





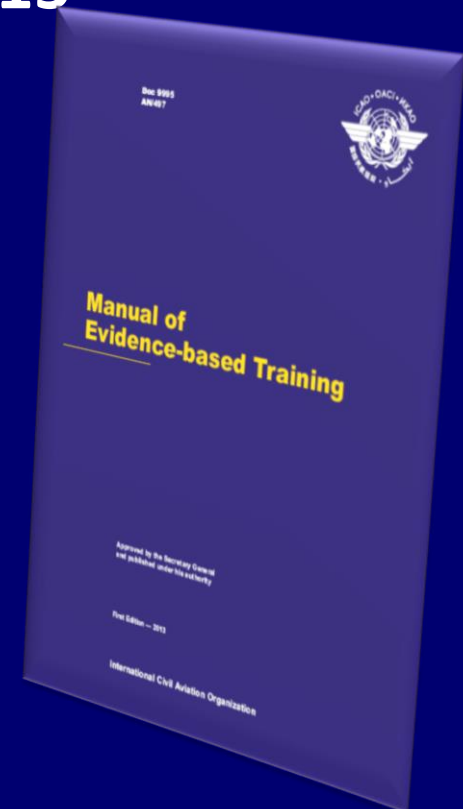
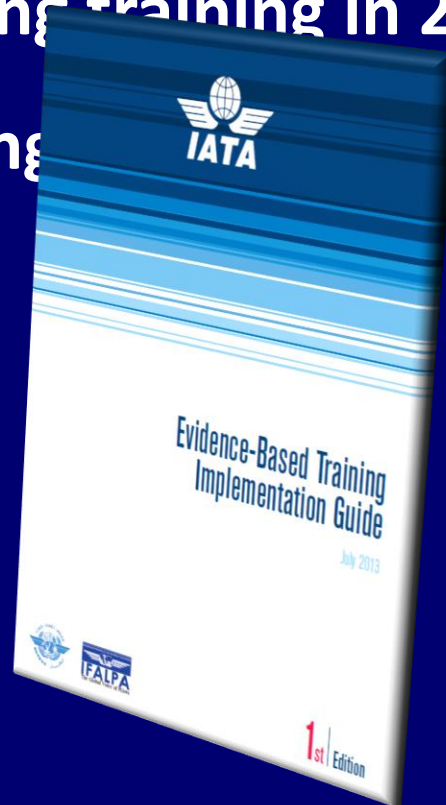




COMPETENCY ASSESSMENT AND TRAINING IN RYANAIR

-  **Introduction of Core Competencies**
-  **Data analysis**
-  **The future**
 -  **EBT**
 -  **Controlled Training**
 -  **Flight Data Monitoring**

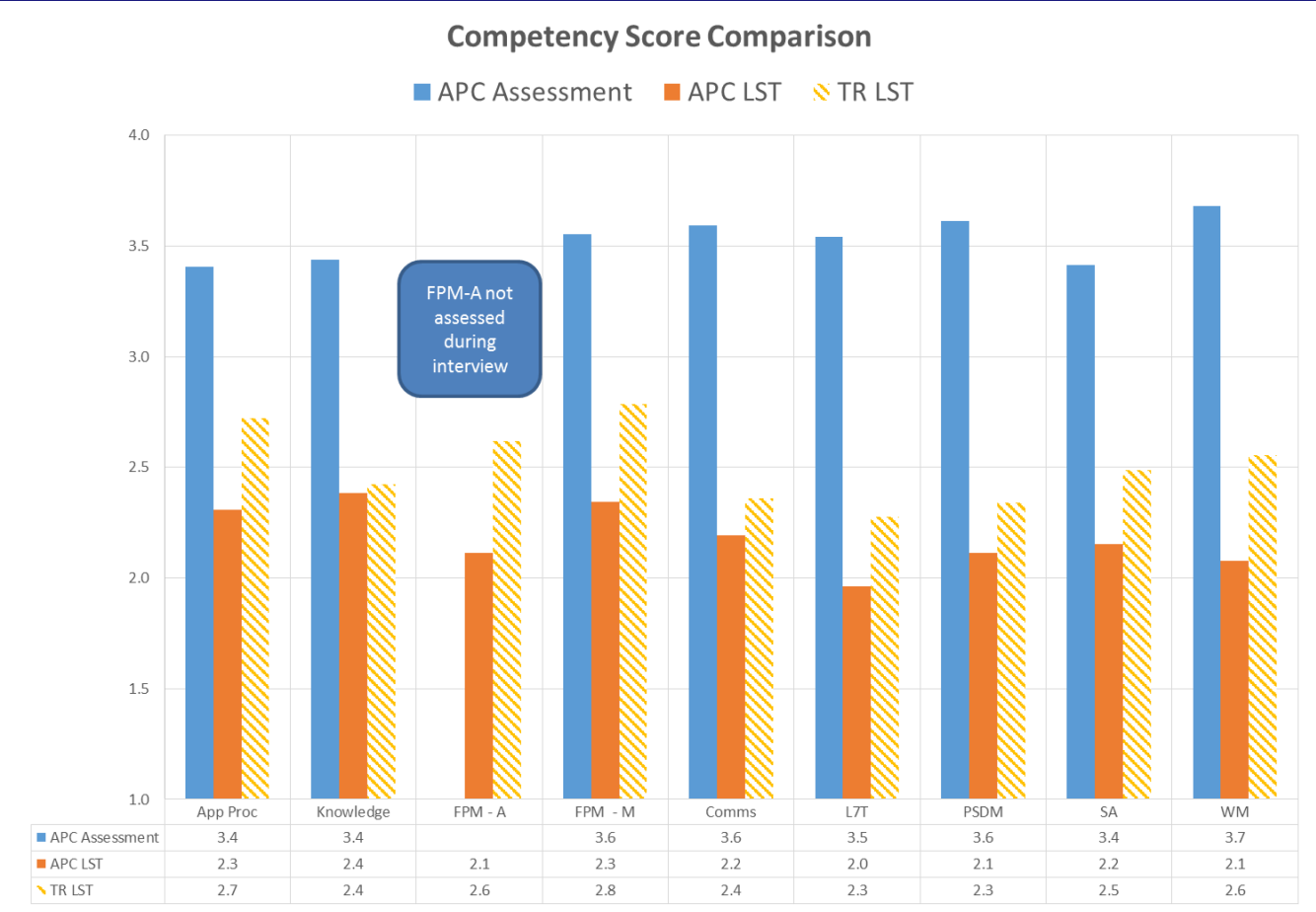
- ✈ Introduced to Recurrent Training in 2014
- ✈ Adopted 9 competencies (ICAO 8 + Knowledge)
- ✈ ICAO 9995 and IATA EBT Implementation Guide
- ✈ Integrated into Type Rating training in 2015
- ✈ Introduced to Line Training



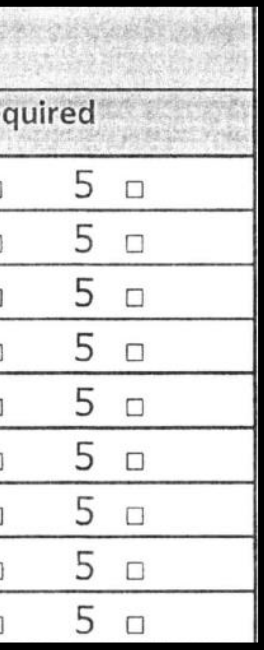
 Grading system adopted recognised as optimum by IATA



- Core competencies integrated into Initial Pilot Assessments.
- Allows grades to be tracked throughout a pilots career

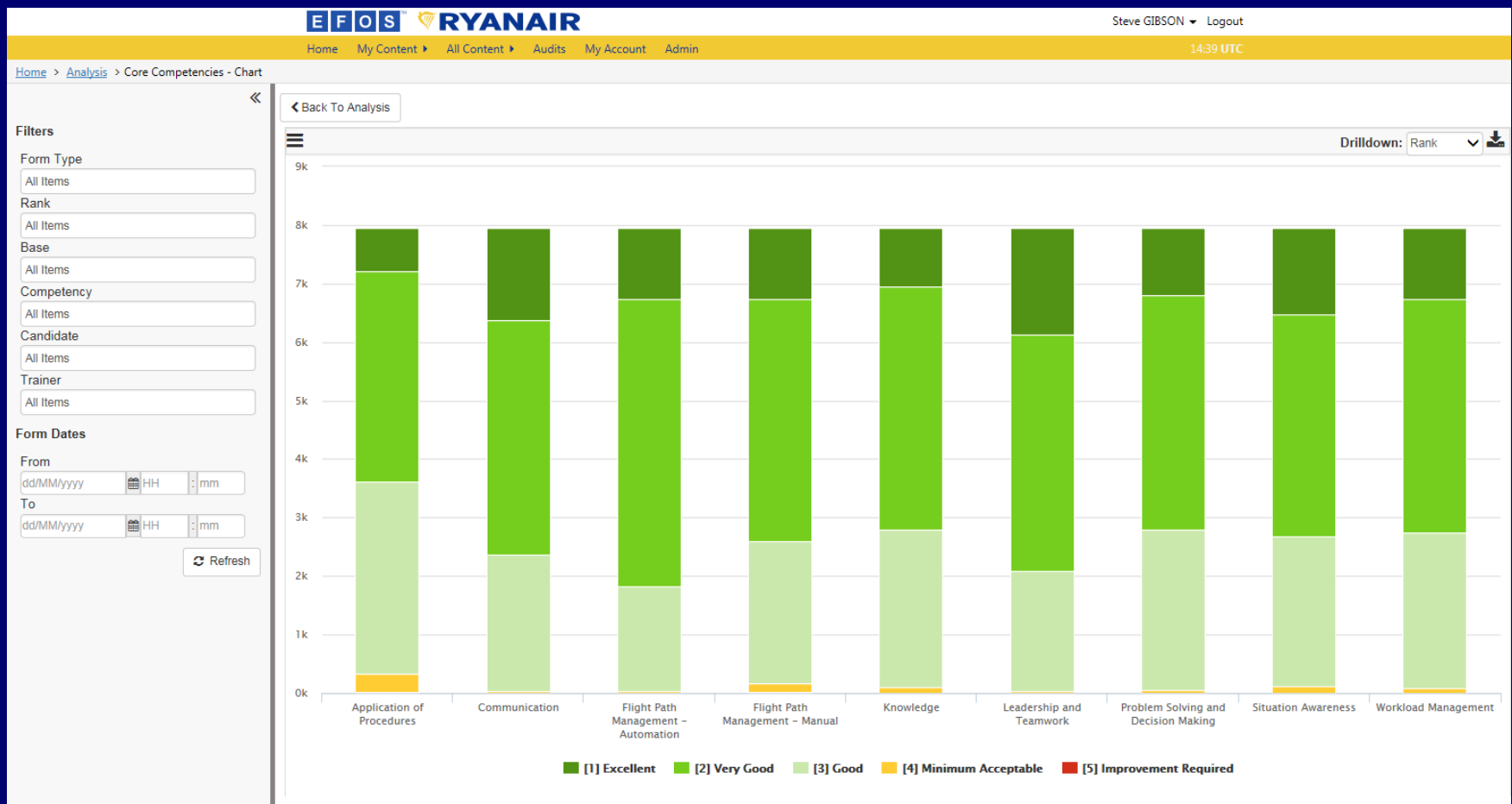


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EFOS introduced to recurrent training and checking April 2017

7941 competency assessments made in first 6 months



- Now possible to see all grades and to filter efficiently
- Strengths/Weaknesses can be identified by numerous categories
- Allows future training to be tailored by:
 - Rank
 - Base
 - Individual Pilot
- Bespoke Training

[Home](#) > [Analysis](#) > Core Competencies - Chart

Filters

Form Type

Rank

Base

Competency


Candidate

Trainer

Form Dates

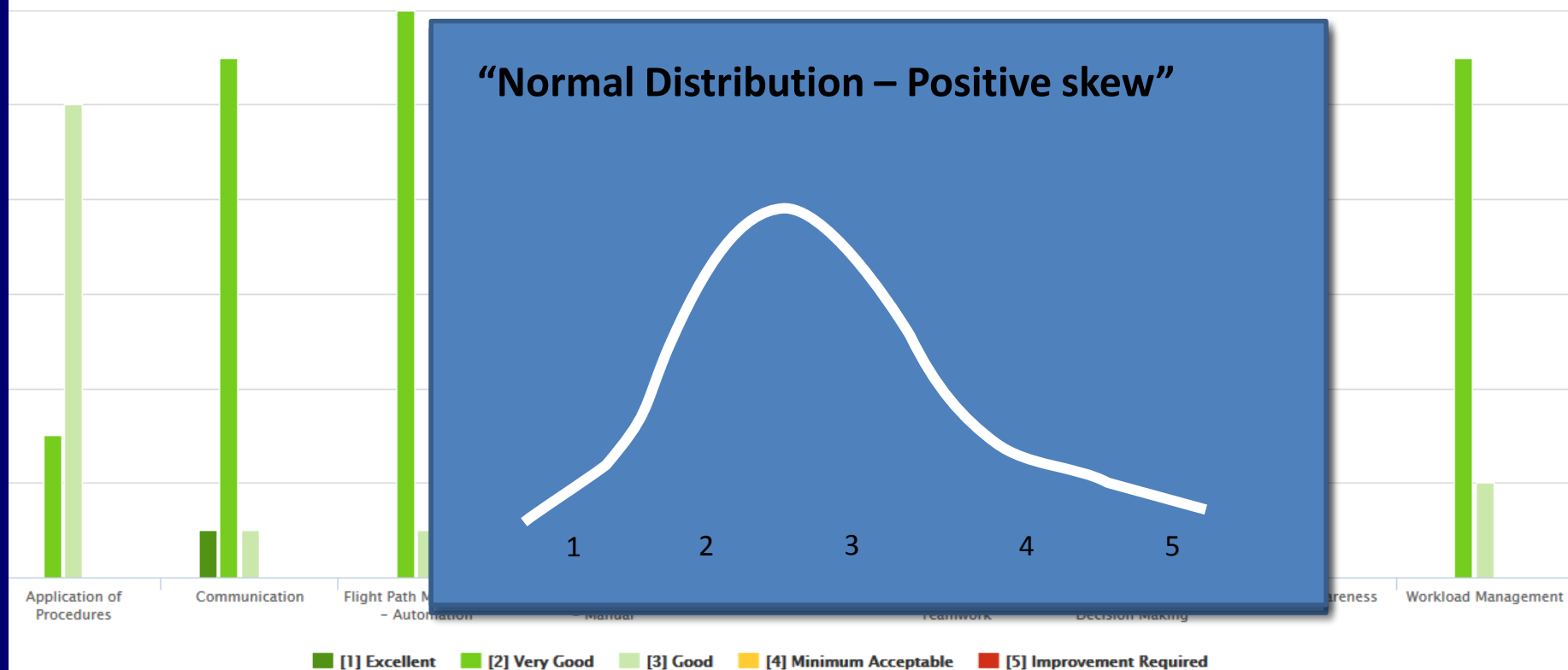
From
 :

To
 :

 Refresh

- Inter-rate reliability can be monitored
- Additional training provided where biased grading identified
- Current analysis shows excellent results!

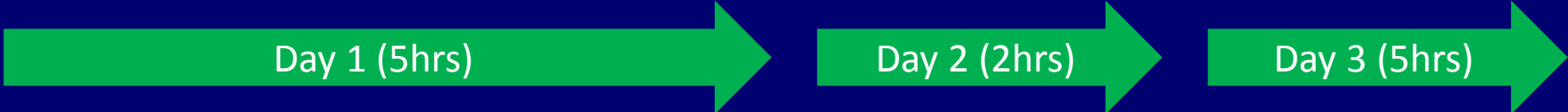
Examiner X



Proposed Mixed Implementation of Baseline EBT

✈ Current GM available to ORO.FC.230

✈ Target implementation May & November 2018



Evaluation	Maneuver Validation	Scenario Based Training	Maneuver Training
<ul style="list-style-type: none">LPC OPC	<ul style="list-style-type: none">Manoeuvres in this context are not part of line-oriented flight scenario	<ul style="list-style-type: none">CRM LOFTCompetency Focused	<ul style="list-style-type: none">Maneuver TrainingUpset Prevention and RecoveryIn-Seat Instruction



Controlled Training





- ✈ Free access to FSTD (FTD 2) for Ryanair pilots
- ✈ Access controls in place to protect the devices
- ✈ OFDM and Boeing structural limitations monitored to prevent misuse
- ✈ Aim – To Practice & Develop key flying skills & knowledge.
- ✈ 12 Sessions to choose from including:
 - ✈ LOFT exercises (normal operations and non-normal management)
 - ✈ Manual flight (FPM-M development including approach and G/A)
 - ✈ Command Upgrade Preparation

To date:

- ✈ 2301 sessions used so far
- ✈ 98% of pilots would book CT again



STAR : Session Tracking Analytical Report

- 
Designed to provide feedback to crews on areas requiring improvement:
- 
Providing take-off; approach and go around data
- 
Monitoring all OFDM and Boeing exceedances
- 
Comparing pilots performance against a “ideal” performance – Presented graphically and in tabular form to crews



How does it work:

- ✈ Crews select and complete a Controlled Training Program
- ✈ Once they hit “End Session” the data is sorted and a STAR file is produced.
- ✈ It is sent to the crews Ryanair’s email address, as a PDF, for crews to review
- ✈ Designed to allow the student to self critique and work on weak areas

OFDM Replay Allows:

- ✈ Captured aircraft data to be replayed in the simulator
- ✈ Used as a tool to review a line event

Simulator can recreate:

- ✈ Actual flight environment
- ✈ Aircraft configuration
- ✈ PFD, FMA, Engine parameters

Crews can:

- ✈ Re-live line event
- ✈ Review performance
- ✈ Learn from mistakes

