective way to conduct recruitment and selection.

FEAST

The FEAST test package is a professional state-of-the-art web-based testing system that is used in many European countries for the selection of Student Air Traffic Controllers. FEAST is a Service provided by the European Organisation for the Safety of Air Navigation, EUROCONTROL. The FEAST tool helps the Air Navigation Service Providers to identify the most suitable candidates for their training positions. One of the



aims is to avoid as much as possible failures in the training. This is in the interest of the trainee as well as in the interest of the organisation.

FEAST includes a number of assessment tools. They measure a number of abilities and skills that are considered to be important for successful training and successful performance as an air traffic controller. A combination of special skills and other potential, motivation and interest in the job's tasks will help to guarantee professional success in this job. This series of tests were especially developed for air traffic controller selection.

FEAST consists of two parts: FEAST I, with 5 tests and FEAST II, with two more complex multi-tasking tests that generally follow the successful completion of the FEAST I.

The tests and the accompanying administrative procedures have been designed with a great deal of professional care. They are administered and scored by computer thus further adding to the objectivity of the process.

FEAST I

The **first phase** of FEAST aims at measuring your basic skills and abilities in decision-making, logical reasoning, visual perception, attention, multi-tasking and spatial orientation. This phase also includes a test on your English language knowledge.

All tests are computer-based and therefore the use of a keyboard and a mouse will be required.

It will take approximately **2 ½ hours** to take the web based tests. There will be a 10 minute break during the test session.

During the day of the testing you will be welcomed by a test administrator who will guide you through the day and explain to you everything you need to know before you actually start the tests.

Every test will be preceded by an introduction which explains the principles of the test and which gives example items and solutions. You will get an opportunity to answer a sample question to make sure you know what is being asked of you. Some tests will use a multiple-choice format, i.e. you will receive a number of solutions to choose from. Only one solution will be the correct one. In other tests, you will be required to react as quickly as possible. In general, **you should always try to work as quickly and precisely as possible**. It is also important to note that you might not be able to answer all items in all tests. This should not discourage you as it does not necessarily mean that you have failed the test.

It is important to note that each candidate sits the tests under the same conditions and with the same instruction. You may therefore rest assured that all applicants are treated equally and fairly.



FEAST II

Once you have successfully passed the FEAST web based tests you may be invited to attend a second round of testing. In this **second phase** you will do one or two work sample tests:

- the FEAST Dynamic ATC Radar test (FEAST DART)
- and possibly the FEAST MULTIPASS test

These tests are aimed at measuring your multi-tasking abilities. The tests are more complex and will require you to perform a number of different tasks at the same time like in the job of an Air Traffic Controller. However, it is important to note that again no pre-knowledge about ATC procedures or other specific knowledge is required. These tests are designed for beginners with no background in ATC. The tests instructions are very detailed and ensure that everything is explained before the tests starts.

Other Elements of the Recruitment process

The Air Navigation Service Provider (ANSP) with whom you have applied may complement the FEAST tests with other tests. Usually you will attend a job interview at the end of the process. The ANSP will give you further information separately with regard to other tests in addition to FEAST.

Preparation for FEAST

The tests will be demanding in terms of concentration. Resilience and perseverance will be required. Therefore, you should only attend the testing in a good physical and mental condition. Try to get a good night's sleep on the day before your test session.

Please be aware that some medications can have a negative effect on the ability to concentrate. If you are in doubt about the effect of any such medications, you should seek medical advice and declare it beforehand.

Although most applicants are normally nervous before any such event, it has been shown that **a relaxed and composed attitude will be most helpful** when approaching the tests.

You may have read on web forums about the experiences of others who have taken the FEAST tests or even be tempted to purchase a so called FEAST preparation package. Such packages have been produced without the authorization of EUROCONTROL. Many informed people will tell you that such packages are not useful. They might even give wrong information about tests or teach misleading strategies which can result in negative results in FEAST. Our advice is to steer clear of such preparation. We do not believe you can improve very much on your abilities and skills as applicants at least not without the kind of extensive professional training you will receive as real ATC trainees.

It is understandable that candidates want to be successful in these tests but preparing for them is not the same as the kind of preparation you might have made in the past for school examinations. Abilities like spatial orientation cannot be learnt.



In reality, you have to be confident in your skills and ability. It would not be of any help to be successful in the testing procedure if you do not feel really at ease with the cognitive and behavioural requirements for the job of air traffic controller. In these circumstances, even if you started the training, you might well fail later on.

On the other hand, we believe it *is* important for you to look for *information about Air Traffic Control (ATC) and the job of an Air Traffic Controller*. You should familiarise yourself with the challenges and demands of the job. You can try to visit and see first hand ATC locations, you can use internet and you can read aviation magazines. The more you understand about the job you are applying for, the better you will feel as an applicant.

There is one FEAST test that you can prepare for and improve your performance. That is the English language listening and comprehension test. By making a conscious effort to improve your knowledge and practice in English (e.g. by listening to radio or TV programmes in English, by reading English books, newspapers or articles or by talking with English native speaking friends), you can undoubtedly improve your knowledge of English. You will not, as part of FEAST, be tested in spoken English. Nevertheless, since the ability to speak English to a certain standard is an important requirement for the job of air traffic controller, you will most probably be tested for this ability at some other stage of the selection process so it would help if you were able to practice speaking English before attending the tests. By making such efforts you will no doubt enhance your chances of success in the selection process.

In the course of the FEAST tests you might come across certain words and phrases some of them used in the field of aviation. It might be useful as a preparation to make sure you are familiar with their meaning. These words and phrases may be found in the Annex to these notes.

FEAST Test Taker Consent

Finally please read carefully the FEAST Test Taker Consent document which you will have received as well. This document gives information about how your test data will be used and stored. Your agreement to these conditions will be a prerequisite to take the FEAST tests.

Good luck with your application!

ANNEX

A	F
abbreviation	flight info
ability	flight level
air traffic control	flight level units
airborne aircraft	flight path
aircraft no.	flight strip
airspace map	folded cube
airspeed	forwards
airway	Frequently asked questions (FAQ)
alternate airfield	G
altitude	H
audio message	heading
B	hint
backwards	I
bay	insert new flight strips
bottom	intersection
C	J
call sign	K
chronological order	key (button)
circle	knots
code names (Golf, Lima, Zebra etc.)	L
computation	landing
computerized	latitude
conflict	lesson
control fix	local conflict
control fix designator	longitude
coordinates	M
critical difference	match item
D	multiple tasks
diamond	N
digits	nautical miles
distance	NUM lock key
E	O
emergency	opposite conflict
equal priority	out of bounds
estimated time	outgoing point
	override

P	T (continued)
panel	to descend
pattern	to detract
points in the air picture	to discard a flight strip
position	to drag
practise section	to flash
pre-test training	to intersect
priority	to obey messages
Q	to overlap
R	to pace yourself
radius	to prohibit
range	to recap a chapter
reinforcement	to reply
reporting points	to skip
representation	top
retry	triangle
rewind	U
route	unfolded cube
route segment	V
runway	W
S	warning tone
sequence	X
shortcut menu	Y
sort code	Z
sort flight strips	
sound clip	
square	
strip display	
systematic	
T	
tab	
take-off	
test speed	
three-dimensional	
time span	
timer	
to alert	
to clear to land	
to climb	
to collide	
to depict	

