

# 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?”

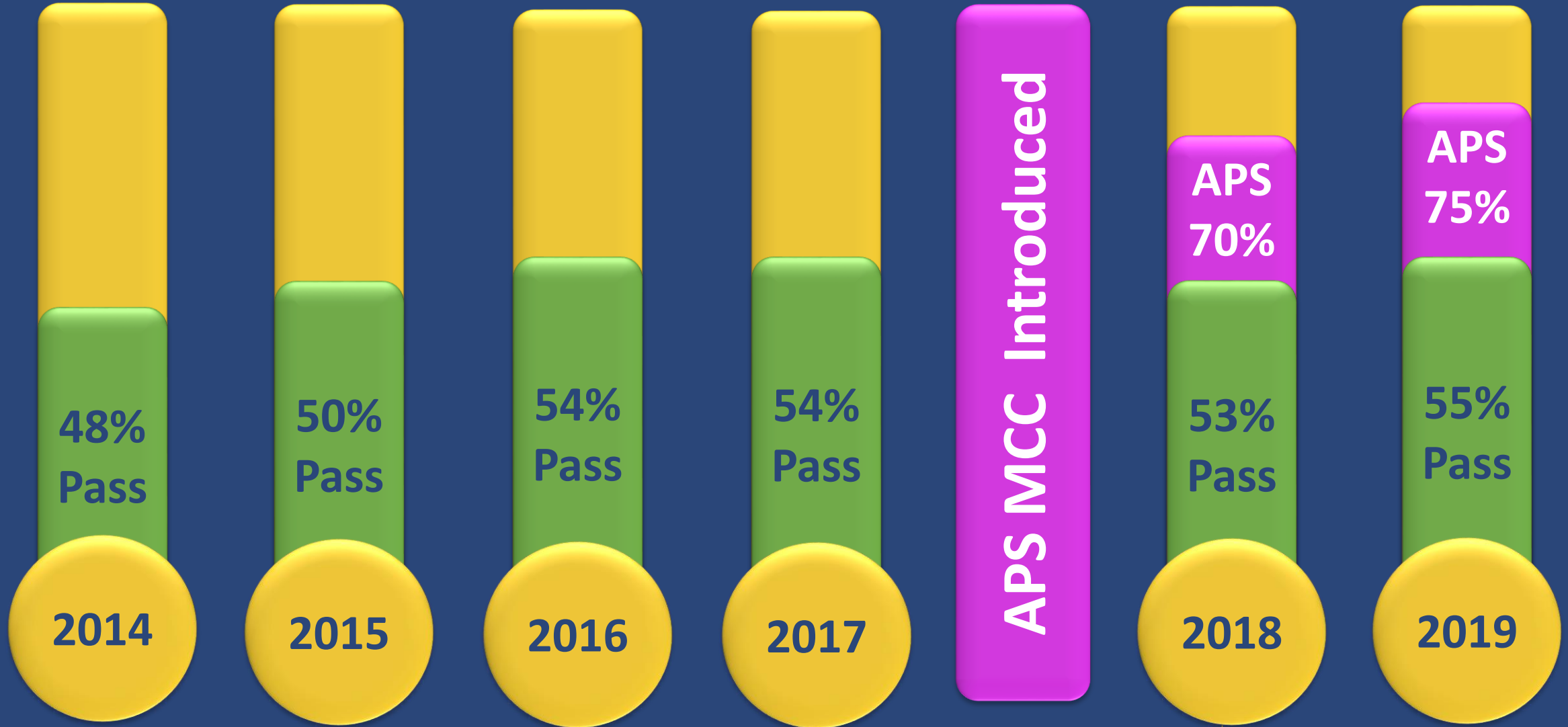
ATPG born and “Creating Industry Ready Pilots” paper provided to EASA.

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 <sup>ST</sup> STU		
PRE-FLIGHT		✓
TRANSIT SETUP		
PRE FLIGHT PROCEDURES		
SETUP & BRIEFING FOR D		
PUSH BACK & ENGINE ST		

Doc 9995 AN/497	ICAO • OACI • ИКАО	

PROBLEM SOLVING AND D	First Edition — 2013	5
SITUATION AWARENESS	International Civil Aviation Organization	5
WORKLOAD MANAGEME		5





- ✧ 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



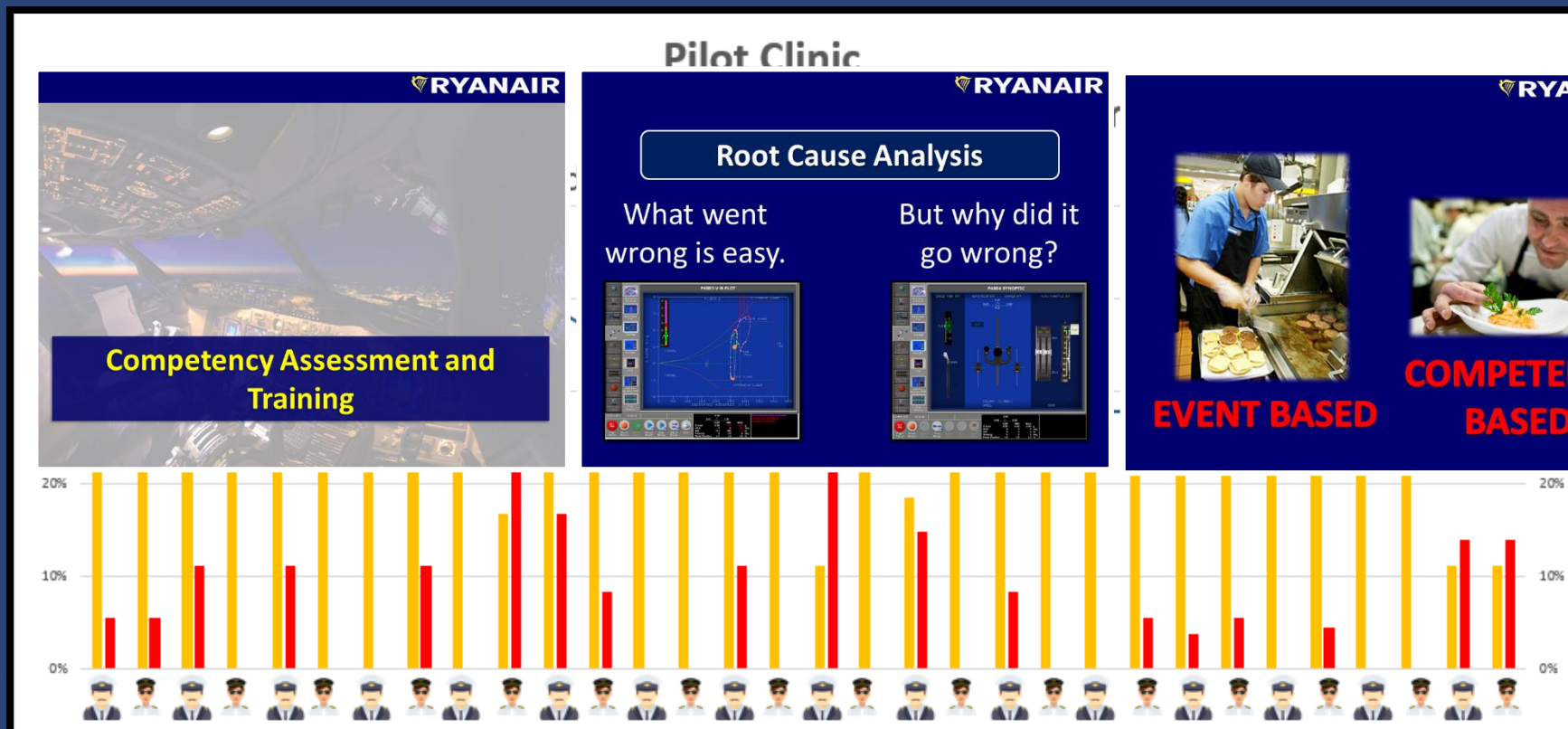
HT nominal

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

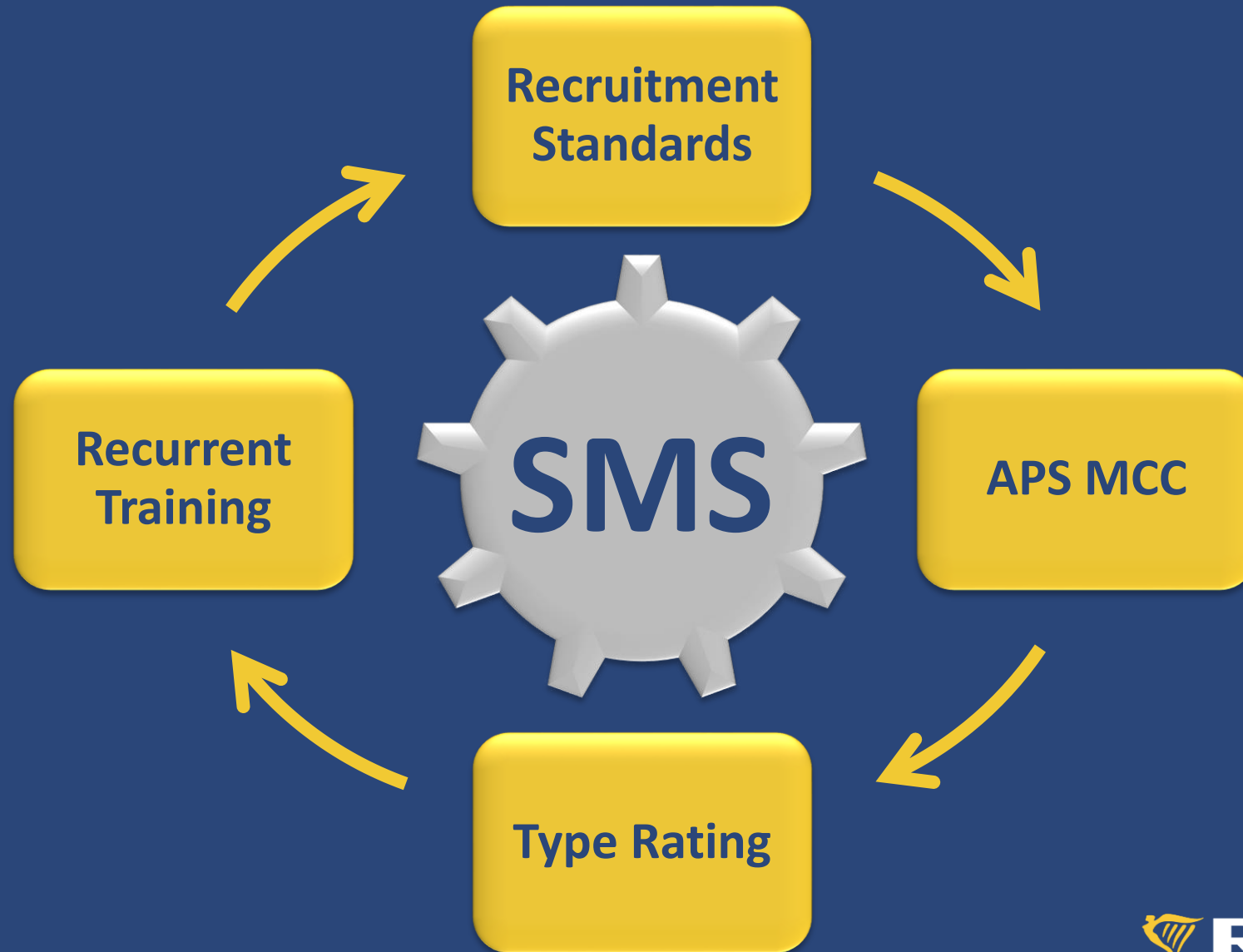


**RYANAIR**

What is Competency Based Training?

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

**UNEXPECTED** **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

