



U.S. Department
of Transportation
**Federal Aviation
Administration**

Office of the Administrator

800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Carolyn Maloney
Chair, Committee on Oversight and Reform
House of Representatives
Washington, DC 20515

Dear Chair Maloney:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs DeFazio, Peters, and Cantwell and Ranking Members Comer, Graves, Portman, and Wicker.

Sincerely,

A handwritten signature in black ink that reads "Steve Dickson". The signature is fluid and cursive, with the first name "Steve" and last name "Dickson" clearly distinguishable.

Steve Dickson
Administrator

Enclosure



U.S. Department
of Transportation
**Federal Aviation
Administration**

Office of the Administrator

800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable James Comer
Ranking Member, Committee on Oversight and Reform
House of Representatives
Washington, DC 20515

Dear Ranking Member Comer:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs Maloney, DeFazio, Peters, and Cantwell and Ranking Members Graves, Portman, and Wicker.

Sincerely,

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Steve Dickson
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800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Peter DeFazio
Chair, Committee on Transportation and Infrastructure
House of Representatives
Washington, DC 20515

Dear Chair DeFazio:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs Maloney, Cantwell, and Peters and Ranking Members Graves, Comer, Wicker, and Portman.

Sincerely,

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Steve Dickson
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800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Sam Graves
Ranking Member, Committee on Transportation
and Infrastructure
House of Representatives
Washington, DC 20515

Dear Ranking Member Graves:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs DeFazio, Maloney, Cantwell, and Peters and Ranking Members Comer, Wicker, and Portman.

Sincerely,

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Steve Dickson
Administrator

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800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Gary Peters
Chair, Committee on Homeland Security
and Governmental Affairs
United States Senate
Washington, DC 20510

Dear Chair Peters:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs Cantwell, Maloney, and DeFazio and Ranking Members Portman, Wicker, Comer, and Graves.

Sincerely,

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Steve Dickson
Administrator

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800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Rob Portman
Ranking Member, Committee on Homeland Security
and Governmental Affairs
United States Senate
Washington, DC 20510

Dear Senator Portman:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs Peters, Cantwell, Maloney, and DeFazio and Ranking Members Wicker, Comer, and Graves.

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Steve Dickson
Administrator

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800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Maria Cantwell
Chair, Committee on Commerce, Science,
and Transportation
United States Senate
Washington, DC 20510

Dear Chair Cantwell:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs Peters, DeFazio, and Maloney and Ranking Members Wicker, Portman, Graves, and Comer.

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Steve Dickson
Administrator

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U.S. Department
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**Federal Aviation
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800 Independence Ave., S.W.
Washington, DC 20591

June 9, 2021

The Honorable Roger Wicker
Ranking Member, Committee on Commerce, Science,
and Transportation
United States Senate
Washington, DC 20510

Dear Senator Wicker:

This letter transmits the Federal Aviation Administration report to Congress for Fiscal Year 2020 regarding FAA's hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

Identical letters have been sent to Chairs Cantwell, Peters, DeFazio, and Maloney and Ranking Members Portman, Graves, and Comer.

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Federal Aviation Administration
Air Traffic Organization

REPORT TO CONGRESS:

Air Traffic Controller Hiring Reform

National Defense Authorization Act Section 1134

BACKGROUND

Section 2106 of the Federal Aviation Administration (FAA) Extension, Safety, and Security Act of 2016 (P.L. 114-190) requires the FAA to give preferential consideration to qualified individuals maintaining 52 consecutive weeks of air traffic control experience involving the full-time active separation of air traffic. After giving preferential consideration to those applicants, the FAA shall consider additional applicants for the position of air traffic controller by referring an approximately equal number of individuals for appointment two applicant pools.

POOL 1.—Pool 1 applicants are individuals who—

- (I) have successfully completed air traffic controller training and graduated from an institution participating in the Collegiate Training Initiative program maintained under subsection (c)(1) and who have received from the institution—
 - (aa) an appropriate recommendation; or
 - (bb) an endorsement certifying that the individual would have met the requirements in effect as of December 31, 2013, for an appropriate recommendation;
- (II) are eligible for a veterans recruitment appointment pursuant to section 4214 of title 38 and provide a Certificate of Release or Discharge from Active Duty within 120 days of the announcement closing;
- (II) are eligible veterans (as defined in section 4211 of title 38) maintaining aviation experience obtained in the course of the individual's military experience; or
- (III) are preference eligible veterans (as defined in section 2108 of title 5).

POOL 2.—Pool 2 applicants are individuals who apply under a vacancy announcement recruiting from all United States citizens.

Sections 1131-1134 of the National Defense Authorization Act of 2020 modifies the language from the FAA Extension, Safety, and Security Act of 2016 to require the FAA to give a hiring preference to air traffic controller job applicants that are veterans or are graduates of a Collegiate Training Initiative (CTI) controller-training program or have been certified as having met the requirements of such a program. It removes the 10 percent limitation between the hiring pools created by the FAA Extension Safety and Security Act of 2016, and clarifies that the current preference given to applicants with experience at Department of Defense facilities shall include National Guard facilities.

In addition, it requires the FAA to submit an annual report to Congress by September 30 of 2020 and each subsequent year until 2023 on the following:

- The number of applicants from each hiring pool by vacancy announcement beginning with vacancy announcement FAA-ATO-19-ALLSRCE-61676, issued on June 14, 2019; who received an offer; was hired; reported to the FAA Academy for initial qualification training; and passed relevant training courses, including Air Traffic Basics, Terminal initial training, and En Route initial training, at the Academy;
- The average cost of training per individual for each of the three courses;
- FAA Academy attrition rate for each hiring pool; and
- The number of applicants, from each hiring pool, who completed qualification training at their first FAA facility and the number who are still in training.

SUMMARY

The Air Traffic Organization (ATO) Technical Training office coordinated with FAA Human Resources and ATO Management Services, Technical Requirements and Forecasting to compile the data included in this report.

The following charts provide the status of applicants across both hiring pools, attrition rates, and costs of training. The period of this report spans two vacancy announcements: FAA-ATO-19-ALLSRCE-61676 (issued on June 14, 2019) and FAA-ATO-20-ALLSRCE-65607 (issued on January 24, 2020).

- Employees hired under these announcements would have onboarded late in 2019 and continued onboarding through 2020. The training timeframe after onboarding is two to three years.
- The reporting timeframe for this report is June 2019 to May 2020. Due to COVID-19 pandemic, the FAA suspended initial Air Traffic Controller training courses, training completions were zero. Nearly all of the applicants hired under these announcements are still in the training pipeline. Therefore we are unable to yet provide any additional information.
- For vacancy announcement 65607, no selections had been made during the timeframe of the report because of delays in pre-employment testing caused by COVID-19 pandemic. For Pool 1, there were 1,216 applicants and, for Pool 2, there were 7,120 applicants.

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

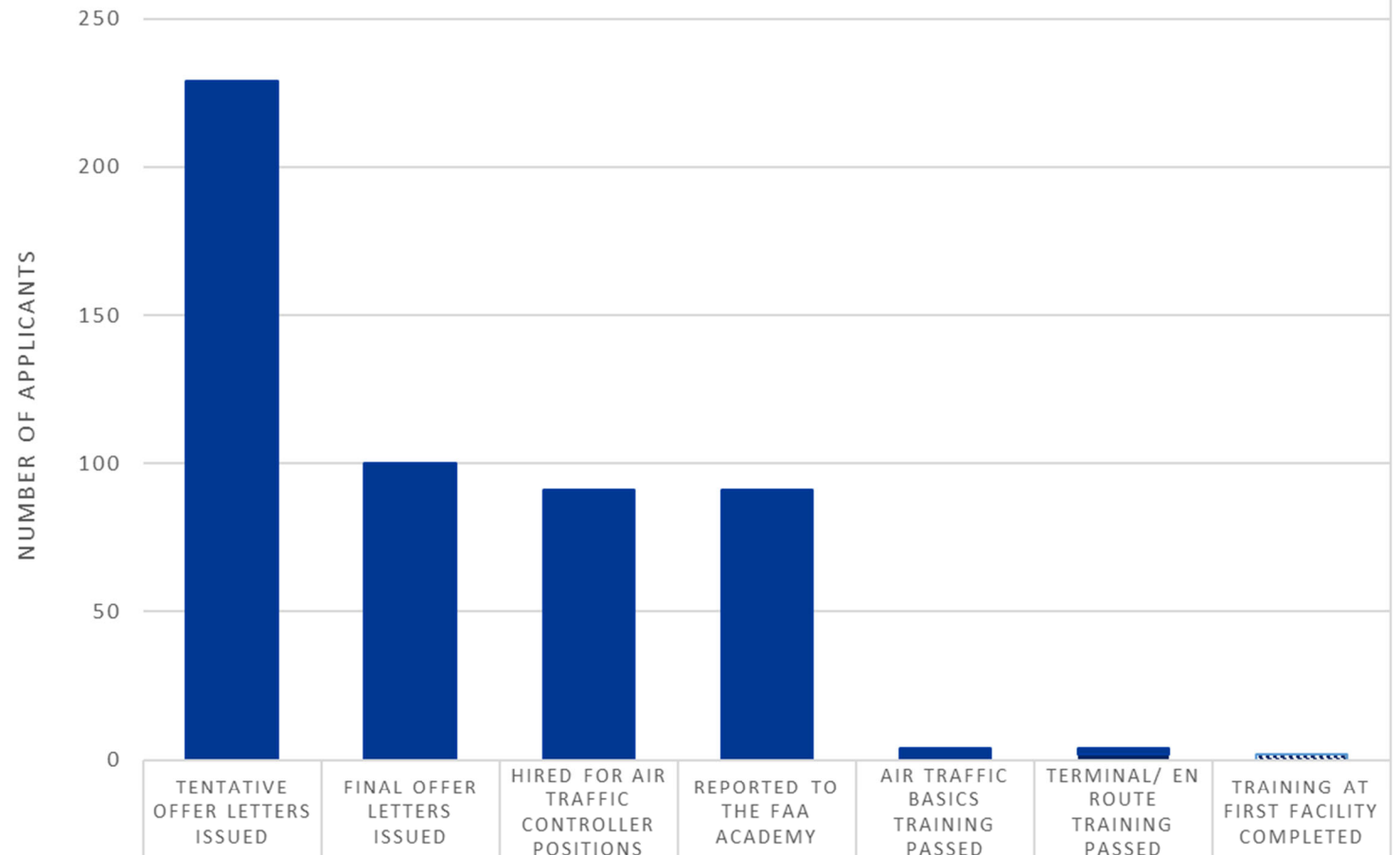
FAA-ATO-19-ALLSRCE-61676

POOL 1

DATA AS OF: MAY 31, 2020

NUMBER OF APPLICANTS - 1,427

ATTRITION RATE - 2.12%



NUMBER OF APPLICANTS	229	100	91	91	4	2	0
EN ROUTE TRAINING PASSED							
TERMINAL TRAINING PASSED						2	
TRAINING IN PROCESS AT FIRST FACILITY							2

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

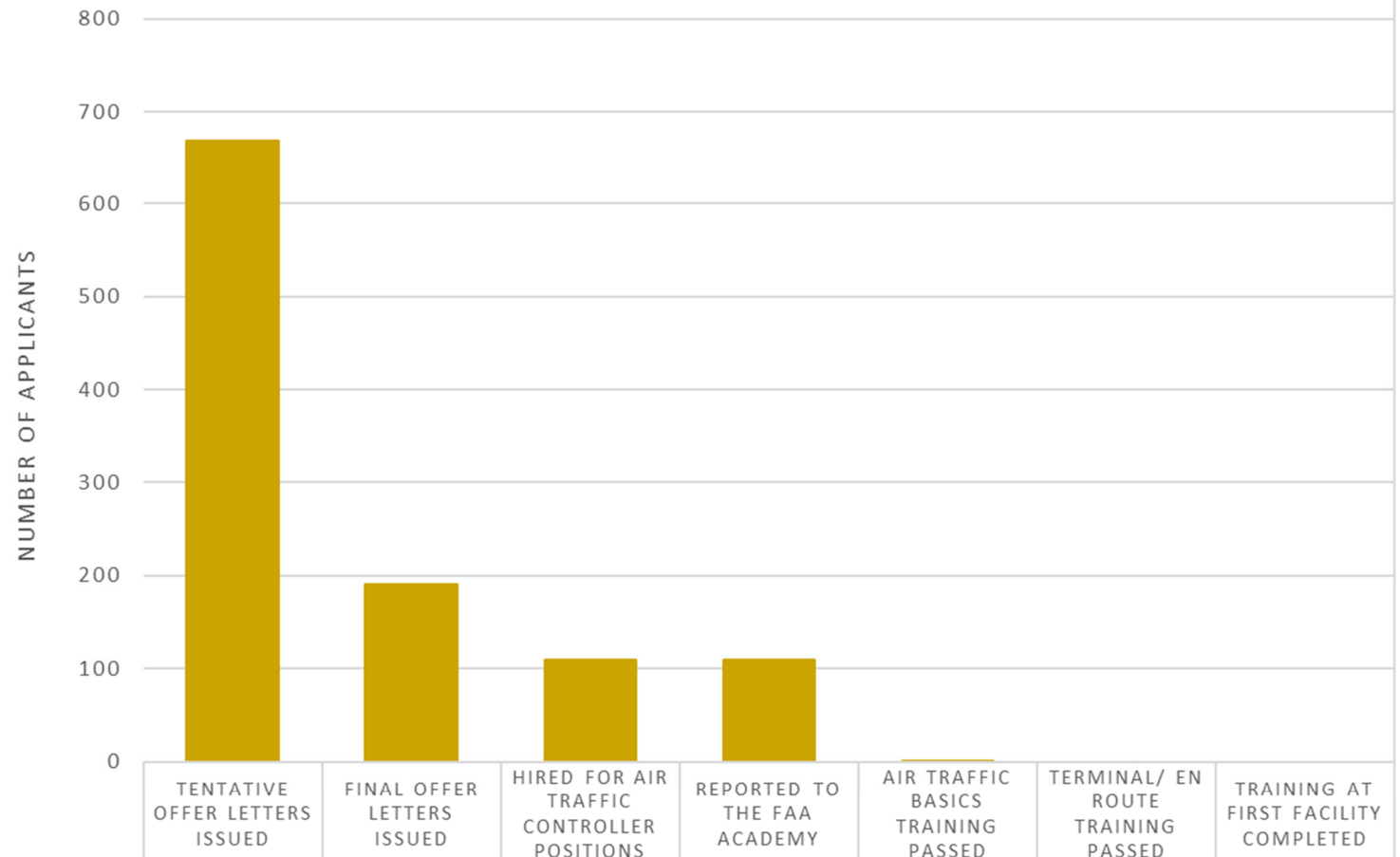
FAA-ATO-19-ALLSRCE-61676

POOL 2

DATA AS OF: MAY 31, 2020

NUMBER OF APPLICANTS - 7,838

ATTRITION RATE - 1.73%



NUMBER OF APPLICANTS	669	191	110	110	1	0	0
EN ROUTE TRAINING PASSED							
TERMINAL TRAINING PASSED							
TRAINING IN PROCESS AT FIRST FACILITY							