

Competency Based Training and Assessment in APS MCC



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EATS 2014 – Bringing Walls Down in Berlin

NOVEMBER 18, 2014 / PILOT



Chris Lehman (CAT):

Ryanair, “after assessing some 1,000 candidates a year, have found that only about 48% of applicants pass and are deemed acceptable for hire.”

“Why are 50% of pilots trained under EASA regulations by ATOs qualified under EASA Regulations not able to pass a straightforward airline assessment?”

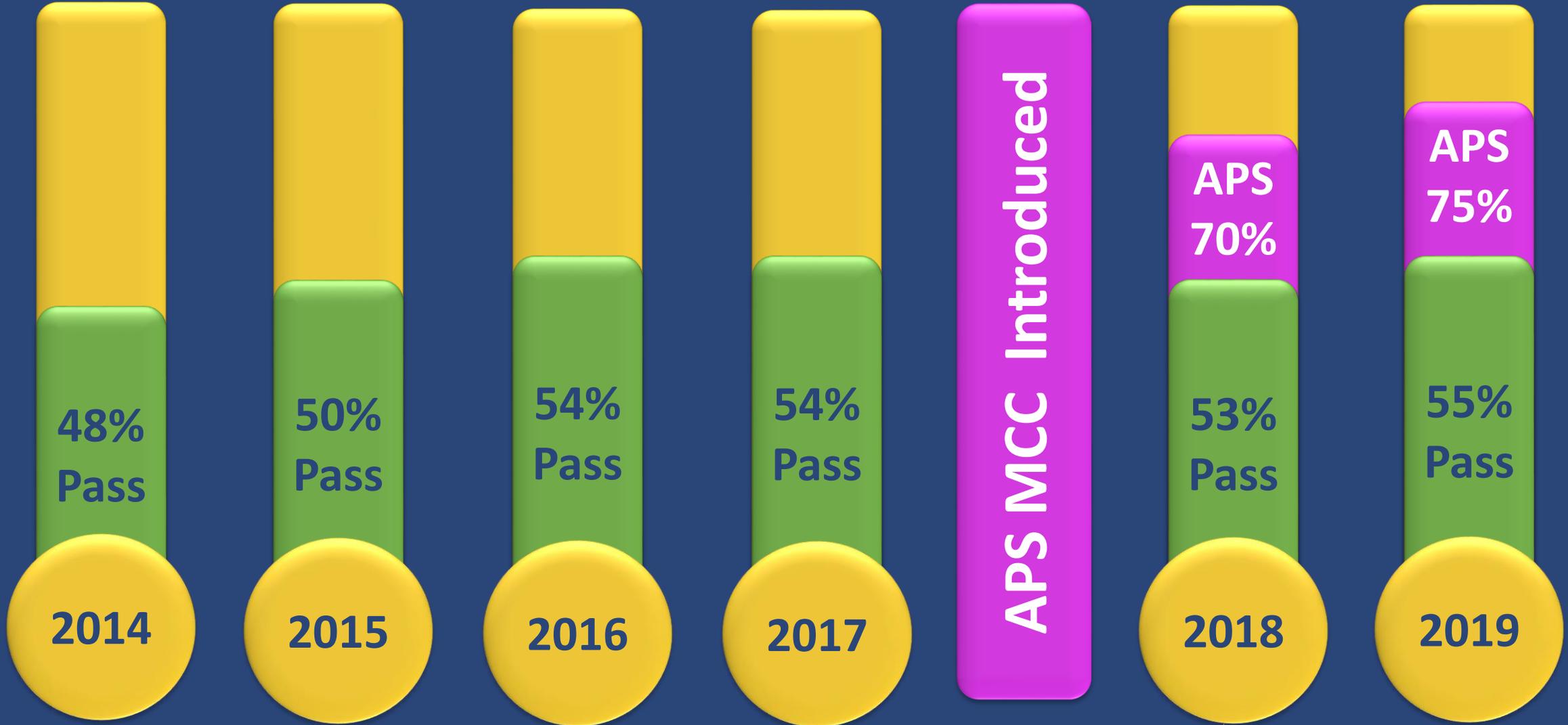
ATPG born and “Creating Industry Ready Pilots” paper provided to EASA.

Proposal : Enhance MCC to a standard that is a true preparation for an Airline Career

NPA 2016-16: Airline Pilot Standard MCC is born.



- ✦ Ryanair assessment criteria changed to Competency Based assessment
- ✦ Weaknesses identified in:
 - ✦ Communication
 - ✦ Leadership and Teamwork
 - ✦ Problem Solving and Decision Making
 - ✦ Workload Management
- ✦ No significant difference in Flight Path Management and Application of Procedures scores





- ✦ Regulation requires the use of ISD methodologies
- ✦ Competencies and Performance Indicators included in GM
- ✦ Close alignment with EBT competencies
- ✦ Grading system guidance provided in GM
- ✦ Progress Assessment required to ensure course requirements are met
- ✦ Competency Based Assessment integrated into training
- ✦ Final competency standard defined for APS MCC

STUDENT NAME:			
LOFT EXERCISE – 1 ST STU			✓
PRE-FLIGHT			
TRANSIT SETUP			
PRE FLIGHT PROCEDURES			
SETUP & BRIEFING FOR D			
PUSH BACK & ENGINE ST			

Doc 9995
AN/497





PROBLEM SOLVING AND D		5
SITUATION AWARENESS		5
WORKLOAD MANAGEME		5

First Edition — 2013

International Civil Aviation Organization



- ✦ AMC requires instructors to receive additional training
 - ✦ Application of Core Competencies
 - ✦ Competency Based Training
 - ✦ MCCI requires training in swept wing jet handling by TRI/SFI



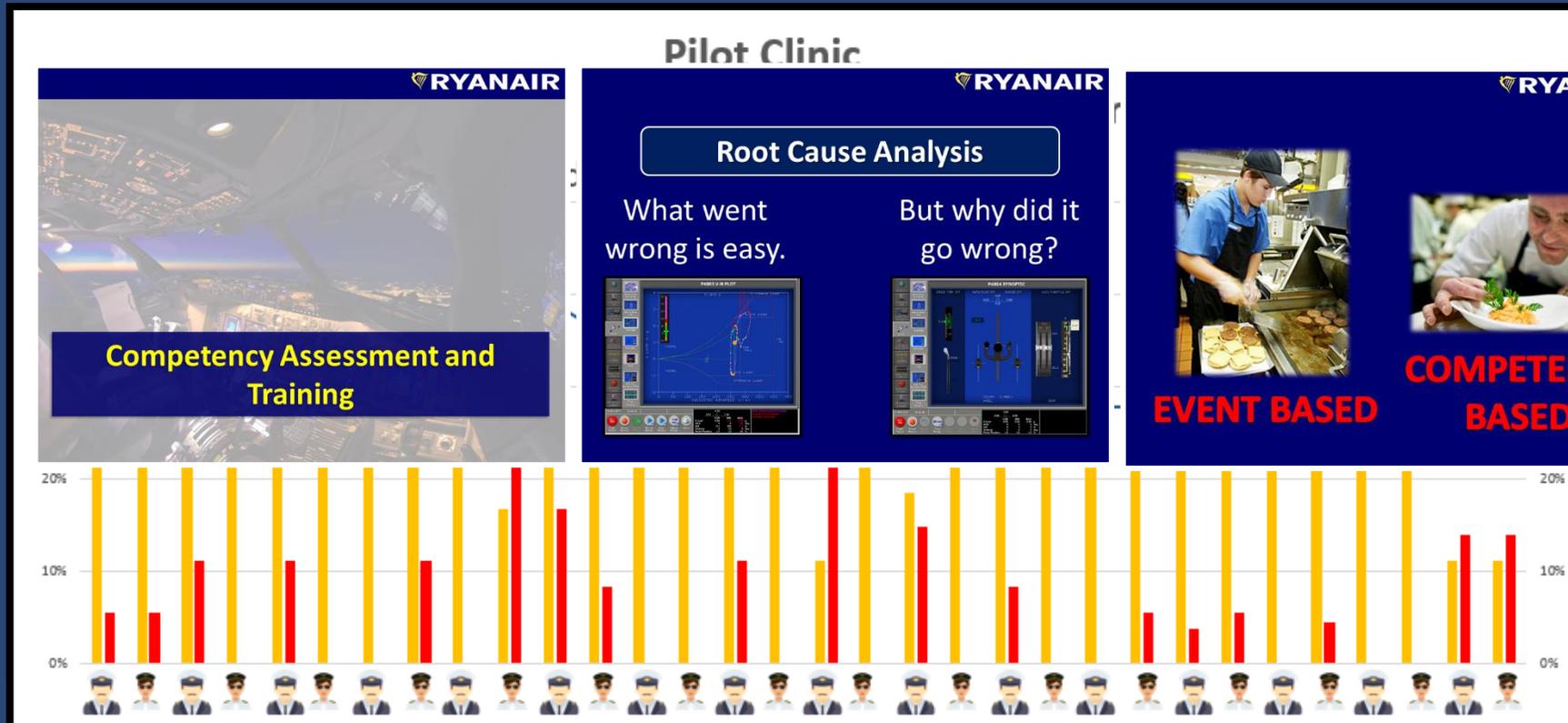
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VS





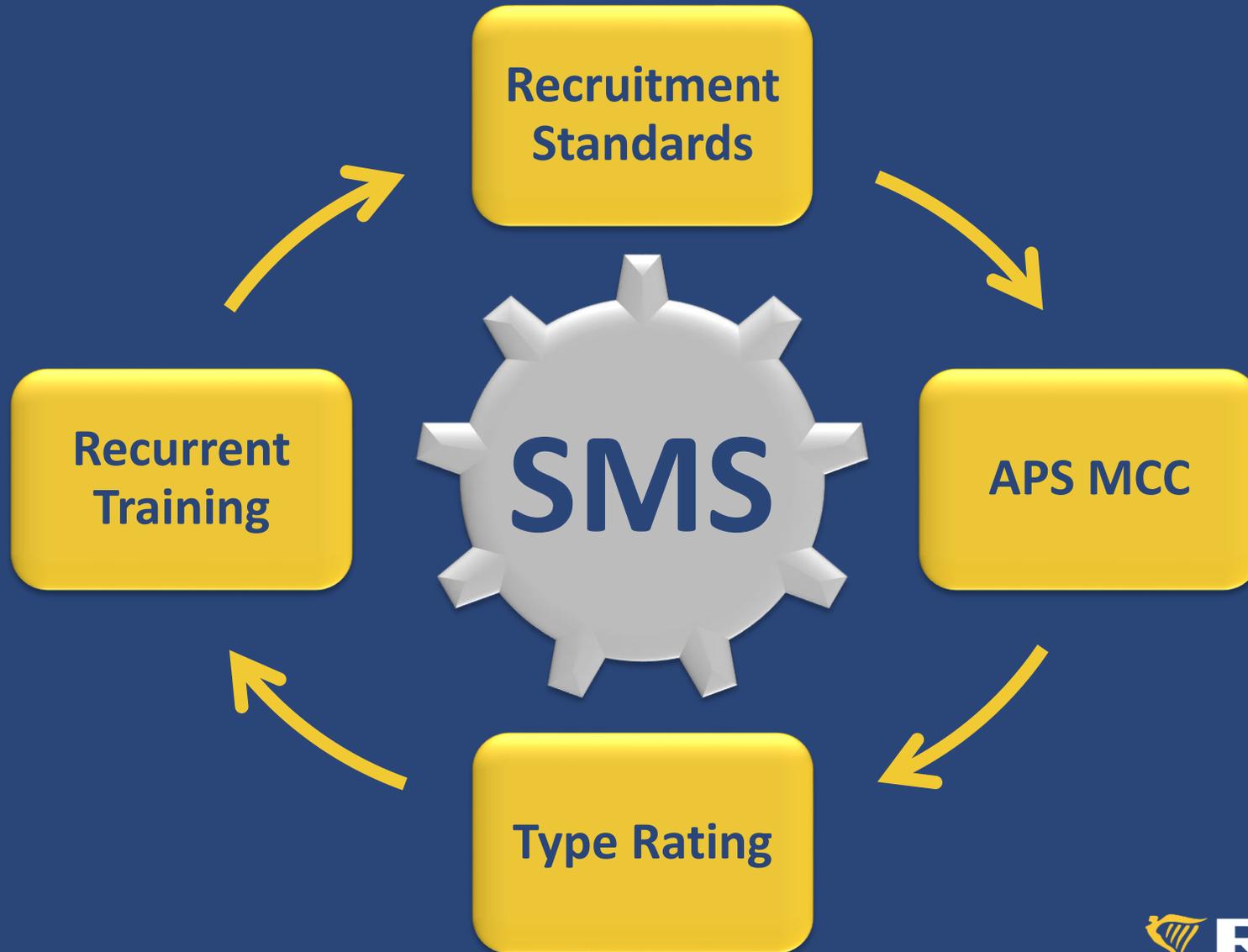
- 320,000+ records analysed since 2017
- Instructors/Examiners analysed at individual levels for outliers
- Instructor refresher seminars held
- Pilot trends identified for targeted training interventions



What is Competency Based Training?

Developing the pilot's knowledge, skills and attitudes to deal with unknown and unforeseen events

UNEXPECTED vs **UNFORESEEN**





✦ Ryanair Safety Management System (SMS)

- ✦ 140m Passengers
- ✦ 5,500 pilots
- ✦ 460 aircraft
- ✦ 90 Bases
- ✦ >2200 flights per day
- ✦ 99% of Flight Data captured
- ✦ 0.22% of flights examined



Thank You



 **RYANAIR**