



International Civil Aviation Organization

CAR/SAM REGIONAL PLANNING IMPLEMENTATION GROUP (GREPECAS)

**First Meeting of the Communications, Navigation and Surveillance / Air
Traffic Management Subgroup (CNS/ATM/SG/1)**

(Lima, Peru, 15 to 19 March 2010)

CNS/ATM/SG/1-IP/11

9/3/10

English only

Agenda Item 6: Other matters

AIR TRAFFIC CONTROLLERS WORLDWIDE SHORTAGE

(Presented by IFATCA (International Federation of Air Traffic Controllers Associations))

Summary

This working paper presents the threat ATM Community might be facing if in the near future with the increasing shortage of Air Traffic Controllers in the globe and the trend of a decreasing number of applicants for being ATC.

1. Introduction

1.1 A disturbing trend IFATCA has recently observed is that the potential interest of new candidates considering the profession of ATCO is lowering. Growing numbers of needed candidates with the adequate profile prefer to work in different (more attractive) sectors than ATM. Exposing basic training for ATCOs to market forces will only increase the unattractiveness of the job and further increase the gap between sufficient qualified candidates and the fully qualified and licensed ATCOs. Basic training lays the foundation for a better success rate (which is still only between 40 – 60%) and therefore it is important to be able to attract the best candidates.

1.2 There is incidental evidence to suggest that many prospective recruits to the ATC profession are being discouraged from applying due to the widely held views about the deterioration of ATCO wages and conditions and the chronic staff shortages requiring considerable amounts of overtime to be worked. It is also our view that most ANSPs, due to their different perceptions about staff numbers, are not doing enough to recruit and train sufficient numbers of trainee ATCOs to sustain current operations, much less address the shortfall.

Influencing Factors

1.3 One of the most influencing factors is the transition phase we are currently in as industry – from government owned to more commercialized elements.

- a) Commercial Models are not mature yet
- b) Private/State Decentralized versus Public sector's discussions ongoing
- c) Technological Initiatives are still preferred than sufficient staffing
- d) Institutional Control is evolving
- e) The Job has not really evolve
- f) The working conditions have evolved, however in certain cases are deteriorating

2. **Recommendation**

2.1 The meeting is invited to:

- a) take into consideration the information presented in this paper; and
- b) take actions to minimize the future impact of this relevant issue that could strongly affects our regions in a few years.

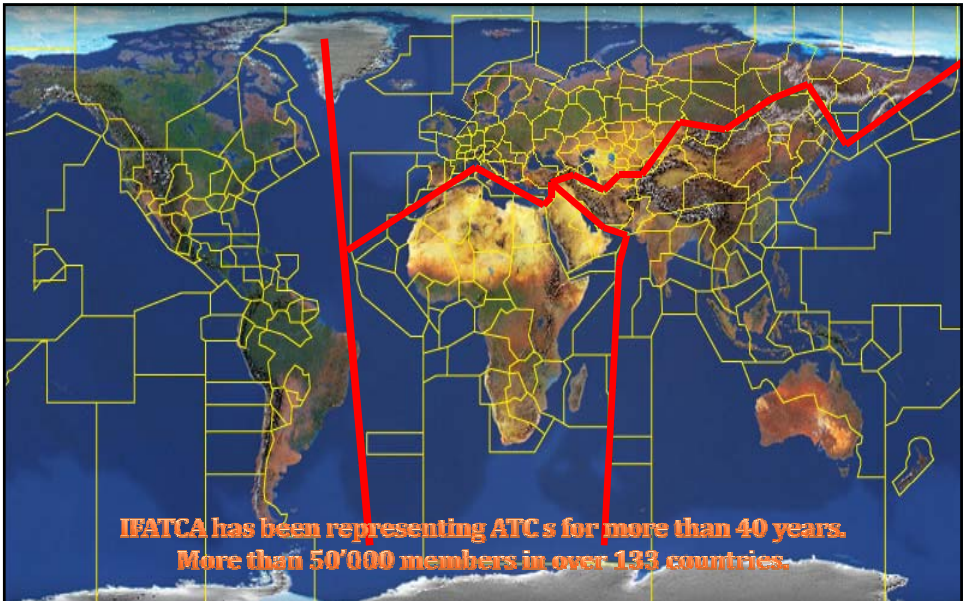


IMAGINE 2010 - Leading change

What is the key to retaining staff in a "Tight" Market?



International Federation of Air Traffic Controllers' Associations



**IFATCA has been representing ATC s for more than 40 years.
More than 50'000 members in over 133 countries.**

Among its goals are the promotion of safety, regularity in international air navigation, and the protection and safeguarding of the interests for the air traffic control profession.

Decreased controller staffing will impact summer travel



3US
BEOBACHTUNG

THE WALL STREET JOURNAL EUROPE
1200 Brussels
Auflage 5 x wöchentlich 100'216

1,1 / 46'107 mm2 / Farben: 3 Seite 1 08.05.2008

Staffing shortages raise concern about air safety

New NATCA video ad:
"WHEN YOU LOSE CONTROLLERS, YOU LOSE CONTROL"

INTERNATIONAL FEDERATION OF AIR TRAFFIC CONTROLLERS
1255 University Street, Suite 408,
Tel: +1 514 866 7040, Fax: +1 514

2008

Press Release

Three Thousand Air Traffic Controllers Lacking Worldwide

divide shortage of air traffic controllers, excessive use of overtime and the absence of
was among the pressing issues addressed by the more than 200 delegates at the

57 THU ADVISORY ...AVL GROUNDSTOP .. HOLD ALL ACFT DSTN AVL ON
GROUND DUE TO STAFFING...EXPECT UPDATE 1100Z ZLTLMU2010290M.

Will ATCO shortage ground ATC?

- Accept that there is a shortage of qualified ATCOs, and that this deficiency is not being adequately addressed by ANSPs.
- IFATCA believes that the current reliance upon significant amounts of overtime being worked by ATCOs is neither safe nor sustainable.
- IFATCA respectfully requests that ICAO raises this topic as a "flag of warning" with States.
- IFATCA stands ready to provide any further information or input that may be required, and is of course, willing to participate and assist in future discussions about the matter.



Will ATCO shortage ground ATC?

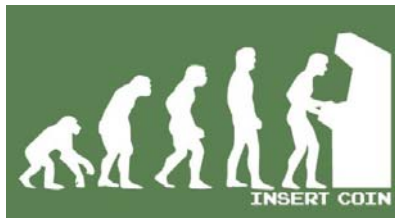
- The ability to attract new trainees into profession
- The willingness and capability of ANSPs to carry out sufficient ATCO training
- The increasing age profile of the existing ATCO workforce
- Major initiatives requiring extra ATCO staffing for their implementation
- A reliance on overtime to sustain 'normal' operations
- Booming Asian economies, resulting in rapid infrastructure expansion

Image Problems



Influencing factor

Transition for a new business model ATM



Service Provision



Job evolution



Influencing factors New Technology



Influencing factor Image



Common Responsibility/Leadership



Proposals from IFATCA

- Be honest with your staff figures
- Discuss staff figures (negotiate them) with your staff representatives in a sustainable forward looking way – and not in a quickwin short term economical way
- Improve image
- Make better PR (government, institutions, public) for our business
- Use IFATCA's information and know-how to strive for common possible actions in the future (CANSO)

INTERNATIONAL CONTROLLER DAY 20.10



THANK YOU!



Lic. Alex Figueroa M, Executive Vice President Americas
www.ifatca.org

