

years		1	2	3	4	5	6	7	8	9	10
short description	Baseline: Legacy training	Preparatory: traditional +training of a manager to be EBT manager and consultancy to develop EBT framework, development of EBT training programmes, training of instructors/examiners. Training is running as legacy.	First year of EBT implemenation, discontinue legacy training, no EBT benefits, still high failure rate of pilots (2.6% as in legacy training)	Second year of EBT implemenation, discontinue legacy training, no EBT benefits, still high failure rate of pilots (2.6% as in the legacy training)	All EBT costs; Start all benefits + less failures in OPC/LPC (20% decreased in remedial training, e.g. 2.08% of pilots fail). 30% of all benefits are provided.	All EBT costs; Start all benefits + less failures in OPC/LPC (40% decreased in remedial training, e.g. 1.56% of pilots fail). 60% of benefits are provided.	All EBT costs; Start all benefits + less failures in OPC/LPC (50% decreased in remedial training,e.g. 1.3% of pilot fail). 100% of benefits are provided.	All EBT costs; Start all benefits + less failures in OPC/LPC (50% decreased in remedial training, .g. 1.3% of pilot fail)	All EBT costs; Start all benefits + less failures in OPC/LPC (50% decreased in remedial training, .g. 1.3% of pilot fail)	All EBT costs; Start all benefits + less failures in OPC/LPC (50% decreased in remedial training, .g. 1.3% of pilot fail)	All EBT costs; Start all benefits + less failures in OPC/LPC (50% decreased in remedial training, .g. 1.3% of pilot fail)
years		1	2	3	4	5	6	7	8	9	10
Total costs	2,197,195.20	2,278,306.31	2,197,195.20	2,197,195.20	2,197,195.20	2,197,195.20	2,197,195.20	2,197,195.20	2,197,195.20	2,197,195.20	
Legacy training (recurrent costs)		2,197,195.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Training of a EBT training manager to develop competency framework (one-off)		5,555.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consultancy to train EBT manager and develop EBT framework and training programme (one-off)		5,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Develop/Update of the recurrent training programme by the training manager (recurrent)		11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11
Training of instructors to deliver EBT training (costs for consultants and daily wages of the instrutors) (one-off)		59,444.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Costs for TRI/TRE for refresher training for EBT (1 day per instructor) (recurrent)		0.00	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11	11,111.11
EBT modules (former OPC and LPC)		0.00	1,737,422.22	1,737,422.22	1,737,422.22	1,737,422.22	1,737,422.22	1,737,422.22	1,737,422.22	1,737,422.22	1,737,422.22
EBT Line evaluation		0.00	66,666.67	66,666.67	66,666.67	66,666.67	66,666.67	66,666.67	66,666.67	66,666.67	66,666.67
EBT Ground training		0.00	325,711.11	325,711.11	325,711.11	325,711.11	325,711.11	325,711.11	325,711.11	325,711.11	325,711.11
EBT Remedial training		0.00	45,172.98	45,172.98	45,172.98	45,172.98	45,172.98	45,172.98	45,172.98	45,172.98	45,172.98
delta EBT costs in comparison to legacy training costs		81,111.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL benefits		0.00	0.00	0.00	52,812.37	105,624.75	168,512.41	168,512.41	168,512.41	168,512.41	168,512.41
Saving due to decrease in % of pilots failed in OPC/LPC: Saving in daily wage of flight crew for the time that he/she does not fly.		0.00	0.00	0.00	9,034.60	18,069.19	22,586.49	22,586.49	22,586.49	22,586.49	22,586.49
Line check (after 2 years of EBT implementation an operator should be allowed to extend the line check)): a pilot's line check requirement is reduced from 1 per year to 1 every two years		0.00	0.00	0.00	10,000.00	20,000.00	33,333.33	33,333.33	33,333.33	33,333.33	33,333.33
Ground training: Safety equipment procedure (SEP) training:A pilot's SEP training requirement is reduced from 1 per year to 1 every two years. The benefit is saving a daily wage of the flight crew. Less CRM training is expected due to the integration of non-technical competencies in the EBT programme (1 day per pilot/year to 1 day pilot/3 years).		0.00	0.00	0.00	27,777.78	55,555.56	92,592.59	92,592.59	92,592.59	92,592.59	92,592.59
Indreict saving (flexibility):A reduction in pilot workload due to flexibility to run SIM away from the peak flying months. The benefit is the 1% of the annual wage of a pilot saved, mulitply by the total number of the pilots.		0.00	0.00	0.00	6,000.00	12,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
NPV delta EBT costs		81,111.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NPV EBT benefits		0.00	0.00	0.00	45,144.24	86,815.84	133,177.81	128,055.59	123,130.37	118,394.59	113,840.95
Cumulative NPV EBT costs		81,111.11	81,111.11	81,111.11	81,111.11	81,111.11	81,111.11	81,111.11	81,111.11	81,111.11	81,111.11
Cumulative NPV EBT benefits		0.00	0.00	0.00	45,144.24	131,960.08	265,137.89	393,193.48	516,323.85	634,718.43	748,559.38
Profitability indicators											
NPV EBT benefits - NPV EBT costs		-81,111.11	0.00	0.00	45,144.24	86,815.84	133,177.81	128,055.59	123,130.37	118,394.59	113,840.95
Proportion of the net benefit as % of the annual turnover					0.06%	0.12%	0.18%	0.18%	0.17%	0.16%	0.16%
Saving per pilot per year					451.44	868.16	1,331.78	1,280.56	1,231.30	1,183.95	1,138.41

0.15%

1,069.37

Benefit/Cost ratio (cumulative NPV EBT benefits/cumulative NPV EBT costs)	0.00	0.00	0.00	0.56	1.63	3.27	4.85	6.37	7.83	9.23
Years for return of investment (break-even point, year when cumulative costs = cumulative benefits)	4 year after the implementation of EBT									