

PASS

Pilot Assessment & Selection System

Developing a pilot selection system is costly and time consuming. Management time must be devoted to setting up the system, finding good tests, training people to run the system, ensuring that it meets all government standards, and providing the proper documentation. If the system is not properly designed and documented, a company may miss good pilot candidates and be vulnerable to legal action.

The Pilot Assessment and Selection System is an integrated system that allows your company to assess the aviation skills of pilot applicants. This system is the result of efforts by three companies—Frasca International, Aero Innovation Inc., and Damos Aviation Services—to develop a selection system that can identify the best applicants in a professionally sound manner and still be easy to implement and use.

PASS consists of three components described below.

Flight Skills Assessment

The first component is a computerized scoring module that resides in a Frasca simulator. The module assesses the flying skills of an applicant. Two scoring modules currently are available. One, the NIFA module, is appropriate for ab initio or low-time pilots and measures VFR skills. The second, the VFS module, is appropriate for instrument-rated pilots. Your company may use any of the scenarios in Frasca's scenario library to test the applicant's flying skills or Frasca can develop a new scenario to fit your needs.

All scenarios are divided into segments or legs. For each segment, an ideal value is established for all



parameters, including time. The NIFA module assesses time, pitch, bank, altitude, vertical speed, heading, slip, airspeed, and rate of turn. In addition, the VFS module assesses how well an applicant tracks inbound and outbound from a VOR, intercepts a radial, performs a hold, tracks an ILS, performs a procedure turn, and tracks an NDB. The VFS module can also determine if the applicant is tuned to the correct navigational frequency.

In both modules, the applicant's actual performance is measured once each second, and deviations from the ideal are accumulated for every parameter. The applicant's results may be printed out as soon as the scenario has been completed, or they may be stored in an electronic data file for further analyses.

One of the key features of the VFS module is its weighting system. Each of the parameters may be weighted to provide the most accurate prediction of pilot performance possible. This allows the assessment process to be fine-tuned for each company individually.

In addition to their use as selection devices, both scoring modules may be used to assess learning and performance. Because these modules measure all of the basic flight parameters, they allow your check

airmen to concentrate on the more subjective aspects of performance, such as crew coordination. This may improve the reliability of their assessments and the overall quality of the pilot selection system.

Both of these modules may be added to almost any existing Frasca simulator.

Situation Assessment

The second component is a situational assessment test, the WOMBAT. The WOMBAT was first used for pilot selection in 1990 and has been sold in over 20 countries and translated in 7 languages. The WOMBAT has its own testing station that consists of a computer, a display, and response devices. The test requires approximately 2.5 hours to administer (including breaks) and is appropriate for all levels of pilots from ab initio to very experienced.

Professional Services

Damos Aviation Services provides the third component of PASS, professional services. Damos Aviation Services works with your company to integrate PASS with its existing recruitment and selection systems. It also helps implement PASS and advise on cut off scores and other issues. PASS has been developed to be flexible, so your company will receive as much support as it requires. These services may be provided on site or through other forms of communication.

Other Services

As part of PASS, Frasca will train personnel from your company to use either the NIFA or the VFS scoring module. In addition, your personnel will be trained to program these modules, so that your company can create new scenarios whenever necessary. Damos Aviation Services will provide a half-day workshop for management that describes pilot selection systems and implementation and cost-efficiency issues.



How PASS works

After a company purchases PASS, Damos Aviation Services begins assessing the needs of the company. Damos Aviation Services first identifies the number of WOMBATs that will be needed and the most appropriate scoring module. Damos Aviation Services then works with the company to develop a scenario and integrate PASS with the company's recruitment and selection systems. At this point Damos Aviation Services provides the workshop on pilot selection systems described above to ensure that all of a company's issues and challenges have been identified. Frasca International then provides the training on the scoring module and supervises the installation of the scoring module. After the applicants have completed the PASS system, Damos Aviation Services works with the company to identify the best candidates and maximize the cost-efficiency of the selection system.

We suggest allowing at least 3 months for the implementation of PASS.

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