



Memorandum

U.S. Department of
Transportation

Office of the Secretary
of Transportation
Office of Inspector General

Subject: **INFORMATION**: Audit Announcement –
Review of FAA Policies and Procedures for Hiring
New Air Traffic Controllers
Federal Aviation Administration
Project No. 15A3003A000

Date: June 17, 2015

From: Matthew E. Hampton
Assistant Inspector General
for Aviation Audits

Reply to
Attn. of: JA-10

To: Director, Audit and Evaluation

The Federal Aviation Administration (FAA) currently employs approximately 14,000 air traffic controllers and is planning to hire more than 3,200 additional controllers over the next 2 years to offset future retirements. This represents the most controllers FAA will hire in a single year since fiscal year 2009. The Agency faces the significant challenge of selecting these new controllers and assigning them to air traffic facilities where needs dictate.

In 2010, our office we reviewed FAA's process for screening, training, and assigning new air traffic control specialists.¹ We found that although FAA used an aptitude test known as Air Traffic Selection and Training as a pre-employment screening tool, FAA was not using the test to determine the type of facility in which new controllers should be placed.

In February 2014, FAA made several changes to its controller hiring process. However, both Congress and the media have expressed concerns about the transparency and effectiveness of FAA's revised processes. The Chairmen of the House Transportation and Infrastructure Committee and the Subcommittee for Aviation requested we review FAA's air traffic control hiring programs and practices to fully examine any weaknesses in the integrity of the controller hiring processes. In addition, Senator Nelson expressed concerns about the new hiring process and requested that we look into the issue. Accordingly, we are initiating this audit to

¹*Review of Screening, Placement, and Initial Training of Newly Hired Air Traffic Controllers* (OIG Report Number AV-2010-049), April 1, 2010.

identify (1) FAA's justification for adopting the new hiring process and (2) the changes that have occurred in the hiring pool since the process was implemented.

We plan to begin the audit this month and will contact your audit liaison to schedule an entrance conference. If you have any questions, please contact me at 202-366-0500 or Robert Romich, Program Director, at 202-366-6478.

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cc: DOT Audit Liaison, M-1
FAA Audit Liaison, AAE-100