

## Course Content

- ✓ Ability Requirements
- ✓ Selection Tools
  - ✓ computerized testing
  - ✓ work sample tests
  - ✓ assessment centre
  - ✓ interview techniques
- ✓ Standards of Psychological Testing
- ✓ Reliability
- ✓ Validity
- ✓ Cost Benefit
- ✓ Selection and Mental Health
- ✓ Decision Making

## Contact & Registration

For further information or registration please contact DLR via email: [anna.seemueller@dlr.de](mailto:anna.seemueller@dlr.de)

### Course fee

EAAP Members	1400 €
Others	1700 €

An **early bird discount** of 300 € is granted with registration and payment of the course fee **before April 17<sup>th</sup> 2020**.

Number of Participants: min 10, max 15

The **fee includes** course material, lunches, drinks during the day, a social event on Wednesday, and a team dinner on Thursday. The fee does not include hotel costs and transportation.

After registration, **cancellation** must be in writing via e-mail or letter. 75% **refund** for cancellation less than 30 days, but more than 14 days. **No refund** for cancellation 14 days or less.

# Psychological Selection of Operational Staff in Aviation

## Hamburg

## 16 – 19 June 2020



EAAP Training Course  
Kindly hosted by



## About the course

Selecting suitable personnel for operative positions in aviation, e.g. pilots or air traffic controllers, is a big challenge. The ability requirements for these positions are demanding, the costs associated with training are very high and failures of operational staff can cause serious consequences.

Facing these conditions, how can a reliable and valid approach to selection be guaranteed? What are the “best practices” from a psychological diagnostic perspective? How can the challenges of selecting operational staff in aviation be answered best from an empirical perspective?

This course addresses important aspects of selection of operational staff in aviation. It will provide information on ability requirements and their psychometric assessment. The course will also give insights into the

methodological problems associated with any selection procedure like objectivity, reliability and validity. Moreover, it will cover topics such as addressing mental health in selection, guidelines of decision making, and cost benefit considerations.

The training course provides participants with basic theoretical and practical knowledge concerning psychological selection, different testing methods and diagnostic interpretation of results. The course includes theoretical as well as practical parts and will be held in English.

The EAAP course on Selection of Operational Staff in Aviation was held for the first time in 2003. The current course is an updated version of the course from 2018. It is mainly aimed for participants with experience or at least interest in the area of selection.

## Lecturers

The training course will be hosted by DLR Aviation and Space Psychology. Course lecturers are experienced aviation psychologists, experts in their field, many of them EAAP-registered. All of them are engaged in research as well as in personnel selection, providing a good mixture of theoretical and applied background.

## Date and Location

The course will be held as a four day workshop in Hamburg, Germany from the 16<sup>th</sup> to 19<sup>th</sup> of June 2020. Start time on Tuesday will be 9 a.m. and end time on Friday will be 3 p.m.

**We are awaiting you in  
Hamburg!**