

# Mixed Implementation EBT



**Phil Cullen**  
Chair, EBT Rulemaking Group

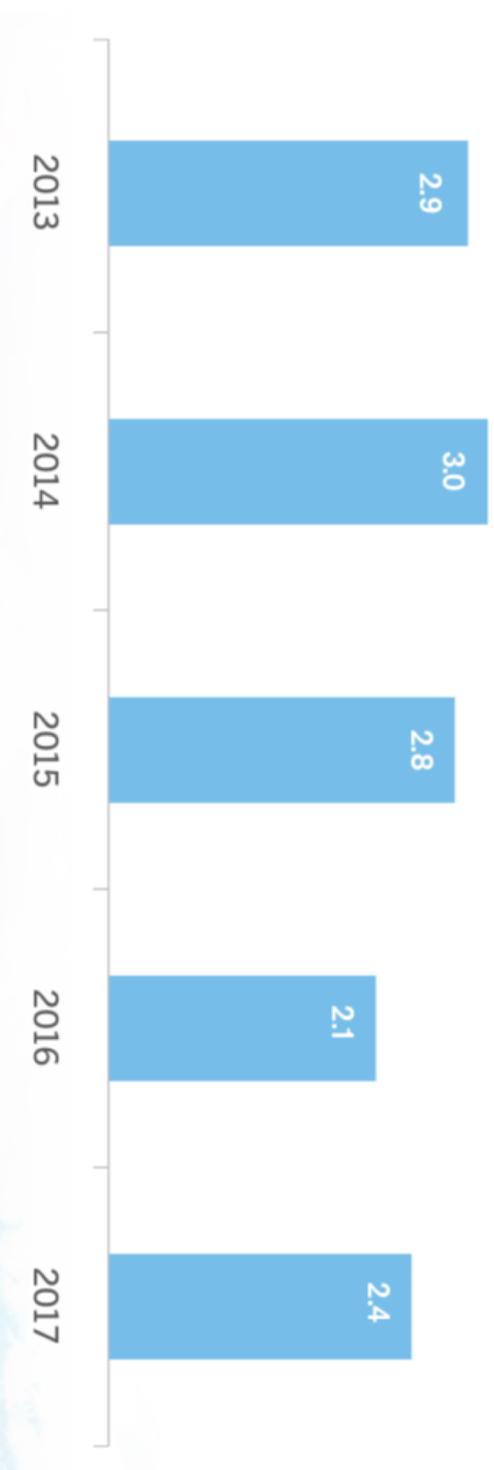


# Identifying the **NEED**

## How do you know if you are resilient?



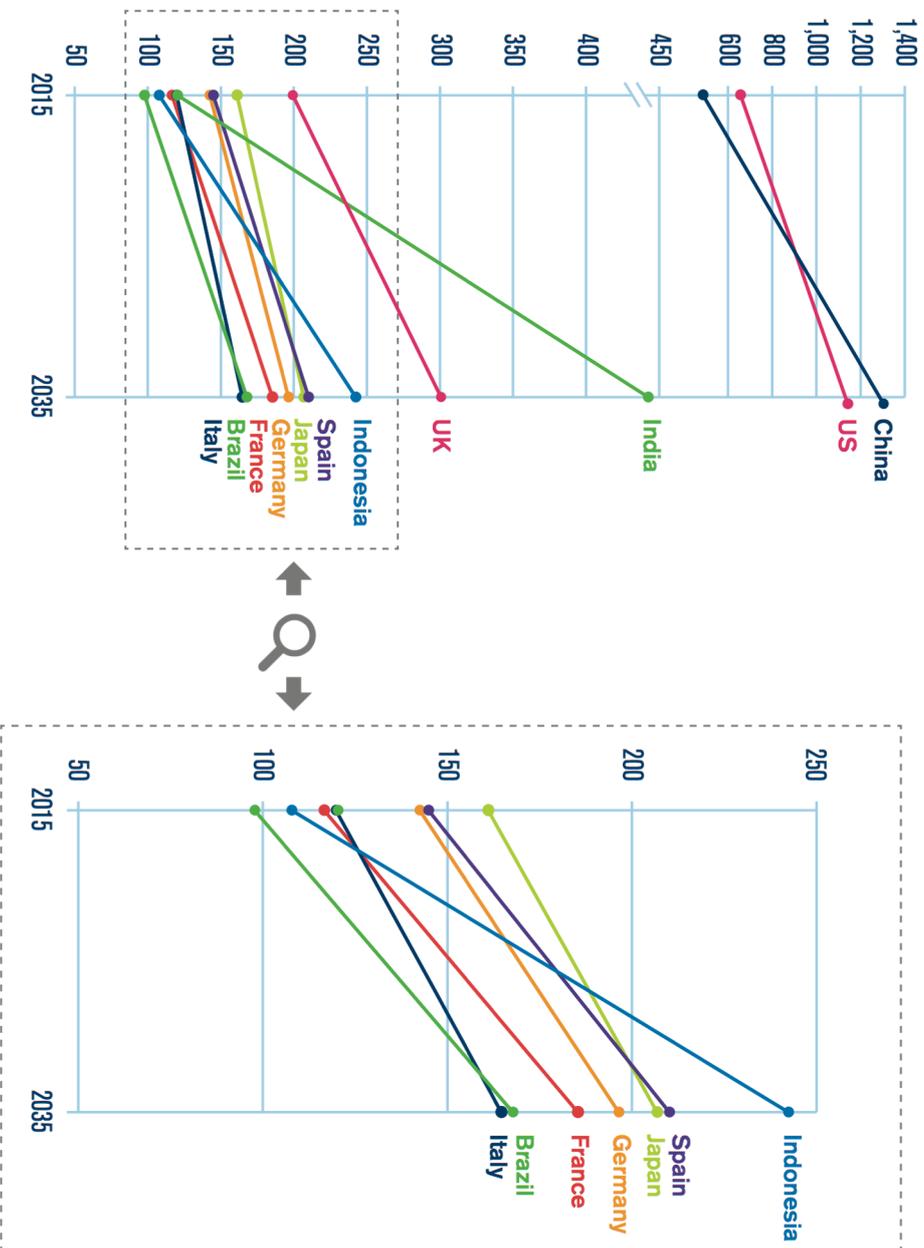
# Identifying the **NEED**



**Per million departures**

ICAO Safety Report 2018

# Identifying the NEED



Growth in passenger demand (per million passenger journeys)

IATA Forecast Press Release #55

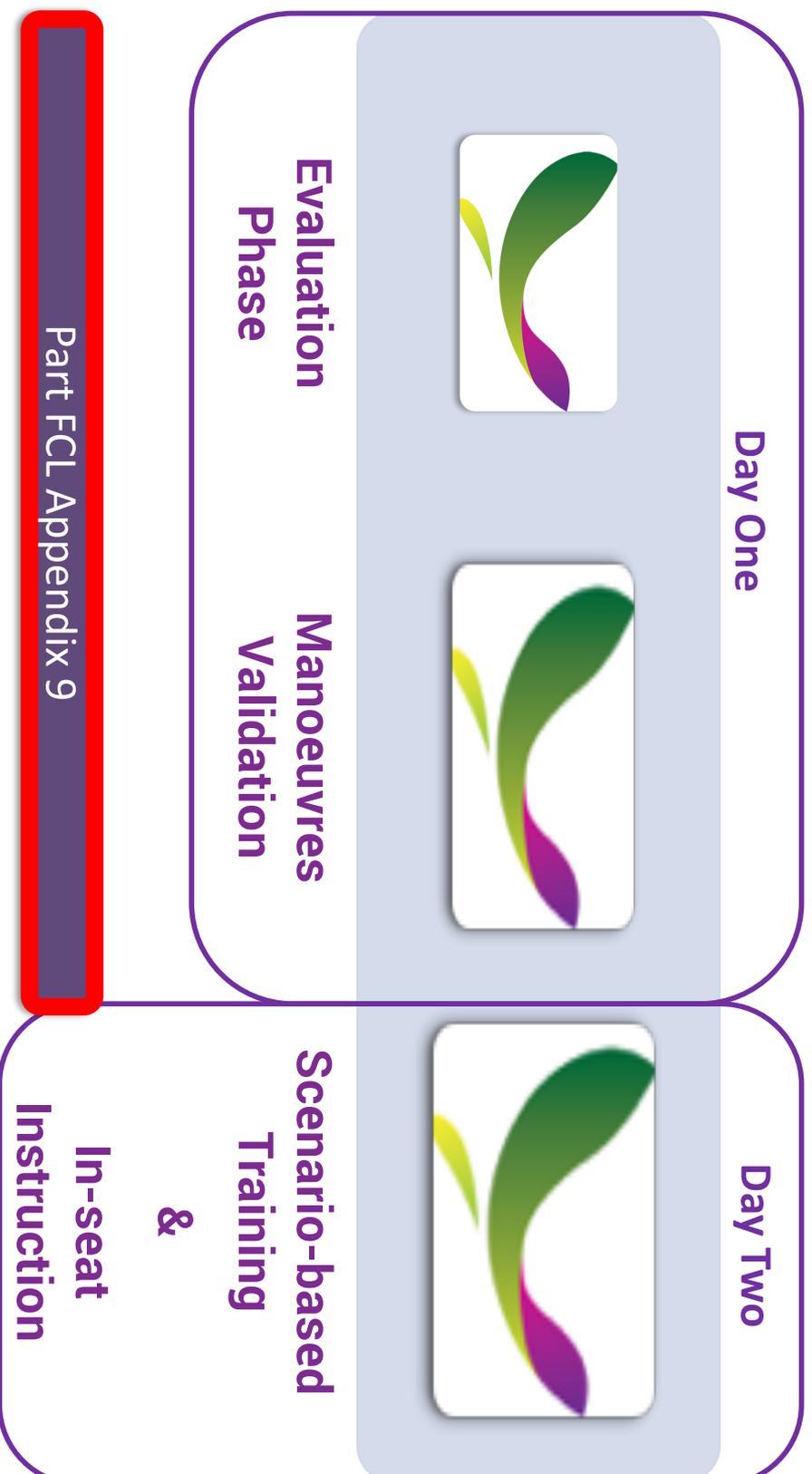
# Competency-based Training (CBT)



- Application of Procedures
- Communication
- Flightpath Management -  
Automation
- Flightpath Management -  
Manual
- Situation Awareness
- Leadership and Teamwork
- Workload Management
- Problem-solving and  
Decision-Making
- Knowledge



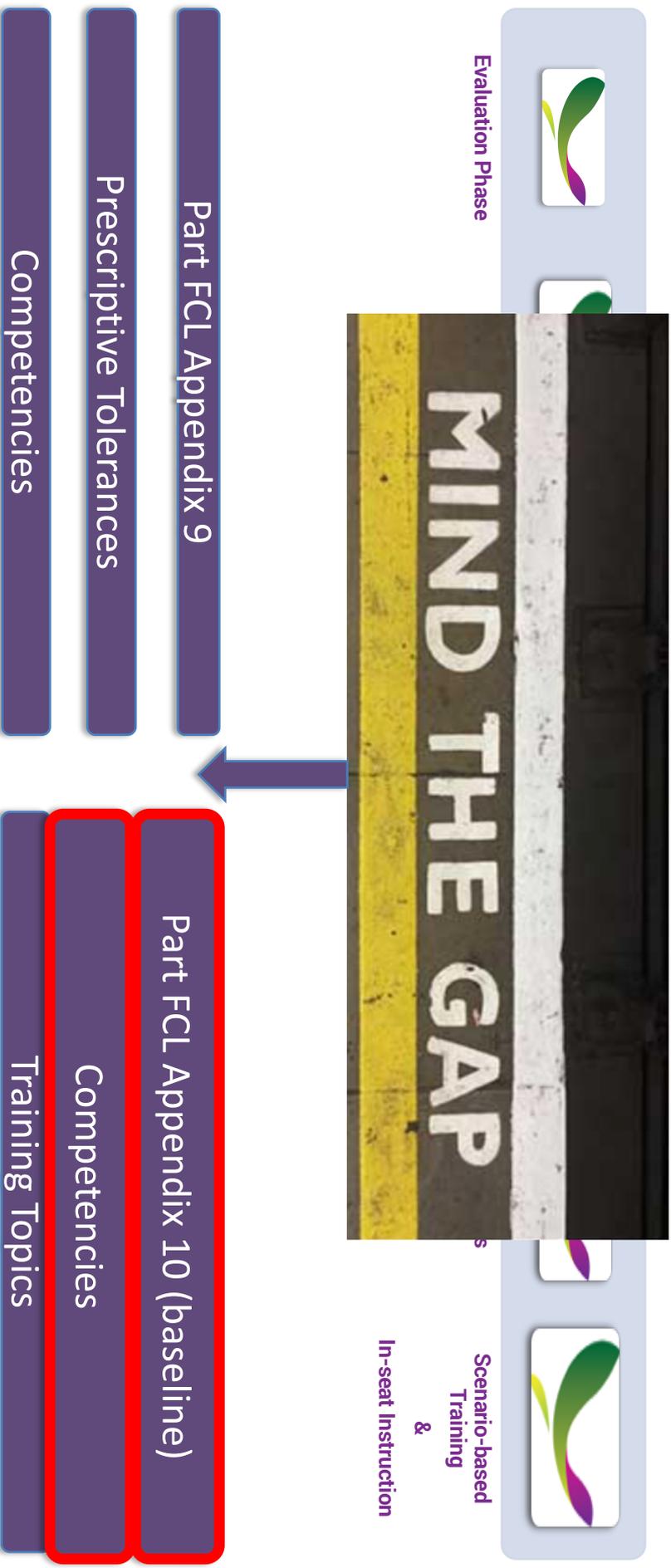
# Mixed implementation EBT



# Regulatory under-pinning (EASA)

Mixed implementation EBT

'baseline' EBT





Part FCL Appendix 9

Part FCL Appendix 10

Annex III (Part-ORO) to Regulation (EU) No 965/2012

ORO.FC.145 Provision of training

AMC1 ORO.FC.145(a)(3) Provision of training

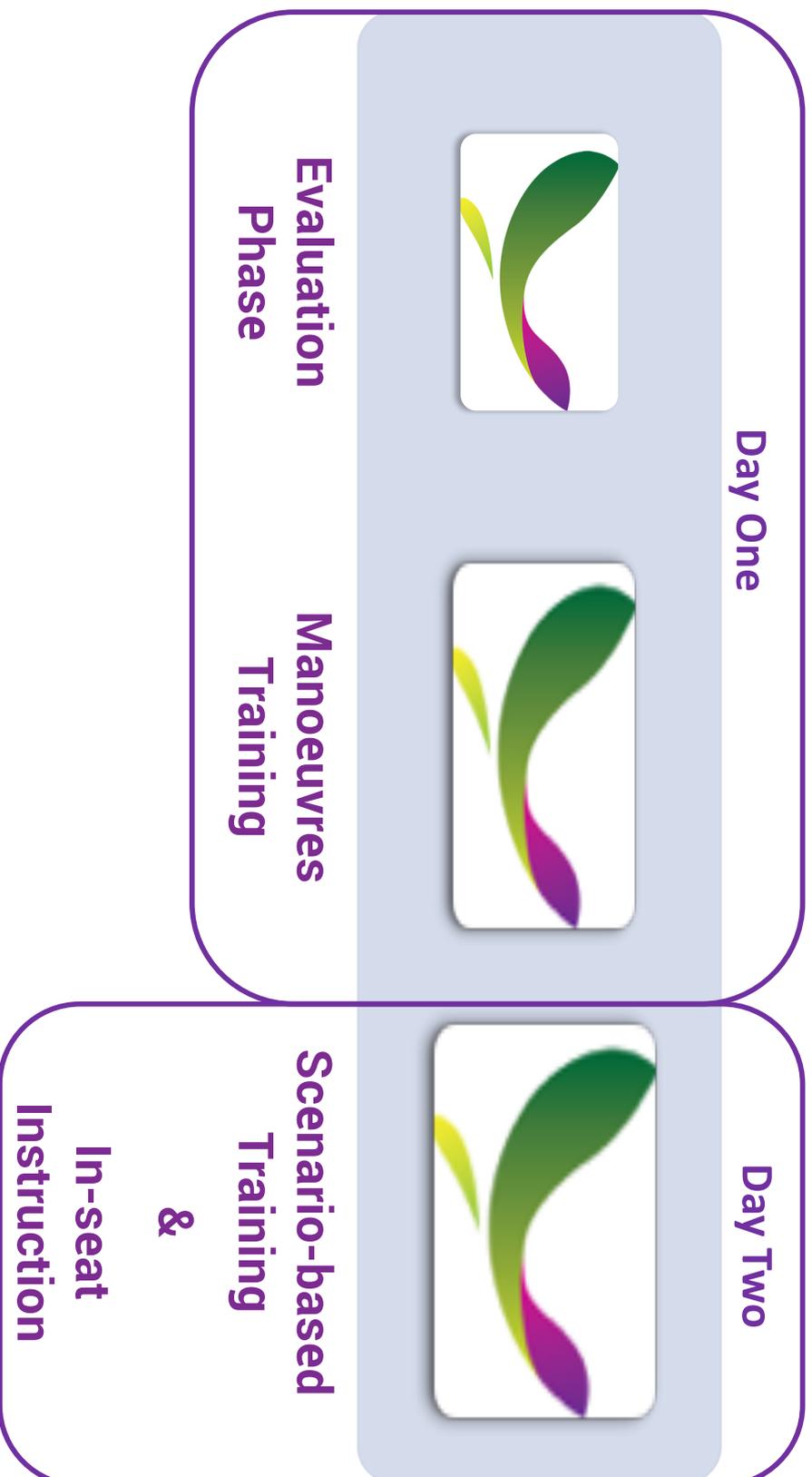
EBT INSTRUCTOR — INITIAL STANDARDISATION

AMC2 ORO.FC.145(a)(3) Provision of training

EBT INSTRUCTOR — RECURRENT STANDARDISATION

Training Topics & Competencies

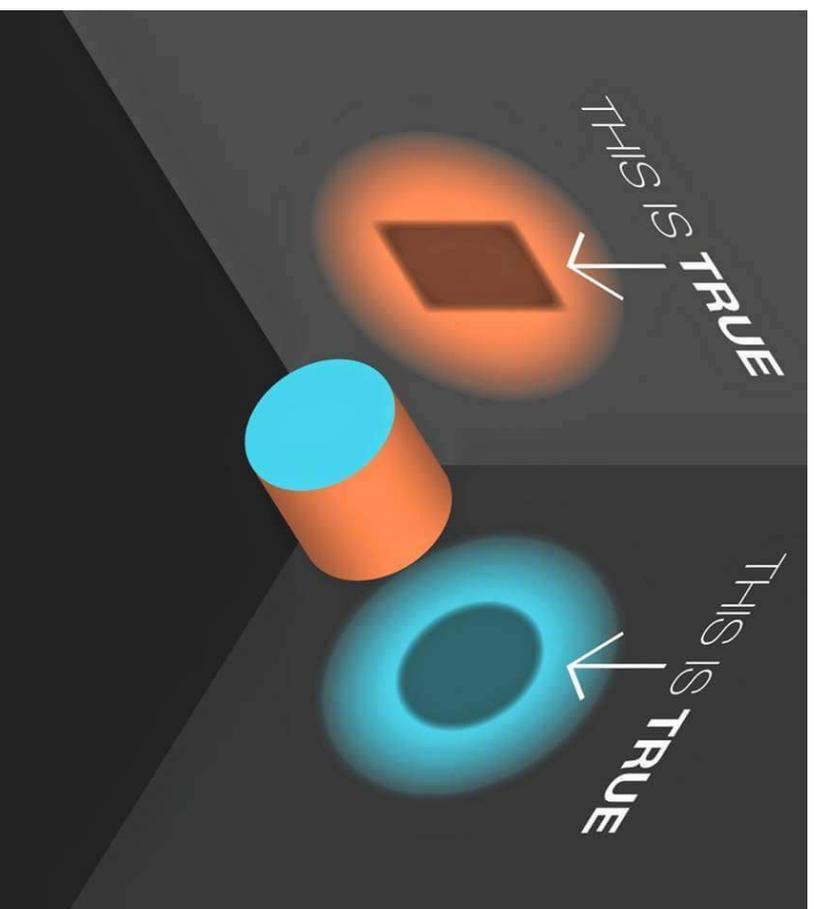
# 'baseline' EBT Module



Part FCL Appendix 10

Training Topics & Competencies

# Seeing things from a different perspective



# HOW...



# Observable Behaviours

Situation Awareness

Develops effective contingency plans

Anticipates accurately what could happen

Flightpath Management -  
Manual

Controls the aircraft with accuracy and smoothness

Problem-solving and  
Decision-Making

Identifies and manages risks effectively

# WHEN... The CBT Journey - @EASA

Annex I to ED Decision 2015/027/R

Annex I to ED Decision 2015/027/R

AMC and GM to Part-ORO — Issue 2, Amendment 4\*



European Aviation Safety Agency

SAFETY MATERIAL

RMT.0599

'Evidence-based and competency-based training'

## Oversight guidance for transition to EBT Mixed Implementation

According to:

GM1 ORO.FC.230 (a); (b); (f) Recurrent training and checking GM2 ORO.FC.A.245, ATQP

### Review of ORO.FC Subtask of Evidence Based training

RMT.0599

#### EXECUTIVE SUMMARY

The European Aviation Safety Agency (EASA) (hereafter referred to as the 'Agency') identified the need to ensure that aviation personnel have the right competences and their training methods cope with new challenges. This is one of the most significant systemic issues in the European Plan for Aviation Safety (EPAS) 2018-2022.

The objective of this NMA is, therefore, to update the flight crew training requirements in order to improve training and assessment of human factors, in particular the personnel competence. At the same time it provides additional efficiency in the field of flight crew training while achieving a smooth transition to competency based training.

ICAO, in a joint effort with the International Air Transport Association (IATA), the International Federation of Air Line Pilots' Associations (IFALPA) and other industry partners, developed a new paradigm for competency-based recurrent training and assessment of flight crew, which is based on evidence (evidence-based training (EBT)). The EBT project is, therefore, a global safety initiative whose objective was to determine the relevance of existing pilot training according to aircraft generation. For that reason, ICAO published Doc 9995 Manual of Evidence-based Training (first edition 2013) and other related documentation followed by EASA in 2015 with an ED decision addressing the mixed EBT implementation, that means introducing EBT while maintaining the current regulatory system. The EBT methodology identifies areas for improvement and allows the prioritisation of critical and relevant training topics which will guide the development of suitable EBT programmes. EBT is intended to enhance the confidence and capability of flight crews to operate the aircraft in all flight regimes and to be able to recognise and manage unexpected situations.

This NMA is a second step in the European rulemaking actions that will help National Aviation Authorities, Commercial air transport (CAT) operators and approved training organisations (ATO) to implement baseline EBT. The first step finished in 2015 with the publication of the ED Decision 2015/027/R that provided guidance material to the Air Ops regulation to allow a mixed implementation of EBT, and where the current Operator Proficiency check (OPC) and Licence Proficiency check (LPC) are maintained. This NMA proposes further changes to the Air Ops and Air crew regulations in order to allow the implementation of the baseline EBT, replacing OPC and LPC. This will allow a single philosophy of recurrent training. Further work is foreseen in RMT0599 to allow expansion of competency based training to Operator conversion course and initial type rating, and to other types of aircrafts (e.g. Helicopters and business jets).

**SPACE for Pilot, Cabin and Media and for ROL**  
**The EXECUTIVE SUMMARY must fit on this front page!**



# The CBT Journey... TODAY



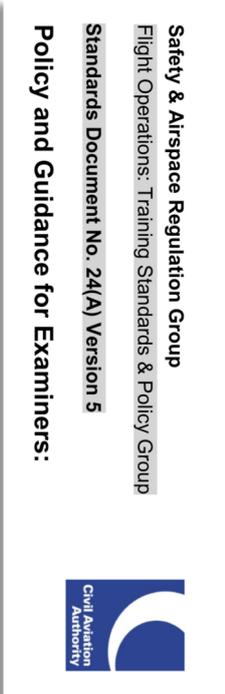
## Mixed implementation EBT



Evaluation  
Phase

Manoeuvres  
Validation

Scenario-  
based Training  
&  
In-seat  
Instruction



Part FCL Appendix 9

Training Topics & Competencies

# The CBT Journey... 2020



European Aviation Safety Agency

## Notice of Proposed Amendment 2018-07(A)

### Update of ORO.FC — evidence-based training subtask

RMT.0599

#### EXECUTIVE SUMMARY

The European Aviation Safety Agency (EASA) identified the need to ensure that aviation personnel have the right competencies and training methods to cope with new challenges. This is one of the most significant systemic issues in the European Plan for Aviation Safety (EPAS) 2018-2022.

#### • EASA rulemaking process milestones



# The CBT Journey... 2020

## ‘Full’ Evidence-based Training



Evaluation  
Phase

Manoeuvres  
Training

Scenario-based  
Training  
&  
In-seat  
Instruction

Part FCL Appendix 10 (NEW)

Training Topics & Competencies

# MYTHS BUSINESS



**This sounds complicated**

# MYTHS BUSTED

We're all on  
this journey  
together.



# MYTHS

**BUSTED**

Me  
WANTS  
THE  
DATA



# WHY?



# WHY?



Guidance Material for Instructor  
and Evaluator Training



**COMING SOON**

Thank You

[phil.cullen@caa.co.uk](mailto:phil.cullen@caa.co.uk)