

FEAST

First European Air Traffic Controller Selection Test Tool



Selecting the most suitable applicants for the challenging job of an air traffic controller is not easy. Specialised selection tools and methods are necessary. The professional application and use of such tools is as important as the choice of the tools themselves. The FEAST test package and FEAST service have been designed and put into use to offer such a capability to ANSPs and ATC training institutes.

The timely and professional training of air traffic controllers is a key element for civil and military Air Navigation Service Providers (ANSPs) and ATC training institutes to perform successful and cost-effective ATC operations.

FEAST is a EUROCONTROL Aviation Learning Centre product, developed in partnership with various ANSPs. It can be applied across cultural and organizational boundaries in European and non-European States and offers clear strategic and operating advantages in terms of cost and time savings – a high number of applicants can be tested in a short period of time. As state-of-the-art, FEAST increases the quality of recruitment and selection decision making.

Optimising ATCO training success rate

The objective of FEAST is to optimise the ATCO training success rate by providing an easily administered and scientifically reliable battery of selection tests to assess the knowledge, skills and abilities of applicants that are relevant and necessary for the job of an air traffic controller.

The FEAST Service does not participate in the selection process itself. Selection decisions are made solely by the recruiting ANSP or ATC training institute.

The FEAST test tool

The FEAST platform is built in 2 parts: an application for ATCO candidates to take the tests and a web-based platform (back office) to manage the candidates and their results throughout the whole selection process. Both are hosted on secure dedicated servers.

The test battery includes:

- ▶ cognitive abilities tests (measuring multi-tasking, planning ability, learning and applying rules, processing speed and attention, 3D visualisation);
- ▶ an English language listening and comprehension test;
- ▶ two work sample tests (one simulating the task of a radar controller, the other the work of a planner);
- ▶ the FEAST Personality Questionnaire.

Test scores and results are accessed easily in real-time and stored confidentially.

Benefits

- ▶ high-quality assurance in the test materials, test delivery and standards of test administration and application;
- ▶ flexible and cost-effective tools providing ease of administration and standardised test conditions;
- ▶ more predictive information about applicants' abilities, enabling good selection decisions to optimise training success rates;
- ▶ wide use leading to economies of scale and synergies in test development, maintenance, administration, standards, and application;
- ▶ objectivity, fairness, and high-selection standards perceived by test takers promote the attractiveness of the job.



The experience gained through its extensive use since 2006 has made FEAST a recognised attractive proposition for ANSPs worldwide.

The FEAST Service

- ▶ **deployment and initial training at user's location;**
- ▶ a helpdesk and accreditation training courses, user and administration manuals and guidance material;
- ▶ continuous enhancements allowing customers to benefit from the latest developments and technical evolution;
- ▶ the annual FEAST User Group meeting for managers and experts in recruitment, training and human resources from the organisations using FEAST.

Access Conditions

Civil and military ANSPs and ATC training institutes worldwide may request to use the service and tests.

Licence Agreements and non-disclosure Agreements with users govern the access to use the tests, the test data, the maintenance, and upkeep of the infrastructure.

In 2022 more than 50 ANSPs and ATC training institutes worldwide use FEAST (incl. Canada, Singapore, Dubai and Jamaica). The total number of candidates who have completed the FEAST tests is over 100,000.

Background

The FEAST test package was developed, tested and evaluated between 2000 and 2005. The full service runs since 2006.

Since 2010, four studies on the predictive validity of the FEAST tests have been completed, including a validation of the cognitive ability tests, two of the work sample tests and the personality questionnaire. The studies established a clear link between the FEAST test scores and later performance in the ATCO training.

Contacts

Further information is available at:

www.feast.info

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