

Olaf Birgels

Flighthours

13.000

Qualification

TRI/TRE, SEN A320



Training Experience

2011 - 2013: CGI GWI TRTO
2013 - 2015: Head of Training
2015 - 2017: NP Training GWI

Current Position

Cpt A320 Family Lufthansa

Robert Gräf

Flighthours

8.000

Instructor Qualification

TRI, TRE A320



Training Experience

2013 - 2015: CTKI GWI ATO
2015 - 2017: Head of Training
2017- : NP Training GWI

Current Position

NP Training Germanwings

Operator's View on EBT in an ATQP Airline



How did it all start?

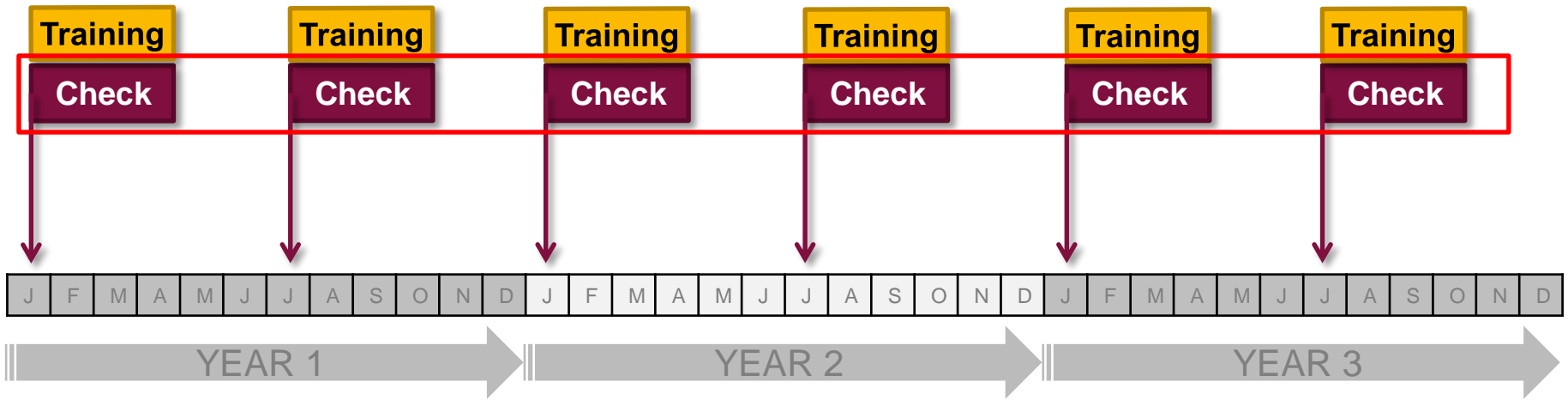


ORO.FC.230 & FCL Annex 9

EBT in an ATQP Airline

Classic Training & Checking System

- Training on Day 1
- LPC/OPC on Day 2
- Training / Checking ratio: 50% / 50%



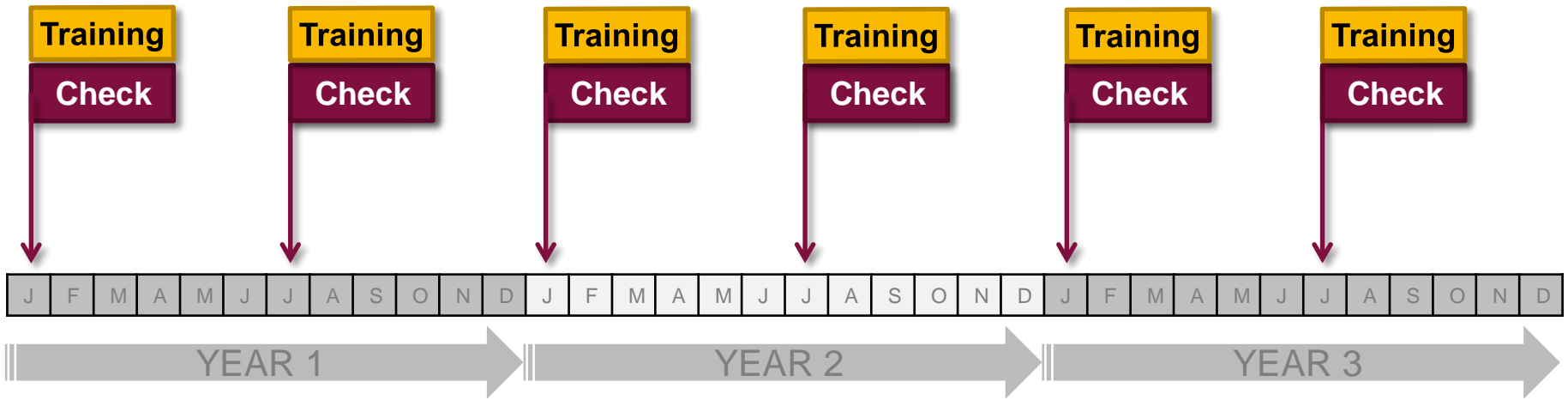
ATQP

EBT in an ATQP Airline

After Implementation of ATQP

- Training / Checking ratio: 75% / 25%

Reduce Checking
Increase Training



EBT in an ATQP Airline

Digital Grading Tool

prodefis TPMS

Cancel OPC 2 Items - CP, FO Save

Overview Assessment Finalise CP Finalise FO Configuration

Approach (CP: PF / LHS - FO: PM / RHS) NO STD Debriefing mode

CRM ? ILS APPROACH NO STD

CRM ? PROCEDURE ILS APPROACH Repeat Retest Fail

X flight tolerances ILS (manually raw data)
2 (more than 1 dot and CIA initiated if below MSA)

CRM ? flight tolerances ILS (manually raw data) Repeat Retest Fail

CRM ? stabilized approach criteria NO 1 2 3 4 5

CRM ? speed control (final) NO 1 2 3

CRM ? standard call outs NO 1 2 3 4

CRM ? PREPARATION ILS APPROACH NO 1 2 3 4

CRM ? adherence to SID/STAR/AP NO 1 2 3 4

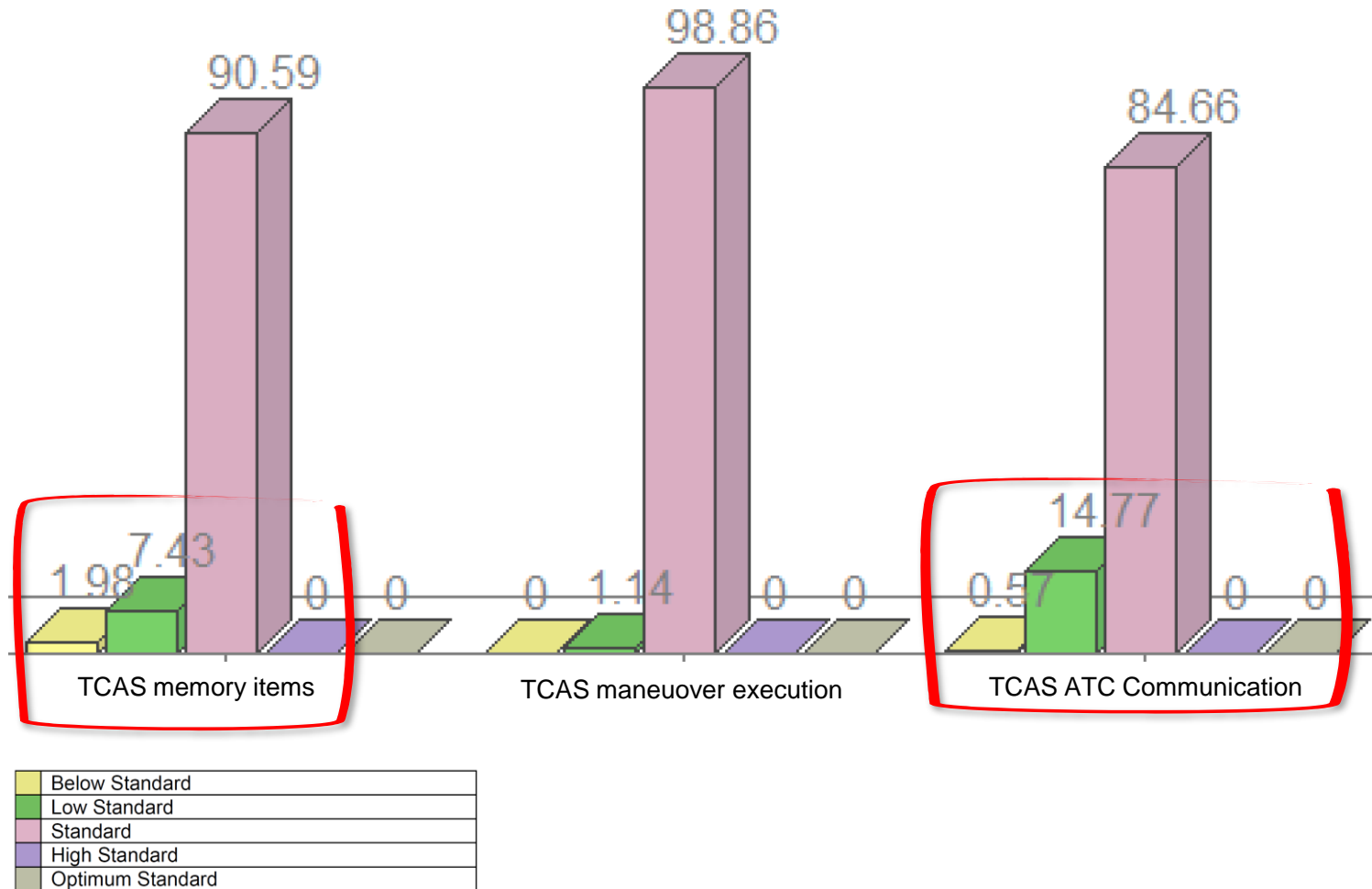
CRM ? NO set up NO 1 2 3

CRM ? approach briefing NO 1 2 3 4 5 NO 1 2 3 4 5 NO 1 2 3 NO 1 2 3 4 5

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EBT in an ATQP Airline

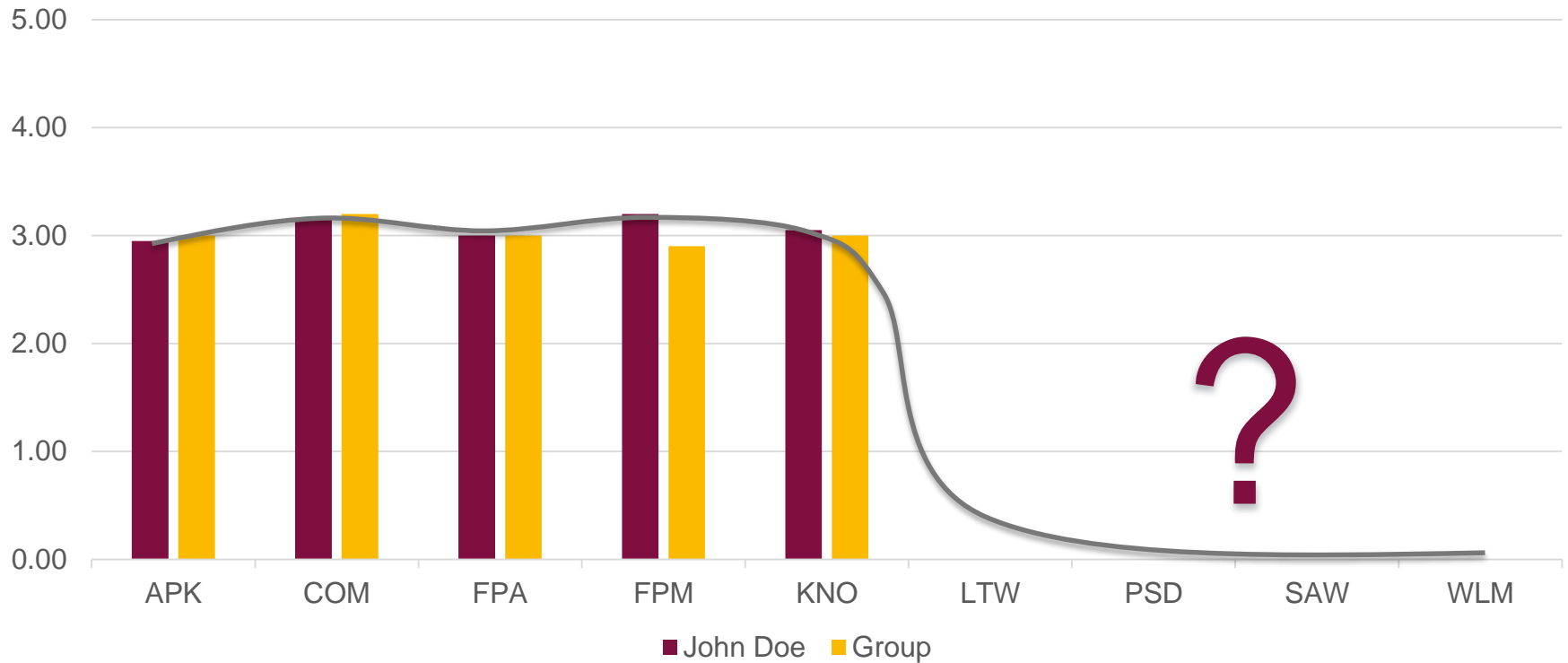
Digital Grading Tool



EBT in an ATQP Airline

Competency Mapping

Competency Mapping



EBT

EBT in an ATQP Airline

EBT & ATQP share the same principle

Increase Training Efficiency!

Implementing EBT

EBT in an ATQP Airline

Implementing EBT

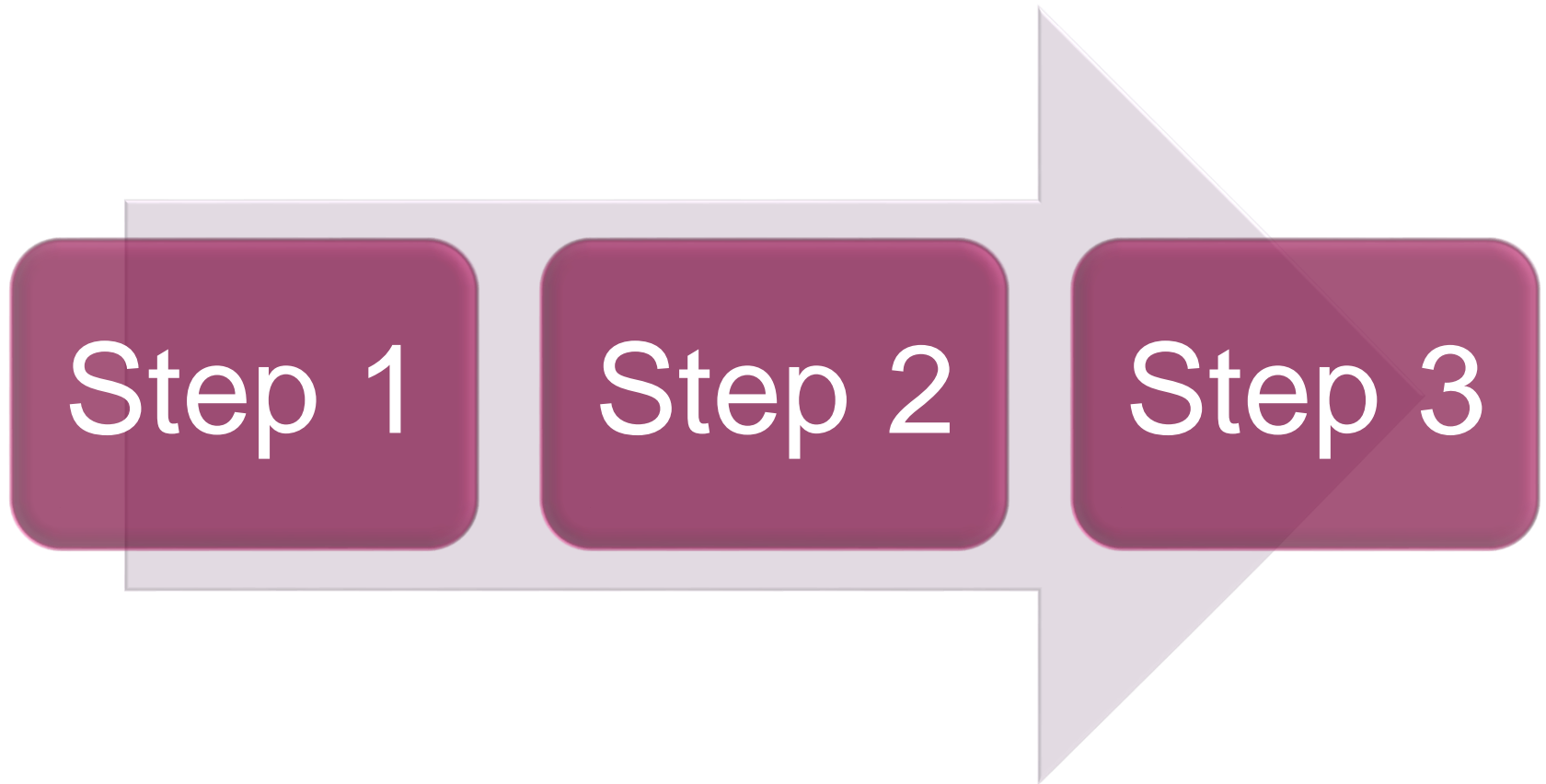
- Update of Documentation
- Authority Talks and Approvals
- Risk Evaluation
- Module Design
- Grading Tool Customization
- Trainer Standardization
- Pilot & Union Information



- ✓ Evidence Based Training
- ✓ Competency Based Training
- ✓ Assessment and Grading of Competencies
- ✓ Resilience
- ✓ Facilitation
- ✓ EBT module and it's phases
- ✓ ...

EBT in an ATQP Airline

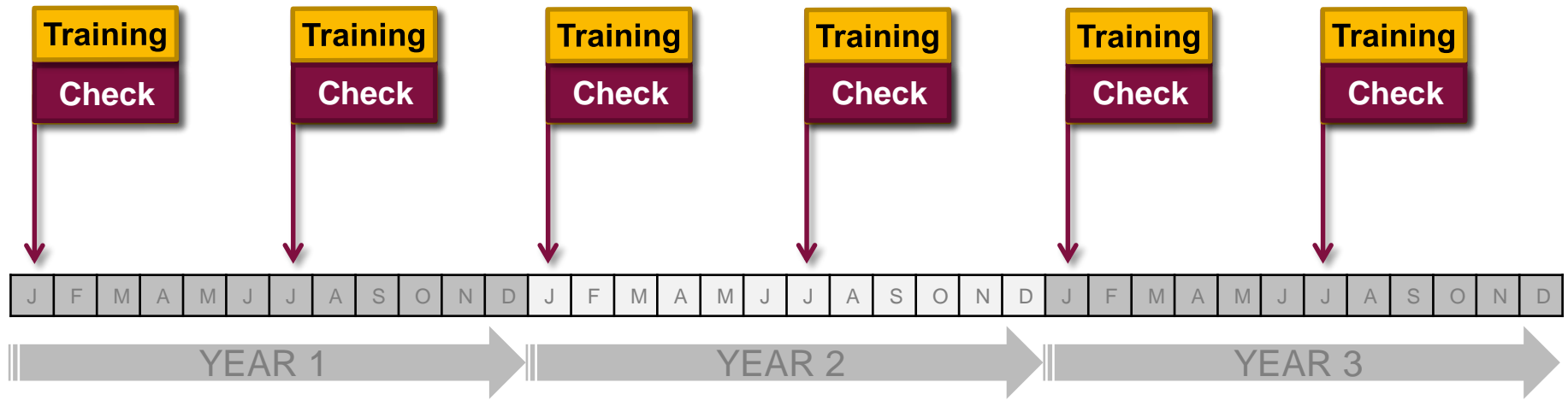
Implementing EBT



EBT in an ATQP Airline

Implementing EBT – Step 1

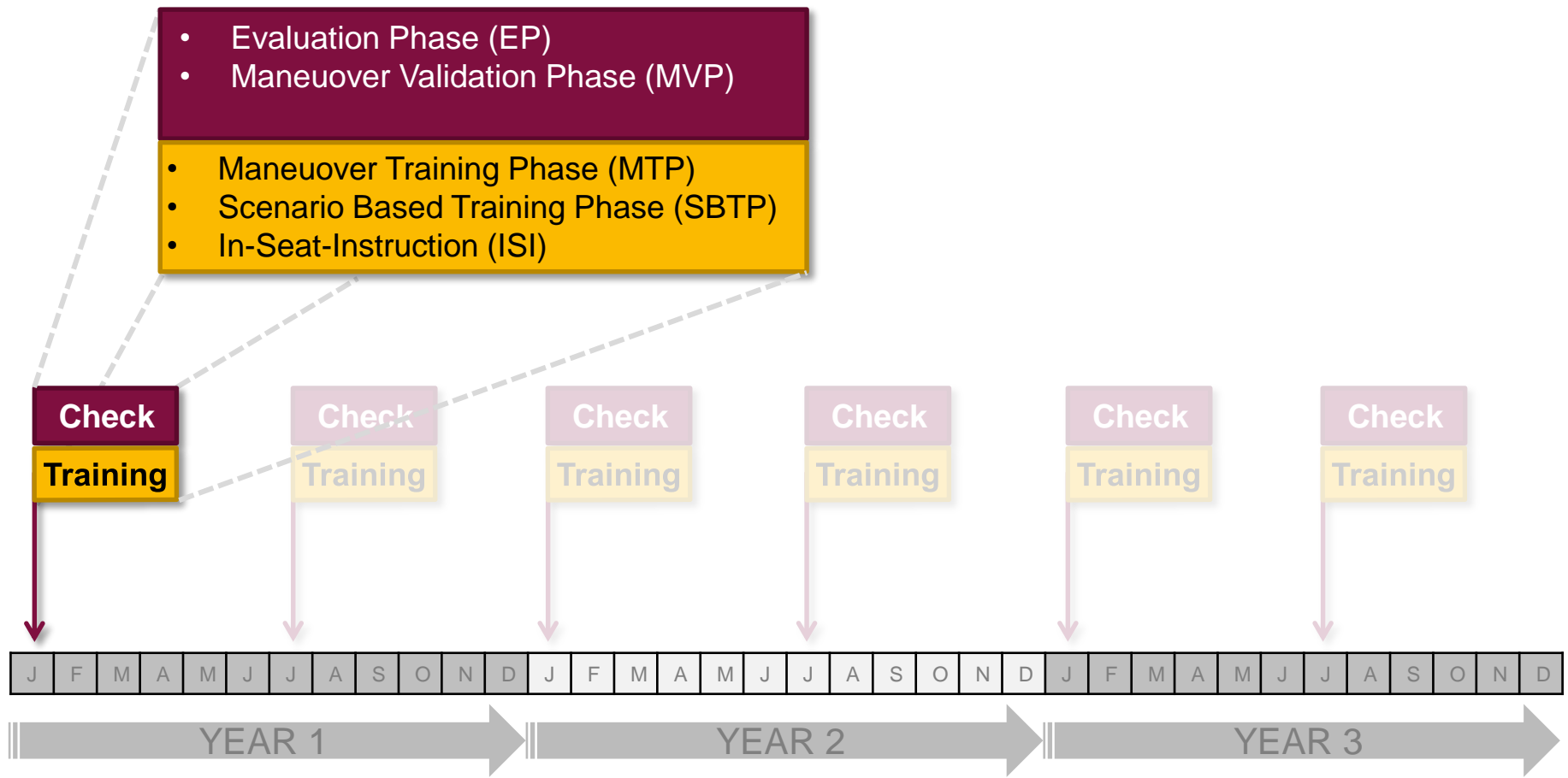
1. Structural Reversal of Training Sequence



EBT in an ATQP Airline

Implementing EBT – Step 2

1. Structural Reversal of Training Sequence
2. Introduction of mixed EBT Modules

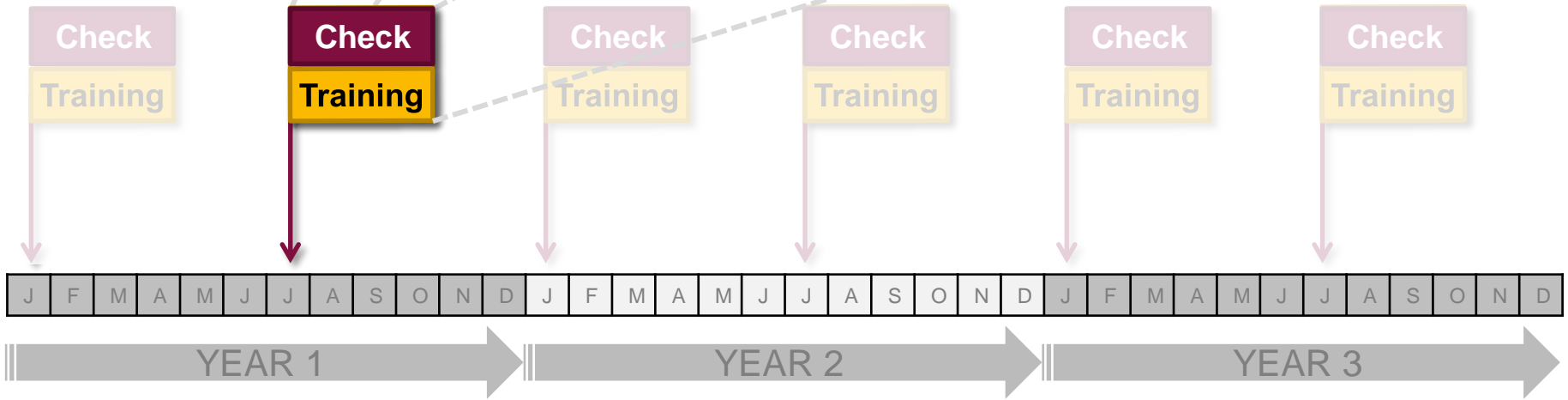


EBT in an ATQP Airline

Implementing EBT – Step 3

1. Structural Reversal of Training Sequence
2. Introduction of mixed EBT Modules
3. Application of ATQP benefits (12 month OPC validity)

- Evaluation Phase (EP)
- Maneuver Training Phase (MTP)
- Scenario Based Training Phase (SBTP)
- In-Seat-Instruction (ISI)



Learnings from EBT Implementation

EBT in an ATQP Airline

Learnings from mixed EBT

- Data Analysis (ATQP & EBT)
- Lesson Design
- Scheduling
- Mixed Implementation Concept
- Trainer standardization

EBT in an ATQP Airline

Data Analysis (ATQP & EBT)

- Increased Instructor Workload
- Reduced data resolution (9 Competencies vs. Taskanalysis)
- EBT Data deliver holistic View of Pilot Performance
- Reduced Interrater Reliability

Lesson Design

- Numerous Requirements of Part-ORO, Part-FCL, ATQP and EBT have to be observed
 - Rise in Complexity
 - Reduced Space for “Freeplay”

Scheduling

- Scheduling of LPC/OPC demanding
 - Rise in Complexity
 - Mixed EBT Module if LPC scheduled



~~pure
EBT~~



**mixed
EBT**

EBT in an ATQP Airline

Data Analysis (ATQP & EBT)

- Increased Instructor Workload
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- Scheduling of LPC/OPC demanding
 - Rise in Complexity
 - Mixed EBT Module if LPC scheduled

Mixed Implementation Concept

- Increased pressure on Flight Crews during Evaluation Phase
- Evaluation Phase Data Distortion due to Checking Environment

Trainer Standardization

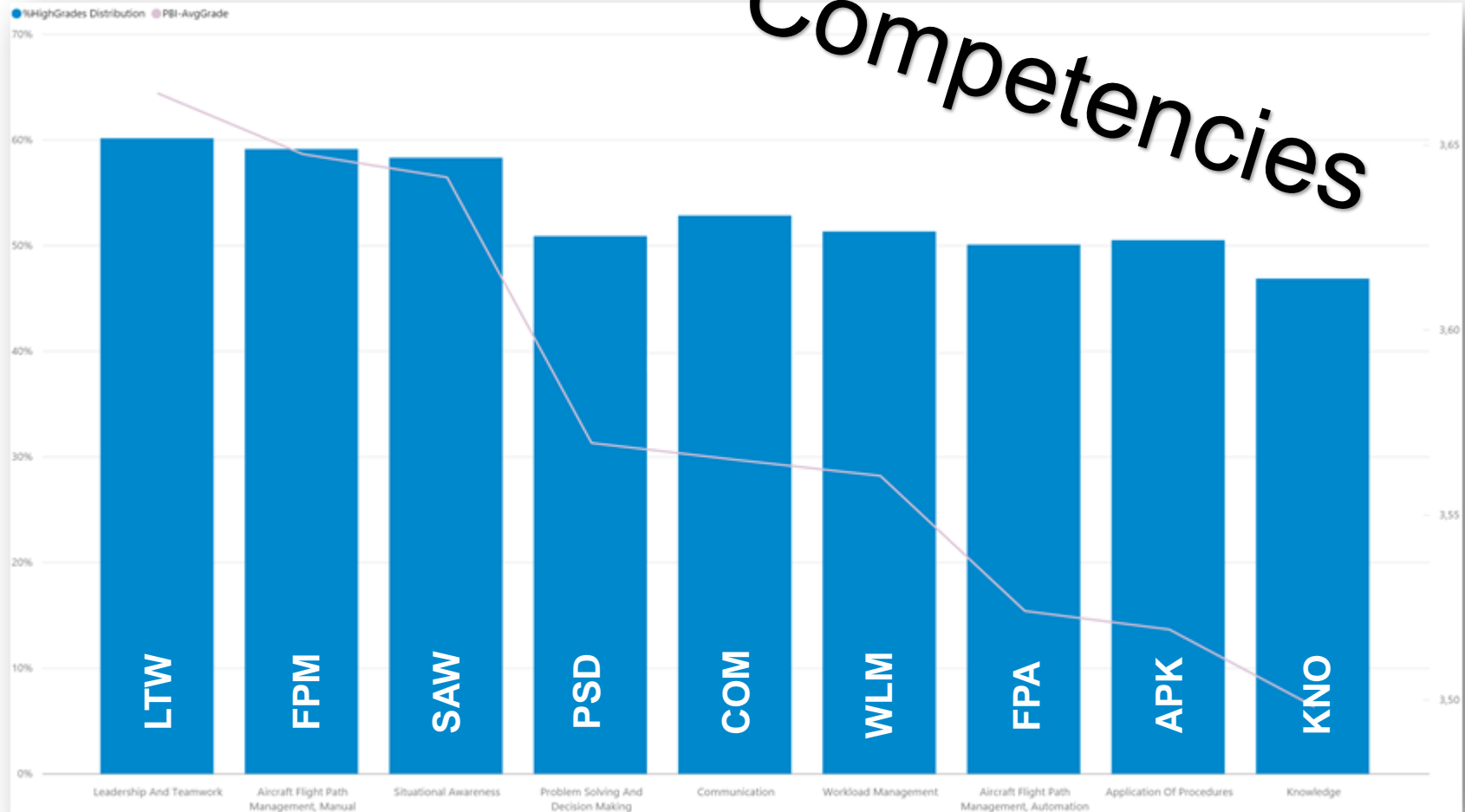
- Paradigm change in training

Summary

EBT in an ATQP Airline

Summary

- EBT Data provide holistic view of the Pilot Performance



EBT in an ATQP Airline

Summary

- Instructor training is crucial



Driven by Evidence

Competency Based Training

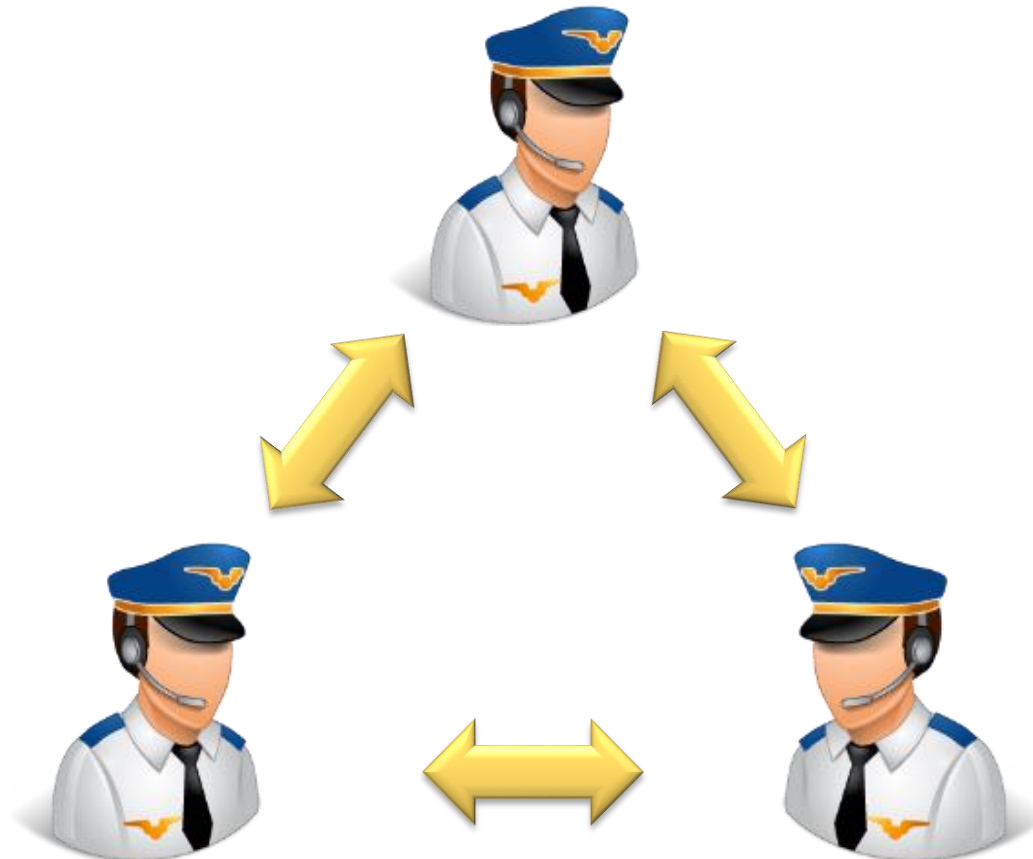
Develop Resilience

Learn from the Positive

EBT in an ATQP Airline

Summary

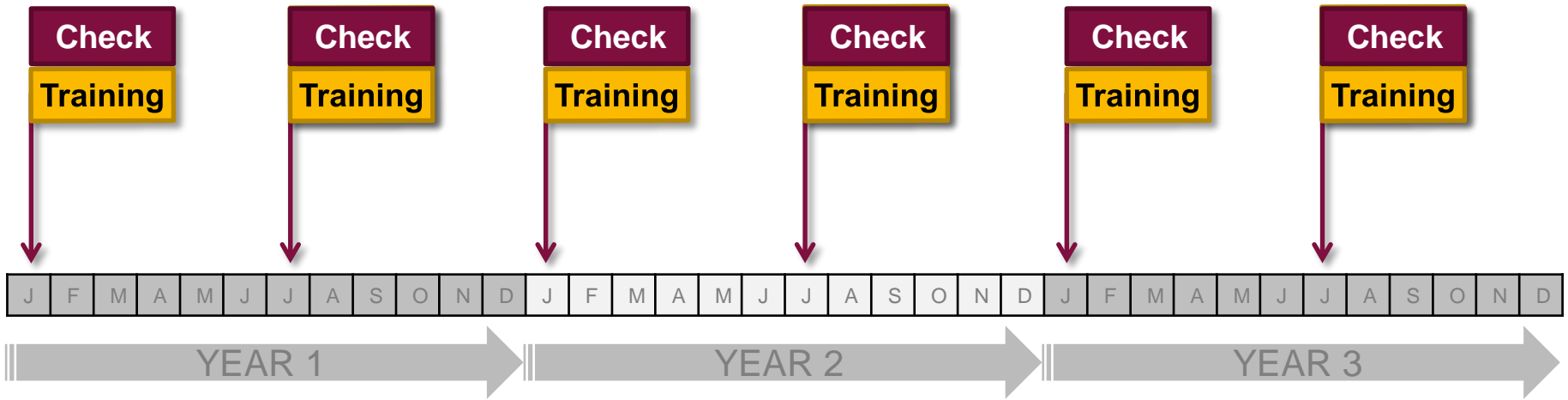
- EBT creates trust of pilots!



EBT in an ATQP Airline

Summary

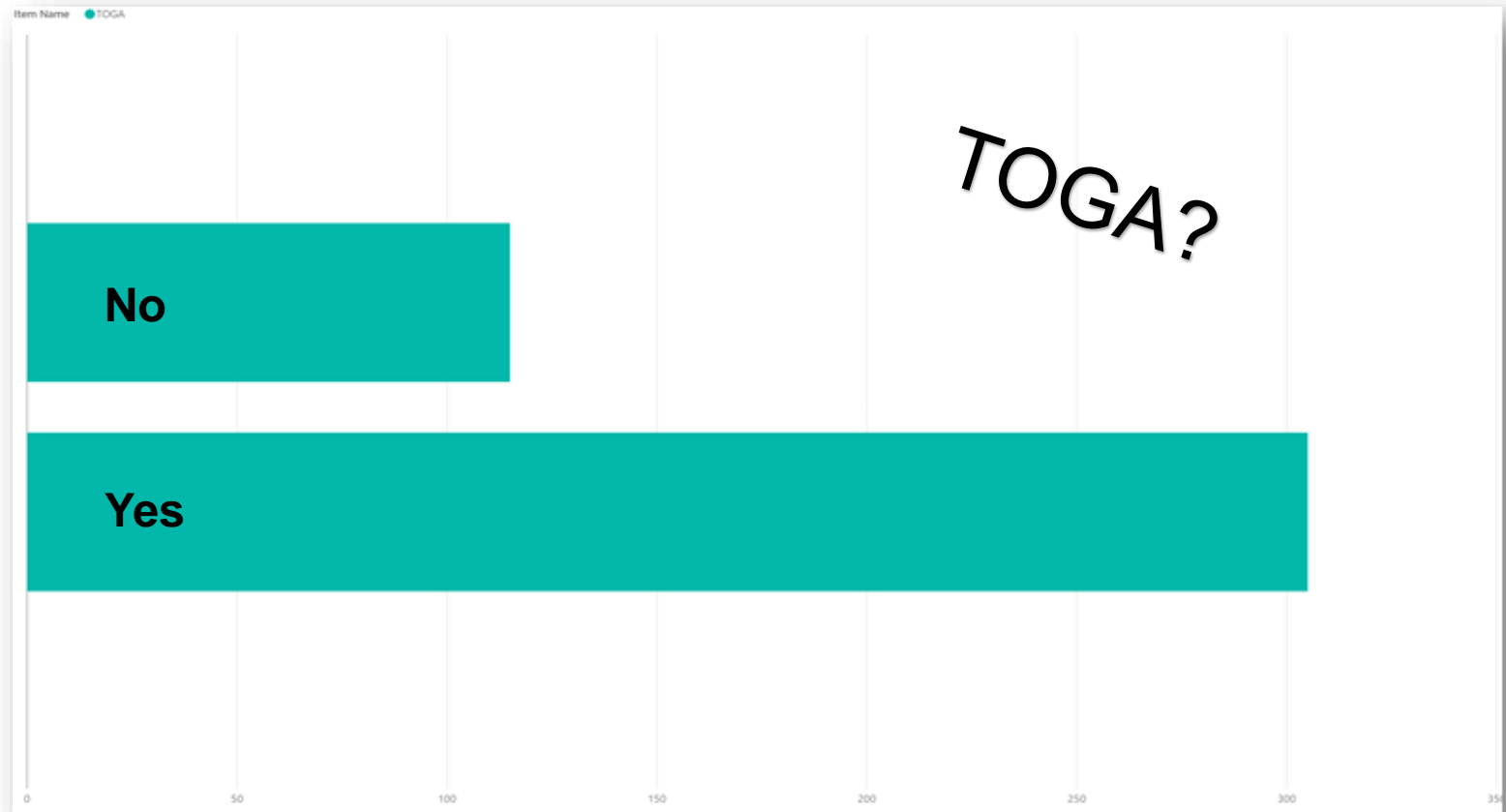
1. reduce checking and increase training



EBT in an ATQP Airline

Summary

1. reduce checking and increase training
2. Deep dive into data where necessary



Wishlist

- Adapt ORO and FCL regulations!
- Allow a complete EBT module to be used for licence revalidation!

Thank you for your attention.

