

'AMC and GM to Part-ARO — Issue 3, Amendment 11'

The Annex to ED Decision 2014/025/R is amended as follows:

The text of the amendment is arranged to show deleted text, new or amended text as shown below:

- (a) deleted text is ~~struck through~~;
- (b) new or amended text is highlighted in **blue**;
- (c) an ellipsis (...) indicates that the remaining text is unchanged.

AMC1 ARO.OPS.226(a) Approval and oversight of evidence-based training programmes

QUALIFICATION AND TRAINING — INSPECTORS

- (a) For the initial approval and oversight of an operator's EBT programme, the inspector of the competent authority should undertake EBT training as part of their required technical training (see AMC2 ARO.GEN.200(a)(2)). At the conclusion of the inspector training, the inspector should:
- (1) know the principles of EBT, including the following underlying principles:
 - (i) competency-based training;
 - (ii) learning from positive performance;
 - (iii) building resilience; and;
 - (iv) data-driven training;
 - (2) know the structure of an EBT module;
 - (3) know the method of training delivery for each phase of an EBT module;
 - (4) know the principles of adult learning and how they relate to EBT;
 - (5) recognise effective observations based on a competency framework, and document evidence of observed performance;
 - (6) recognise and relate specific performance observations of competencies;
 - (7) recognise trainee performance to determine competency-based training needs and recognise strengths;
 - (8) understand methods for the evaluation of performance using a competency-based grading system;
 - (9) recognise appropriate teaching styles during simulator training to accommodate trainee learning needs;
 - (10) recognise facilitated trainee learning, focusing on specific competency-based training needs; and
 - (11) understand how to conduct a debrief using facilitation techniques.
- (b) The objective of such training is to ensure that the inspector:
- (1) attains the adequate level of knowledge in the principles of approval and oversight of the EBT programmes; and
 - (2) acquires the ability to recognise the EBT programme suitability.

GM1 ARO.OPS.226(a) Approval and oversight of evidence-based training programmes

QUALIFICATION AND TRAINING — PRINCIPLES OF EBT — DATA-DRIVEN TRAINING

EBT is a data-driven programme and proper oversight requires the inspector to have a good understanding of all features where data plays an important role in the EBT programme:

(a) Flight crew training data

- (1) Data related to grading of competencies (level 1), data related to OBs (level 2) and how it can be used to drive the design of the operator's EBT programme. Other training data (level 3) and how it is used in the contextualisation of an example scenario element.
- (2) Individual flight crew training data — understand how it is used:
 - (i) in regard to licence revalidation and renewal; and
 - (ii) to provide tailored training and additional FSTD training.

(b) Data from the management system — understand how it may be used for the selection of the example scenario element(s) and the contextualisation of the example scenario element(s).

(c) Instructor standardisation and concordance data

- (1) How the EBT data is used to standardise the instructor and how, at the same time, the operator ensures the necessary just culture and a non-jeopardy environment for the instructors (referred to in the instructor concordance assurance programme).
- (2) Understand the importance of quality in the data – the feedback loop of the EBT programme.

GM2 ARO.OPS.226(a) Approval and oversight of evidence-based training programmes

QUALIFICATION AND TRAINING — OPERATOR'S EBT PROGRAMME SUITABILITY

To recognise and evaluate the suitability of an operator's EBT programme, the inspector's training programme may include those features as training objectives. AMC1 ORO.FC.231(a) provides the list of features of a suitable EBT programme.

AMC1 ARO.OPS.226(c) Approval and oversight of evidence-based training programmes

INITIAL APPROVAL — VERIFICATION OF COMPLIANCE

When approving an EBT programme, the competent authority should ensure that the operator fulfils all the applicable criteria of ORO.FC.231 and its associated AMC. In particular, it should recognise the suitability of the operator's EBT programme (AMC1 ORO.FC.231(a)).

AMC2 ARO.OPS.226(c) Approval and oversight of evidence-based training programmes

EBT PROGRAMME SUITABILITY

As regards the suitability of the EBT programme, please refer to AMC1 ORO.FC.231(a).

AMC1 ARO.OPS.226(d) Approval and oversight of evidence-based training programmes

OVERSIGHT PLAN — PERIODIC ASSESSMENT TO VERIFY THE COMPLIANCE OF THE EBT PROGRAMME

- (a) After issuing the approval of the operator's EBT programme, the competent authority should have a process to verify the operator's continuing compliance.
- (b) Each organisation to which an EBT approval has been issued should have an inspector (or inspectors) assigned to it who is (are) trained and qualified for EBT (see AMC1 ARO.OPS.226(a)).
- (c) Audits and inspections, on a scale and frequency appropriate to the operation, should cover at least:
 - (1) management supervision of the EBT programme;
 - (2) ongoing identification of operational risks and inclusion into the operator's EBT programme;
 - (3) relevance of the operator's EBT programme to address its operational and training needs;
 - (4) effectiveness of the operator's EBT programme to improve pilot competencies. When there is an ineffective programme, the competent authority should examine the operator processes which identify the lack of effective results;
 - (5) compliance with all requirements of ORO.FC.231;
 - (6) delivery of instructor initial training in accordance with AMC1 ORO.FC.146(c), including inspections of the training delivery;
 - (7) conduct of assessments of competence for EBT instructors, including periodic inspections of FSTD training;
 - (8) maintenance of crew records;
 - (9) administration of programme enrolment and compliance with the requirements of Annex I (Part-FCL) for licence revalidation and renewal;
 - (10) continuing standardisation of EBT instructors; and
 - (11) inspection of the training delivery.

GM1 ARO.OPS.226(d) Approval and oversight of evidence-based training programmes

EFFECTIVENESS OF THE OPERATOR'S EBT PROGRAMME

- (a) The effectiveness of the operator's EBT programme can be determined by periodically reviewing pilot competencies across several domains, such as role, fleet (e.g. CPT/FO, A320, B737) and airline so that the continuing improvement of the EBT programme is linked to an improvement of the pilot competencies.
- (b) The analysis of the pilot competencies across the domains should also take into account the operator's experience in the EBT programme and the level of difficulty contained within the scenario elements of the programme, which may result in variations of the grading results and those variations may be acceptable.

GM2 ARO.OPS.226(d) Approval and oversight of evidence-based training programmes

STANDARDISATION OF EBT INSTRUCTORS — ACCEPTABLE INSTRUCTOR CONCORDANCE

The authority may require a minimum acceptable level of concordance. This may be a non-exhaustive list:

- (a) Set a minimum acceptable level of concordance per aircraft fleet or by group of instructors.
- (b) Set a minimum acceptable level of concordance per competency.
- (c) Set a minimum acceptable level of concordance for all operators under its oversight, or a minimum acceptable level of concordance per operator (or type of operator) based on the risk of the operator.