

# Enhanced Air Traffic Control *AT-CTI Program Overview*





*"The U.S. Urgently Needs Thousands of Air Traffic Controllers. Here's What the Job Requires."*  
— **CBS News**, November 2025

*"America's ATC Meltdown: Why the Skies Are Short-Staffed and the Remedies That Are Needed"*  
— **Aviation Today**, July 2025

*"Northern California TRACON faces a shortage of 34 controllers — one of the most understaffed major approach control facilities in the entire country."* - **FAA / Travel Noire** | *FAA 2024–2033 Workforce Plan Analysis*

*"For more than a decade, NATCA has been sounding the alarm about the FAA's staffing shortage and the fatigue and stress that places on the hardworking controllers we represent."* - **NATCA** | *National Air Traffic Controllers Association — Official Statement*

*"US airports report over 20 air traffic controller shortage incidents in one day"*  
— **US News**, October 2025

*"Air Traffic Controllers Warn of 'Tipping Point'"*  
— **NPR**, November 2025

*"It is not sustainable. Embry-Riddle made their decision  
Working 6 days a week  
**Michael McCormick**  
Embry-Riddle*

*"For more than a decade, NATCA has been sounding the  
alarm on the shortage and the fatigue  
of the working controllers we  
are. This is the Air Traffic Controllers  
Statement*

- **Need:** ~14,600 fully certified controllers (target)
- **Available:** ~10,800 certified professional controllers
- **Gap:** ~3,800 controllers (**25% of the needed workforce**)

*"Northern California  
air traffic controllers — one of  
the most approach control facilities  
**Travel Noire** | FAA 2*

*"The Skies Are Short-  
changed: What Are Needed"  
July 2025*

*"Air Traffic Controllers Warn of 'Tipping Point'"  
— NPR, November 2025*

*"The U.S. Urgently Needs Thousands of Air Traffic  
Controllers. Here's What the Job Requires."  
— CBS News, November 2025*

# Enhanced Air Traffic Control (AT-CTI)



## Approval Process / Timeline

- **FAA Reauthorization Bill - 2024**
  - Congress approved colleges to complete ATC training.
- **The Enhanced Program Development**
  - 2-year process to meet all the FAA program requirements.
    - **FAA APPROVED 12/22/25**
    - Only **30 approved** US colleges in the AT-CTI program.
      - SCC was the 2nd to be double certified in Tower & En Route in the US.

# Enhanced Air Traffic Control (AT-CTI) Salary



## Salary/Earnings (*Center of Excellence*)

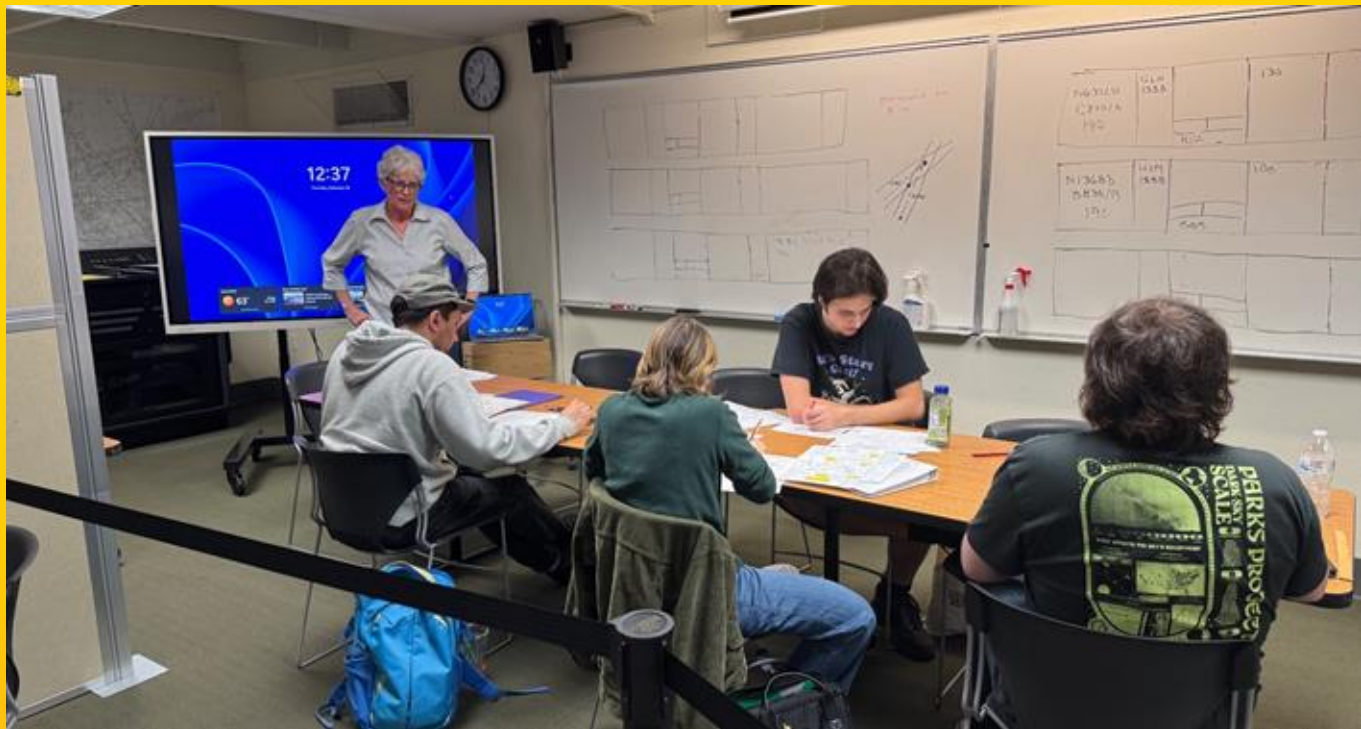
- **\$90.57** Median Hourly Wage
- **\$144,580** Median Annual Salary
- Starting salary, **\$60,000 to \$130,000**  
depending on the facility level.

# Enhanced Air Traffic Control (AT-CTI)

Figure 1: Simplified Overview of Air Traffic Control within the National Airspace









# Enhanced Air Traffic Control (AT-CTI)

## Special Student Requirements

- **US Citizen**
- **Speaks English Clearly** (Level 4 -Operational Proficiency Standard/ICAO Doc 9835)
- Must be **under 31-years old** by tentative job offer after graduation.
- Have **one year of general work experience**, or four years of education leading to a Bachelor's degree, or any combination of education and experience equaling one year of general experience.
- **Security Clearance (Tier 3)** for AT-CTI & (Tier 2) Contract Tower
  - Extensive background check.
- **Class 3 Airman Medical Exam** to enter the program and a FAA **endorsed medical and psychological examination** upon FAA tentative offer for placement at facility.

# Enhanced Air Traffic Control (AT-CTI)

## Enhanced Program Overview

- **16 Students per Cohort**
  - 8 Students in Tower Specialty / 8 in En Route Specialty
- **Program & Milestones**
  - **3 Semesters** (*GE must be completed before starting cohort*)
  - Pre-Program - **Introductory / Priority Enrollment Course**
  - Air Traffic Skills Assessment (**ATSA**) Results (Aptitude)
    - **Best & Well Qualified Scores.**
  - **3rd Semester** is entirely **Simulation / Scenario Training**
    - Student/Instructor **Ratio 1:1 (50 hours)**
  - Final Evaluations
    - **4 - 30min** evals over the course of **72hrs** with a cumulative score of **70%** or better.
  - Student receives **SCC endorsement** and applies through **USA Jobs.**

# Enhanced Air Traffic Control (AT-CTI)

## Program Success

- **Student Success - Standard Program**
  - 70% ATSA Success Rate “Well Qualified”
  - 60% Accepted to FAA ATC Academy
- **Enhanced Program Benefits**
  - **Faster Path to Employment**
    - Pre Background Checks, Medical & Psychological Evaluations start after receiving a Best or Well Qualified ATSA score.
  - **Student Stay Close to their Support Network**
    - Lower Relocation and Living Costs
  - **More Structured and Supported Learning Provided by Program.**
  - **Stronger Local Workforce Pipelines**

# Enhanced Air Traffic Control (AT-CTI)

## Future Plans

- **Control Tower Operator Partnership Program “CTOP”**
  - Train Controllers for Federal Contract Towers (not FAA Towers)
    - Executive, Mather, Truckee, approval soon McClellan.
    - Over 10,000 in United States.
- **FAA TRACON ATC Program Approval**
  - Northern California TRACON (Mather, CA) had a target of 174 controllers but was 34 people short (19.5% vacancy rate)
- **Building 4 new ATC Simulation Labs - 2 Tower & 2 Enroute Specialties**
  - Allows us to offer a second cohort.
  - Creates a dedicated evaluation simulation space and training continuity if a sim goes offline.
- **Create Dual Enrollment Agreements**
  - High School Students would only be able to complete GE.



Questions?

