



**Federal Aviation  
Administration**

**THE** \_\_\_\_\_  
**AIR TRAFFIC CONTROLLER**  
\_\_\_\_\_  
**WORKFORCE PLAN**  
\_\_\_\_\_  
**2025–2028**



Section 221 of Public Law 108-176 (amended by Public Law 118-42, Consolidated Appropriations Act, 2024) requires the Federal Aviation Administration (FAA) Administrator to transmit a report to the Senate Committee on Commerce, Science and Transportation and the House of Representatives Committee on Transportation and Infrastructure that describes the overall air traffic controller workforce plan. The FAA is an operating administration of the Department of Transportation (DOT).

The DOT's mission is to serve the United States by ensuring a fast, safe, efficient, accessible and convenient transportation system that meets our vital national interests and enhances the quality of life of the American people, today and into the future. The FAA strives to conduct its business consistent with its mission statement, "to provide the safest, most efficient aerospace system in the world."

The FAA issued the first comprehensive controller workforce plan in December 2004. This Fiscal Year (FY) 2025 report is the FAA's twentieth annual update to the Controller Workforce Plan (CWP). Actual onboard controller numbers are also shown as of September 21, 2024, the last day of the last full pay period of FY 2024.



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# EXECUTIVE SUMMARY



Safety is the top priority of the Federal Aviation Administration (FAA) as it manages America's National Airspace System (NAS). The FAA's mission is to provide the safest, most efficient aerospace system in the world and to encourage global aerospace excellence. The NAS is the common network of U.S. airspace air navigation facilities, equipment and services; airports or landing areas; aeronautical charts, information and services; rules, regulations and procedures; technical information; staffing resources and material.

Thanks to the expertise of people and the support of technology, tens of thousands of aircraft are guided safely and expeditiously every day through the NAS to their destinations.

For the purposes of this plan, air traffic includes aircraft that are controlled, separated and managed by FAA air traffic controllers. This includes commercial passenger and cargo aircraft, as well as General Aviation and military aircraft. Also, new entrants such as Unmanned Aircraft Systems (UAS) and Advanced Air Mobility (AAM) are changing the way the FAA sees the future of flight. Keeping pace with the technological advances in this growing industry presents unique challenges and innovative opportunities for the FAA and the aviation community. The FAA is taking an incremental approach to safe integration. The impact of new entrants on air traffic control (ATC) will continue to evolve as the FAA pursues its vision for safely integrating these new systems into the NAS.

## FY 2024 RECAP

The FAA exceeded its controller hiring target in FY 2024 by hiring 1,811 air traffic controllers versus a hiring target of 1,800. Over the past 5 years, the FAA has hired 5,778 new controllers. Total attrition in 2024 – including FAA Academy and developmental controller training failures – came in at 1,400 versus a planned 1,384 losses. The size of the controller workforce grew by 411 in 2024 with an increase of 108 Certified Professional Controllers (CPC) and Certified Professional Controllers In-Training (CPC-IT).

## FY 2025+ PLAN

In accordance with section 437(a) of the FAA Reauthorization Act of 2024, and subject to appropriations, the FAA plans maximum air traffic controller hiring that aligns with capacity at the FAA Academy in Oklahoma City. The training pipeline is influenced by several activities during the hiring process, including aptitude testing managed by the Office of Human Resource Management, the medical clearance process managed by the Office of Aerospace Medicine, and security screening managed by the Office of Security and Hazardous Materials Safety. The number of contract instructors at the FAA Academy creates a practical limit on throughput of trainees. Additionally, there are limitations to the number of trainees ATC field facilities can absorb without delaying or degrading field training at those facilities. The FAA anticipates hiring at least 8,900 new air traffic controllers through 2028, including 2,000 in 2025, and 2,200 in FY 2026, and an estimated 2,300 in FY 2027 and 2,400 in FY 2028. FAA supercharged its ATC hiring process by streamlining the previous eight-step process to five steps and by raising student starting salaries by nearly 30 percent. Additionally, the FAA announced new incentives for completing Academy training and for the retention of retirement-eligible controllers who perform mission-critical work. With this plan, the FAA intends to hire more than 1,500 additional controllers by 2028 compared to controller hiring plans from the 2024 CWP. These elevated hiring levels will require the Office of Aerospace Medicine and the Office of Security and Hazardous Materials Safety each to adjudicate at least 300 controller new hire candidates per month after FY 2025. The FAA is directing resources to enable meeting the hiring targets.

Total attrition is expected to increase in the next several years driven by increased Academy and developmental controller training failures. This is tied to increased hiring levels. We anticipate total attrition of 6,872 controllers through 2028. Additionally, controller retirements are expected to remain at relatively low levels for the next few years. The FAA carefully tracks actual retirements and other losses to ensure its recruitment and training keep pace.

The total air traffic controller workforce should grow by more than 2,000 controllers by the end of 2028. The CPC + CPC-IT headcount is anticipated to grow by more than 1,000 controllers during this period.

## HEADCOUNT TARGET METHODOLOGY

For more than 30 years, FAA utilized staffing standard models to develop staffing targets for individual facilities. In 2023, the FAA added results to the CWP from a staffing model developed by the FAA Air Traffic Organization (ATO) and the National Air Traffic Controllers Association (NATCA), the labor union representing the controller workforce. This effort between NATCA and the ATO is referred to as the Collaborative Resource Workgroup (CRWG).


In accordance with section 437(b) of the 2024 FAA Reauthorization Act, the FAA contracted with the National Academy of Sciences' Transportation Research Board (TRB) to review historical staffing models and methodologies in comparison with the CRWG methodologies to determine CPC operational targets. The TRB released "The Air Traffic Controller Workforce Imperative: Staffing Models and Their Implementation to Ensure Safe and Efficient Airspace Operations" on June 18, 2025. The report found that the legacy FAA staffing standard models are sound, but incorporating additional considerations and input would enhance the models. The Administrator is considering the TRB recommendations and findings to determine how they may be addressed in future staffing models.

## TRAINING

The FAA is using ongoing hiring and training initiatives, as well as simulators, to meet its staffing goals. While the FAA is managing today's air traffic, the agency must also integrate new technologies into air traffic operations. From state-of-the-art simulators to satellite technology, air traffic is evolving into a more automated system. The FAA is working diligently to ensure well-trained controllers continue to uphold the highest safety standards as the FAA plans for the future.

## DISRUPTIONS TO CONTROLLER HIRING AND TRAINING ACTIVITIES

The FY 2025 CWP hiring plan is a product of many factors over the last 12 years that set the current hiring trajectory. The FAA experienced disruptions that slowed its pace of hiring, as well as the pace of FAA Academy and field training over this period. Hiring and training new air traffic controllers to full CPC is a continuous, multi-year process, and any disruptions can have significant, long-term impacts on future controller staffing levels. For more than a decade, several major factors and events slowed the FAA's hiring plans. In FY 2013, the government-wide discretionary sequester cut agencies' budgets and forced the FAA to institute a prolonged hiring freeze. Just as controller staffing was on its way to recovery, in FY 2019, the FAA was impacted by a 35-day government shutdown that also resulted in large hiring and training delays. Hiring and training were again substantially disrupted by the COVID-19 pandemic. Controller staffing recovery would benefit from uninterrupted hiring and training activities.

A photograph of an air traffic controller in profile, wearing a headset and a light blue jacket over a yellow shirt. He is standing in a control room with multiple computer monitors and equipment on a desk. A large window in the background shows a landscape with fields and trees under a bright sky. The text is overlaid on the right side of the image.

Over the past 5 years,  
the FAA hired more than  
5,700 new air traffic  
controllers and plans to  
hire an estimated 8,900  
controllers through 2028.



# Ch.1 Introduction

## MEETING THE CHALLENGE

The FAA's hiring plan is designed to phase in new hires as needed over time. To do so, the FAA plans its hiring vacancy announcement strategy to provide a sufficient pipeline to meet the hiring need. The hiring process has multiple steps from announcement to onboarding, as it includes various screening activities (e.g., aptitude, medical, security). The primary goal of the FAA's hiring pipeline strategy is to ensure the pipeline of in-process candidates is sufficient to replace controllers who retire or leave due to other reasons.

In accordance with section 437(a) of the FAA Reauthorization Act of 2024, and subject to appropriations, the FAA plans maximum air traffic controller hiring that aligns with capacity at the FAA Academy in Oklahoma City. The training pipeline is influenced by several activities during the hiring process including aptitude testing managed by the Office of Human Resource Management, the medical clearance process managed by the Office of Aerospace Medicine, and security screening managed by the Office of Security and Hazardous Materials Safety. The number of contract instructors at the FAA Academy creates a practical limit on throughput of trainees. Appropriate placement of Academy graduates into facilities with the greatest need and management of controller transfers between facilities are important to individual facility staffing health.

Annual controller retirements remain well below those experienced in 2007, when the long-anticipated wave of retirements peaked. Retirements are expected to remain at relatively low levels for the next few years.

Hiring, however, is just one challenge. Other challenges involve controller placement at facilities, controller training, and controller scheduling. It is important that newly hired and transferring controllers are properly placed in the facilities where they are needed. Once placed, they need to be effectively and efficiently trained, and assigned to efficient work schedules.

To address these challenges, the FAA is:

- Initiating a year-round hiring track for experienced controllers from the military and private industry, and expanded placement opportunities will also be available for hires with prior experience.
- Revamping the placement process for Academy graduates, providing long-term facility retention.
- Filling every seat at the FAA Academy and increasing classroom capacity.
- Supercharging the ATC controller hiring process by changing the previous eight-step process to five steps and increasing Academy starting salaries by almost 30 percent.
- Finishing deployment of upgraded tower simulation systems (software and hardware) in 95 facilities by December 2025. These tower simulation systems (TSS) are expected to help address staffing shortages by increasing access to high-fidelity tower training. Based on a 2021 study, TSS can reduce time to certify new hires and CPC-ITs by up to 27 percent.

Effective and efficient training, as well as properly placing new and transferring controllers, are two important factors in the FAA's success.

The focus of this plan is to systematically place air traffic controllers where we need them to ensure the transfer of knowledge required to maintain a safe NAS.



The FAA hires and staffs facilities so that, once certified, trainees are prepared to take over responsibilities when senior controllers retire or others transfer to other positions or facilities.

# Ch.2 Staffing Requirements

## AIR TRAFFIC FACILITY STAFFING

Air traffic facilities staff open positions with a combination of certified controllers and developmentals. This mix ensures position-qualified controllers gain experience using their newly certified skills. Staffing developmental controllers in positions they have completed certification for provides valuable experience, but assigning these roles too frequently delays overall progress toward full CPC status, which requires them to learn and achieve certification for other skills, too. Ensuring there are enough controllers daily provides sufficient training time for new hires to satisfy expected needs 2-3 years in advance. The uptick caused by hiring 2-3 years ahead of time is one reason total staffing remains ahead of traffic. As shown in Figure 2.1, when compared to FY 2000 (the high mark for traffic), total headcount is 3 percent below, while traffic is 16 percent below FY 2000 levels.

**FIGURE 2.1 SYSTEM WIDE TRAFFIC AND TOTAL CONTROLLER TRENDS**

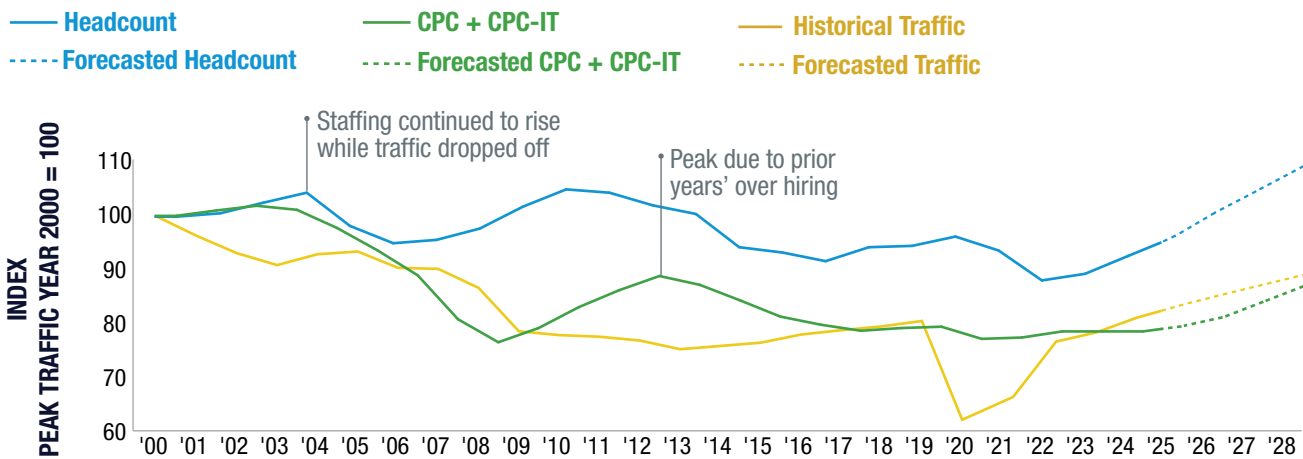
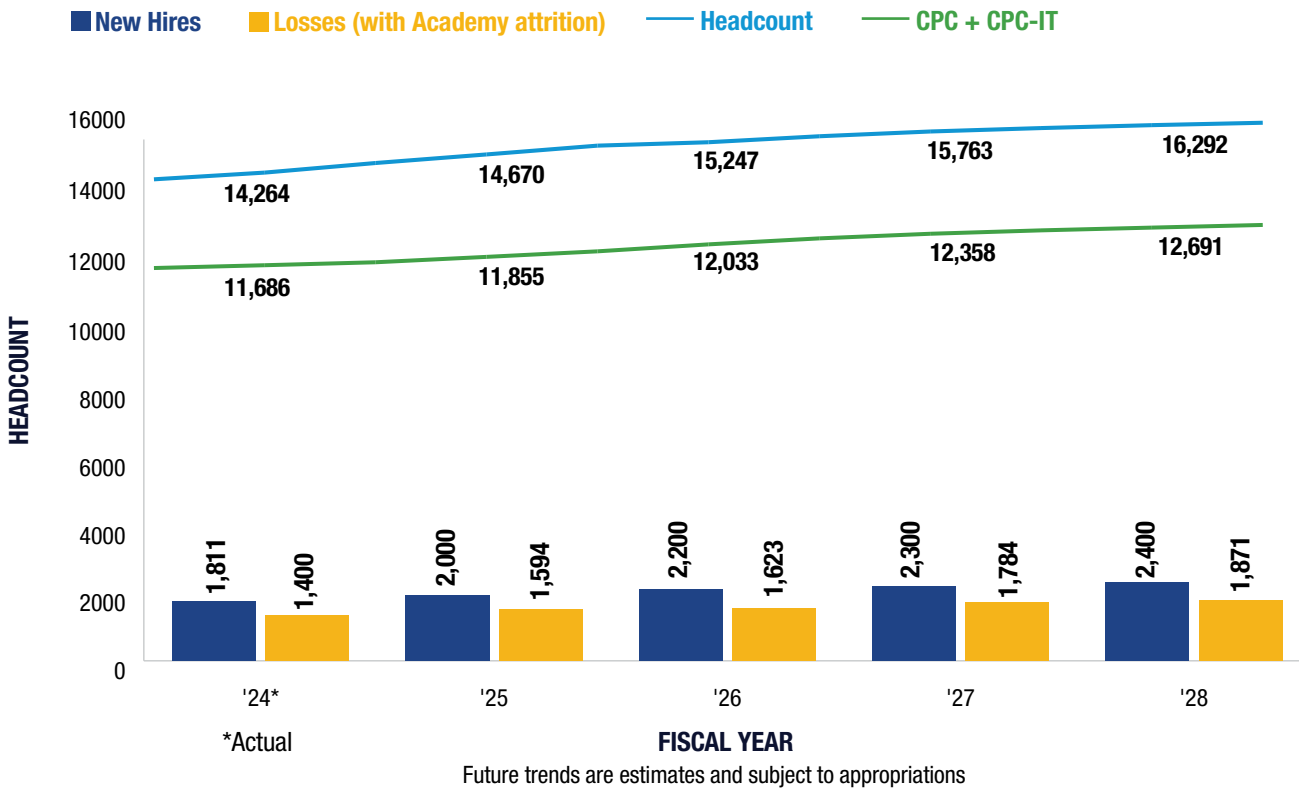


Figure 2.2 shows the expected end-of-year total headcount (blue line), CPC + CPC-IT headcount (green line), and new hires and losses (blue and gold bars) by year through FY 2028.

New controllers are typically hired 2-3 years in advance of expected attrition to allow for sufficient training time. The total expected end-of-year headcount number shown in Figure 2.2 reflects this projected advanced hiring.

**FIGURE 2.2 PROJECTED CONTROLLER TRENDS**



Figures for FY 2024 represent actual end-of-year headcount, losses, and hires. Losses include retirements, promotions and transfers, resignations, removals, deaths, developmental attrition, and Academy attrition. FAA ended FY 2024 with five controllers below the planned headcount.



CRWG staffing targets for controllers are published for each facility in the appendix of this report. In many facilities, the current Actual on Board (AOB) number may vary from these targets. This is because the CWP reports on all trainees and CPCs regardless of the positions they are able to work. Current AOB numbers, all controllers at the facility, include significant numbers of CPC-ITs and developmental controllers in training to offset expected future attrition. Individual facilities can be above the targets due to advance hiring.

Facilities may also vary from the targets based on facility-specific training and attrition forecasts.

Through FY 2028, the total number of controllers is expected to increase, as the number of new hires is expected to exceed controller attrition. In the future, the vast majority of controllers will be CPCs and CPC-ITs, and more facilities will align with the targets. The FAA counts CPCs and CPC-ITs toward the staffing standard targets, since the CPC-ITs have been certified previously. The CRWG staffing targets only count CPCs.



## NATIONAL ACADEMY OF SCIENCES REVIEW

Section 437(b) of the FAA Reauthorization Act of 2024 (Public Law 118-63) directs the Transportation Research Board of the National Academies to submit a report to the Administrator and appropriate committees of Congress on the findings and recommendations that determine which staffing models and methodologies best account for the operational staffing needs of the ATC system and provide a justification for such determination. In accordance with this law, the FAA requested that the National Academy of Sciences convene an expert committee in FY 2024 to conduct a study to inform its efforts to develop repeatable and defensible methods for setting staffing targets for the future. The committee consulted with NATCA, Front Line Managers, managers and employees responsible for training air traffic controllers, the MITRE corporation, the Chief Operating Officer of the ATO, users of the air traffic control system, and relevant industry representatives. To fulfill their statement of task, the study committee:

- Compared models and methodologies used in the FAA 2023 Controller Workforce Plan with the methodologies developed by the CRWG to determine CPC operational staffing targets necessary to meet facility operational, statutory, contractual and safety requirements.
- Examined current and estimated FAA budgets to determine funding required to implement FAA 2023 CWP CPC staffing targets and CRWG staffing targets.
- Assessed future needs of the ATC system and potential impacts on staffing standards.
- Determined which of the staffing models and methodologies evaluated best accounts for the operational staffing needs of the air traffic control system and provide a justification for such determination.

The TRB released “The Air Traffic Controller Workforce Imperative: Staffing Models and Their Implementation to Ensure Safe and Efficient Airspace Operations” on June 18, 2025. The report found that the legacy FAA staffing standard models are sound, but incorporating additional considerations and input would enhance the models. The Administrator is considering the TRB recommendations and findings to determine how they may be addressed in future staffing models.

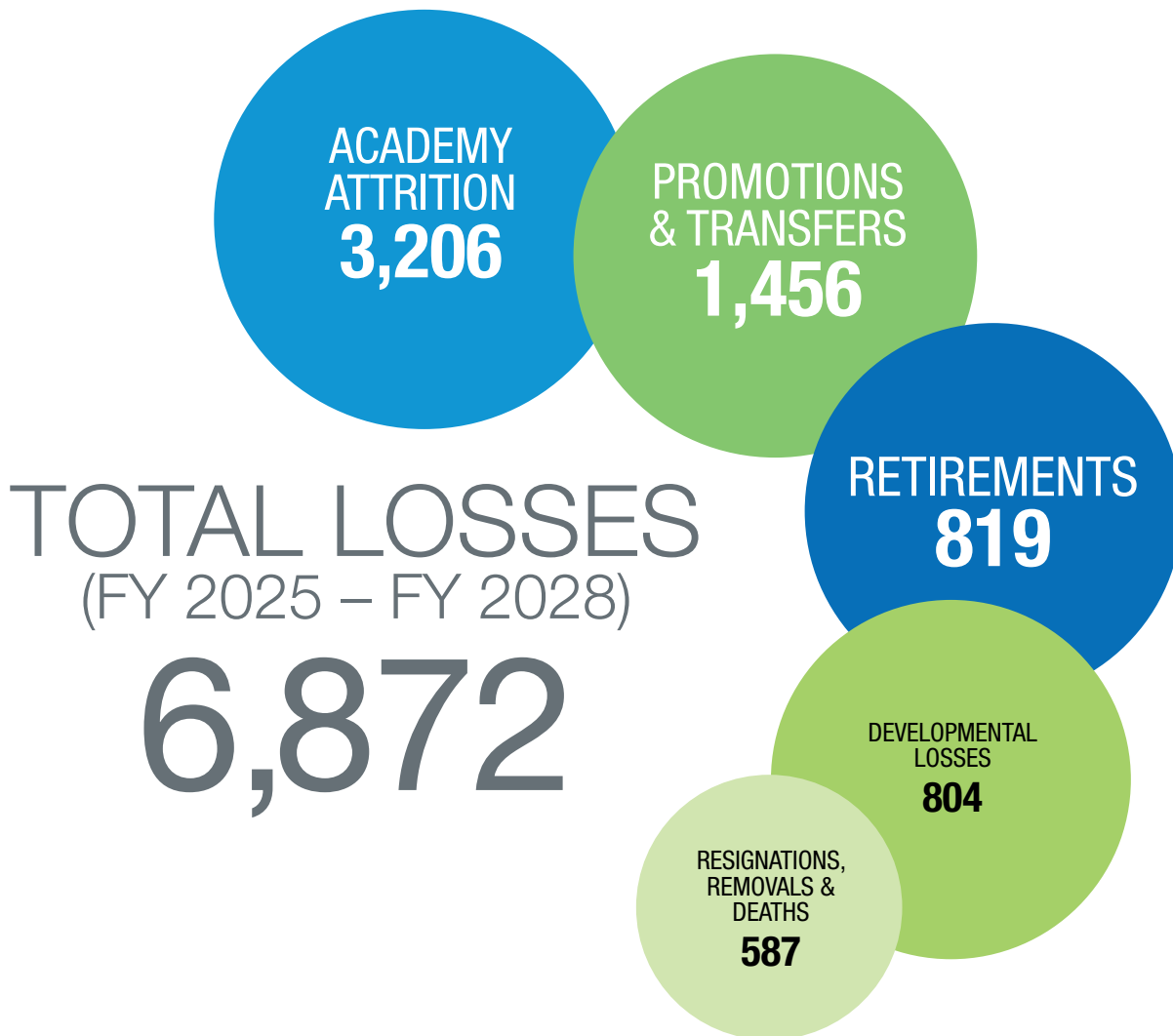
# Ch. 3 Losses

In total, the FAA expects to lose nearly 1,600 controllers due to retirements, promotions and other losses during FY 2025. Other losses include transfers, resignations, removals, deaths, developmental attrition and Academy attrition. To mitigate the impact of these losses, the FAA hires and staffs facilities so that trainees, once fully certified, are prepared to take over responsibilities when senior controllers leave.

## CONTROLLER LOSS SUMMARY

Figure 3.1 shows, by category, the total estimated number of controllers that will be lost over the 4-year period FY 2025 through FY 2028. The losses discussed here are losses to the controller workforce. These numbers do not include internal transfer of controllers between facilities, which can significantly impact individual facility staffing levels. No controllers were terminated as probationary employees or took the deferred resignation program.

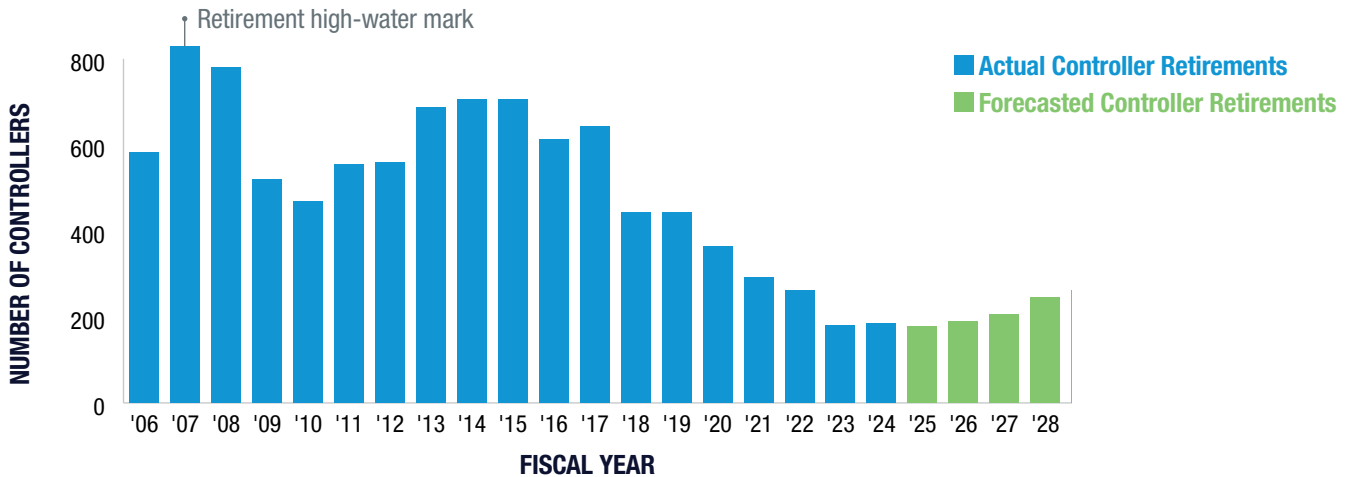
**FIGURE 3.1 TOTAL PROJECTED CONTROLLER LOSSES**



## CONTROLLER RETIREMENTS

As shown in Figure 3.1A below, FY 2007 was the peak year for controller retirements for those hired in the early 1980s. The long-anticipated retirement wave passed. Annual retirements decreased for a few years, then increased (but below the FY 2007 peak) during FY 2011 to FY 2015 and are declining through FY 2025. In the last 5 years, 1,282 controllers retired, and the FAA expects an additional 819 controllers will retire in the next 4 years. FY 2024 retirements were consistent with projections and future retirements are expected to remain at relatively low levels through FY 2028.

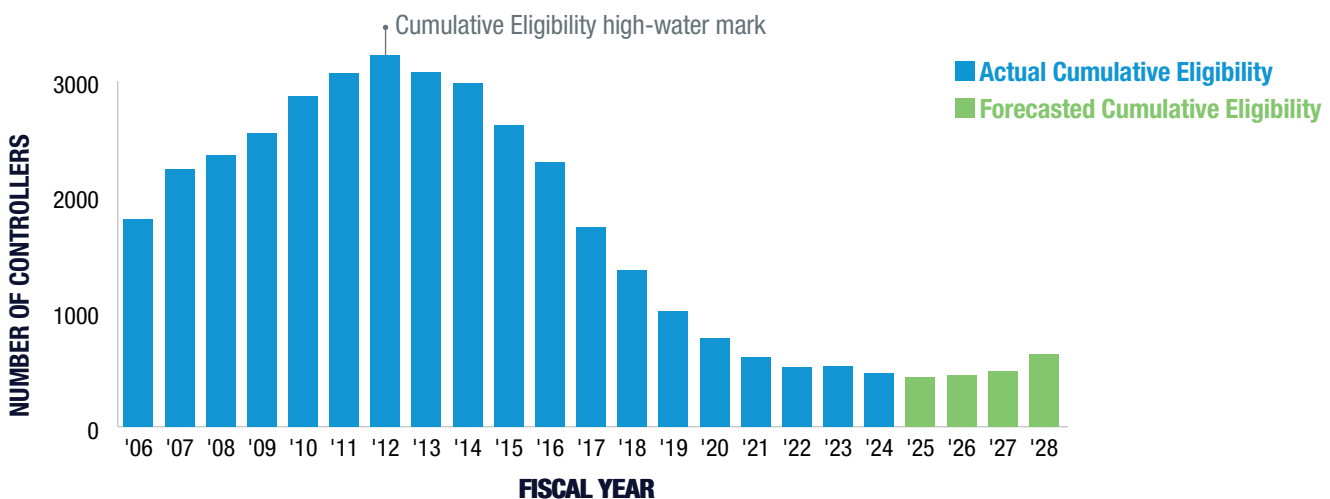
**FIGURE 3.1A CONTROLLER RETIREMENTS**



## CUMULATIVE RETIREMENT ELIGIBILITY

Figure 3.1B below shows historical and forecasted controller retirement eligibility from FY 2025 to FY 2028. Each bar shows the net number of controllers in the entire controller workforce eligible to retire for each year shown. Because controllers can spend more than one year as eligible before they retire, the same individual controllers may be counted in multiple years. The forecast shows a significant decline in the net number of controllers eligible to retire from the peak in FY 2012 to FY 2025. At the end of FY 2024, only three controllers remain from those who were hired before 1984. At the end of FY 2024, 463 controllers were eligible to retire.

**FIGURE 3.1B CUMULATIVE RETIREMENT ELIGIBILITY**



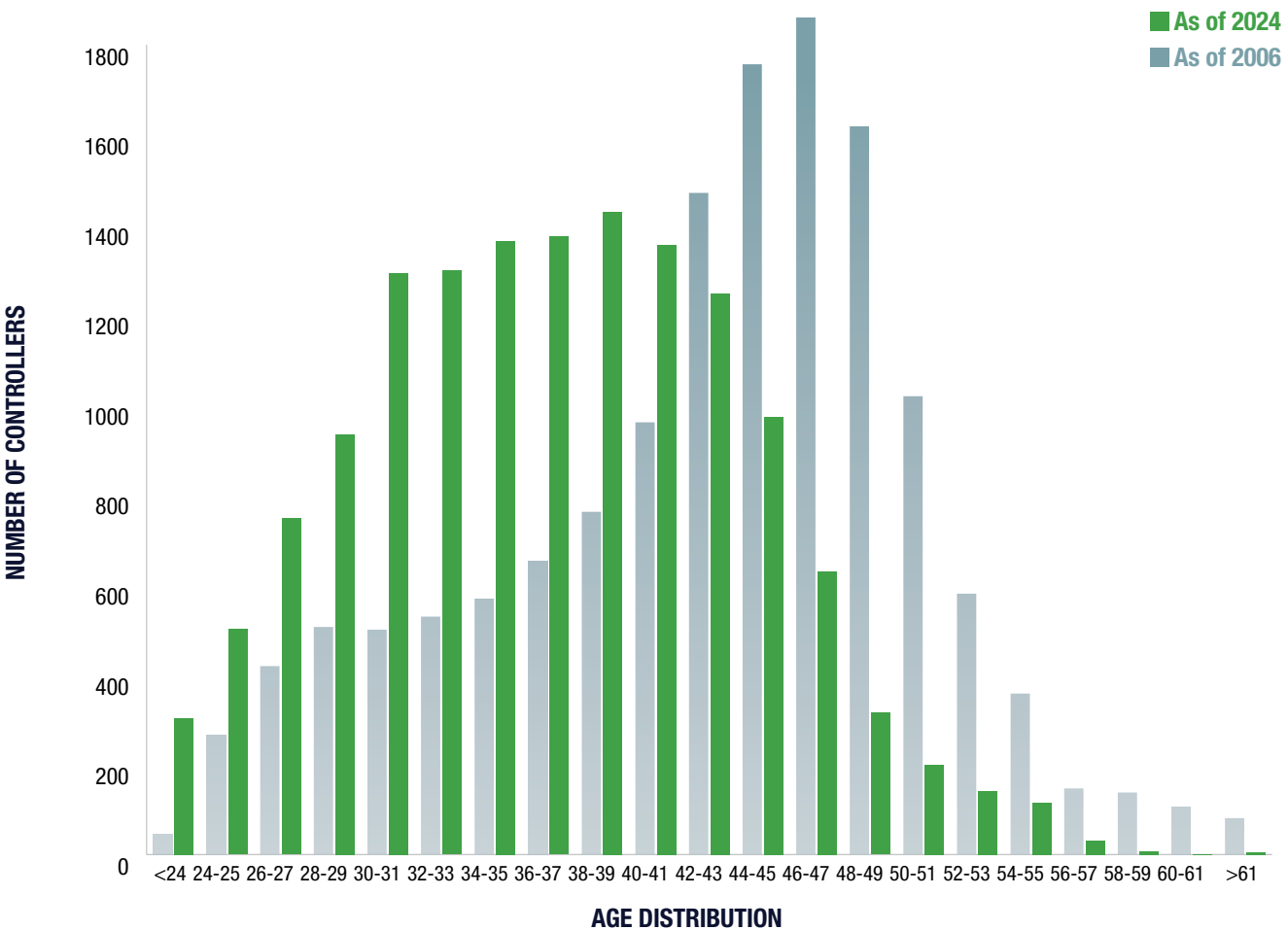
## CONTROLLER WORKFORCE AGE DISTRIBUTION

The FAA hired a substantial number of controllers in the years immediately following the 1981 strike. This concentrated hiring wave meant a large portion of the controller workforce would reach retirement age in roughly the same time period. In September 2006, the blue shaded age distribution peak on the right side of Figure 3.2 was almost 1,900 controllers, aged 46-47. Today, the magnitude of that remaining peak is down to 629 controllers, aged 46-47, because the majority of the controllers hired shortly after the 1981 strike had already retired and been replaced. As Figure 3.2 shows, the current FAA controller workforce is substantially younger on average than it was in 2006.

The FAA’s hiring plan is designed to phase in new hires as needed.

The FAA’s hiring plan is designed to phase in new hires as needed. Figure 3.2 shows that the majority of the FAA controller workforce, ranging in ages 26-43, has been hired in the last 10-15 years. There is a relatively small number of controllers approaching mandatory retirement at age 56 over the next few years.

**FIGURE 3.2 CONTROLLER WORKFORCE AGE DISTRIBUTION AS OF SEPTEMBER 21, 2024**



## CONTROLLER RETIREMENT ELIGIBILITY

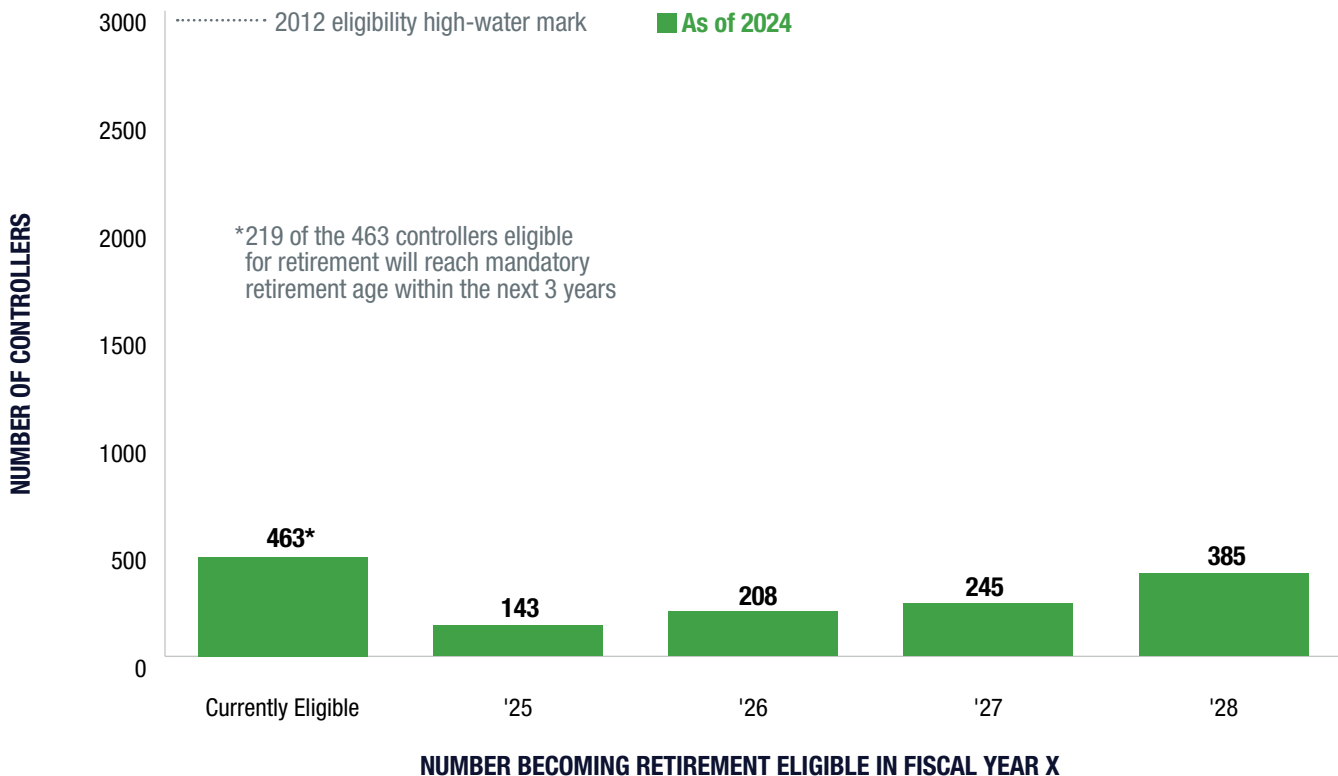
In addition to normal civil service retirement criteria, controllers can become eligible under special retirement criteria for air traffic controllers (age 50 with 20 years of “good time” service or any age with 25 years of “good time” service). “Good time” is defined as service in a covered position in Public Law 92-297. Under Public Law 92-297, air traffic controllers are usually required to retire at age 56.

After computing retirement eligibility dates using all criteria, the FAA assigns the earliest of the dates as the retirement eligibility date. Retirement eligibility dates are then aggregated into classes based on the fiscal year in which eligibility occurs.

Figure 3.3 shows the number of controllers who were retirement eligible as of September 21, 2024, and those projected to become retirement eligible each fiscal year for the next 4 fiscal years. FAA projections show that an additional 143 controllers will become eligible to retire in FY 2025. The number of controllers becoming retirement eligible has been in decline in recent years but will begin to increase steadily starting in 2025.

The intent of advanced hiring is to ensure sufficient new hires are ready to replace controllers currently eligible to retire when they actually do retire. The FAA strives to minimize retirement, hiring and training spikes through the process of examining trends and proactively planning years in advance of expected activity.

**FIGURE 3.3 RETIREMENT ELIGIBILITY**



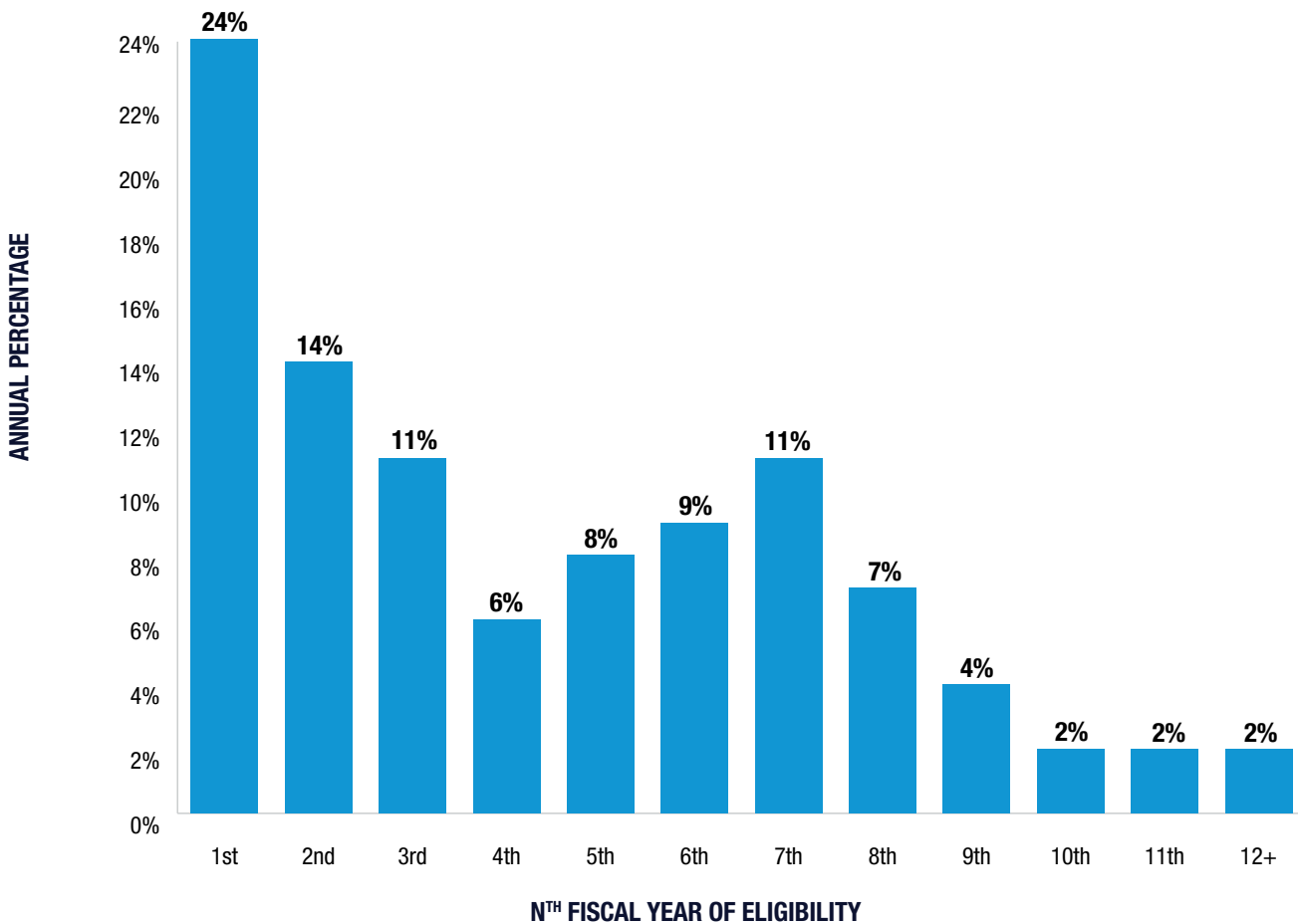
## CONTROLLER RETIREMENT PATTERN

History shows that not all controllers retire when they first become eligible. Recent data shows that 24 percent of controllers who first became eligible actually retired that year. The FAA observed that many controllers delay retirement until they get closer to the mandatory retirement age of 56. Because most controllers are retirement eligible at the age of 50, they typically reach mandatory retirement age in their seventh year of eligibility.

These trends are seen in Figure 3.4 below, which shows that fewer than half of retirements occur in the first 3 years of eligibility.

Despite the increased likelihood of delayed retirement, the majority of controllers still leave the controller workforce prior to reaching the mandatory age.

**FIGURE 3.4 PERCENT OF CONTROLLERS RETIRING IN THE NTH FISCAL YEAR OF THEIR ELIGIBILITY**

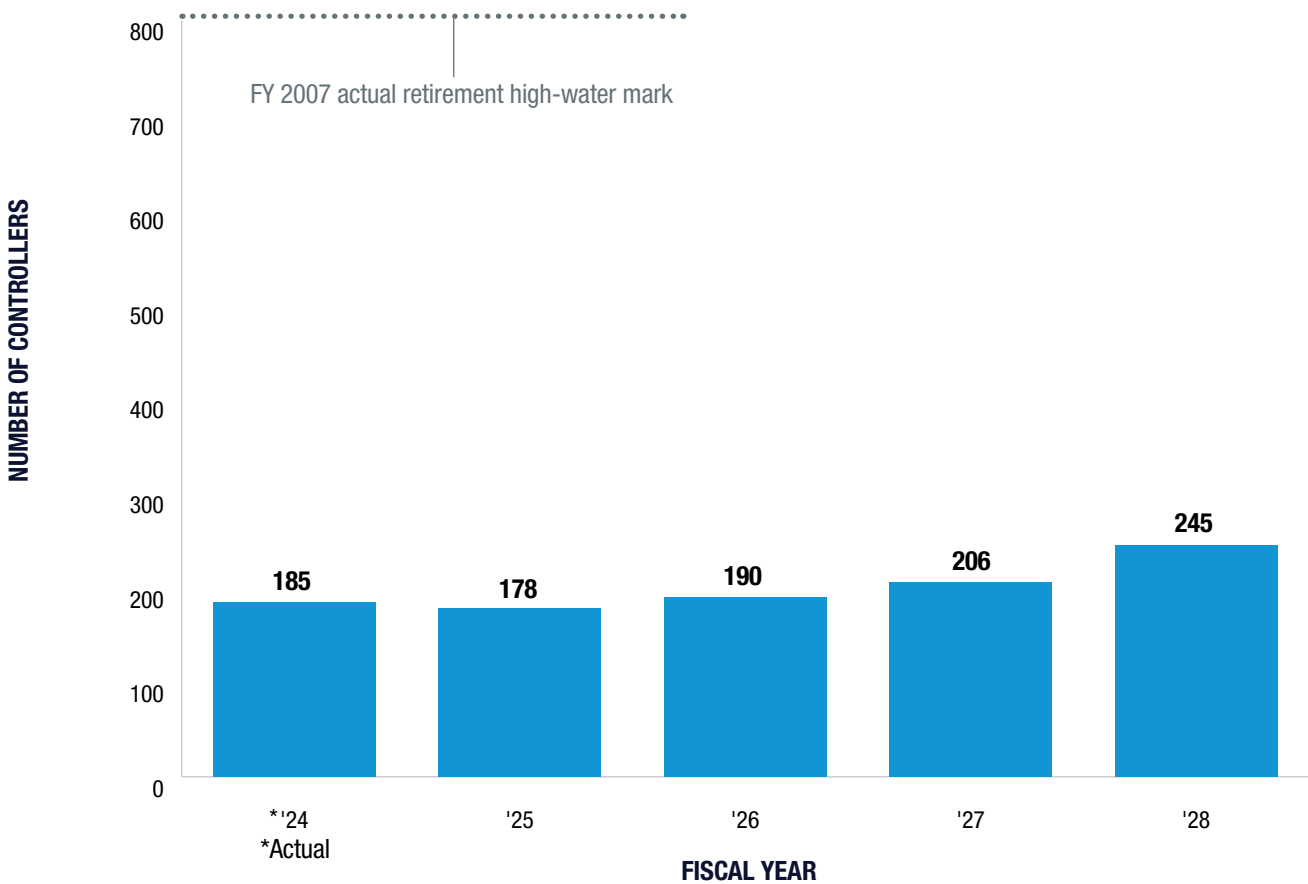


## CONTROLLER LOSSES DUE TO RETIREMENTS

For the current plan, the FAA incorporated FY 2021 through FY 2024 retirement data into the retirement histogram used for future retirement projections. As in prior years, the FAA projected future retirements by analyzing both the eligibility criteria of the workforce (Figure 3.3) and the pattern of retirement behavior based on eligibility (Figure 3.4). The FAA will continue to monitor both internal factors (e.g., incentive opportunities) and external factors (e.g., legislative changes) that could impact individual retirement decisions.

FY 2007 was the high-water mark for controller retirements as shown in Figure 3.5.

**FIGURE 3.5 RETIREMENT PROJECTION**



## CONTROLLER LOSSES DUE TO RESIGNATIONS, REMOVALS AND DEATHS

Estimated controller losses due to resignations, removals (excluding FAA Academy attrition and developmental attrition) and deaths are based on historical rates and shown in Table 3.2.

**TABLE 3.2 CONTROLLER LOSSES DUE TO RESIGNATIONS, REMOVALS AND DEATHS**

Fiscal Year	2024 (actual)	2025	2026	2027	2028
Number of Controllers	149	144	146	148	149

## DEVELOPMENTAL ATTRITION

Developmental attrition occurs when a trainee fails to certify at a facility and leaves the controller workforce. They may be removed from service. The FAA averaged 102 developmental losses annually over the past 5 years. However, based on the increased hiring projections over the next several years, the number of developmental losses will increase proportionally. As a result, we are projecting an average of 201 annual developmental losses over the next 4 years.

**TABLE 3.3 DEVELOPMENTAL ATTRITION**

Fiscal Year	2024 (actual)	2025	2026	2027	2028
Number of Controllers	124	169	186	216	233

## ACADEMY ATTRITION

Academy attrition occurs when new hires are not successful at the FAA Academy training program and leave the Agency. These estimates are based on both historical rates and projections, and are shown in Table 3.4. Based on the increased hiring projections over the next several years, the number of Academy losses is expected to increase in the next few years. The FAA will continue to monitor Academy failure rates and adjust future projections accordingly.

**TABLE 3.4 ACADEMY ATTRITION**

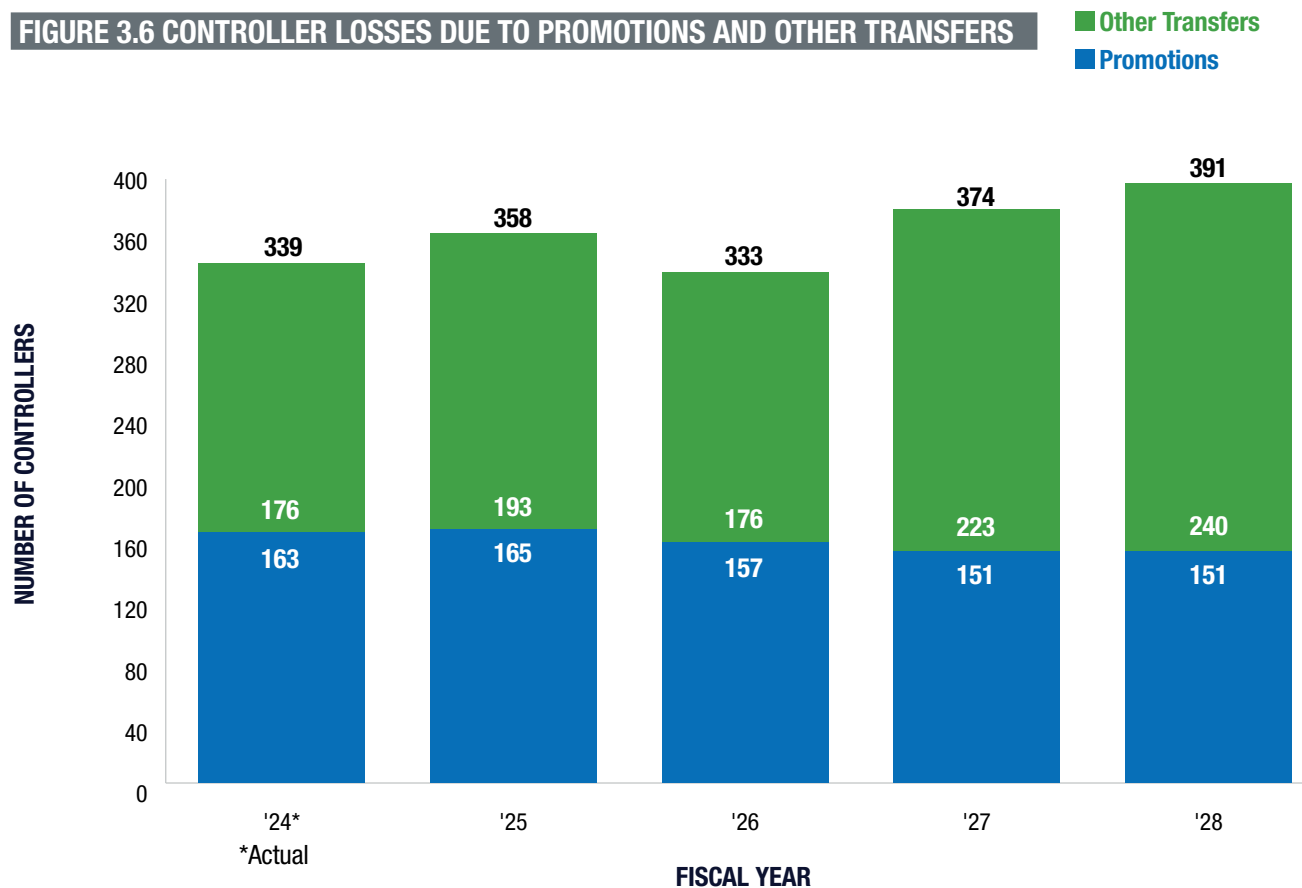
Fiscal Year	2024 (actual)	2025	2026	2027	2028
Number of Controllers	603	745	768	840	853

## CONTROLLER LOSSES DUE TO PROMOTIONS AND OTHER TRANSFERS

This section presents FAA estimates of controller losses due to internal transfers to other positions (staff support specialists, traffic management coordinators, etc.) and controller losses due to promotions to operations supervisor or other air traffic management/supervisory positions.

Over the past 5 years, the FAA observed an average of 215 net promotions each year from CPC to supervisory positions. The majority of these promotions replace retiring supervisors. To balance near-term operational staffing needs, the FAA is planning a graduated increase in the air traffic management and support workforce over the next several years in line with the estimated growth rate of the underlying controller workforce. This increase is primarily designed to offset the decline in these staffing levels over the past 10 years. These positions will be filled from the current controller ranks and, in turn, will require an increase in controller hiring to ensure sufficient staffing.

**FIGURE 3.6 CONTROLLER LOSSES DUE TO PROMOTIONS AND OTHER TRANSFERS**

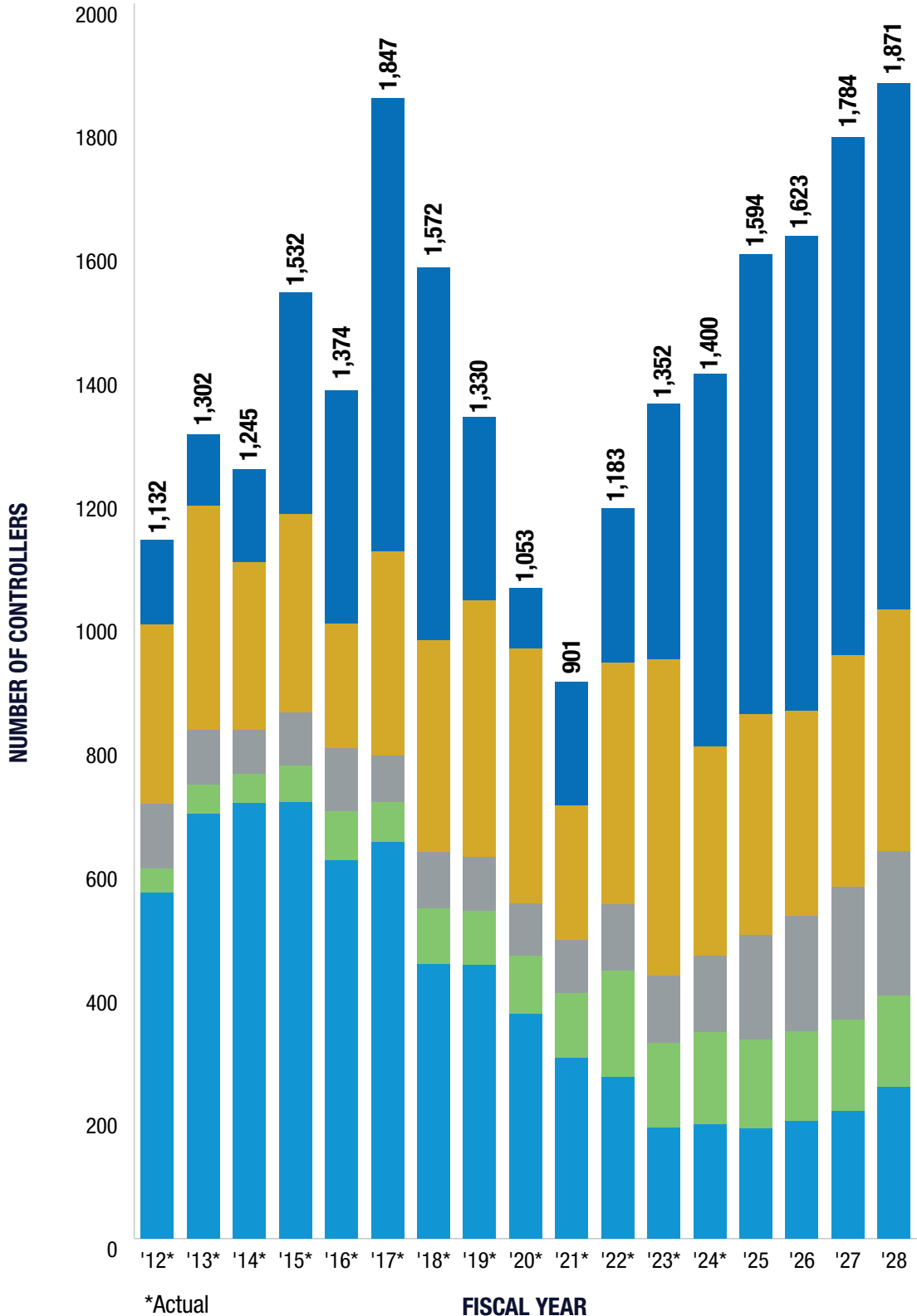


# TOTAL CONTROLLER LOSSES

The FAA projects a total loss of 6,782 controllers over the next 4 years. This increased attrition is primarily a function of increased Academy training attrition and developmental losses driven by increased hiring. Should losses outpace projections for FY 2025, the FAA will hire additional controllers as needed to ensure sufficient controllers are available in the future.

**FIGURE 3.7 TOTAL CONTROLLER LOSSES**

- Academy Training Attrition
- Resignation, Removal, and Death
- Promotions and Transfers
- Retirement
- Developmental Losses





# Ch.4 Hiring Plan

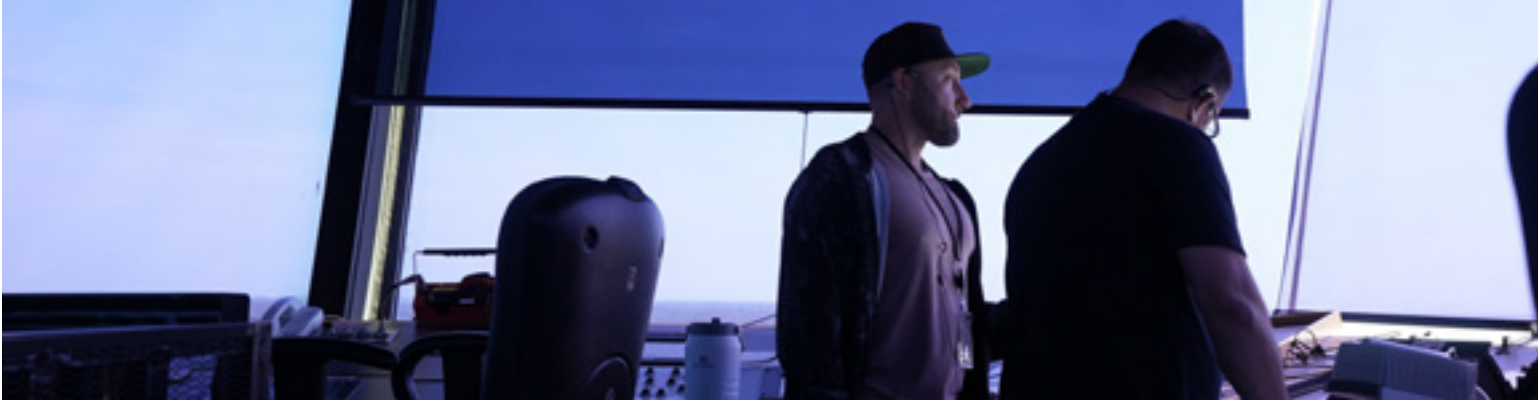


The FAA safely operates and maintains the NAS through the combined expertise of its people, the support of technology and the application of standardized procedures. Each day tens of thousands of aircraft are guided safely and expeditiously through the NAS to their destinations.

Deployment of a well-trained and well-staffed ATC workforce plays an essential role in fulfilling this responsibility. The FAA's current hiring plan was directed by congressional mandate.

The FAA hires new developmental controllers in advance of its staffing needs to ensure sufficient training time and to offset future attrition, including retirements, promotions, etc.

The FAA will attract and recruit a sufficient number of applicants to achieve this hiring plan.

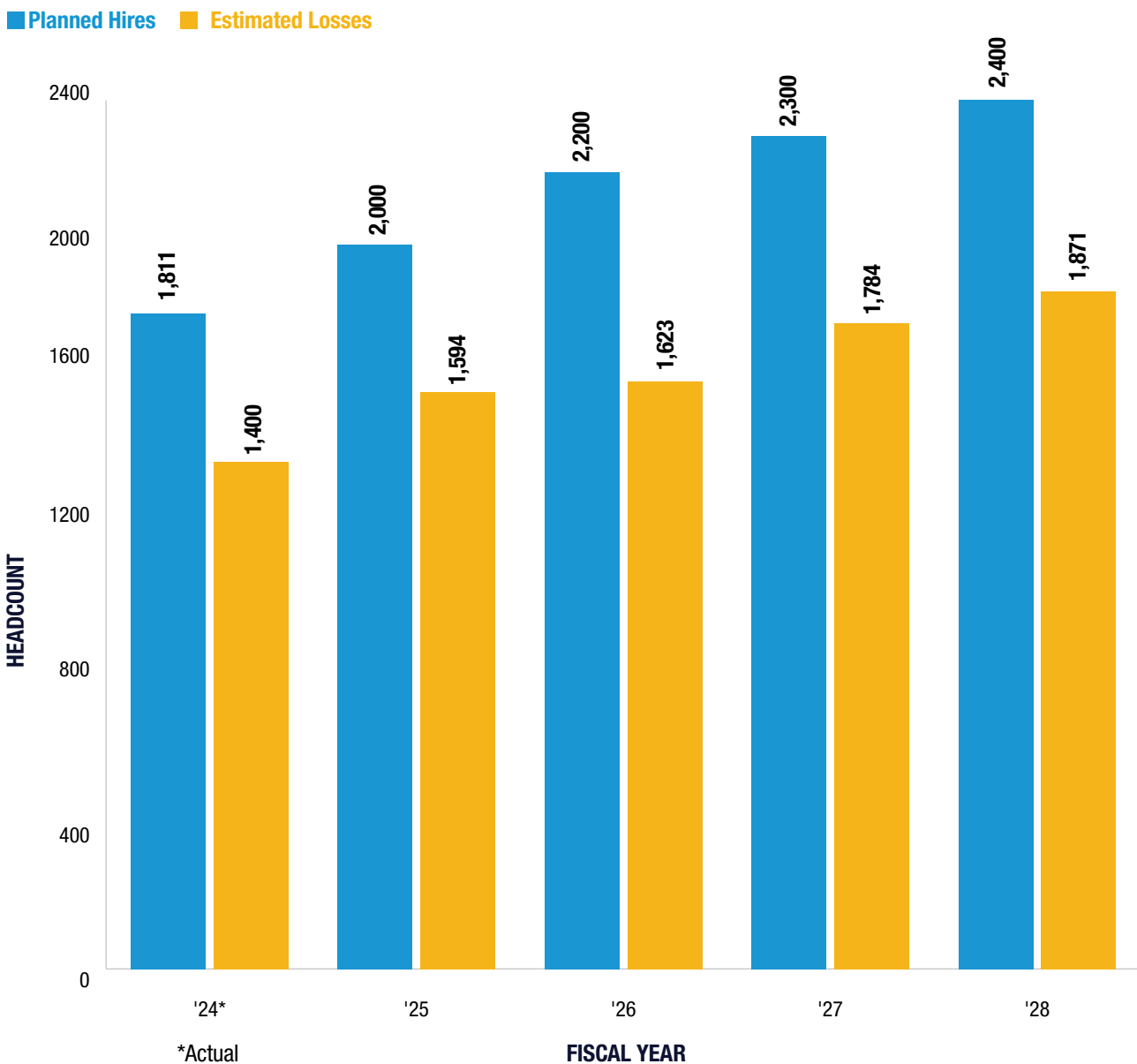


## CONTROLLER HIRING PROFILE

The controller hiring profile is shown in Figure 4.1. The FAA hired 1,811 controllers compared to the 1,800 planned controller hires for FY 2024.

The FAA met its constrained hiring goals in FY 2016 through FY 2024. Hiring and planning continues with the increased goal of 2,000 new hires for FY 2025, 2,200 for FY 2026, and an estimated 2,300 for FY 2027 and 2,400 for FY 2028. The projected number of controller hires through FY 2028 is 8,900.

**FIGURE 4.1 CONTROLLER HIRING PROFILE**



# Ch.5 Hiring Process



## CONTROLLER HIRING SOURCES

The FAA has two primary categories of controller hiring sources.

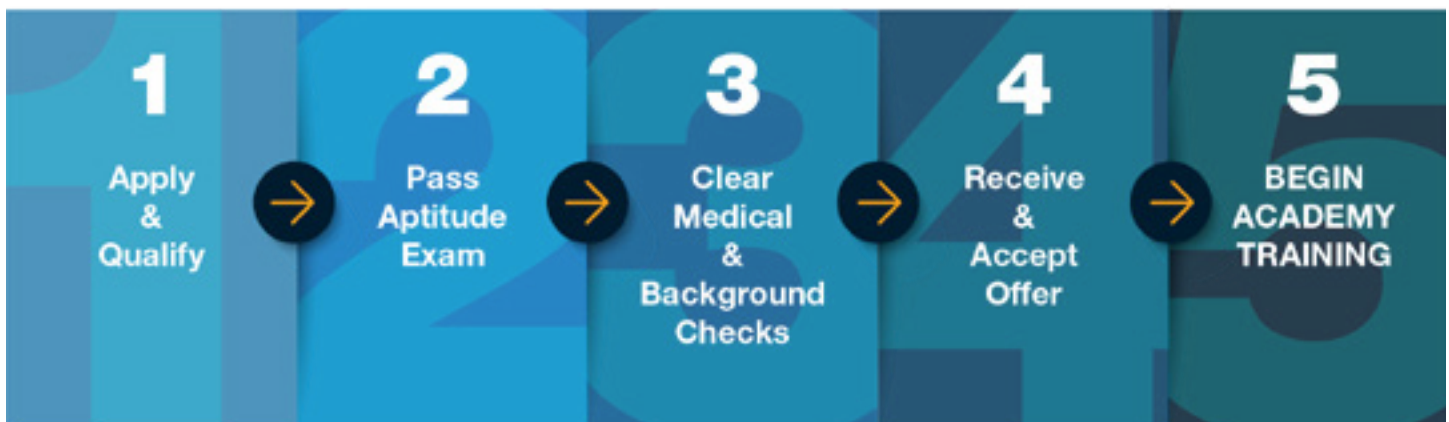
- No prior air traffic control specialist (ATCS) experience: These individuals are not required to have prior ATC experience and may apply for vacancies announced by the FAA.
- Prior ATCS experience: These individuals are required to have at least 52 weeks of certified ATC experience and may apply for vacancies at any time.

## RECRUITMENT

The FAA continues to attract and recruit high-quality applicants into the controller workforce to meet staffing requirements.

In 2025, the FAA updated its ATC Hiring Processes, moving from a traditional, linear, eight-step process to a supercharged, continuous flow process, consisting of five steps.

### The five steps now are:



This change will accelerate the time-to-hire for these critical positions by reducing the duration of the hiring process by more than 4 months. This is helping to supercharge the hiring process.

Currently, the FAA plans maximum air traffic controller hiring that aligns with capacity at the FAA Academy, in Oklahoma City. In addition, the FAA is working with colleges and universities in the Air Traffic Collegiate Training Initiative (AT-CTI) program to expand their curricula so they can offer training equivalent to the FAA Academy. As of July 2, 2025, the FAA announced that seven schools had signed agreements to become the first schools for the Enhanced AT-CTI program. These schools will follow all the technology, testing, oversight and participation requirements of the new program. Graduates will still need to pass the Air Traffic Skills Assessment (ATSA) exam, be selected for employment by the FAA and meet medical and security requirements. The Enhanced AT-CTI program will bolster the current hiring pipeline by allowing the FAA to hire more candidates who can begin facility training immediately upon graduation.

More than 16,450 applicants responded to the FAA's vacancy announcements in FY 2024. In FY 2025, the FAA will continue to recruit and hire ATCS to meet staffing requirements through the use of the two-track announcement process.



“Being an air traffic controller is one of the best, most rewarding jobs in America, and the next generation at the Academy is the best in the world. I witnessed firsthand the dedication, skill, and rigor that our future air traffic controllers bring to their training and the urgent need to do all that we can to recruit more people to join in our shared mission of safety in our skies.”

– U.S. Transportation Secretary Sean Duffy



# Appendix

## FACILITY STAFFING TARGETS

The Appendix below presents CRWG targets, by facility, for En Route and Terminal ATC facilities. CPCs count toward targets. As required by the 2024 Reauthorization language, total CPC attrition loss estimates are provided by year through FY 2027.

While most work in facilities is accomplished by CPCs, work is also being performed independently by CPC-IT and position-qualified developmental controllers who are proficient, or checked out, in specific sectors or positions. While staffing with developmental controllers provides experience on those positions, it can delay training to full certification for developmentals when they are relied upon to regularly staff positions.

A facility's total staffing levels may vary from the staffing targets because new controllers are typically hired 2-3 years in advance of expected attrition to allow for sufficient training time. The total expected end-of-year staffing number shown in Figure 2.2 reflects this projected advanced hiring.

The Transportation Research Board's analysis of staffing models, released in June 2025, found that the legacy FAA staffing standard models are sound, but incorporating additional considerations and input would enhance the models. The FAA is evaluating these recommendations for incorporation into future Controller Workforce Plans.

En Route			Actual on board as of 09/21/24				CPC Attrition Forecast		
ID	FACILITY NAME	CRWG TARGET	CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
ZAB	Albuquerque ARTCC	234	159	0	57	216	8	9	11
ZAN	Anchorage ARTCC	106	82	1	28	111	6	6	6
ZAU	Chicago ARTCC	321	272	4	78	354	19	18	20
ZBW	Boston ARTCC	207	180	6	42	228	11	12	12
ZDC	Washington ARTCC	312	261	8	62	331	15	15	16
ZDV	Denver ARTCC	294	222	9	42	273	14	14	15
ZFW	Fort Worth ARTCC	295	244	7	70	321	13	14	16
ZHU	Houston ARTCC	302	247	9	46	302	16	16	16
ZID	Indianapolis ARTCC	298	250	11	64	325	16	16	16
ZJX	Jacksonville ARTCC	298	229	19	47	295	14	14	17
ZKC	Kansas City ARTCC	241	200	7	41	248	13	13	14
ZLA	Los Angeles ARTCC	282	192	12	73	277	11	11	11
ZLC	Salt Lake City ARTCC	169	129	1	29	159	8	9	9
ZMA	Miami ARTCC	298	208	9	73	290	13	13	13
ZME	Memphis ARTCC	288	225	2	59	286	15	13	14
ZMP	Minneapolis ARTCC	248	222	10	55	287	13	13	15
ZNY	New York ARTCC	321	198	7	92	297	20	20	20

## En Route

ID	FACILITY NAME	CRWG TARGET	Actual on board as of 09/21/24				CPC Attrition Forecast		
			CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
ZOA	Oakland ARTCC	216	154	15	63	232	11	11	11
ZOB	Cleveland ARTCC	345	285	14	44	343	19	19	21
ZSE	Seattle ARTCC	166	139	3	41	183	9	9	10
ZSU	San Juan ARTCC	65	39	2	17	58	2	3	3
ZTL	Atlanta ARTCC	343	288	16	73	377	17	17	18
ZUA	Guam ARTCC	18	12	0	5	17	1	1	1
<b>En Route Total</b>		<b>5,667</b>	<b>4,437</b>	<b>172</b>	<b>1,201</b>	<b>5,810</b>	<b>284</b>	<b>284</b>	<b>306</b>

Note: Facility numbers do not include new hires at the FAA Academy  
 \*Individual facility numbers may not add to totals shown due to rounding.

## Terminal

ID	FACILITY NAME	CRWG TARGET	Actual on board as of 09/21/24				CPC Attrition Forecast		
			CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
A11	Anchorage TRACON	24	17	0	2	19	1	1	1
A80	Atlanta TRACON	110	74	18	0	92	5	5	6
A90	Boston TRACON	79	57	9	0	66	5	5	5
ABE	Allentown Tower	37	24	1	7	32	1	1	2
ABI	Abilene Tower	20	17	0	4	21	1	0	1
ABQ	Albuquerque Tower	36	22	4	1	27	1	1	1
ACK	Nantucket Tower	14	9	0	2	11	1	1	1
ACT	Waco Tower	26	14	1	10	25	1	1	1
ACY	Atlantic City Tower	26	19	1	9	29	1	1	1
ADS	Addison Tower	16	9	0	5	14	0	0	1
ADW	Andrews Tower	22	13	2	4	19	0	0	0
AFW	Alliance Tower	15	13	1	5	19	0	1	1
AGC	Allegheny Tower	21	11	0	5	16	1	1	1
AGS	Augusta Tower	21	13	1	7	21	1	1	1
ALB	Albany Tower	30	22	0	11	33	1	1	2
ALO	Waterloo Tower	23	11	0	3	14	1	1	1
AMA	Amarillo Tower	24	19	0	5	24	1	1	1
ANC	Anchorage Tower	28	23	0	0	23	1	1	1
APA	Centennial Tower	26	17	0	1	18	1	1	1
APC	Napa Tower	12	8	0	4	12	0	0	1
ARB	Ann Arbor Tower	12	9	0	3	12	0	0	0
ARR	Aurora Tower	12	9	1	4	14	1	1	1
ASE	Aspen Tower	21	12	0	5	17	0	0	0
ATL	Atlanta Tower	52	37	9	0	46	2	3	3
AUS	Austin Tower	60	33	8	1	42	2	2	2
AVL	Asheville Tower	20	15	1	4	20	1	1	1

# Terminal

ID	FACILITY NAME	CRWG TARGET	Actual on board as of 09/21/24				CPC Attrition Forecast		
			CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
AVP	Wilkes-Barre Tower	26	15	1	8	24	1	1	1
AZO	Kalamazoo Tower	60	44	3	0	47	1	1	1
BDL	Bradley Tower	21	15	0	3	18	0	0	0
BED	Hanscom Tower	19	15	0	3	18	0	0	1
BFI	Boeing Tower	20	17	1	3	21	1	1	1
BFL	Bakersfield Tower	26	18	1	1	20	1	1	1
BGM	Binghamton Tower	21	13	0	1	14	0	0	0
BGR	Bangor Tower	31	17	1	8	26	1	1	1
BHM	Birmingham Tower	39	25	2	2	29	1	2	2
BIL	Billings Tower	24	18	0	4	22	1	1	1
BIS	Bismarck Tower	18	10	0	2	12	0	0	0
BJC	Broomfield Tower	16	12	2	0	14	1	1	1
BNA	Nashville Tower	41	30	7	1	38	2	2	2
BOI	Boise Tower	42	27	3	0	30	1	1	1
BOS	Boston Tower	33	24	8	1	33	2	2	2
BPT	Beaumont Tower	14	11	0	1	12	0	0	0
BTR	Baton Rouge Tower	24	16	1	6	23	1	1	1
BTV	Burlington Tower	24	18	0	5	23	1	1	1
BUF	Buffalo Tower	41	28	1	5	34	1	1	1
BUR	Burbank Tower	24	19	1	5	25	1	1	1
BWI	Baltimore Tower	22	17	5	1	23	2	2	1
C90	Chicago TRACON	102	73	35	0	108	7	7	7
CAE	Columbia Tower	28	16	0	8	24	1	1	1
CAK	Akron-Canton Tower	15	15	1	2	18	1	1	1
CCR	Concord Tower	14	10	0	1	11	1	0	0
CDW	Caldwell Tower	12	8	0	3	11	0	0	1
CHA	Chattanooga Tower	24	18	1	3	22	1	1	1
CHS	Charleston Tower	29	17	0	6	23	2	1	2
CID	Cedar Rapids Tower	23	12	0	8	20	1	1	1
CKB	Clarksburg Tower	24	15	0	3	18	1	1	1
CLE	Cleveland Tower	53	45	8	2	55	2	2	2
CLT	Charlotte Tower	90	77	17	0	94	6	6	7
CMA	Camarillo Tower	14	10	0	2	12	0	1	1
CMH	Columbus Tower	55	38	6	4	48	2	2	2
CMI	Champaign Tower	21	14	0	5	19	1	1	1
CNO	Chino Tower	15	10	1	1	12	1	1	1
COS	Colorado Springs Tower	27	17	4	2	23	1	1	1
CPR	Casper Tower	18	10	0	3	13	1	1	1

# Terminal

ID	FACILITY NAME	CRWG TARGET	Actual on board as of 09/21/24				CPC Attrition Forecast		
			CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
<b>CPS</b>	St Louis Downtown Tower	14	8	1	3	12	0	1	1
<b>CRP</b>	Corpus Christi Tower	41	29	3	2	34	2	2	2
<b>CRQ</b>	Palomar Tower	14	9	0	2	11	0	1	1
<b>CRW</b>	Charleston Tower	31	17	0	5	22	1	1	1
<b>CSG</b>	Columbus Tower	12	6	1	0	7	0	0	0
<b>CVG</b>	Cincinnati Tower	48	38	1	0	39	1	1	1
<b>D01</b>	Denver TRACON	93	72	8	0	80	5	5	5
<b>D10</b>	Dallas - Ft Worth TRACON	111	73	20	0	93	5	5	6
<b>D21</b>	Detroit TRACON	58	50	11	1	62	5	4	4
<b>DAB</b>	Daytona Beach Tower	60	45	12	0	57	3	2	3
<b>DAL</b>	Dallas Love Tower	26	23	2	1	26	1	2	2
<b>DAY</b>	Dayton Tower	16	13	0	3	16	1	1	1
<b>DCA</b>	Washington National Tower	30	23	4	1	28	2	2	2
<b>DEN</b>	Denver Tower	41	32	6	0	38	3	3	3
<b>DFW</b>	DFW Tower	58	43	13	0	56	3	3	4
<b>DLH</b>	Duluth Tower	25	16	0	5	21	1	1	1
<b>DPA</b>	DuPage Tower	19	16	1	0	17	1	1	1
<b>DSM</b>	Des Moines Tower	28	16	0	7	23	1	1	1
<b>DTW</b>	Detroit Tower	33	28	5	0	33	3	3	3
<b>DVT</b>	Deer Valley Tower	22	13	3	0	16	1	1	1
<b>DWH</b>	Hooks Tower	19	10	1	5	16	1	1	1
<b>ELM</b>	Elmira Tower	13	11	0	3	14	0	0	0
<b>ELP</b>	El Paso Tower	35	21	1	6	28	1	1	1
<b>EMT</b>	El Monte Tower	12	9	3	2	14	0	0	0
<b>ERI</b>	Erie Tower	12	9	1	2	12	1	1	1
<b>EUG</b>	Eugene Tower	28	14	0	9	23	1	1	1
<b>EVV</b>	Evansville Tower	23	12	1	7	20	1	1	1
<b>EWR</b>	Newark Tower	37	26	6	0	32	3	2	2
<b>F11</b>	Central Florida TRACON	60	39	10	0	49	4	3	3
<b>FAI</b>	Fairbanks Tower	28	16	0	6	22	1	1	1
<b>FAR</b>	Fargo Tower	26	16	0	6	22	1	1	1
<b>FAT</b>	Fresno Tower	30	21	0	7	28	1	1	1
<b>FAY</b>	Fayetteville Tower	28	18	0	4	22	1	1	1
<b>FCM</b>	Flying Cloud Tower	14	10	2	2	14	0	1	1
<b>FFZ</b>	Falcon Field Tower	18	12	1	0	13	1	1	1
<b>FLL</b>	Fort Lauderdale Tower	26	24	3	1	28	1	1	1
<b>FLO</b>	Florence Tower	16	11	1	4	16	1	1	1
<b>FNT</b>	Flint Tower	12	8	0	2	10	0	0	0

# Terminal

			Actual on board as of 09/21/24				CPC Attrition Forecast		
ID	FACILITY NAME	CRWG TARGET	CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
FPR	St Lucie Tower	14	11	2	1	14	0	1	1
FRG	Farmingdale Tower	13	10	4	3	17	1	1	1
FSD	Sioux Falls Tower	22	15	0	3	18	1	1	1
FSM	Fort Smith Tower	30	26	0	7	33	1	1	1
FTW	Meacham Tower	23	15	3	1	19	0	0	1
FWA	Fort Wayne Tower	29	18	0	6	24	1	1	1
FXE	Fort Lauderdale Executive Tower	21	12	1	3	16	1	1	1
GCN	Grand Canyon Tower	14	8	0	1	9	0	0	0
GEG	Spokane Tower	44	31	1	4	36	1	1	1
GFK	Grand Forks Tower	30	16	0	0	16	1	1	1
GGG	Longview Tower	28	19	1	1	21	1	1	1
GPT	Gulfport Tower	22	16	1	3	20	1	1	1
GRB	Green Bay Tower	26	19	1	3	23	1	1	1
GRR	Grand Rapids Tower	14	8	0	4	12	1	0	0
GSO	Greensboro Tower	28	22	2	6	30	1	1	1
GSP	Greer Tower	24	20	2	3	25	1	1	1
GTF	Great Falls Tower	23	11	0	7	18	0	0	1
HCF	Honolulu Control Facility	93	66	6	15	87	6	6	6
HEF	Manassas Tower	12	9	2	5	16	0	0	1
HIO	Hillsboro Tower	18	15	1	3	19	0	0	0
HLN	Helena Tower	16	9	0	1	10	0	0	0
HOU	Hobby Tower	22	15	5	1	21	1	1	1
HPN	Westchester Tower	22	10	0	9	19	1	1	1
HSV	Huntsville Tower	24	14	2	4	20	0	0	1
HTS	Huntington Tower	27	17	0	2	19	1	0	1
HUF	Terre Haute /Hulman Tower	29	15	1	2	18	1	1	1
HWD	Hayward Tower	14	9	1	1	11	0	0	0
I90	Houston TRACON	96	71	20	0	91	8	7	7
IAD	Dulles Tower	30	27	6	0	33	2	2	2
IAH	Houston Intercontinental Tower	39	31	9	0	40	4	4	4
ICT	Wichita Tower	40	25	4	2	31	2	2	1
ILG	Wilmington Tower	14	10	1	2	13	1	1	1
ILM	Wilmington Tower	26	17	0	8	25	1	1	1
IND	Indianapolis Tower	45	35	8	0	43	3	3	4
ISP	Islip Tower	23	14	3	2	19	1	1	1
ITO	Hilo Tower	18	12	0	2	14	0	0	0
JAN	Jackson Tower	22	15	0	5	20	1	1	1
JAX	Jacksonville Tower	45	40	5	1	46	2	2	2

# Terminal

Terminal			Actual on board as of 09/21/24				CPC Attrition Forecast		
ID	FACILITY NAME	CRWG TARGET	CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
JCF	Joshua Control Facility	26	18	1	4	23	1	1	1
JFK	Kennedy Tower	33	30	3	0	33	2	2	2
JNU	Juneau Tower	19	11	1	3	15	0	0	0
L30	Las Vegas TRACON	56	36	4	0	40	3	3	3
LAF	Lafayette Purdue University Tower	12	8	0	5	13	1	0	1
LAN	Lansing Tower	15	13	0	2	15	0	0	0
LAS	Las Vegas Tower	41	29	3	0	32	2	2	2
LAX	Los Angeles Tower	56	39	11	0	50	4	4	4
LBB	Lubbock Tower	26	15	0	7	22	1	1	1
LCH	Lake Charles Tower	21	13	0	4	17	1	1	1
LEX	Lexington Tower	30	21	2	5	28	1	1	2
LFT	Lafayette Tower	24	16	0	3	19	1	1	1
LGA	La Guardia Tower	37	29	8	0	37	4	4	4
LGB	Long Beach Tower	26	19	1	0	20	1	1	1
LIT	Little Rock Tower	38	20	3	4	27	2	1	1
LNK	Lincoln Tower	12	9	0	3	12	1	1	1
LOU	Bowman Tower	14	11	0	0	11	0	0	1
LVK	Livermore Tower	14	10	0	3	13	1	1	1
M03	Memphis TRACON	41	23	1	2	26	1	1	1
M98	Minneapolis TRACON	54	46	8	4	58	5	5	5
MAF	Midland Tower	26	11	0	7	18	1	1	1
MBS	Saginaw Tower	14	7	0	3	10	0	0	0
MCI	Kansas City Tower	40	34	4	2	40	1	1	2
MCO	Orlando Tower	35	23	3	0	26	2	1	2
MDT	Harrisburg Tower	32	23	1	10	34	1	2	2
MDW	Midway Tower	22	19	1	2	22	1	1	1
MEM	Memphis Tower	35	23	4	1	28	1	1	1
MFD	Mansfield Tower	12	8	0	2	10	1	1	1
MGM	Montgomery Tower	24	15	1	8	24	1	1	1
MHT	Manchester Tower	16	15	0	1	16	1	1	1
MIA	Miami Tower	98	64	27	0	91	6	5	5
MIC	Crystal Tower	12	11	0	1	12	1	1	1
MKC	Downtown Tower	19	14	1	4	19	0	1	1
MKE	Milwaukee Tower	49	26	7	1	34	1	1	1
MKG	Muskegon Tower	12	7	0	2	9	0	0	0
MLI	Quad City Tower	21	15	1	5	21	1	1	1
MLU	Monroe Tower	21	11	2	3	16	1	1	1
MMU	Morristown Tower	19	9	0	4	13	1	1	1

# Terminal

ID	FACILITY NAME	CRWG TARGET	Actual on board as of 09/21/24				CPC Attrition Forecast		
			CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
MOB	Mobile Tower	24	17	1	6	24	1	1	2
MRI	Merrill Tower	14	9	1	1	11	1	0	1
MRY	Monterey Tower	12	8	0	1	9	1	1	1
MSN	Madison Tower	30	17	1	5	23	1	1	1
MSP	Minneapolis Tower	37	33	3	0	36	3	2	3
MSY	New Orleans Tower	39	27	4	1	32	2	2	3
MWH	Grant County Tower	21	14	0	4	18	1	1	1
MYF	Montgomery Tower	21	16	1	0	17	0	0	1
MYR	Myrtle Beach Tower	27	19	2	0	21	1	1	1
N90	New York TRACON	226	113	11	66	190	13	11	11
NCT	Northern California TRACON	174	121	13	0	134	8	7	9
NEW	Lakefront Tower	14	8	0	2	10	0	0	0
OAK	Oakland Tower	35	19	2	0	21	1	1	1
OGG	Maui Tower	19	12	2	5	19	1	1	0
OKC	Oklahoma City Tower	36	25	2	4	31	1	1	1
OMA	Eppley Tower	16	13	1	3	17	1	1	1
ONT	Ontario Tower	21	12	1	5	18	1	1	1
ORD	Chicago O'Hare Tower	73	60	10	0	70	5	4	4
ORF	Norfolk Tower	35	18	5	2	25	1	1	1
ORL	Orlando Executive Tower	12	10	3	3	16	0	0	0
P31	Pensacola TRACON	35	31	5	0	36	1	1	1
P50	Phoenix TRACON	58	50	10	0	60	4	4	4
P80	Portland TRACON	26	25	2	2	29	2	2	2
PAE	Paine Tower	14	8	0	2	10	0	1	1
PAO	Palo Alto Tower	14	8	0	4	12	0	0	0
PBI	Palm Beach Tower	58	41	5	3	49	2	2	2
PCT	Potomac TRACON	173	146	14	0	160	10	10	11
PDK	DeKalb - Peachtree Tower	22	9	4	4	17	0	0	1
PDX	Portland Tower	26	24	2	1	27	1	1	1
PHF	Patrick Henry Tower	14	10	1	6	17	0	0	1
PHL	Philadelphia Tower	114	102	15	3	120	8	7	7
PHX	Phoenix Tower	35	25	5	0	30	2	2	2
PIA	Peoria Tower	15	14	0	0	14	1	1	1
PIE	St Petersburg Tower	14	11	2	0	13	1	0	1
PIT	Pittsburgh Tower	45	35	6	1	42	2	2	3
PNE	Northeast Philadelphia Tower	14	9	1	3	13	0	0	0
PNS	Pensacola Tower	14	11	0	4	15	0	1	1
POC	Brackett Tower	14	10	0	3	13	1	0	1

# Terminal

			Actual on board as of 09/21/24				CPC Attrition Forecast		
ID	FACILITY NAME	CRWG TARGET	CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
<b>POU</b>	Poughkeepsie Tower	12	8	1	3	12	1	0	0
<b>PRC</b>	Prescott Tower	18	12	1	0	13	1	1	1
<b>PSC</b>	Pasco Tower	17	9	0	1	10	1	1	1
<b>PSP</b>	Palm Springs Tower	12	10	0	2	12	0	0	0
<b>PTK</b>	Pontiac Tower	15	10	0	2	12	1	1	1
<b>PUB</b>	Pueblo Tower	18	10	0	5	15	0	0	0
<b>PVD</b>	Providence Tower	37	27	1	6	34	2	1	1
<b>PWK</b>	Chicago Executive Tower	14	13	2	1	16	1	1	1
<b>PWM</b>	Portland Tower	26	20	3	0	23	1	1	1
<b>R90</b>	Omaha TRACON	24	17	1	3	21	1	2	2
<b>RDG</b>	Reading Tower	18	15	2	1	18	1	1	1
<b>RDU</b>	Raleigh-Durham Tower	43	39	5	1	45	2	2	2
<b>RFD</b>	Rockford Tower	32	16	2	4	22	1	1	1
<b>RHV</b>	Reid-Hillview Tower	14	9	0	2	11	0	0	0
<b>RIC</b>	Richmond Tower	16	16	0	1	17	1	1	1
<b>RNO</b>	Reno Tower	21	13	1	6	20	0	1	1
<b>ROA</b>	Roanoke Tower	28	20	2	8	30	1	1	1
<b>ROC</b>	Rochester Tower	37	22	0	3	25	1	1	1
<b>ROW</b>	Roswell Tower	18	12	0	5	17	0	0	0
<b>RST</b>	Rochester Tower	23	11	0	2	13	0	1	1
<b>RSW</b>	Fort Myers Tower	37	29	0	0	29	1	1	1
<b>RVS</b>	Riverside Tower	18	13	2	4	19	1	1	1
<b>S46</b>	Seattle TRACON	52	33	7	0	40	3	2	3
<b>S56</b>	Salt Lake City TRACON	45	34	4	1	39	3	2	2
<b>SAN</b>	San Diego Tower	28	21	4	0	25	1	1	1
<b>SAT</b>	San Antonio Tower	56	36	8	0	44	2	3	3
<b>SAV</b>	Savannah Tower	32	21	1	4	26	1	1	1
<b>SBA</b>	Santa Barbara Tower	30	24	0	7	31	2	1	1
<b>SBN</b>	South Bend Tower	30	20	1	7	28	1	1	1
<b>SCK</b>	Stockton Tower	12	9	0	3	12	1	1	1
<b>SCT</b>	Southern California TRACON	232	180	32	0	212	13	12	13
<b>SDF</b>	Standiford Tower	52	36	7	1	44	2	2	2
<b>SDL</b>	Scottsdale Tower	16	9	1	2	12	0	0	1
<b>SEA</b>	Seattle Tower	33	27	3	0	30	1	2	2
<b>SEE</b>	Gillespie Tower	19	14	0	3	17	1	1	1
<b>SFB</b>	Sanford Tower	18	17	0	0	17	1	1	1
<b>SFO</b>	San Francisco Tower	30	24	8	1	33	1	1	1
<b>SGF</b>	Springfield Tower	30	25	1	3	29	1	1	1

# Terminal

ID	FACILITY NAME	CRWG TARGET	Actual on board as of 09/21/24				CPC Attrition Forecast		
			CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025*	2026*	2027*
SHV	Shreveport Tower	28	21	0	4	25	1	1	1
SJC	San Jose Tower	15	15	0	5	20	1	1	1
SJU	San Juan Tower	22	17	0	2	19	1	1	1
SLC	Salt Lake City Tower	33	30	3	0	33	2	1	2
SMF	Sacramento Tower	16	11	0	6	17	1	1	1
SMO	Santa Monica Tower	16	13	1	2	16	0	0	0
SNA	John Wayne Tower	26	18	6	1	25	2	1	2
SPI	Springfield Tower	12	8	0	2	10	0	0	0
SRQ	Sarasota Tower	16	12	0	5	17	0	0	1
STL	St Louis Tower	22	19	2	5	26	1	1	1
STP	St Paul Tower	14	11	0	3	14	0	0	1
STS	Sonoma Tower	14	7	0	2	9	0	0	0
STT	St Thomas Tower	14	11	1	0	12	0	0	0
SUS	Spirit of St Louis Tower	14	13	1	1	15	1	1	1
SUX	Sioux Gateway Tower	21	13	0	3	16	0	0	0
SYR	Syracuse Tower	28	15	0	9	24	1	1	1
T75	St Louis TRACON	39	31	10	0	41	4	3	3
TEB	Teterboro Tower	22	16	2	0	18	1	1	1
TLH	Tallahassee Tower	24	15	0	8	23	1	1	1
TMB	Tamiami Tower	22	16	0	3	19	1	1	1
TOA	Torrance Tower	14	9	0	4	13	0	0	0
TOL	Toledo Tower	25	20	0	5	25	1	1	1
TPA	Tampa Tower	67	42	16	3	61	4	3	4
TRI	Tri-Cities Tower	24	14	0	8	22	1	1	1
TUL	Tulsa Tower	34	23	4	2	29	1	1	1
TUS	Tucson Tower	22	17	0	4	21	1	1	1
TVC	Traverse City Tower	14	6	0	5	11	0	0	0
TWF	Twin Falls Tower	14	7	0	3	10	0	0	0
TYS	Knoxville Tower	37	23	6	2	31	1	1	1
U90	Tucson TRACON	24	15	3	2	20	1	1	1
VGT	North Las Vegas Tower	20	9	1	6	16	0	0	0
VNY	Van Nuys Tower	26	18	4	0	22	1	1	1
VRB	Vero Beach Tower	13	8	3	4	15	1	1	1
Y90	Yankee TRACON	26	18	3	3	24	1	1	1
YIP	Willow Run Tower	23	13	2	2	17	1	1	1
YNG	Youngstown Tower	25	16	0	3	19	1	1	1
<b>Terminal Total</b>		8,966	6,293	781	890	7,964	397	385	421

Note: Facility numbers do not include new hires at the FAA Academy

\*Individual facility numbers may not add to totals shown due to rounding.

# FAA Totals

	Actual on board as of 09/21/24					CPC Attrition Forecast		
	2024 CRWG TARGET	CPC	CPC-IT	DEVELOPMENTAL	TOTAL	2025* CPC ATTRITION	2026* CPC ATTRITION	2027* CPC ATTRITION
<b>En Route Total</b>	5,667	4,437	172	1,201	5,810	284	284	306
<b>Terminal Total</b>	8,966	6,293	781	890	7,964	397	385	421
<b>Facility Total</b>	<b>14,633</b>	<b>10,730</b>	<b>953</b>	<b>2,091</b>	<b>13,774</b>	<b>681</b>	<b>669</b>	<b>728</b>
<b>On Detail</b>		3			3			
<b>FAA Academy Students</b>					487			
<b>Grand Total</b>					<b>14,264</b>			

<b>Academy Attrition</b>	723	785	781
<b>Developmental Attrition</b>	170	188	216
<b>*Total Attrition</b>	<b>1,573</b>	<b>1,642</b>	<b>1,725</b>

\*Individual facility numbers may not add to totals shown due to rounding.

