

Abstract

This paper explores the history of the Air Traffic Controller (ATC) selection and training process, showing how the process has evolved in an attempt to select a highly qualified and diverse controller workforce. Early ATC applicants were recruited from a pool of primarily white males with military aviation experience. Today the Federal Aviation Administration appears to favor the Air Traffic Collegiate Training Initiative (AT-CTI) program as the mechanism to produce the desired pool of ATC applicants. The AT-CTI program is then evaluated against the goals of selecting highly qualified and diverse ATC candidates. In theory, the AT-CTI program should produce well-qualified ATC applicants because of the high academic requirement of a college degree. However, the location and cost of attending an AT-CTI program can limit the ability of the FAA to attract candidates from all 50 states and has so far failed at increasing the diversity of the controller workforce.