



U.S. Department
of Transportation

**Federal Aviation
Administration**

Office of the Administrator

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

February 8, 2022

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's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

A similar response has been sent to the Ranking Member of the Senate Committee on Commerce, Science, and Transportation; the Chair and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs; the Chair and Ranking Member of the House Committee on Transportation and Infrastructure; and the Chair and Ranking Member of the House Committee on Oversight and Reform.

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 legible.

Steve Dickson
Administrator

Enclosure



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

February 8, 2022

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

Dear Ranking Member Wicker:

This letter transmits the Federal Aviation Administration's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

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800 Independence Ave., S.W.
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February 8, 2022

The Honorable Gary C. 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's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

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February 8, 2022

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

Dear Ranking Member Portman:

This letter transmits the Federal Aviation Administration's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

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

February 8, 2022

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

Dear Chair DeFazio:

This letter transmits the Federal Aviation Administration's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

A similar response has been sent to the Ranking Member of the Senate Committee on Commerce, Science, and Transportation; the Chair and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs; the Chair and Ranking Member of the House Committee on Transportation and Infrastructure; and the Chair and Ranking Member of the House Committee on Oversight and Reform.

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

February 8, 2022

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's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

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

February 8, 2022

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's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

A similar response has been sent to the Ranking Member of the Senate Committee on Commerce, Science, and Transportation; the Chair and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs; the Chair and Ranking Member of the House Committee on Transportation and Infrastructure; and the Chair and Ranking Member of the House Committee on Oversight and Reform.

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

February 8, 2022

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's report to Congress for 2021 regarding the hiring and training of air traffic controllers, as required by Section 1134 of the National Defense Authorization Act.

A similar response has been sent to the Ranking Member of the Senate Committee on Commerce, Science, and Transportation; the Chair and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs; the Chair and Ranking Member of the House Committee on Transportation and Infrastructure; and the Chair and Ranking Member of the House Committee on Oversight and Reform.

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Federal Aviation Administration
Air Traffic Organization

REPORT TO CONGRESS:

Air Traffic Controller Hiring Reform

National Defense Authorization Act Section 1134 – June 1, 2020 through May 31, 2021

BACKGROUND

Section 2106 of the Federal Aviation Administration (FAA) Extension, Safety, and Security Act of 2016¹ (FESSA) 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 was required to consider additional applicants for the position of air traffic controller by referring an approximately equal number of individuals for appointment from 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 (CTI) 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 (P.L. 116-92) modified the language from the FESSA to require the FAA to give preferential treatment to Pool 1 applicants over Pool 2 applicants within each qualification category based upon pre-employment testing results, including veterans’ preference. It removed the 10 percent limitation between the hiring pools created by the FESSA, 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, 2020, and in 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 applied for the position of air traffic controller; received a tentative offer; received a firm offer; were hired; reported to the FAA Academy for initial qualification training; and passed relevant training courses (Air Traffic Basics, Terminal initial training, and En Route initial training) at the FAA Academy;

¹ P.L. 114-190

- The average cost of training per individual for each of the three courses;
- The 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 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 2021. The training timeframe after onboarding is two to three years.
- The reporting timeframe for this report is June 2020 to May 2021. Due to the COVID-19 pandemic, the FAA suspended initial Air Traffic Controller training classes in March 2020. The Air Traffic Basics classes resumed in a virtual delivery method in April 2020. The Initial Qualification classes resumed in person in July 2020. The majority of the applicants hired under these announcements are still in the training pipeline.
- The cost of training per individual does not differ by pool, so one amount is provided for each class. The average cost of training per individual includes:
 - Average student salary with benefits;
 - Average student travel cost, allocation for student shuttle costs, occupancy and completion rate adjustments; and
 - Course costs which include: instructor cost, equipment maintenance cost, Academy overhead, and FAA overhead allocations.
- In FY 2020, the Air Traffic Basics course transitioned to a virtual platform and remained virtual throughout FY 2021, which reduced average travel costs per individual by \$4,088.20.

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

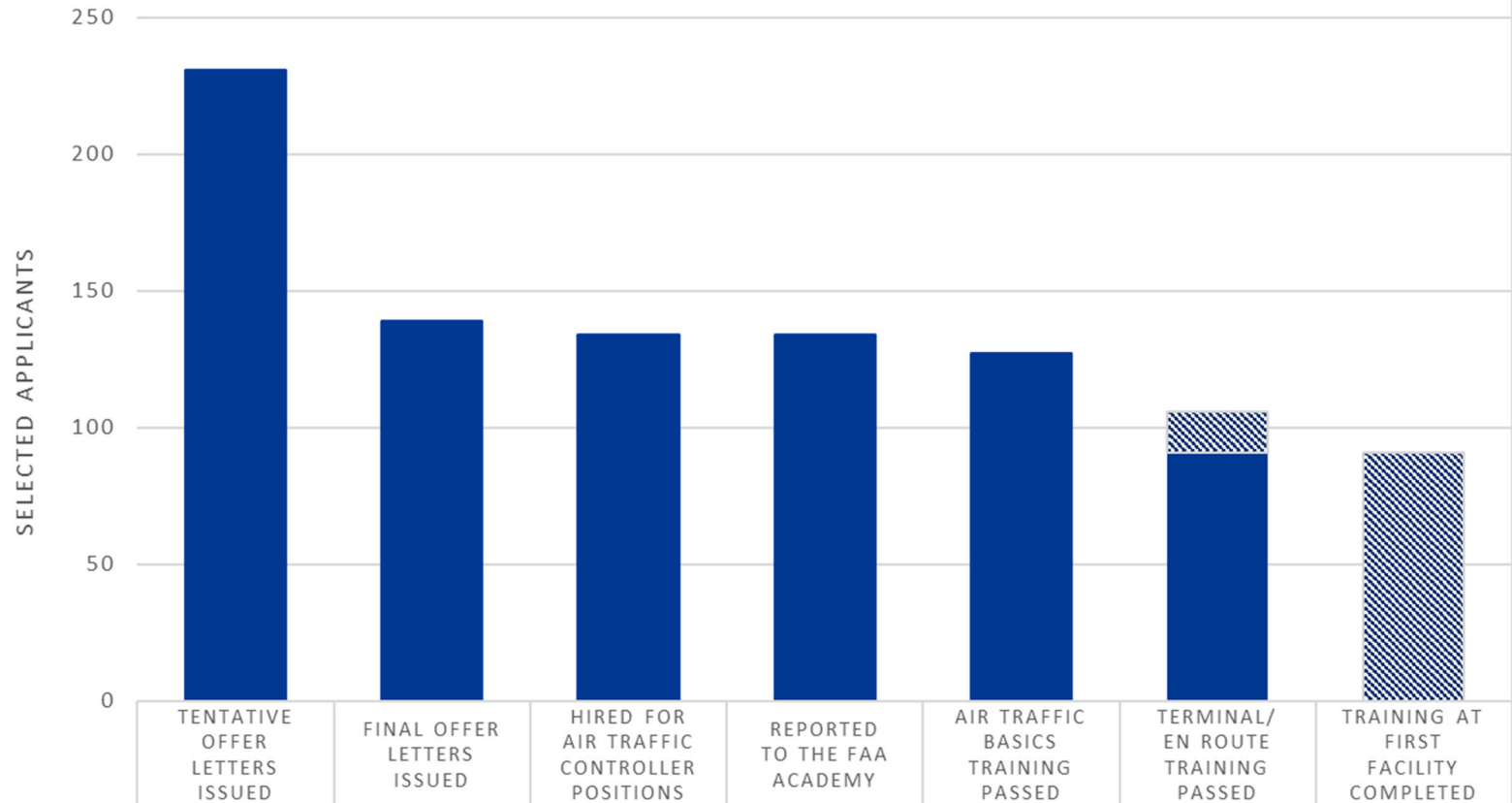
FAA-ATO-19-ALLSRCE-61676 (ISSUED ON JUNE 14, 2019)

POOL 1 - CTI & VETERANS

DATA AS OF: MAY 31, 2021

NUMBER OF APPLICANTS - 1,427

ATTRITION RATE - 20.90%



■ NUMBER OF APPLICANTS	231	139	134	134	127		
▨ TRAINING IN PROCESS						15	91
■ EN ROUTE TRAINING PASSED						53	
■ TERMINAL TRAINING PASSED						38	

THE ATTRITION RATE IS THE NUMBER OF APPLICANTS WHO REPORTED TO THE FAA ACADEMY AND DID NOT SUCCESSFULLY COMPLETE AIR TRAFFIC BASICS AND TERMINAL/EN ROUTE TRAINING DIVIDED BY THE NUMBER WHO REPORTED TO THE FAA ACADEMY.

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

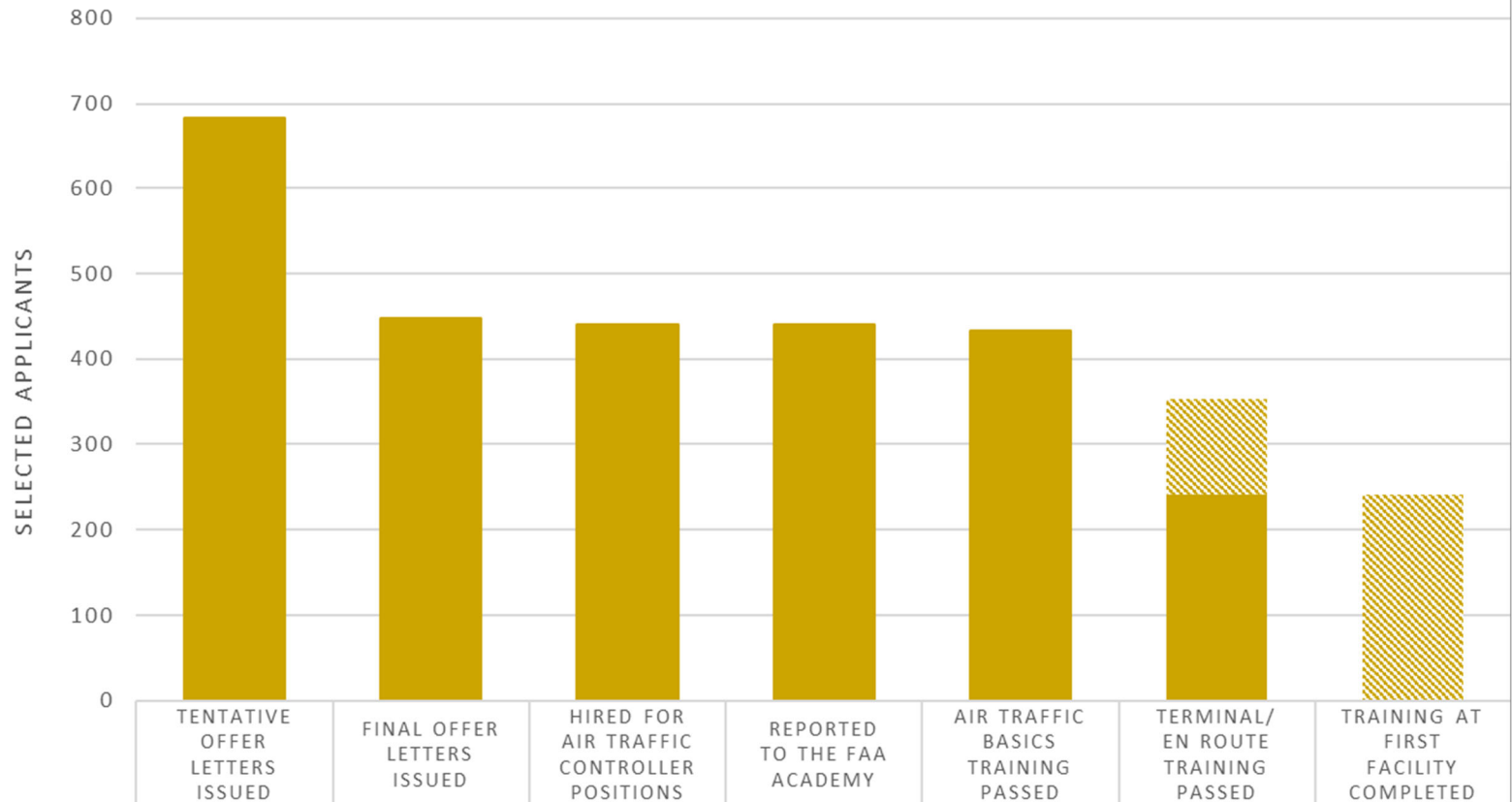
FAA-ATO-19-ALLSRCE-61676 (ISSUED ON JUNE 14, 2019)

POOL 2 - ALL UNITED STATES CITIZENS

DATA AS OF: MAY 31, 2021

NUMBER OF APPLICANTS - 7,838

ATTRITION RATE - 19.95%



■ NUMBER OF APPLICANTS	683	447	441	441	433		
▨ TRAINING IN PROCESS						112	241
■ EN ROUTE TRAINING PASSED						127	
■ TERMINAL TRAINING PASSED						114	

THE ATTRITION RATE IS THE NUMBER OF APPLICANTS WHO REPORTED TO THE FAA ACADEMY AND DID NOT SUCCESSFULLY COMPLETE AIR TRAFFIC BASICS AND TERMINAL/EN ROUTE TRAINING DIVIDED BY THE NUMBER WHO REPORTED TO THE FAA ACADEMY.

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

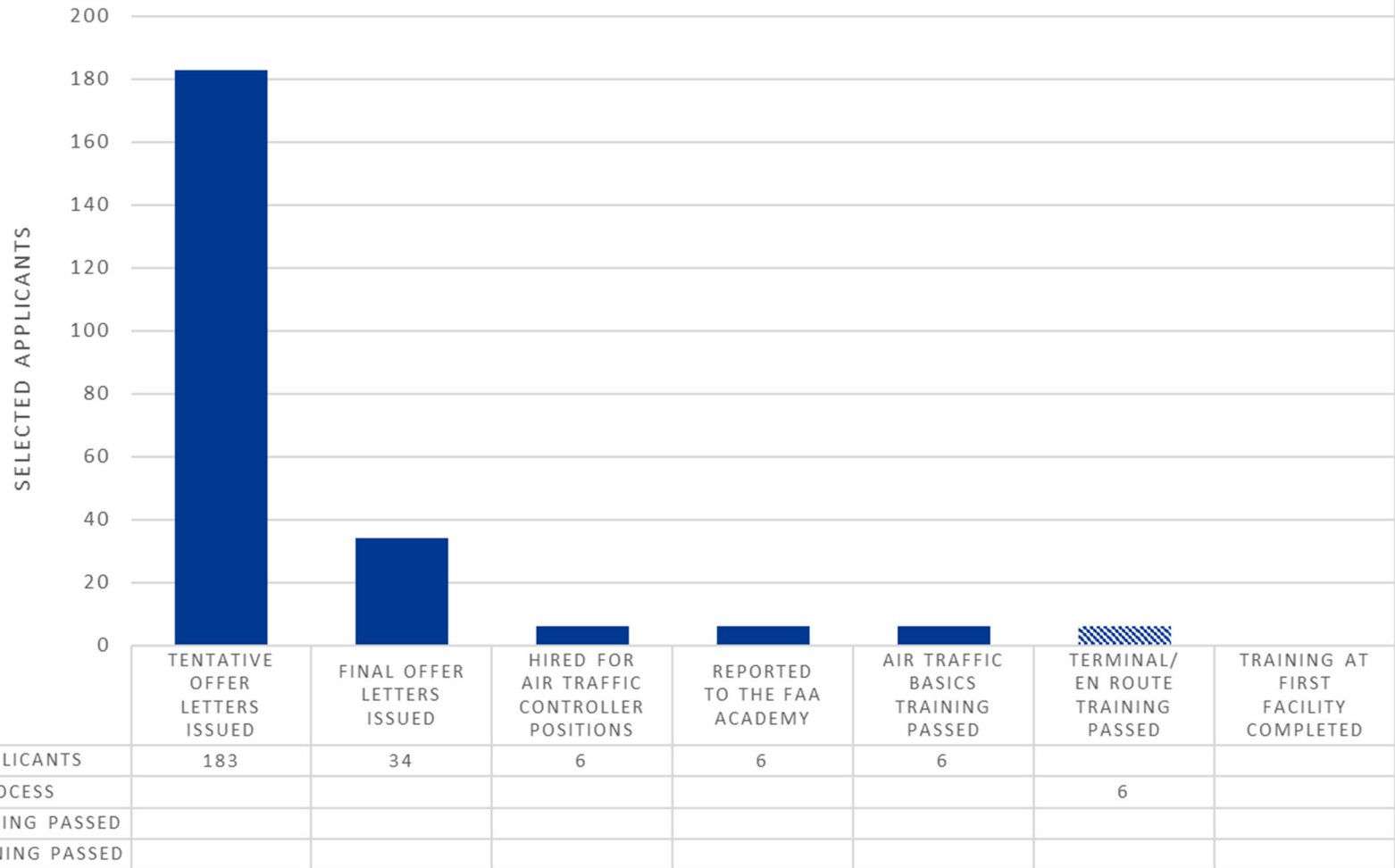
FAA-ATO-20-ALLSRCE-65607 (ISSUED ON JANUARY 24, 2020)

POOL 1 - CTI AND VETERANS

DATA AS OF: MAY 31, 2021

NUMBER OF APPLICANTS - 1,216

ATTRITION RATE - 0.0%



THE ATTRITION RATE IS THE NUMBER OF APPLICANTS WHO REPORTED TO THE FAA ACADEMY AND DID NOT SUCCESSFULLY COMPLETE AIR TRAFFIC BASICS AND TERMINAL/EN ROUTE TRAINING DIVIDED BY THE NUMBER WHO REPORTED TO THE FAA ACADEMY.

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

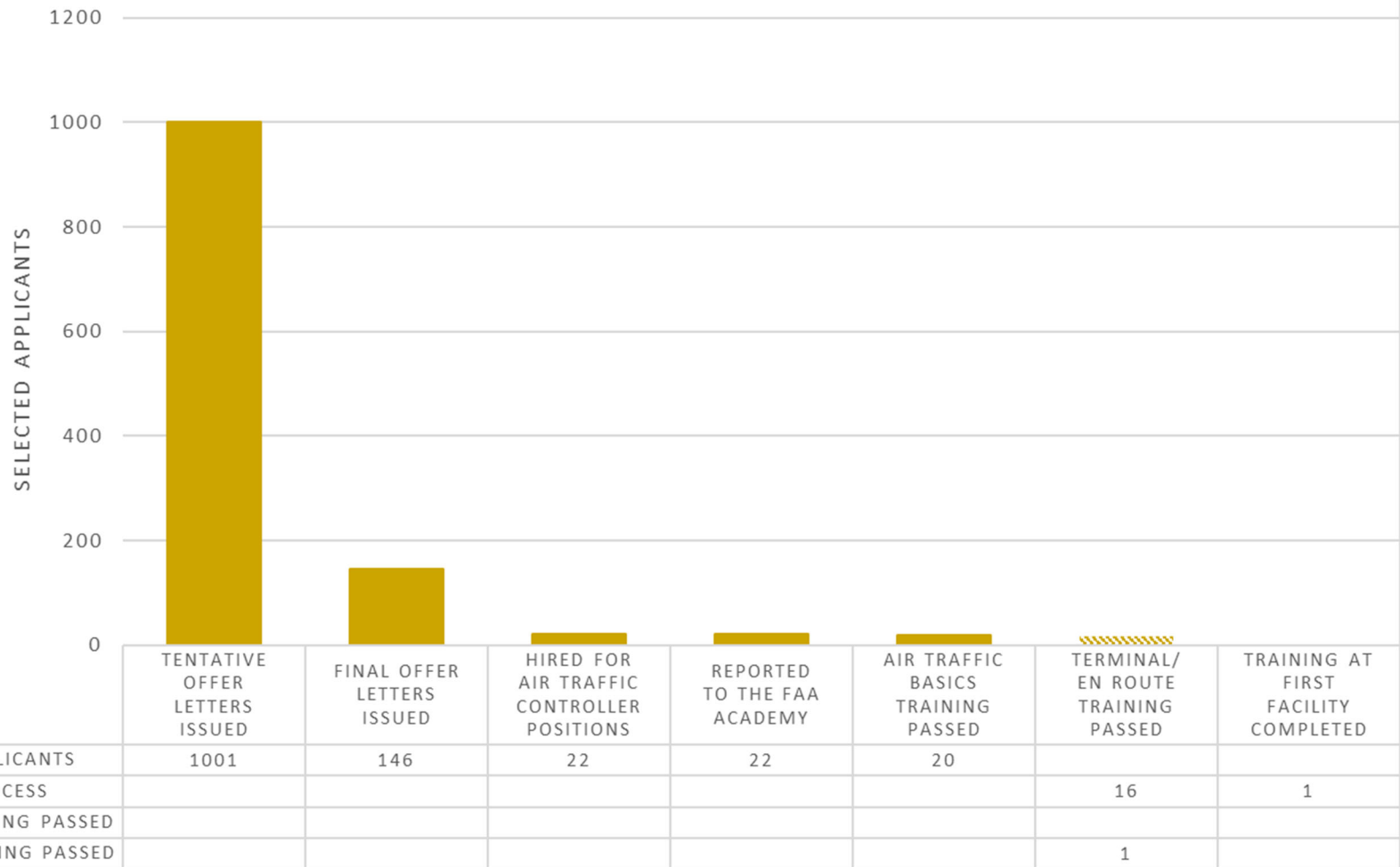
FAA-ATO-20-ALLSRCE-65607 (ISSUED ON JANUARY 24, 2020)

POOL 2 - ALL UNITED STATES CITIZENS

DATA AS OF: MAY 31, 2021

NUMBER OF APPLICANTS - 7,120

ATTRITION RATE - 22.73%



THE ATTRITION RATE IS THE NUMBER OF APPLICANTS WHO REPORTED TO THE FAA ACADEMY AND DID NOT SUCCESSFULLY COMPLETE AIR TRAFFIC BASICS AND TERMINAL/EN ROUTE TRAINING DIVIDED BY THE NUMBER WHO REPORTED TO THE FAA ACADEMY.

AIR TRAFFIC CONTROLLER HIRING AND TRAINING REPORT

AVERAGE COST OF TRAINING PER INDIVIDUAL IN FY2020

DATA AS OF: SEPTEMBER 30, 2020

