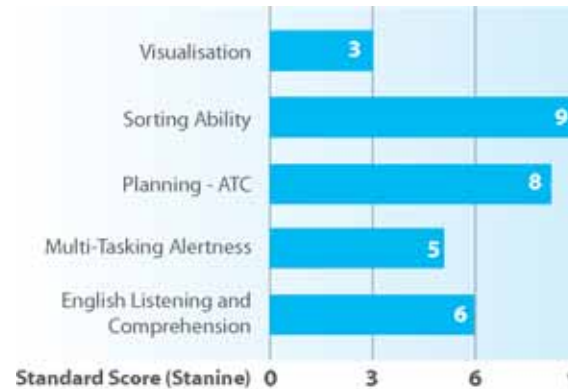


- The timely and professional selection of trainees for air traffic control is a key element for successful and cost effective ATC operations by air navigation service providers.
- To assist in effective decision making in selecting the most suitable applicants, selection tools are used. The development and maintenance of these specialized selection tools is costly and time consuming. Furthermore, the application and use of such tools is as important as the choice of the tools themselves. If such tools can be harmonized and used across cultural and organizational boundaries in different European States, then there are clear potential benefits offering cost and time savings and an increase in the quality of recruitment and selection decision making leading to reductions in the costs associated with failures in ATC training.
- The FEAST test package and FEAST Service has been designed and put into use to offer just such strategic and operating advantages.
- The FEAST test package was developed and tested during 2000-2003. During 2004-2005, a pilot FEAST service including delivery of the testing system and a database for storage of results and data was thoroughly evaluated. Since 2006 a full Service is provided to Users.

Quite simply, the FEAST assesses, the knowledge, skills and abilities of applicants necessary for the ATCO job. The aim is to provide an easily administered package of scientifically sound selection tests and available for multi-state use.



The objectives of the FEAST Service are to provide implementation support including helpdesk, to users, a centralised infrastructure and web platform for the delivery of the tests, future enhancements allowing customers to share the costs and benefits of developments and technical evolution. Finally, EUROCONTROL sponsors and facilitates the FEAST User Group meetings and communications.

- A Business application with a database for management of candidates and results;
- The test package of 6 web based tests (English language listening and comprehension, reaction time test, planning ability test, learning and applying rules, speed and attention test, 3D visualisation test) and a work sample test on CD ROM;
- Full implementation support including helpdesk and training course with user and administration manuals and guidance material;
- Sponsorship and facilitation by EUROCONTROL of FEAST User Group Validation and psychometric studies carried out on behalf of FEAST users.

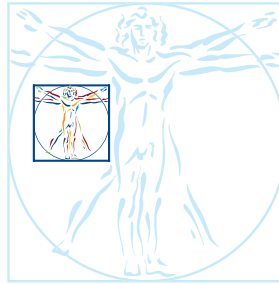
The package and application is built on an internet platform accessible only by trained and authorised staff from user organizations who are able to access only their own data. The application and database are hosted on secure EUROCONTROL dedicated servers. The legal framework consists of licence Agreements with technical service providers and Licence Use Agreements with FEAST User organizations. Non Disclosure Agreements govern the access to and use of the tests and test data and the maintenance and upkeep of the infrastructure.



BENEFITS

Benefits

- High Quality Assurance in the test materials, test delivery and standards of test administration and application.
- Ease of administration and standardised test conditions.
- A flexible and cost effective tool giving more informed predictive information about the most suitable candidates and so improving training success rates.
- Common platform for use throughout Europe. Economies of scale and synergies in test development, maintenance, administration, standards, and application. Shared future improvements are possible.
- A harmonised selection tool, which will enable more commonly recognised controller profiles and entry requirements so easing the way in which future European mobility of labour policies are met.
- Perceived fairness and high selection standards by test takers supports attractiveness of the job.



© European Organisation for the Safety of Air Navigation - EUROCONTROL
March 2007.

This document is published by EUROCONTROL in the interests of exchange of information. It may be copied in whole or in part, providing that the copyright notice and disclaimer are included. The information contained in this document may not be modified without prior written permission from EUROCONTROL. EUROCONTROL makes no warranty, either implied or express, for the information contained in this document, neither does it assume any legal liability or responsibility for the accuracy, completeness or usefulness of this information.

KEY DATES

Key Dates

- November 2003: EUROCONTROL Selection Seminar and release of FEAST test package.
- February 2004: First use of the tests and start of Service Feasibility phase
- 01/01/2006: Official start of FEAST Service
- 2006/7: Ongoing long term validation and further enhancements

Further information is available at:
www.eurocontrol.int/humanfactors

or by contacting
Fidel CHETCUTI
FEAST Service Manager
EUROCONTROL - DAP/SSH
Rue de la Fusée, 96 - 1130 Brussels - Belgium

T. +32 2 729 36 00
F. +32 2 729 91 49
E. fidel.chetcuti@eurocontrol.int



FEAST

First European Air Traffic Controller Selection Test Service

FEAST

