

Supporting
European
Aviation



FEAST First European ATCO Selection Tests

IFATCA ERM, Riga

FEAST team
October 2023



What are FEAST's objectives?

The FEAST test battery & objectives

- Web-based testing system launched in 2004
- Developed with the support of several ANSPs
- Set of assessment tools to measure abilities and skills (cognitive and multi-task)
- Service by EUROCONTROL
- Helps the ANSPs identify the most suitable candidates
- Optimise ab initio training success rate
- Validity



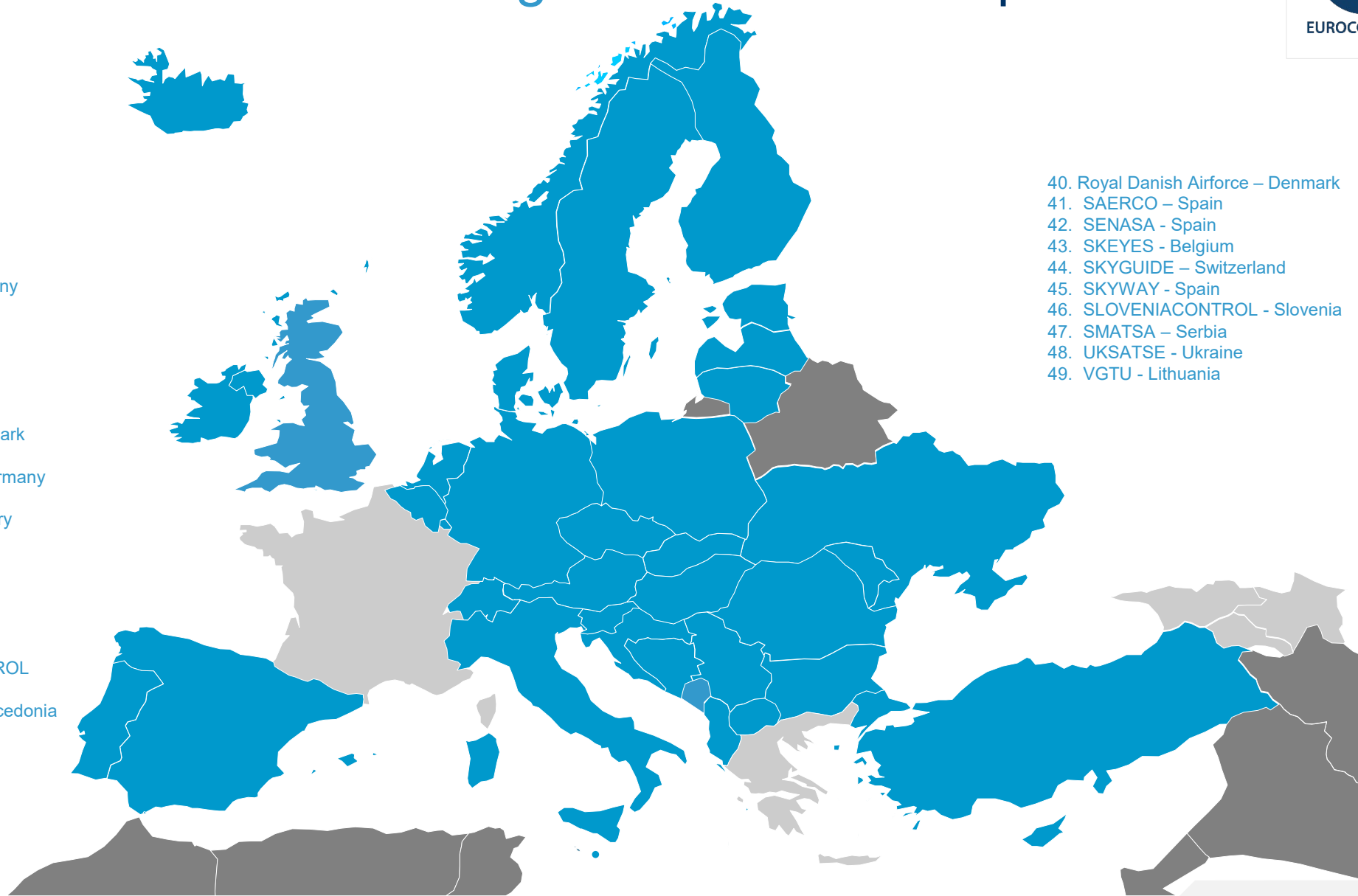
Who uses the FEAST tests?


FEAST User Organisations in Europe



1. ALBCONTROL - Albania
2. ANA - Luxembourg
3. ANS Finland – Finland
4. AUSTROCONTROL - Austria
5. AVINOR - Norway
6. BEDEF – Belgium
7. BHANSA- Bosnia Herzegovina
8. BULATSA - Bulgaria
9. CAA - Isle of Man
10. CroControl – Croatia
11. CZECH ANS - Czech Republic
12. DCA – Cyprus
13. DFS-Aviation Services - Germany
14. DHMI - Turkey
15. EAVA - Estonia
16. ENAIRE – Spain
17. ENAV - Italy
18. EPN - Sweden
19. FTE Jerez – Spain
20. GATE Aviation Training - Denmark
21. German Air Force - Germany
22. German Regional Airports - Germany
23. Global ATS – United Kingdom
24. HUNGAROCONTROL - Hungary
25. IAA – Ireland
26. ISAVIA, Iceland
27. LFV – Sweden
28. LGS - Latvia
29. LPS SR – Slovak Republic
30. LVNL – The Netherlands
31. Maastricht UAC - EUROCONTROL
32. MATS – Malta
33. M-NAV – Republic of North Macedonia
34. MOLDATSA – Moldova
35. NAV - Portugal
36. PANSA – Poland
37. Ports of Jersey -UK
38. RNLAF – The Netherlands
39. ROMATSA - Romania

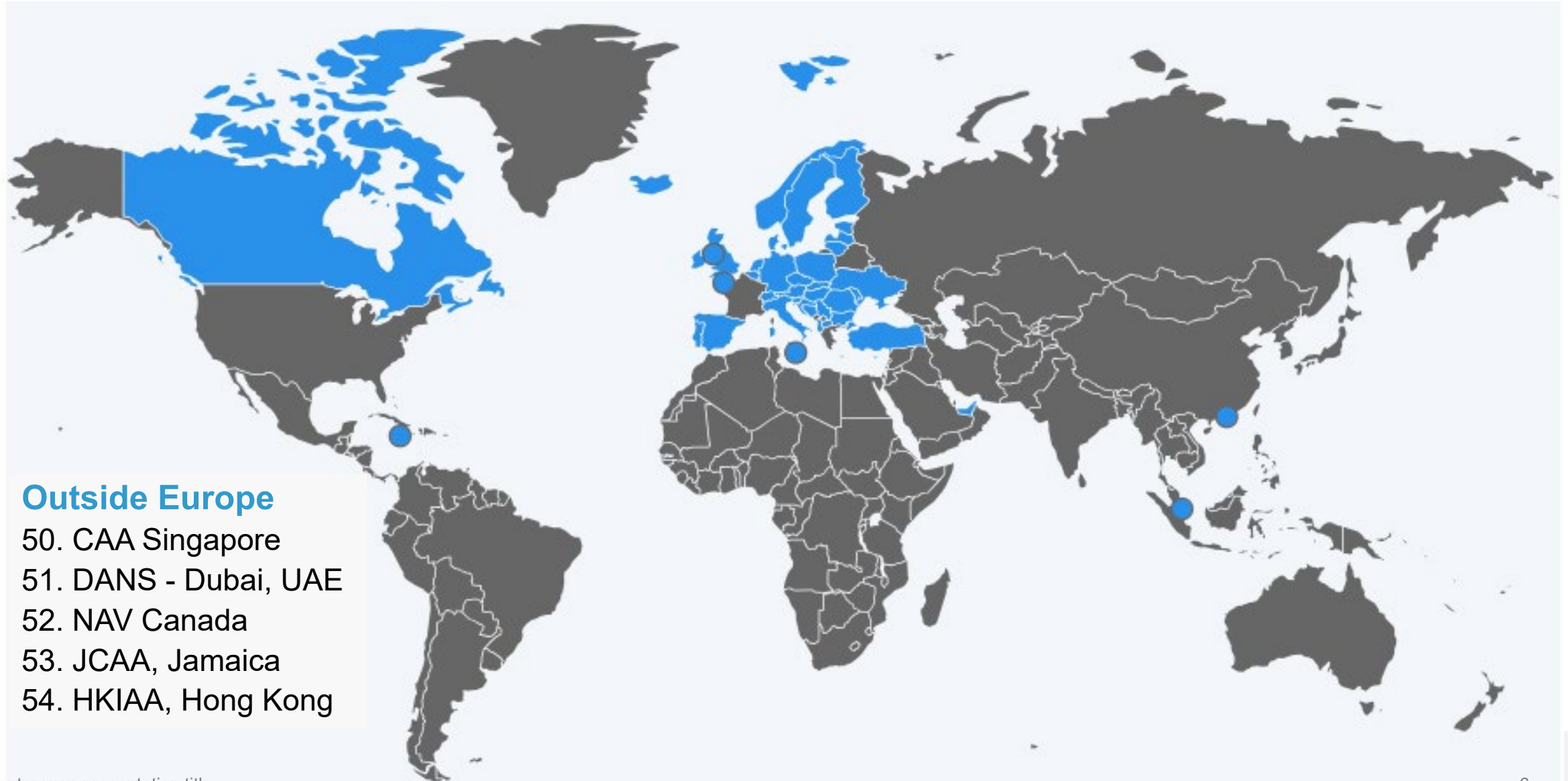
40. Royal Danish Airforce – Denmark
41. SAERCO – Spain
42. SENASA - Spain
43. SKEYES - Belgium
44. SKYGUIDE – Switzerland
45. SKYWAY - Spain
46. SLOVENIACONTROL - Slovenia
47. SMATSA – Serbia
48. UKSATSE - Ukraine
49. VGTU - Lithuania



 FEAST User organisations



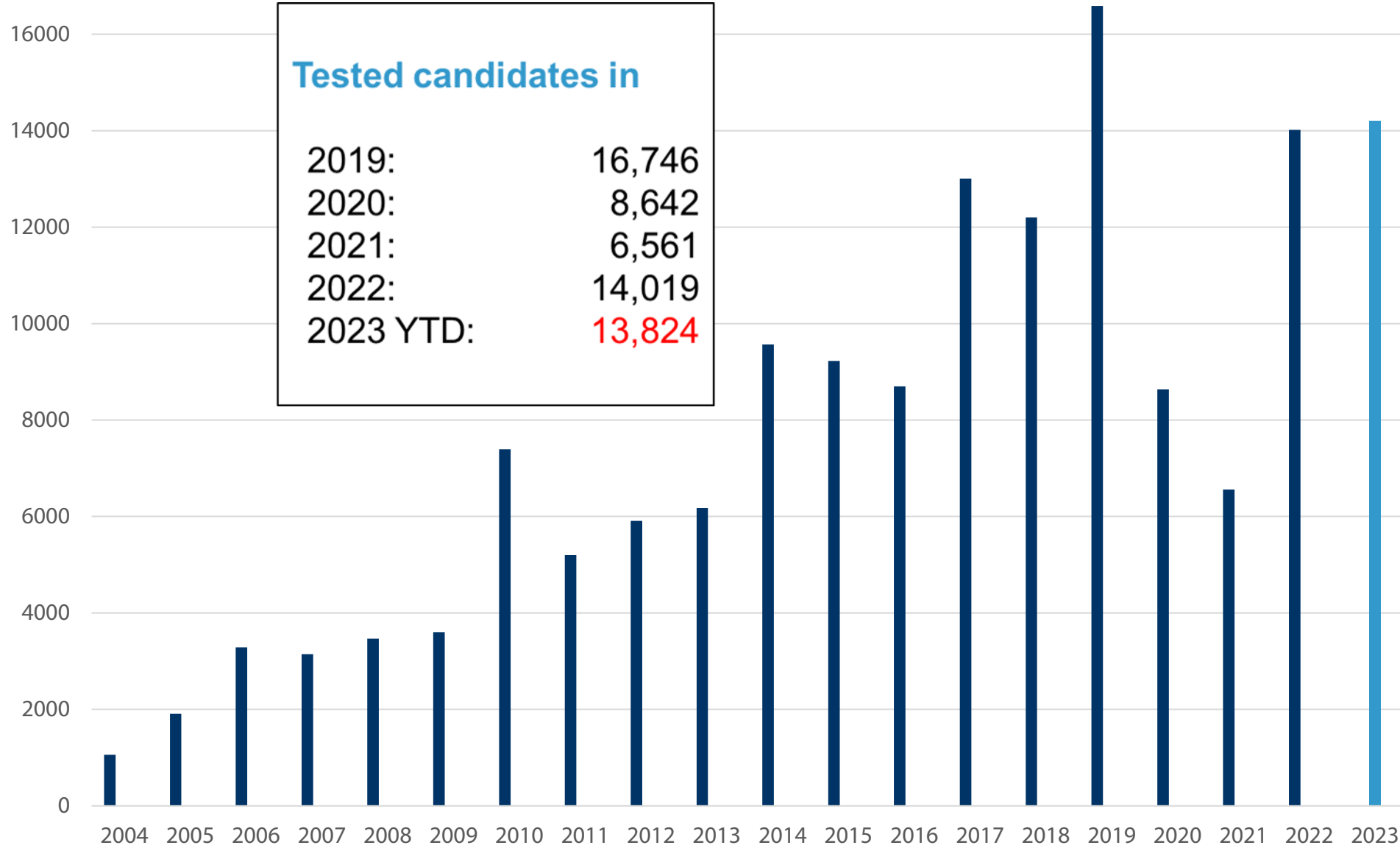
FEAST User Organisations outside Europe



Outside Europe

- 50. CAA Singapore
- 51. DANS - Dubai, UAE
- 52. NAV Canada
- 53. JCAA, Jamaica
- 54. HKIAA, Hong Kong

FEAST candidates tested per year



Tested candidates in

2019:	16,746
2020:	8,642
2021:	6,561
2022:	14,019
2023 YTD:	13,824

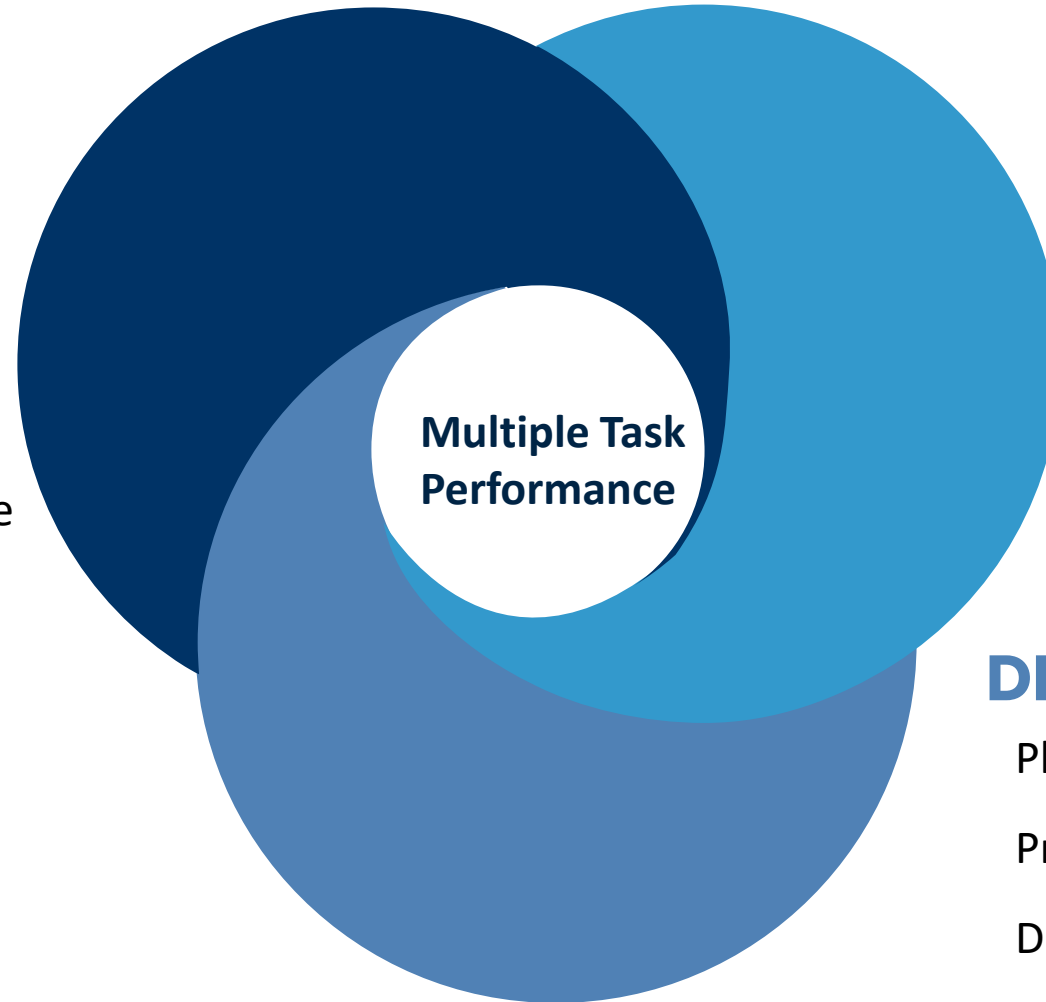


The FEAST Test Battery

Controller Skills and Abilities

PERCEPTION

Monitoring / Vigilance
Perceptual Speed
Scanning Ability
Attention: focussed,
selective, divided



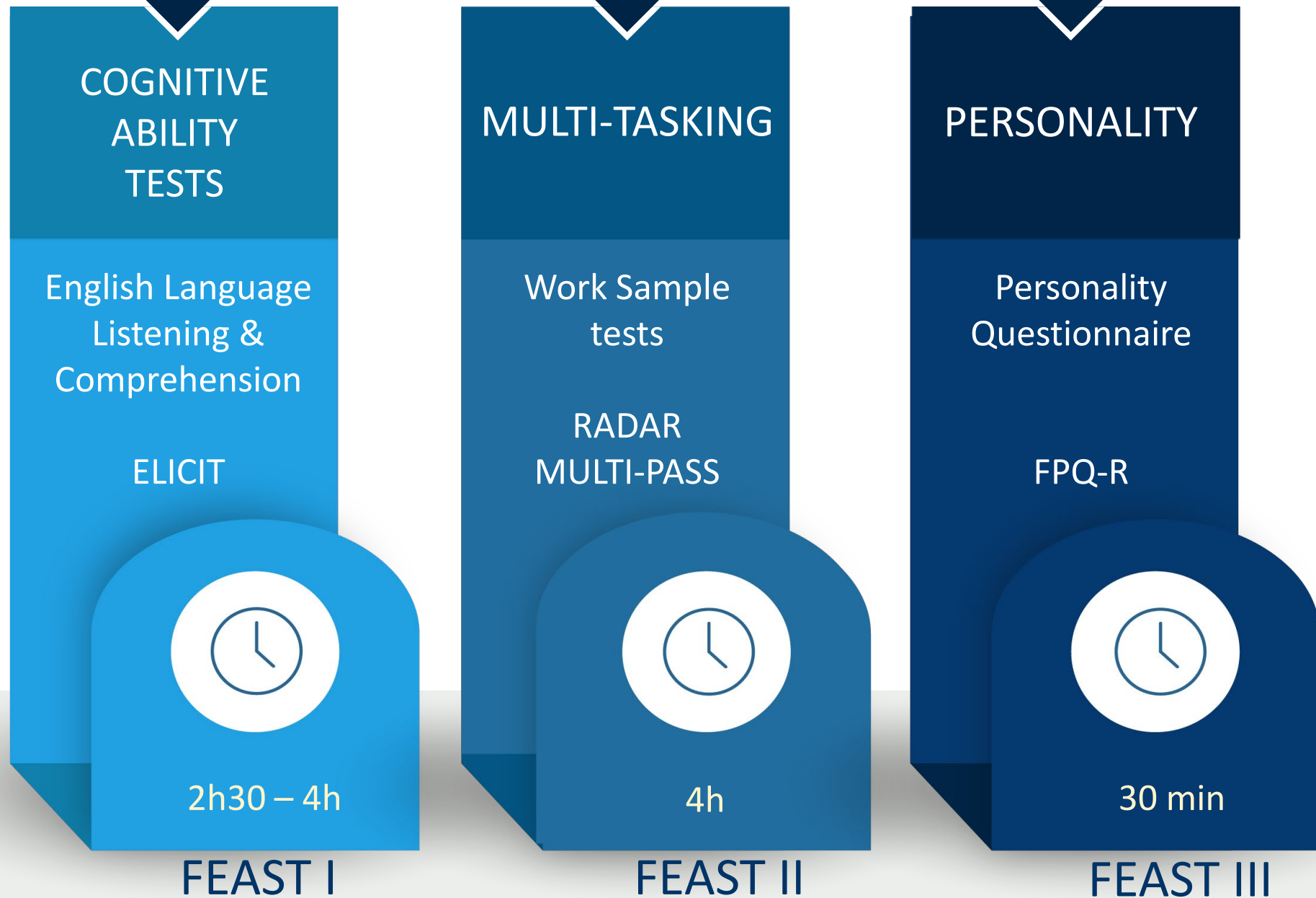
COMPREHENSION & PROJECTION

2/3D Ability
Verbal Comprehension
Memory: working and
long-term

DECISION-MAKING

Planning Ability
Problem Solving
Decision-Making

THE FEAST TEST BATTERY





FEAST I - Cognitive ability tests
measuring **maximum performance**
on a task (one ability)

FEAST II - Work-sample tests
measuring **dynamic multiple-task**
performance (several abilities)

FEAST I

- Cognitive abilities
- English

FEAST II

- Work sample tests

100 candidates



37 candidates



20 candidates

Diversity - Gender

Gender - Observations

- Gender effect in FEAST tests
- **30-70 share** of applicants to take the tests
- FEAST I: 39.7% pass rate for male, 32.3% for female
- FEAST II: higher pass rate for male (59,5% vs 41,3%) with no gender effect for Multi-Pass (planning-related tasks)
- End of process out of 100 candidates (16 vs 4)



Gender – 4 Considerations

1. Repeated finding:
 - other sectors (pilots)
 - other test batteries
2. Studies on male/female
 - Women - memory
 - Men – 3D visualisation
3. Validity: tests are fair when comparing between test scores and performance
4. Diverse gender category > Paradox



How to address gender balance

- DART discontinued > RADAR since 2022 (reduced gender effect) > need more data for better evaluation
- Top candidates in each “category”
- FEAST test sequences can be adapted to reduce gender balance
- Visibility and Promotion



9:30 AM
Amsterdam University of Applied Sciences
A day of fun and learning for girls (and boys!)
to discover careers in aviation



REGISTER



Thank you!