

From: Kramer, Brooke
Sent: Thu, 1 May 2025 15:26:52 +0000
To: Matesic, Hannah (OST)
Cc: Fritz, Trish (OST); Priebe, Jack (OST); Schmoll, Joseph (OST)
Subject: Re: ATC Hiring Supercharge Press Conference

CAUTION: This email originated from outside of the Department of Transportation (DOT). Do not click on links or open attachments unless you recognize the sender and know the content is safe.

Thank you, Hannah and team! This is awesome.

My boss has tweeted in support [here](#). I'm also happy to connect our comms folks to help amplify or work with y'all on this or anything in the future.

Brooke Kramer
Congressman Frank D. Lucas

From: Matesic, Hannah (OST) <hannah.matesic@dot.gov>
Date: Thursday, May 1, 2025 at 11:11 AM
To: Matesic, Hannah (OST) <hannah.matesic@dot.gov>
Cc: Fritz, Trish (OST) <trish.fritz@dot.gov>, Priebe, Jack (OST) <jonathan.priebe@dot.gov>, Schmoll, Joseph (OST) <joseph.schmoll@dot.gov>
Subject: RE: ATC Hiring Supercharge Press Conference

Press release attached and you can watch the conference here:
<https://www.youtube.com/watch?v=EG2bv8Cjg28>

Thanks!
Hannah

From: Matesic, Hannah (OST)
Sent: Thursday, May 1, 2025 10:39 AM
To: Matesic, Hannah (OST) <hannah.matesic@dot.gov>
Cc: Fritz, Trish (OST) <trish.fritz@dot.gov>; Priebe, Jack (OST) <jonathan.priebe@dot.gov>; Schmoll, Joseph (OST) <joseph.schmoll@dot.gov>
Subject: ATC Hiring Supercharge Press Conference

Hi all – wanted to flag for you at 11 the Secretary will be hosting a press conference to announce further actions to address the shortage and retention of existing controllers and hiring of new controllers. Some details of this plan are below in advance of that. I will send you the final press release once live, please keep internal until that point.

Let me know if you have any questions,

Hannah

U.S. Transportation Secretary Sean P. Duffy today unveiled a new package of actions to further supercharge the air traffic controller workforce. The package will allow more of the best and brightest candidates to get into air traffic facilities and on the job faster, as well as increase retention of experienced controllers. Secretary Duffy first launched the supercharge program in February

To retain existing experienced controllers, the FAA will:

- Offer a limited-time incentive package to keep experienced controllers from retiring.

To supercharge the hiring pipeline, the FAA will:

- Provide new opportunities for veteran military controllers, including an expanded list of qualified facilities.
- Provide financial incentives to graduates and new hires for completing initial training milestones.
- Reward academy graduates who are assigned to hard-to-staff facilities.
- Ensure the best and brightest candidates aren't waiting for a year or more for routine medical and security clearances.
- Expand the number of instructors and establish a Learning Center at the Air Traffic Controller Academy in Oklahoma City.

Additional Information:

Recruitment and Retention Incentive Package:

The FAA and National Air Traffic Controllers Association (NATCA) have agreed to a new limited-time incentive package to recruit and retain controllers.

- \$5,000 award for academy graduates who successfully completed the initial qualification training
- \$5,000 award for new hires who successfully complete the initial qualification training
- \$10,000 award for academy graduates who are assigned to one of 13 hard-to-staff air traffic facilities
- Certified professional controllers eligible to retire but under the mandatory retirement age (56) will receive a lump sum payment of 20 percent of their base pay for each year they continue to work

Additional Actions to Supercharge Air Traffic Hiring Pipeline:

To get these qualified candidates into the Academy faster, the FAA is now putting additional resources into the medical and security clearance phase, such as retaining the services of additional qualified medical personnel, including those who can perform psychological evaluations.

At the Academy, former controllers are instructors. However, to handle the hiring surge the FAA will use additional expert educators and teaching assistants to supplement the existing controller instructors for classroom instruction.

Teaching assistants will conduct classroom training for Air Traffic Basics and teach content in Initial Qualification training. Adult educators will be primary instructors and paired with a certified professional controller for subject matter expertise in the classroom.

Training for this career is extremely demanding, on average 57 to 73 percent of trainees graduate, depending on their training path. To better ensure successful learning outcomes for trainees, the Academy will establish a Learning Center in June to provide additional help to any student. The FAA is developing a plan to use more innovative learning technologies, including mobile training apps.

Bolstering the teaching cadre also means more jobs in the Oklahoma City region.

Once trainees graduate from the Academy, they'll be assigned to one of the 313 FAA facilities across the country, where they'll work with experienced air traffic controllers toward their certification.

The FAA is also offering more opportunities for experienced military controllers to join the workforce. Using On-the-Spot hiring authority, veteran controllers will bypass the normal announcement process. Air Traffic managers will be able to directly accept resumes from interested military controllers and help place them at their preferred location. Veteran controllers will also be given a preferred list of facilities to work at, including larger facilities that command more pay. This list includes TRACONs Level 9 and below, Combined Tower/TRACONs Level 9 and below, and Towers Level 8 and below.

To get more controllers directly into facilities, the Trump Administration has also bolstered the Enhanced Air Traffic Collegiate Training Initiative (AT-CTI). These schools provide the same thorough curriculum and advanced training technology offered at the Academy. After graduating, students can report directly to an FAA facility to begin their on-the-job training.

Hannah Matesic
Deputy Assistant Secretary for Congressional Affairs
U.S. Department of Transportation