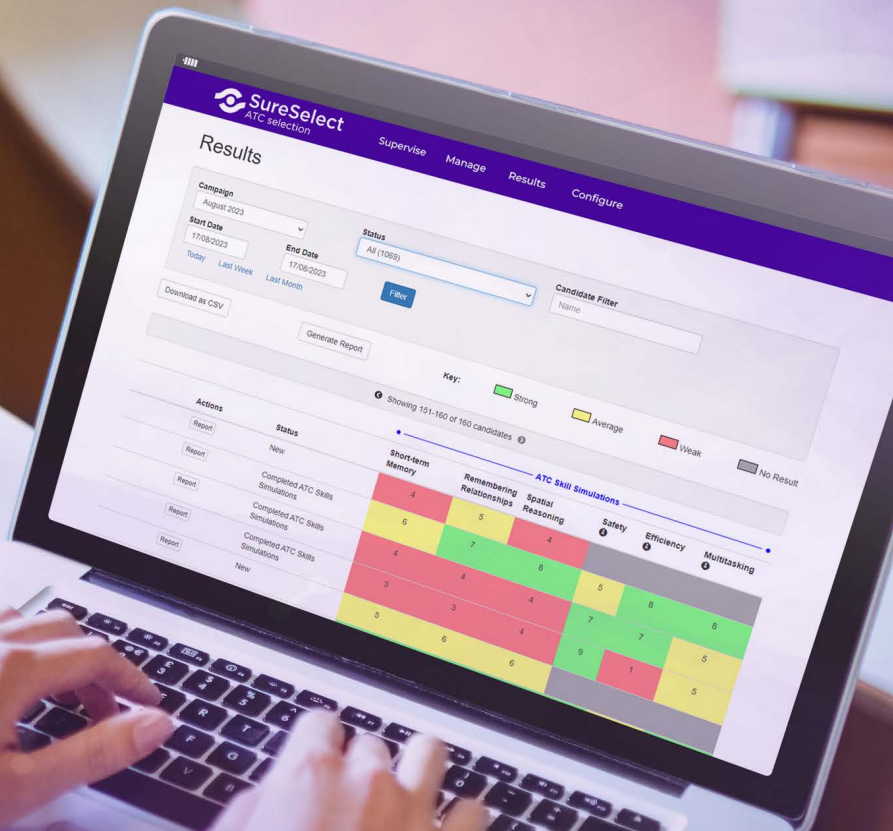


SureSelect

ATC selection



Scientific selection made simple

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.

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.



43,000+

ATC candidates tested through SureSelect



3 test suites

assessing ATC-specific competencies

Toolkit

SureSelect is an intuitive online platform where you can deploy a range of tests and view and analyse results. We can also support you to operate an Assessment Centre, offering our expertise and access to our proven model following decades of experience running these for Airways.



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

Test suites and support



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**



Assessment Centre support

Run your own using Airways' expertise and model:

- ▶ Competency based approach
- ▶ Individual and group activities
- ▶ ATC-specific assessments
- ▶ Scenario based interview

Estimated time: **8 hours**

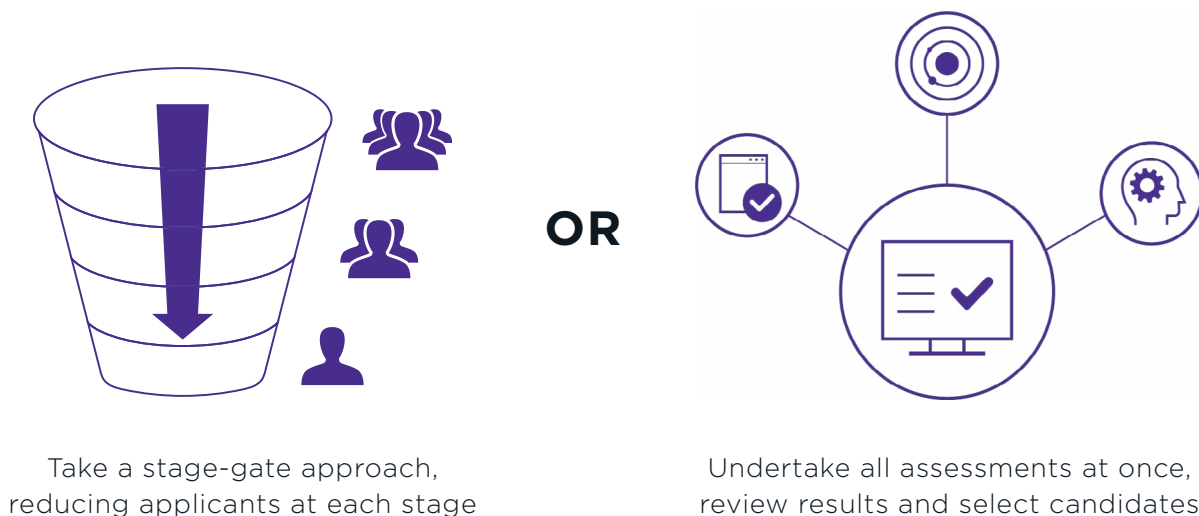
Select your way

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



► Choose **how** to use SureSelect tests



► Choose **where** to use SureSelect tests



Airways International — The ATC selection specialists

Airways International 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 offer globally recognised ATC training programmes, advanced simulation and selection solutions, and interactive learning resources to help our customers achieve lower training costs and higher success rates. We also develop future-ready flight procedures and provide uncrewed traffic management (UTM) solutions and airspace consultancy services for customers around the globe.



“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

international@airways.co.nz
www.airwaysinternational.com

