



Meeting pilot hiring needs.

# **Current Status of Pilot Selection**

by Diane Damos, Ph.D.  
Damos Aviation Services

## Definition

- Screening is different from selection
- Screening is:
  - **Front-end process**
  - **Concerned with minimum qualifications**
  - **Fewer compliance issues**

## Status of pilot selection in the United States

- Selection is a mature scientific discipline
- Selection systems for hiring must be in compliance with:
  - **Federal statutes**
  - **Federal guidelines**
  - **State statutes**
  - **Case law**
  - **Professional standards**
- Selection instruments are subject to some of the above

## **Background of pilot selection in the United States**

- Have 90+ years of data on pilot selection
- Have 1000+ references on pilot selection
- Multiple taxonomies of required skills, abilities, and knowledge

## **Ab initio civilian pilot selection**

- Historically no screening or selection
- Little interest
- Different from other Western countries

## **Experienced pilot selection systems**

- Varies within carriers over time
- Varies across carriers
- Feeder carriers tend toward minimal selection systems

## **Challenges for pilot selection at feeder air carriers**

- Lack of corporate knowledge about pilot selection systems and selection instruments
- Limited training funds
- Difficulties accessing useable information
- Limited per applicant budget
- Limited and changing applicant pool

## Summary

- Sufficient scientific expertise
- Adequate data base
- No major impediments to developing good pilot selection systems for feeder air carriers