



SureSelect

ATC selection



SCIENTIFIC SELECTION MADE SIMPLE

In the busy, challenging environment that is air traffic control (ATC), it's important to have the right people. Choosing quality candidates that possess the core competencies predictive of ATC success is a key enabler for world-class ATC services, continued safety, and air traffic management growth.

Selecting the right person from the start also saves you time and money, by reducing costly training failure and training times.

SureSelect is a validated, objective and automated solution that helps you to improve efficiency, speed up selection results, make impartial decisions, and test ATC-specific competencies.

TOOLKIT

SureSelect offers a range of test suites, accessed via an easy-to-use online platform where you can deploy tests and view results. Our flexible approach allows you to tailor selection to your goals and budget.



Automate the process

Improve efficiency



Achieve impartial and fair selection

Validated tools



Great candidate experience

Gamified tests



Undertake ATC-specific assessments

Test ATC-specific skills & attributes



Flexible

Unsupervised & supervised testing



Mix & match

Choose all or some of the test suites

Toolkit



ATC skill simulations

ATC-specific gamified tests:

- ▶ Short term memory
- ▶ Spatial awareness
- ▶ Remembering relationships
- ▶ Radar simulation (safety, efficiency and multi-tasking)

Estimated time: **1 hr 30 mins**



Behavioural traits

Online questionnaire measuring key ATC traits, e.g.:

- ▶ Decisiveness
- ▶ Emotional control
- ▶ Organised
- ▶ Take charge
- ▶ Learning focus

Estimated time: **20 mins**



ATC cognitive ability suite

Online assessment of core ATC abilities:

- ▶ Detail accuracy (15 mins)
- ▶ Coded reasoning (30 mins)

Estimated time: **45 mins**



Interview training

AirBooks training in ATC interview techniques

- ▶ Digital interviewer training
- ▶ Sample ATC interview guides

SELECT YOUR WAY

Airways are specialists in ATC selection. We know the importance of selecting the right people for the critical role of air traffic control, and the effect this has on training and on-the-job outcomes. Tailor your use of SureSelect to suit your goals and budget - various options are available to help you meet your organisation's selection needs.

► Choose **what** you want to use



ATC Skill Simulations



ATC Cognitive Ability Suite



Behavioural traits

Customise your selection process – choose the test suites you want to use

► Choose **how** to use SureSelect



Take a stage-gate approach, reducing applicants at each stage

OR



Undertake all assessments at once, review results and select candidates

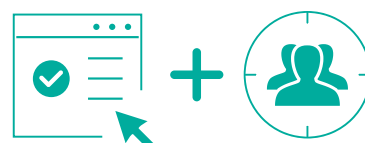
► Choose **where** to use SureSelect



Unsupervised testing
(e.g. complete tests online)



Supervised testing
(e.g. at a testing centre)



Combination
(e.g. online testing, followed by supervised final assessment)

AIRWAYS — THE ATC SELECTION SPECIALISTS

Airways offers a robust and objective ATC selection solution. Our Industrial Organisational Psychologists research, develop, validate and implement best practice assessments to provide you with crucial information to support your selection decisions.

SureSelect is developed by Airways International Ltd (AIL), the commercial arm of Airways New Zealand. Leveraging Airways' ANSP expertise, AIL works with some of our industry's best aviation experts to deliver products and services that enhance the quality of ATC training, reduce congestion and environmental impacts, and create efficiencies for our customers.



“VATM appreciates the cooperation for over 20 years with Airways New Zealand, one of the leading training providers of the next generation of ATCs in Vietnam. The SureSelect process is very suitable and effective to identify capable candidates that assure training success. This has been proven by reliable training outcomes.”

Ms. Vu Thi Thanh Nga

Personnel Department, Vietnam Air Traffic Management Corporation



“The thorough testing provided us quality assured results; enabling us to make a sound judgement; with no room for disputes from candidates. It was independent testing, self-driven, without bias or external influence. We were happy to have used SureSelect!”

Ebenezer Kwesi Sagoe

Director of Human Resources - Ghana Civil Aviation Authority

Talk to us today

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