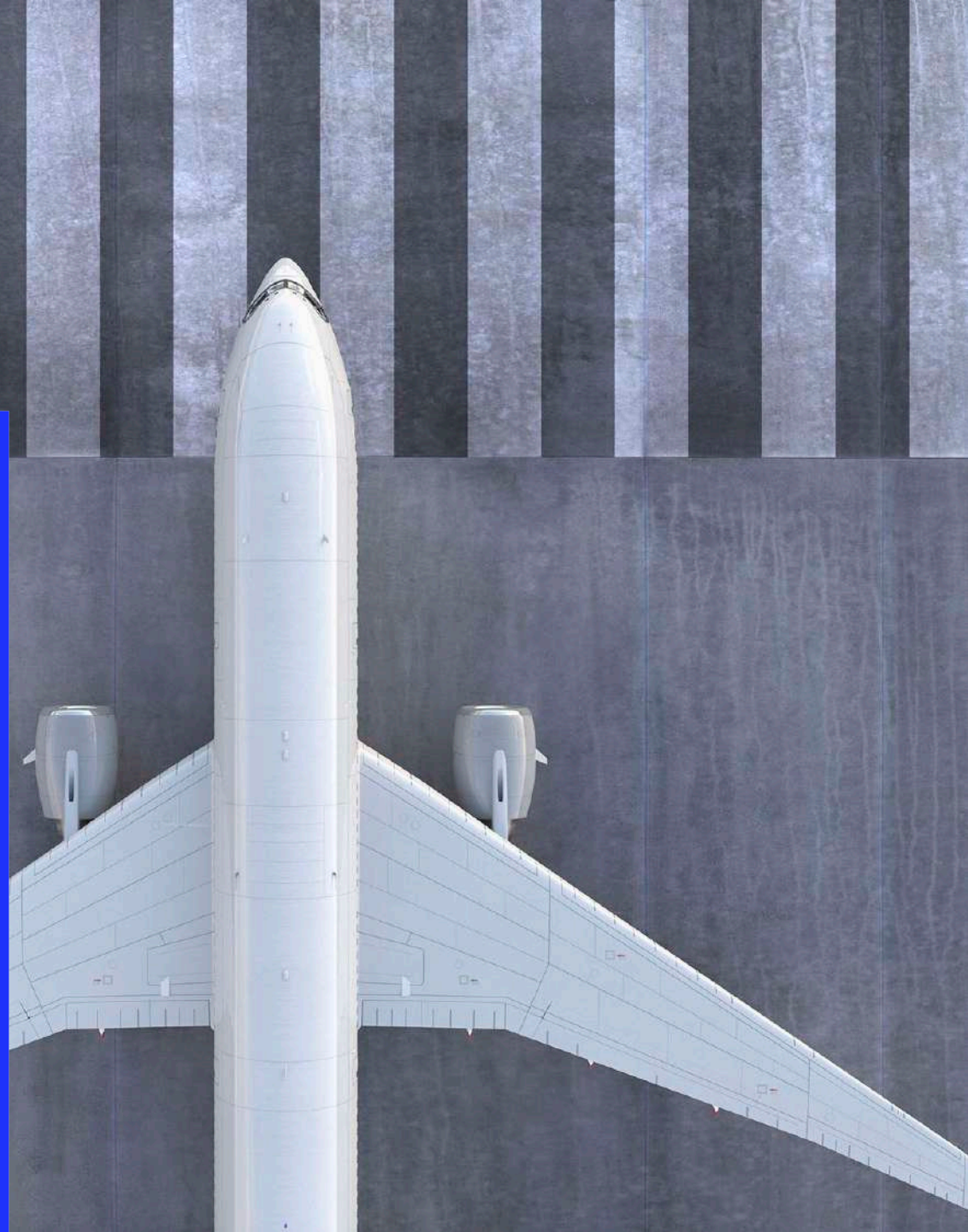
EBT CIS workshop
Context and Perspective

Capt Yann RENIER Head Training and Licensing

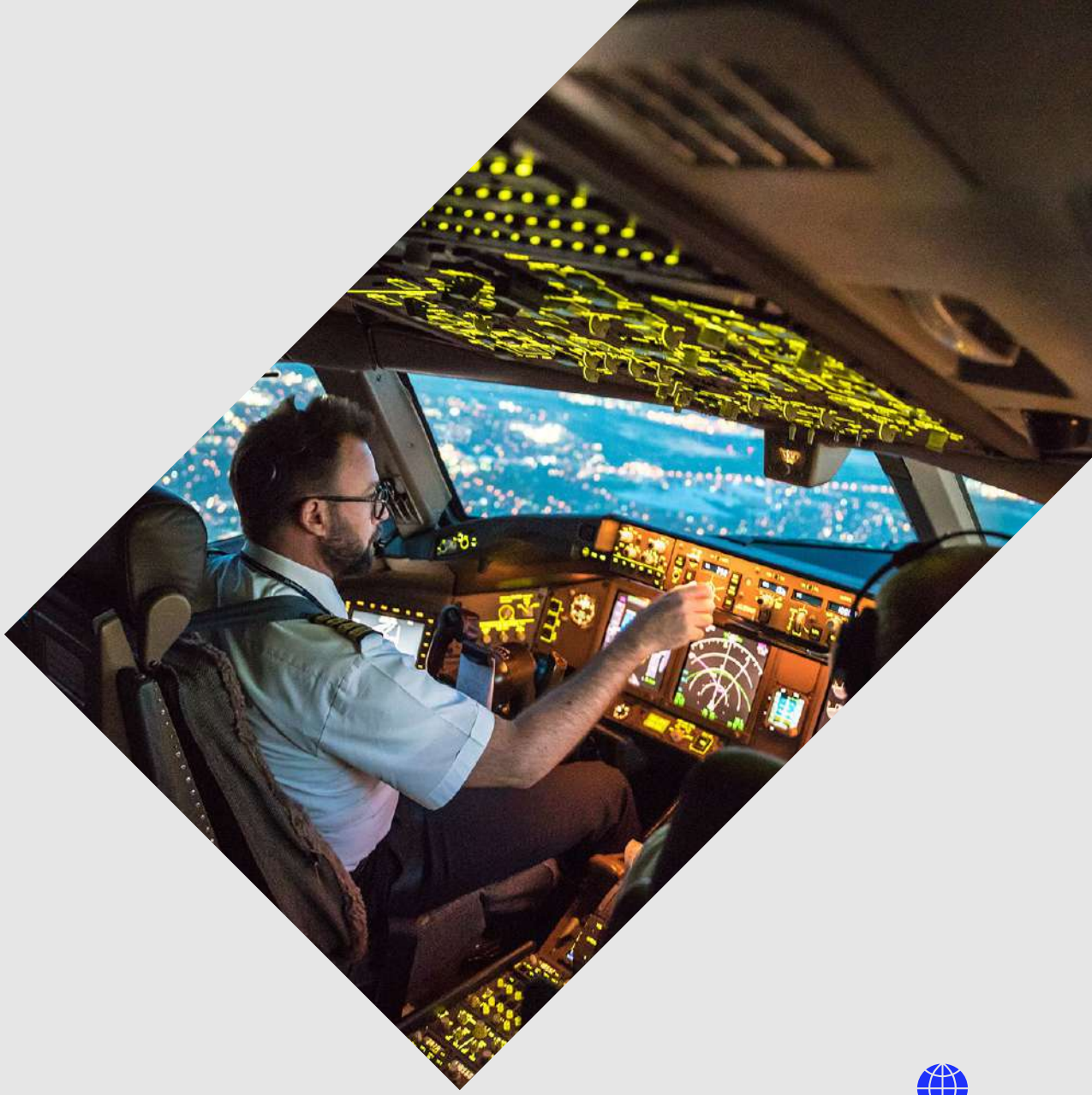
Presented by Capt Stefano PROLA

Safety &Flight Operations



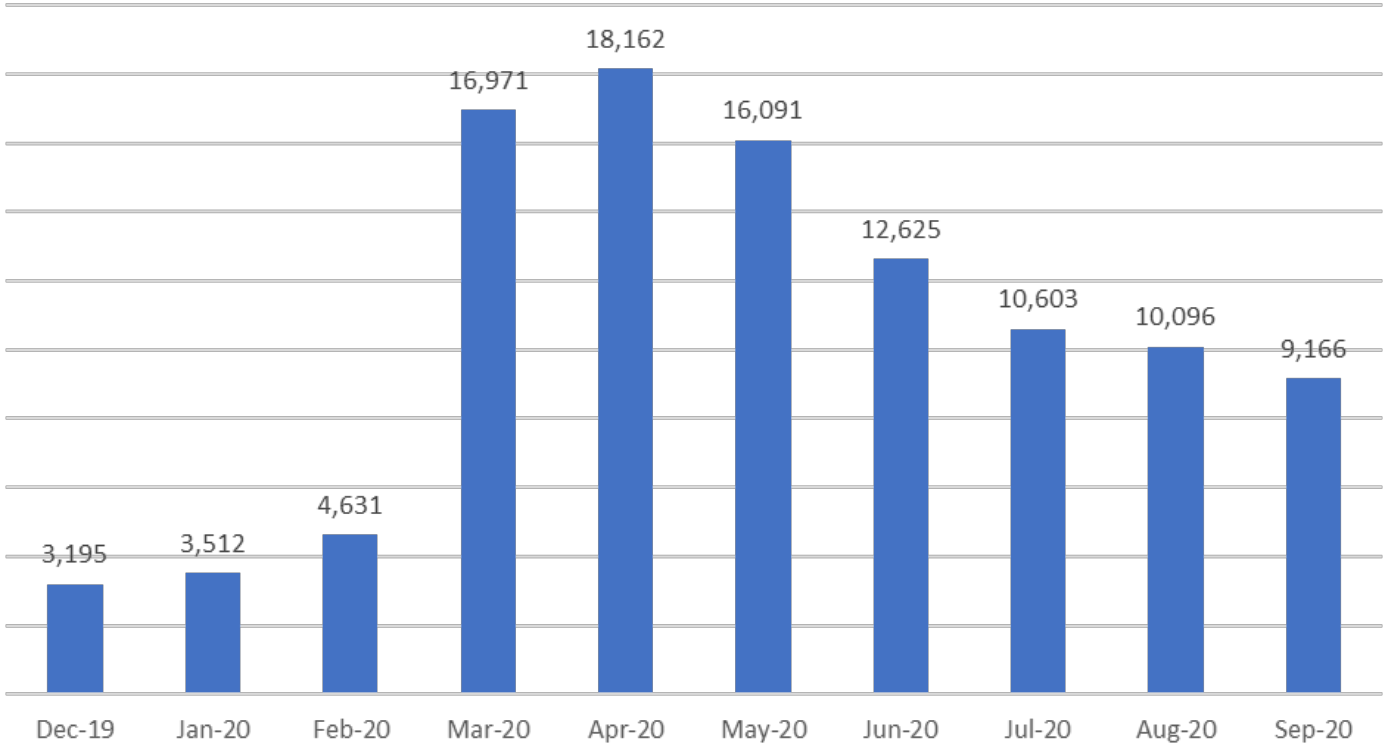
F-PLN

- Pilot Training and Licensing during COVID
- CBTA Expansion
- IATA consultancy service



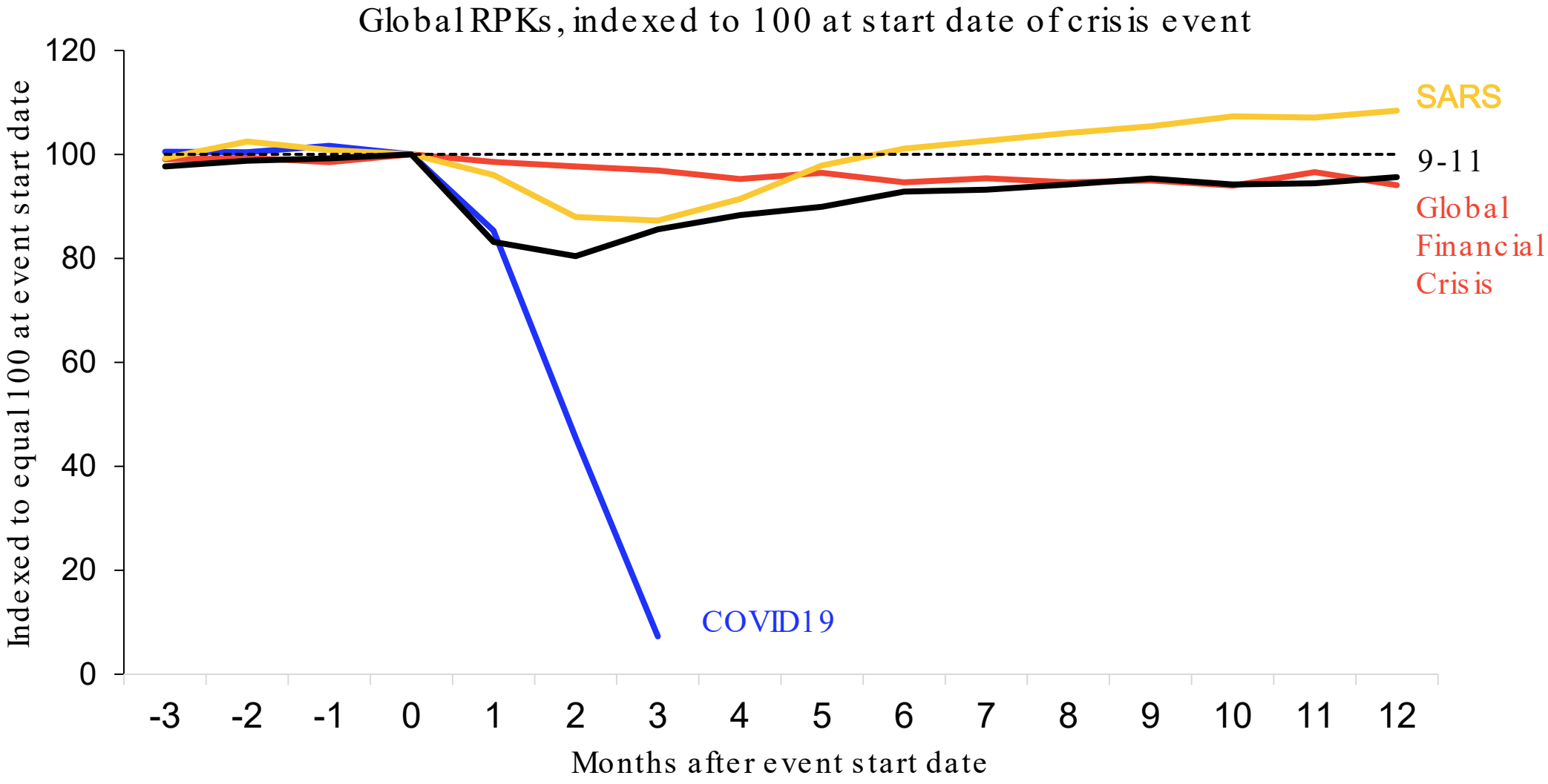
Worldwide impact: 33% of fleet grounded in Sept 2020

(vs. ~65% in April 2020)



Depth of COVID19 impact far exceeds previous crises

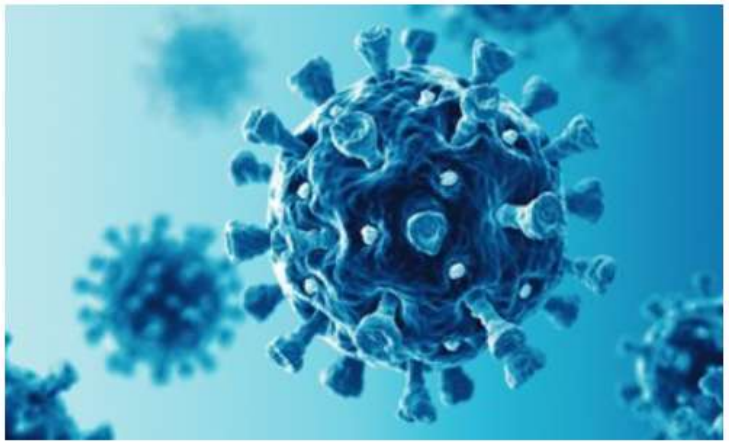
RPKs fell 20% after 9-11 and 12% after SARS vs **95%** fall in April 2020



Source: IATA Economics using data from IATA Statistics

IATA COVID Resources

COVID-19: Resources for Airlines & Air Transport Professionals



The COVID-19 pandemic is having a huge impact on aviation and air travel industry. On these pages, you will find resources to support airlines and other aviation stakeholders during the COVID-19 crisis and industry's restart.

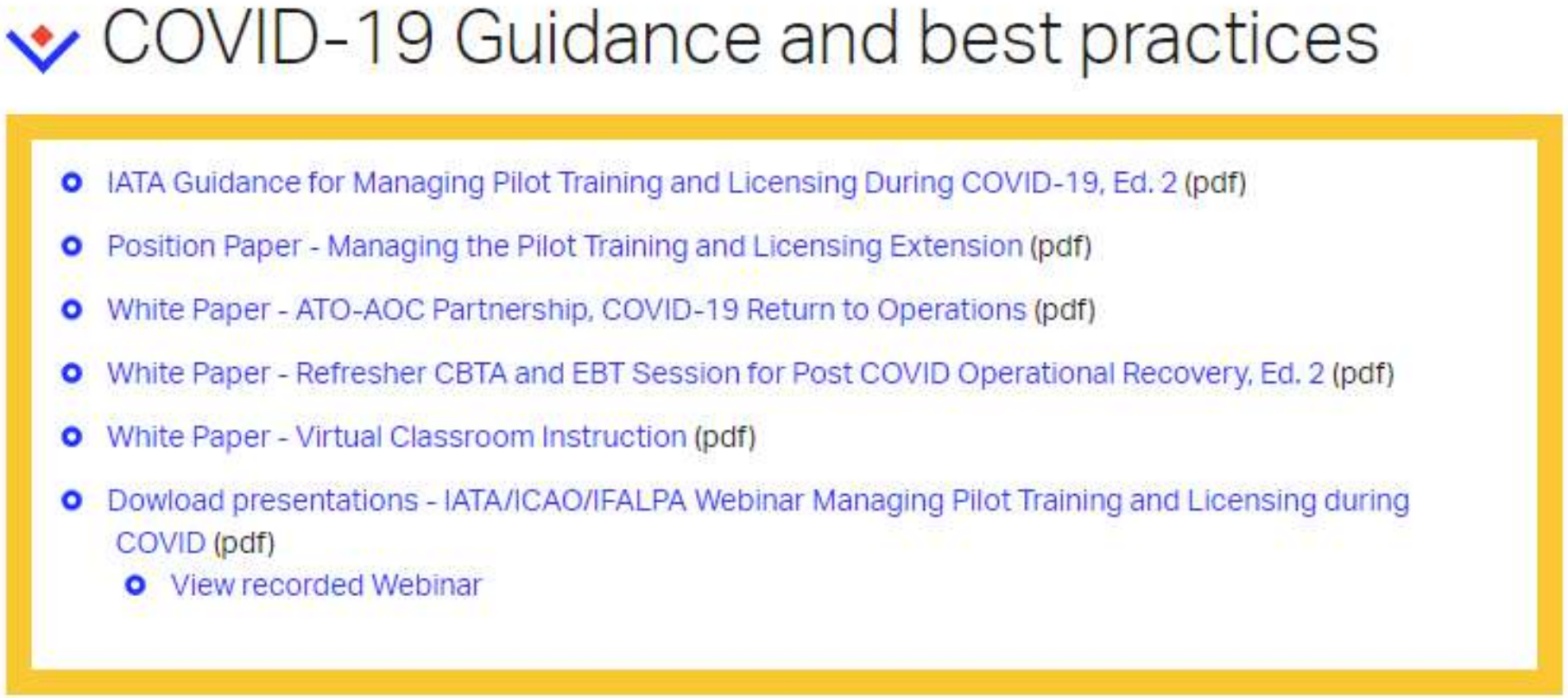
CART/IATA | POSITION PAPERS | GOVERNMENT MEASURES | OTHER RESOURCES | INDUSTRY IMPACT | COMMS MATERIALS

https://www.iata.org/en/programs/covid-19-resources-guidelines/

https://www.iata.org/en/programs/ops-infra/training-licensing/

Current Status – Pilots Training and Licensing

Providing solutions to managing pilot training and licensing during and post-COVID



https://www.iata.org/en/programs/ops-infra/training-licensing/

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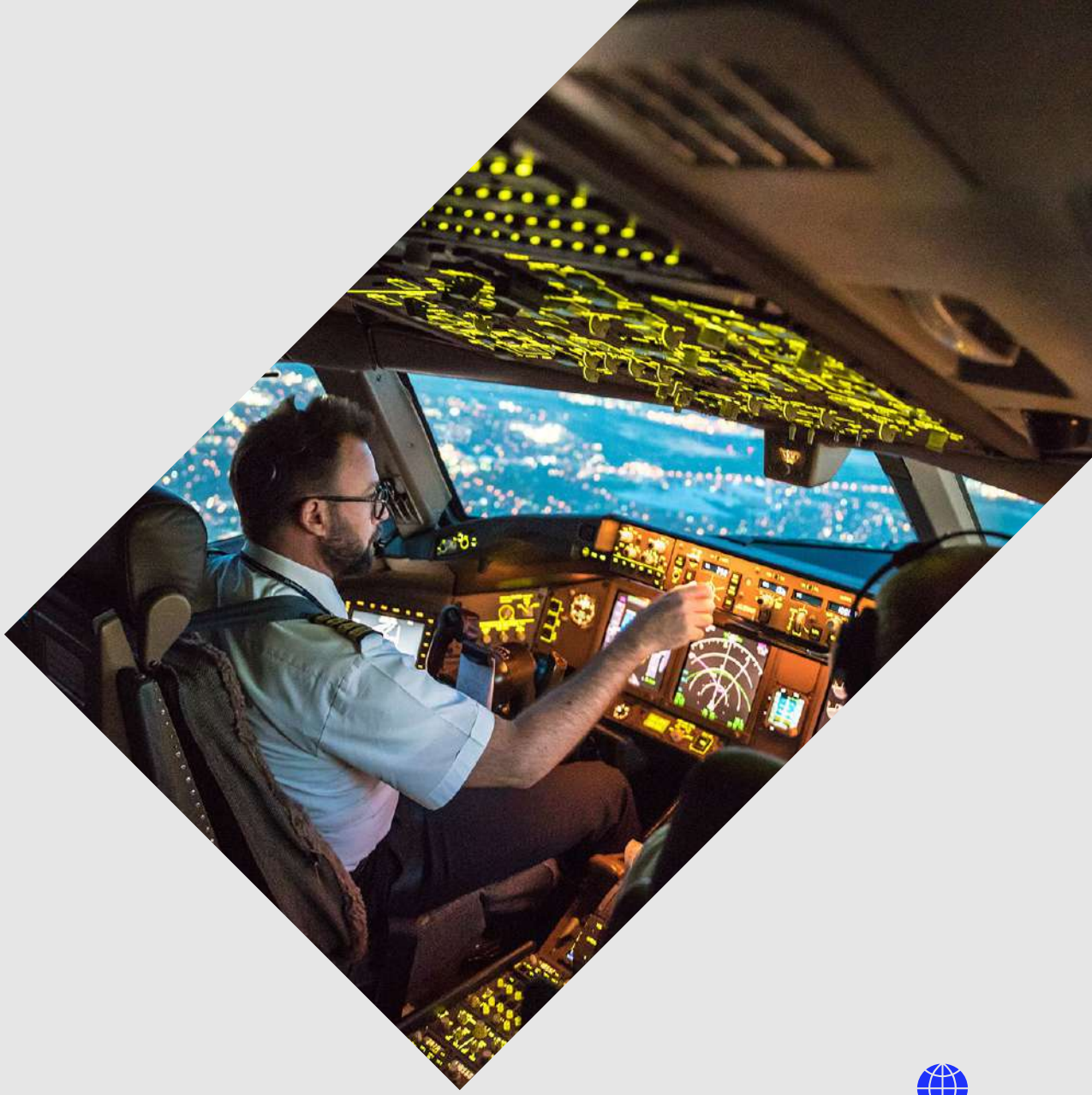

What is CBTA?

Definitions from ICAO

Competency. A dimension of human **performance** that is used to reliably predict successful **performance** on the job. A competency is manifested and observed through behaviors that mobilize the relevant knowledge, skills and attitudes to carry out activities or tasks under specified conditions.

Competency -based training and assessment . Training and assessment that are characterized by a **performance** orientation, emphasis on standards of **performance** and their measurement, and the development of training to the specified **performance** standards.

Reference ICAO Doc 9868 Pans TRG Amendment 5

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Pilot Competencies

Acronyms	Pilot Competencies
KNO	Application of Knowledge
APK	Application of Procedures and compliance with regulations
FPA	Aeroplane Flight Path Management, automation
FPM	Aeroplane Flight Path Management, manual control
COM	Communication
SAW	Situation awareness and management of information
LTW	Leadership and Teamwork
WLM	Workload Management
PSD	Problem Solving and Decision Making

ICAO pilot competency example

Competency	Description	Observable Behaviors
Workload Management	Maintain available workload capacity by prioritizing and distributing tasks using appropriate resources	OB 8.1 Exercises self-control in all situations OB 8.2 Plans, prioritizes and schedules appropriate tasks effectively OB 8.3 Manages time efficiently when carrying out tasks OB 8.4 Offers and gives assistance OB 8.5 Delegates tasks OB 8.6 Seeks and accepts assistance, when appropriate OB 8.7 Monitors, reviews and cross-checks actions conscientiously OB 8.8 Verifies that tasks are completed to the expected outcome OB 8.9 Manages and recovers from interruptions, distractions, variations and

Reference ICAO Doc 9868 Pans-TRG Amendment 7

Which pilot training and licensing is CBTA compliant as per today?

ICAO CBTA

- 2006- MPL
- 2013- EBT
- 2016- ICAO Doc 9868 Pans TRG Amendment 5
- 2017- CBTA Task Force
- 2018- ICAO State letter

Consequences

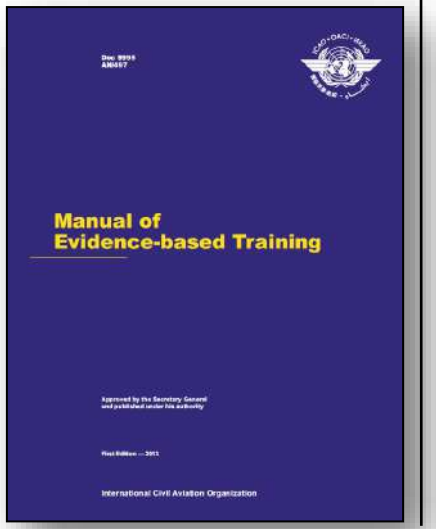
NOV 2020- CBTA extends to:

- ❑ PPL
- ❑ CPL
- ❑ Instrument Rating
- ❑ Type rating
- ❑ Instructor Evaluator
- ❑ Operator training

CONTEXT:
Global Expansion of CBTA within Aviation Industry

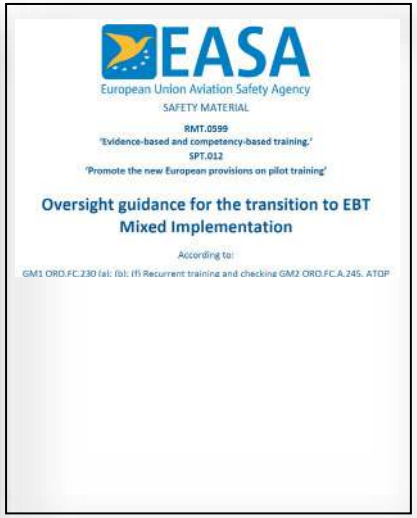
2013

EBT
endorsed by ICAO



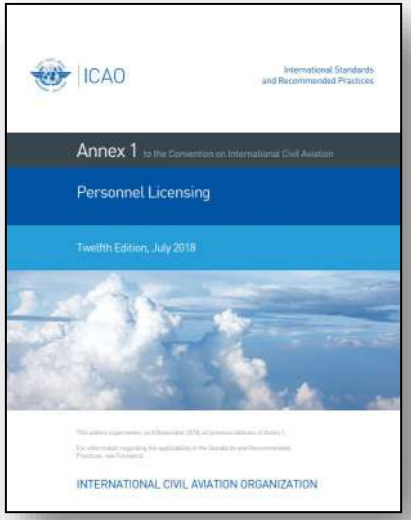
2016

EASA
Guidance mixed EBT



Q4 2020

ICAO
CBTA endorsement



Q4 2020

EASA
Baseline EBT

2022

EASA
CBTA extension

Evidence-based Training

Training and assessment based on **operational data** that is characterized by **developing and assessing the overall capability** of a trainee **across a range of core competencies** rather than by measuring the performance in individual events or maneuvers.

"EBT is a CBTA program using training topics based on operational data"

EASA Proposed Annex I to Commission Regulation (EU) No. 965.2012 item 47f.

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EBT module overview

Session 1

Briefing

Pilot competencies assessment

Facilitative debrief

Session 2

Tailored Briefing

Pilot competencies development

Facilitative debrief

Grading

EBT module content

ICAO doc 9995 Manual of Evidence Based Training	
Phase	Objective
Evaluation (EVAL)	a) observe and assess flight crew competency; b) collect data to further develop and validate the effectiveness of the training system; and c) identify individual training needs.
Manoeuvre Training (M.T)	The purpose of the manoeuvres training phase is to practise and develop the handling skills necessary to fly critical flight manoeuvres, in order that they are maintained to a defined level of proficiency, according to predetermined performance criteria as established by the operator or training organization.
Scenario Based Training (SBT)	The purpose of the scenario-based training phase is to develop, retain and practice the competencies for effective management of threats and errors to enhance the crew's ability to cope with both predictable and unforeseen situations.

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Evidence-based Training (EBT)

Take away, EBT is :

- An alternative to traditional recurrent training and checking
- Competency-Based Training and Assessment (CBTA) program
- Data driven (operational data)
- Rebalancing training volumes vs checking volumes
- Promoting learning from positive performance
- Reinforcing pilot's resilience

F-PLN

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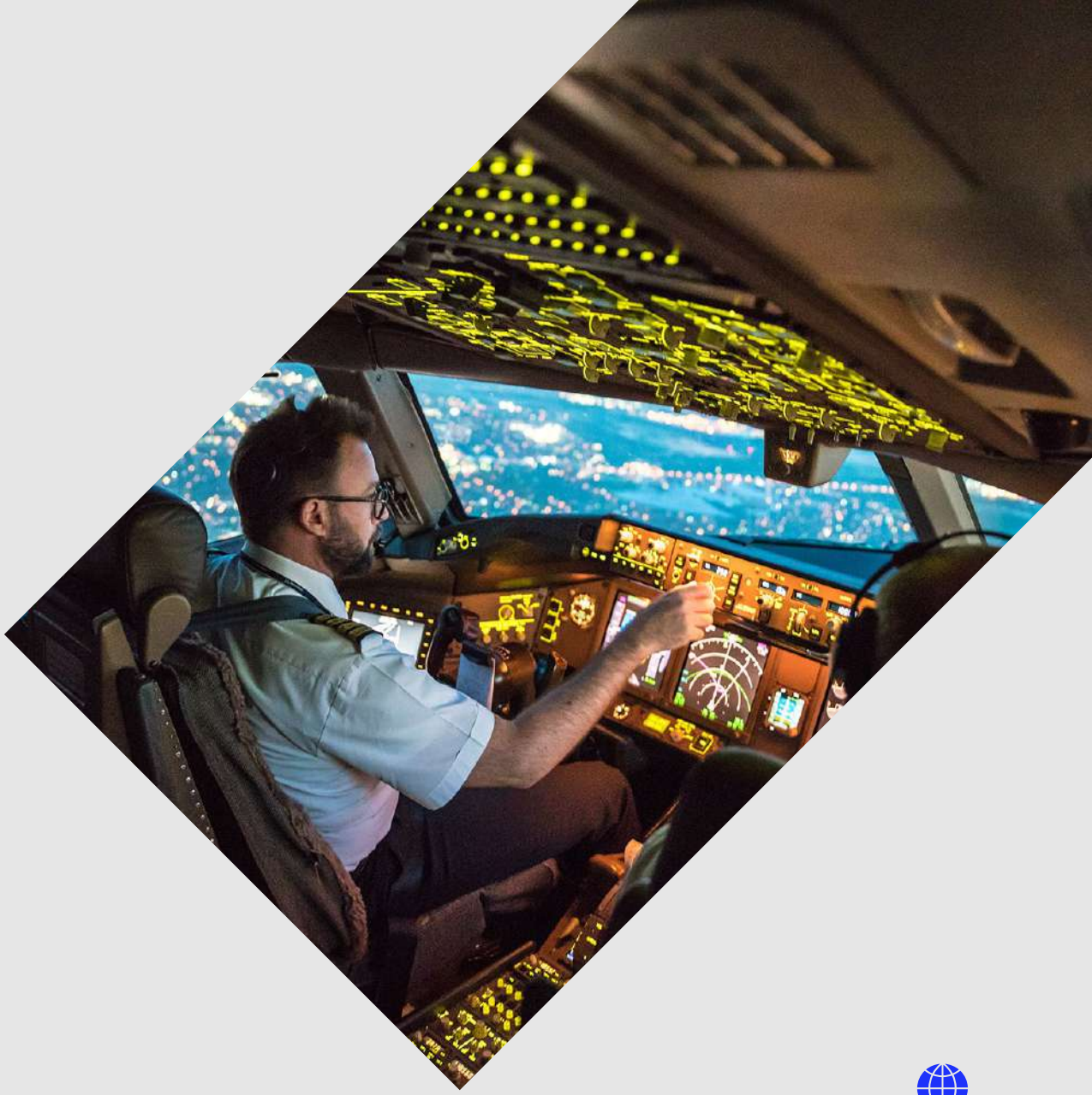


IATA EBT consultancy service (Product)

EBT Pre-Implementation

EBT Implementation support

EBT Monitoring

IATA EBT consultancy service

EBT Pre-Implementation

- Deliver awareness workshop(s) to top management and operational staff.
- Assess organization (AOC-ATO) needs.
- Propose options and associated EBT implementation plan.
- Buy-in from your CAA.
- Support internal EBT awareness and communication plan.

IATA EBT consultancy service

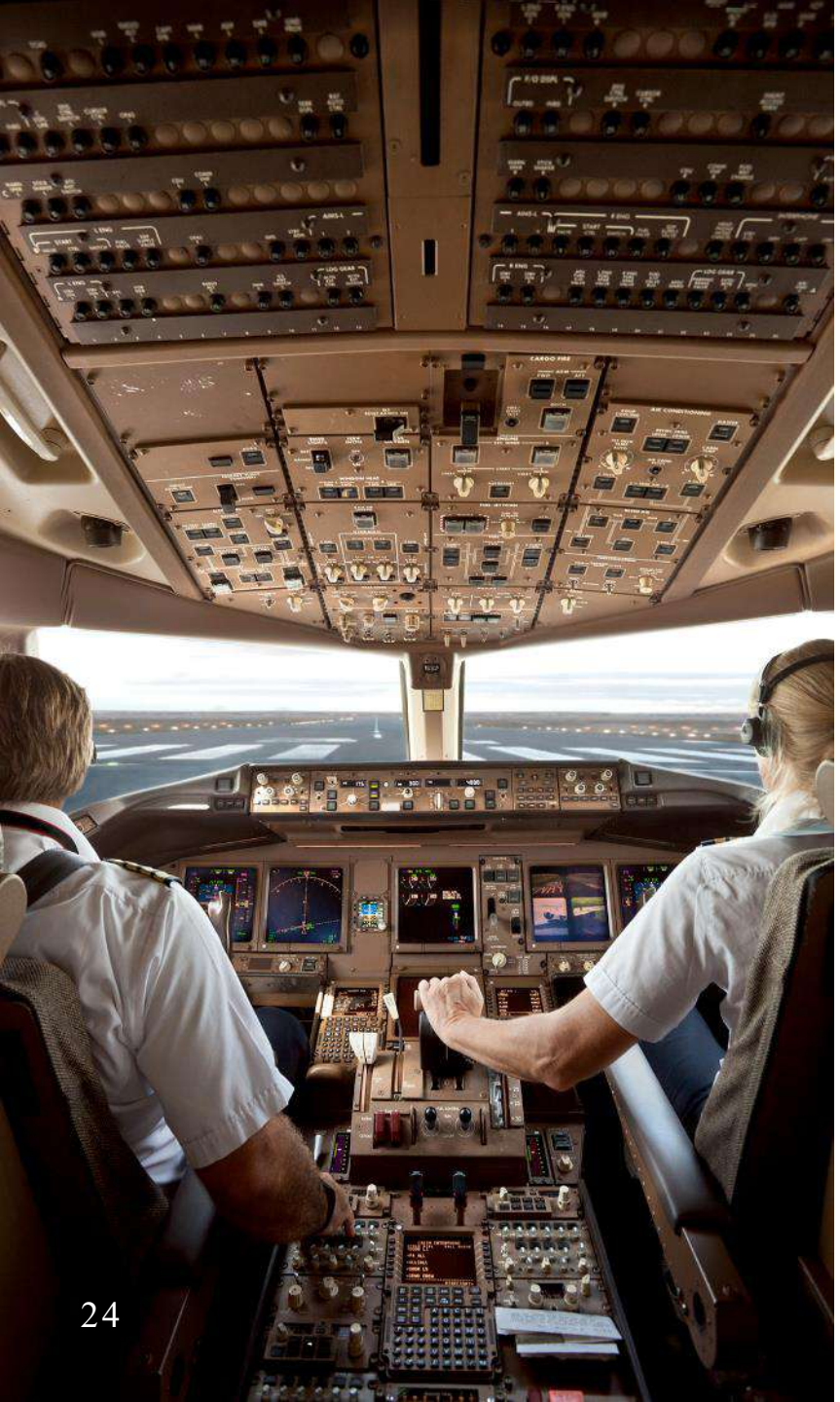
EBT Implementation support

- Support the definition and implementation of your pilot and instructor competency grading system.
- Train and assess your EBT instructor core group in accordance to your competency performance standards.
- Support EBT program design (including malfunction and approach type clustering).
- Propose technical solutions for training data collection and analysis.

IATA EBT consultancy service

EBT Monitoring

- Review training effectiveness upon receipt of sufficient training system data.
- Adjustment and continuous improvement of the training program (based on training system feedback).



Evidence-Based Training

Our customers:

CAE

AIRBUS

AirEuropa

WINDROSE AIRLINES

Ukraine International Airlines UIA

Among others, quotes for:

الخطوط التونسية TUNISAIR

Philippine Airlines

KLM

CAAS Civil Aviation Authority of Singapore

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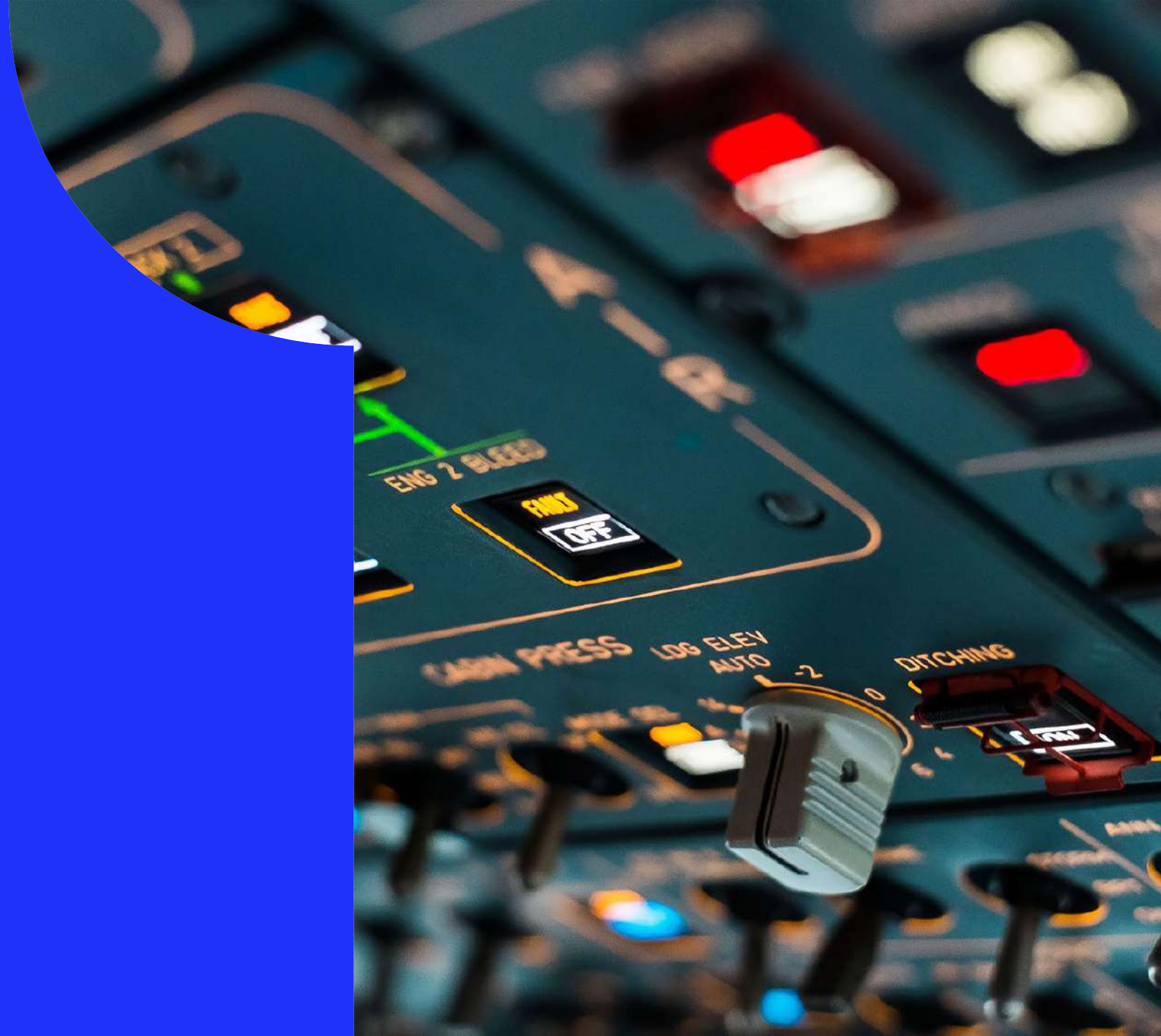
Thank you

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