

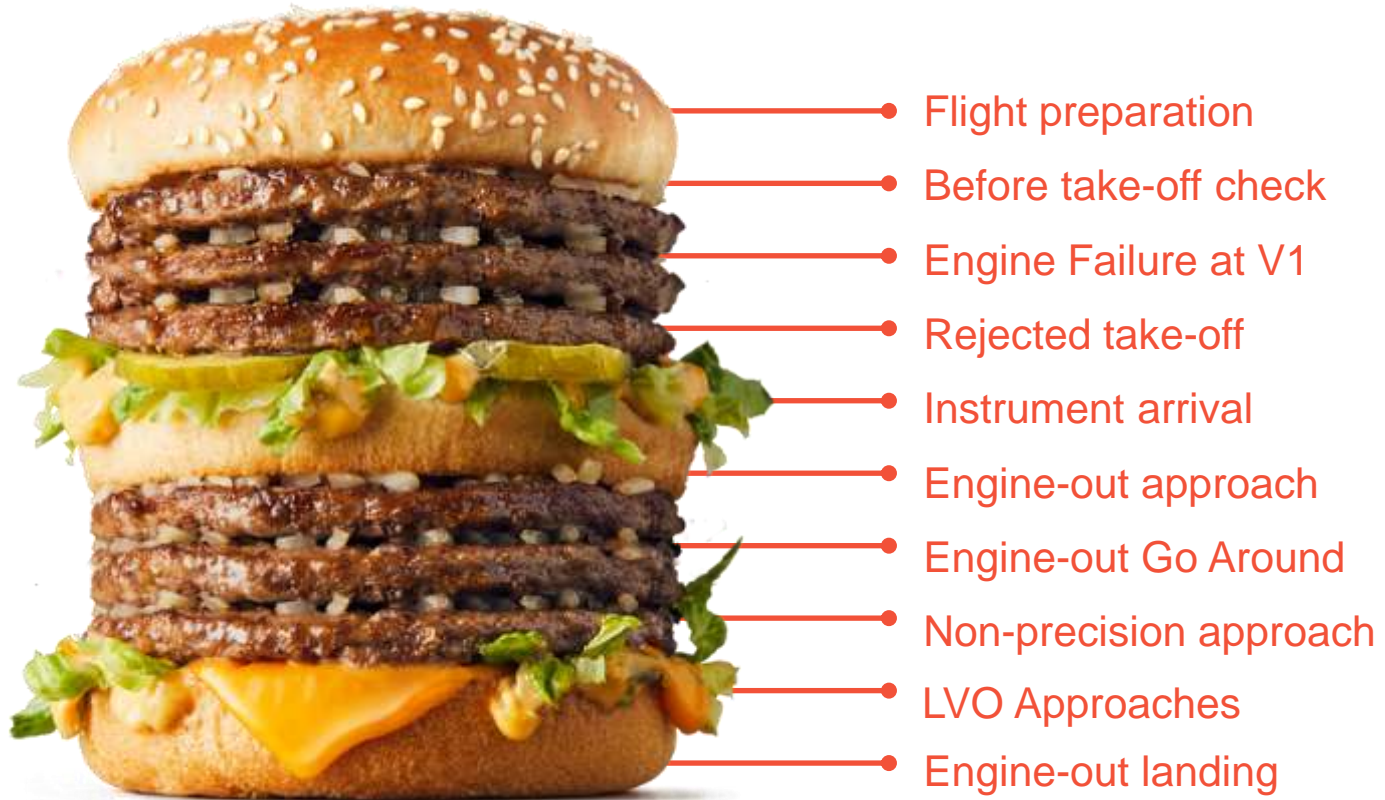
In pursuit of Excellence

Evidence-based Training



EBT worldwide





A

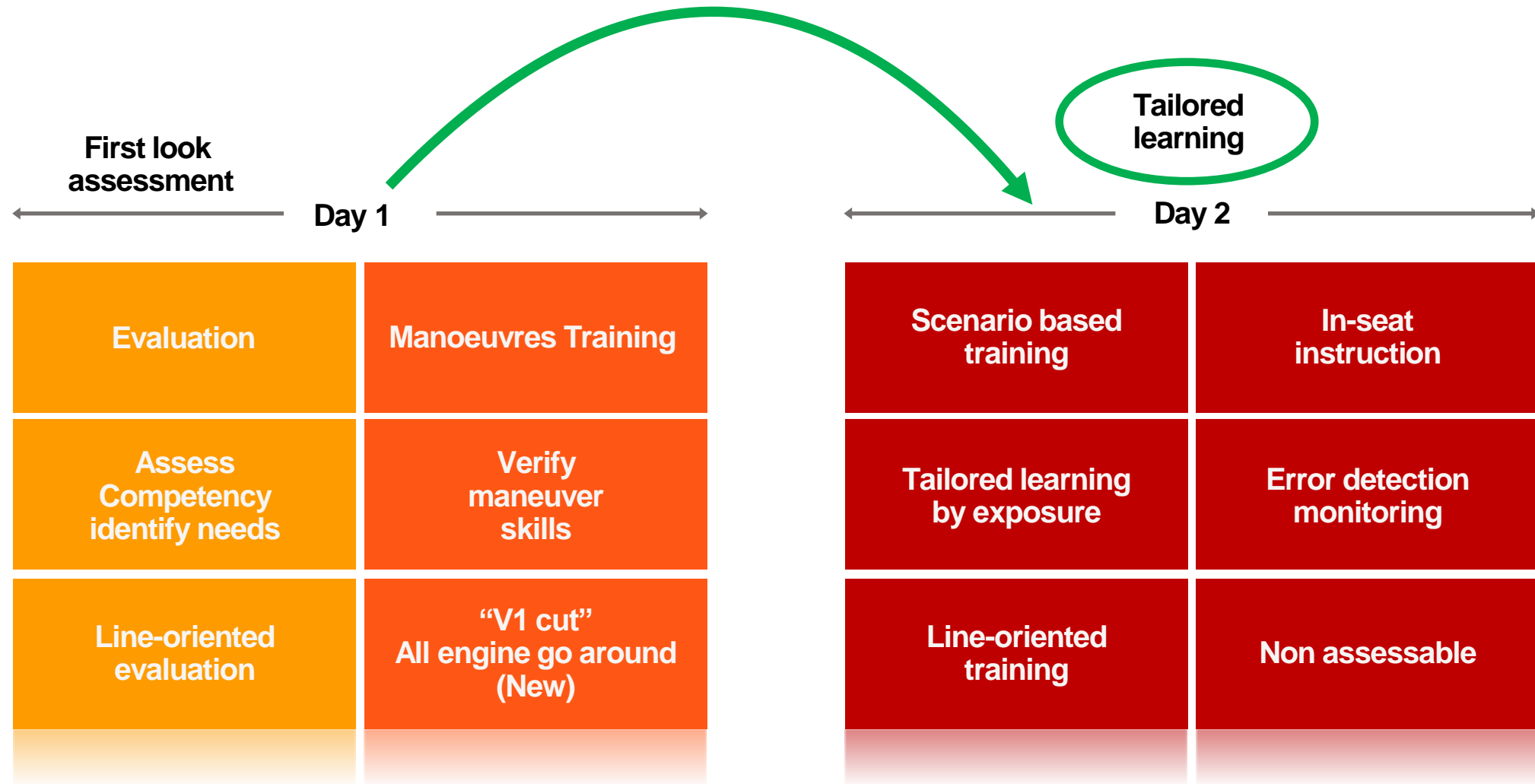
Adverse weather
Automation
Competencies non-technical
Compliance
Go-around
Manual flying
Mismanaged aircraft
Monitoring & Error Detection
Unstable approach

B

Adverse wind
Aircraft malfunction
Aircraft system management
Approach poor visibility
Landing
Runway taxiway condition
Surprise
Terrain
Workload pressure

C

ATC
Engine failure
Fire & smoke
Loss of comms
Loading performance
Navigation
Ops or type specific
Pilot incapacitation
Traffic
Upset recovery
Windshear recovery



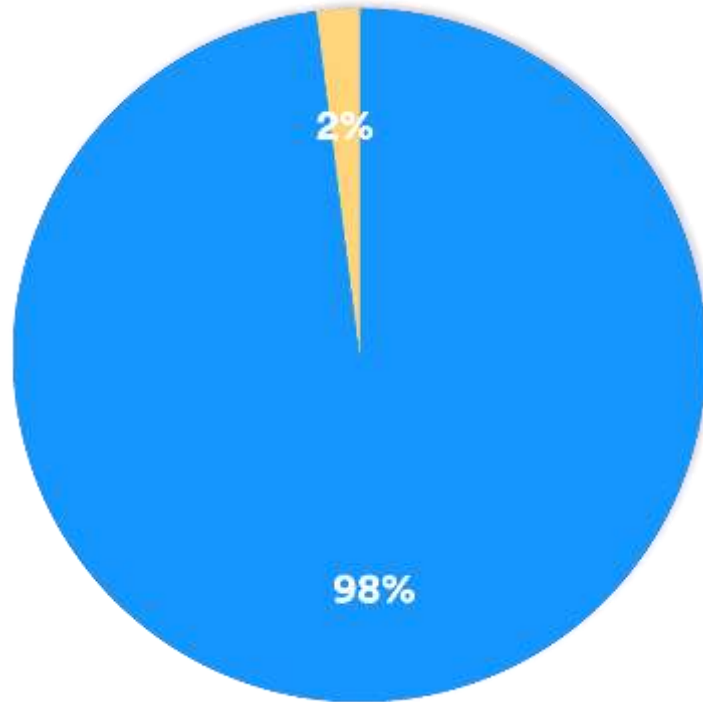






Instructor development training

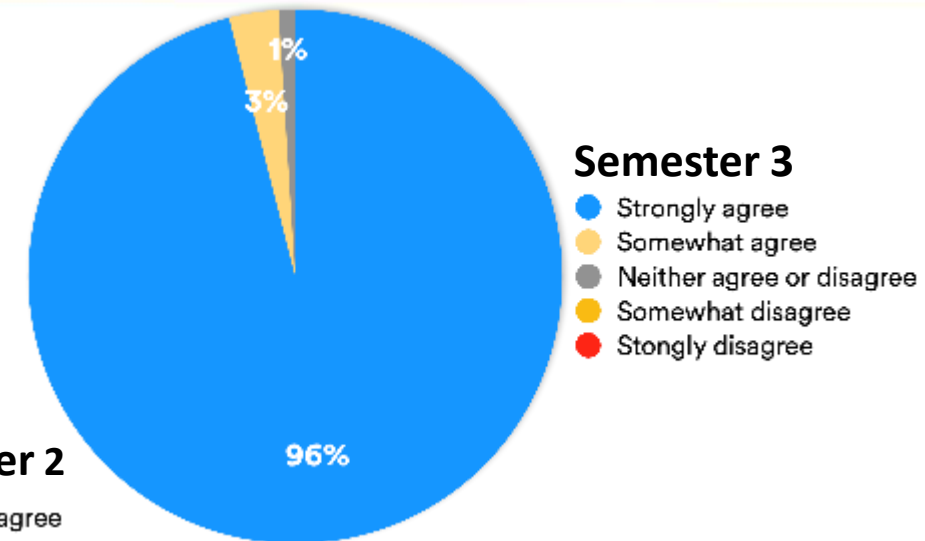
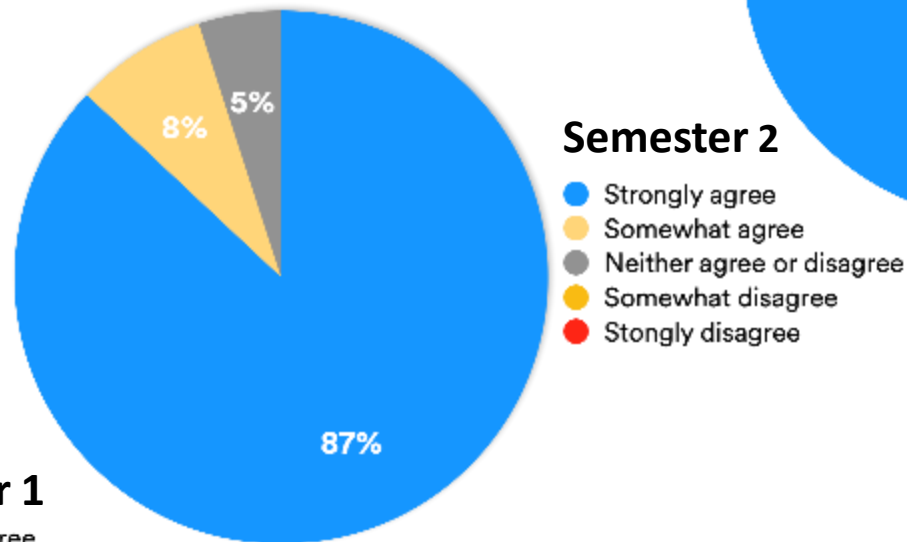
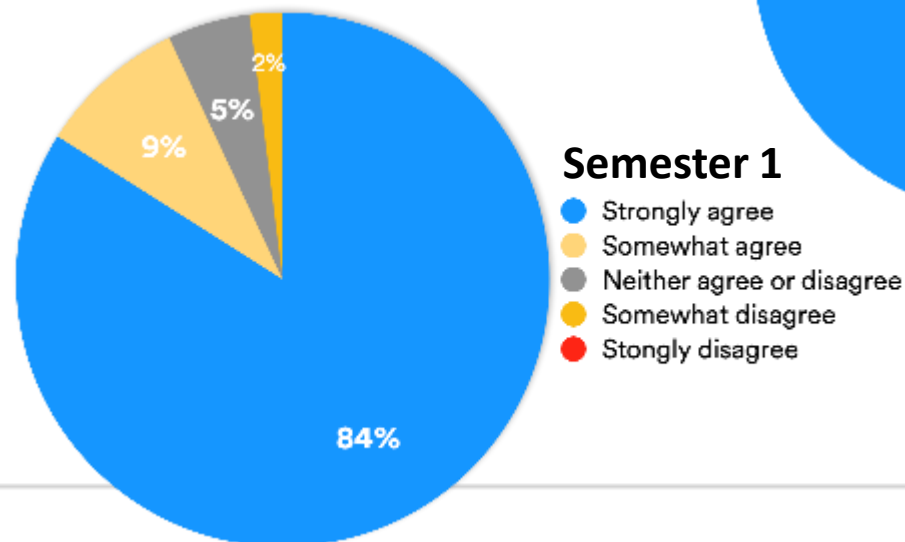
Salient came up with a groundbreaking mindset, answering to adult learning principles. Their program is precisely prepared to the word, involving every trainee in a continuous, active, self-directed learning experience



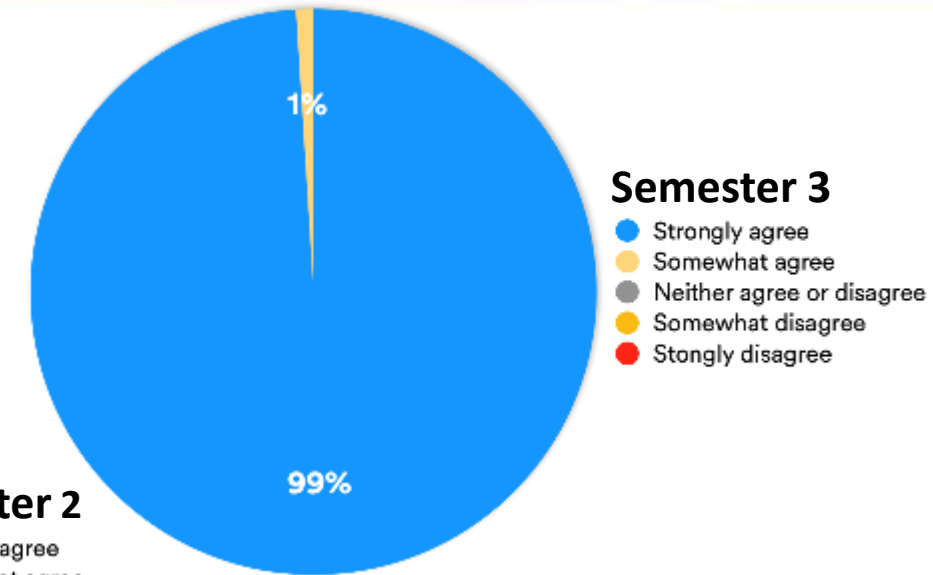
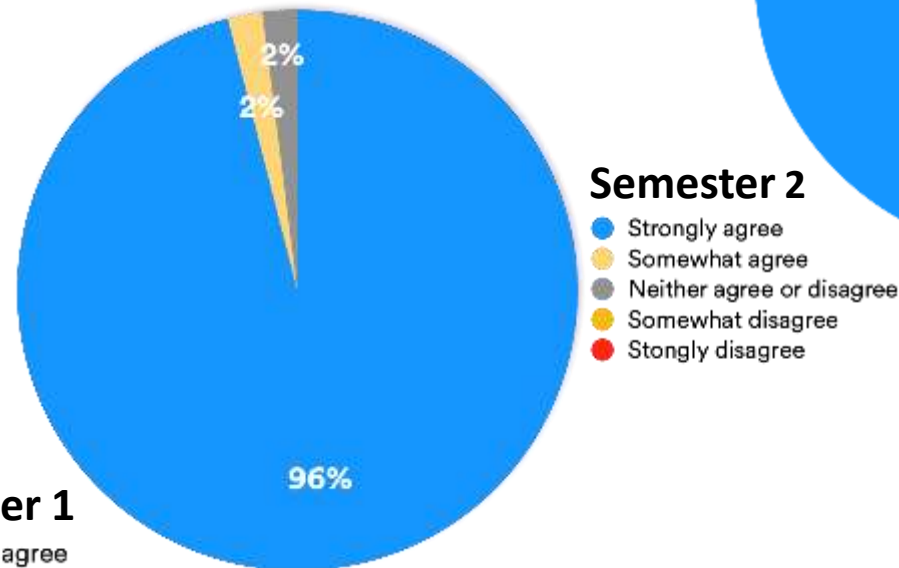
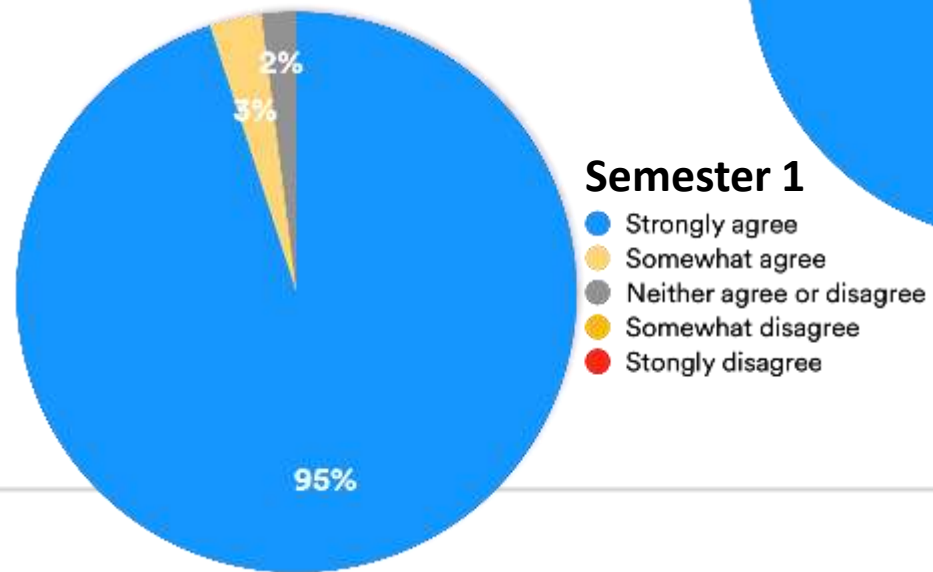
Survey - The whole EBT experience will help me to learn and improve **confidence**. Do you agree?

I've learnt more since the introduction of EBT than I have in the previous 10 years of training. Fantastic training! Performance and confidence boosting

The check pilot/ instructor accurately identified the **most appropriate area to help me to improve**

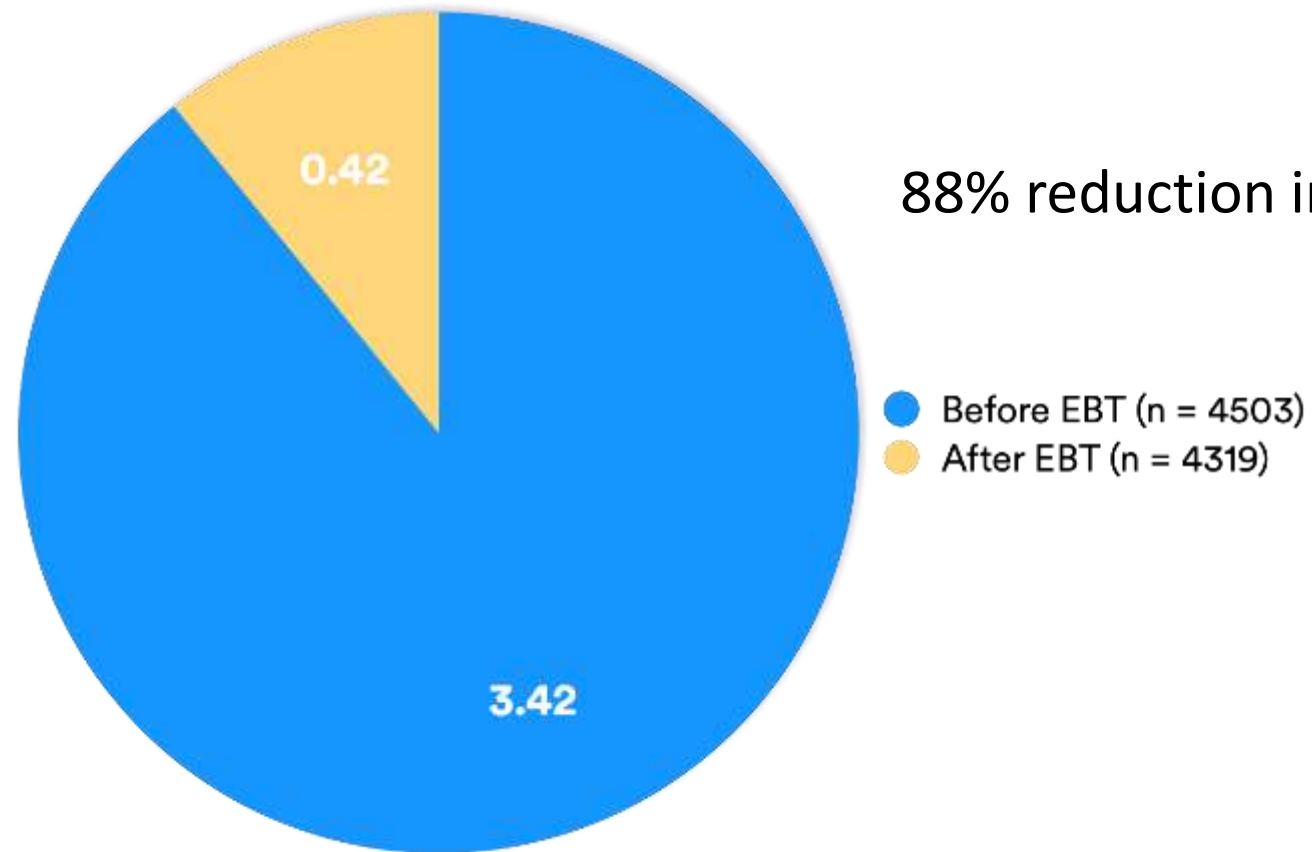


The Instructor/s **facilitated the debrief** and supported me so I could **draw my own conclusions** and identify strategies to improve





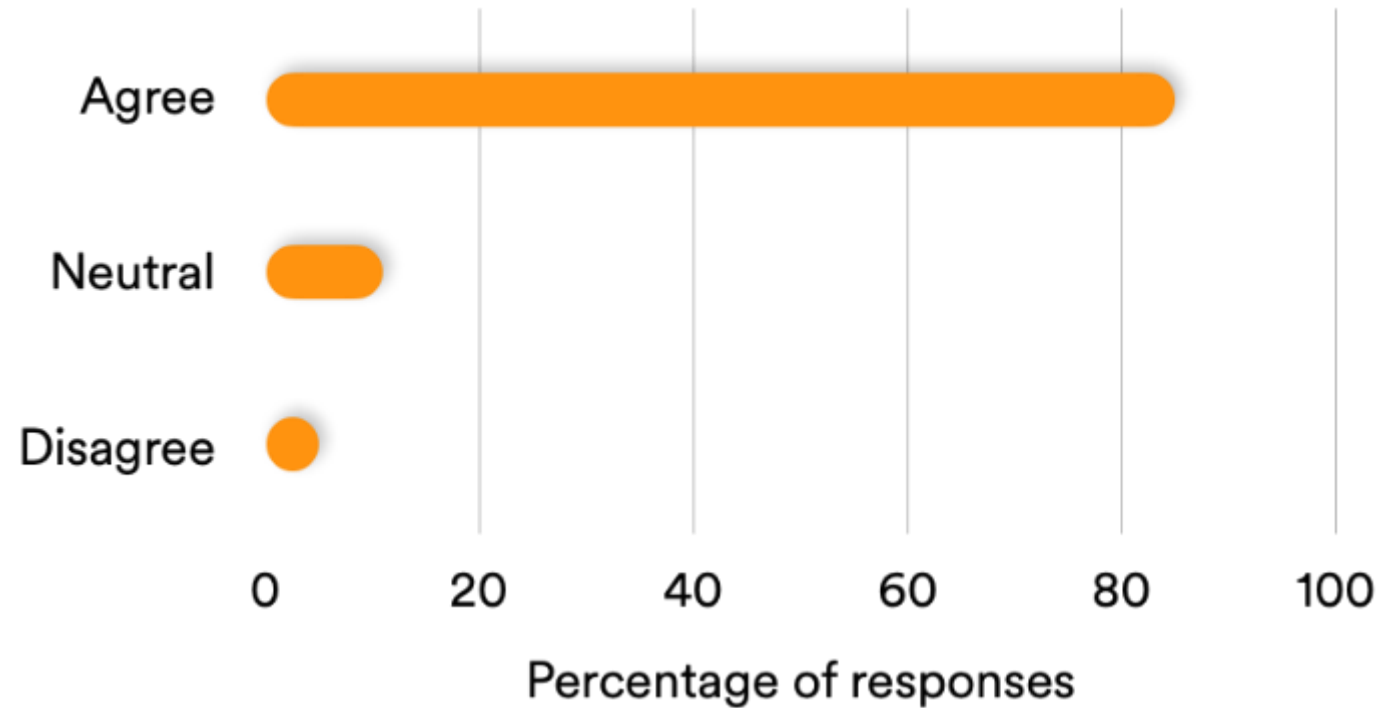
Element	Example Questions
1. Set the Agenda	— Is there anything you would like to discuss?
2. Emphasise Positive Performance	— What went well?
3. Gather the Facts	— Tell me about ...? — Describe ... — What happened ...? — What threats ...? — How did you ...?
4. Probe (paraphrasing)	— You said ... tell me more? — What were your thoughts?
5. Focus on Process	— What could have helped? — How could you have done that?
6. Summarise	— What have we learned?



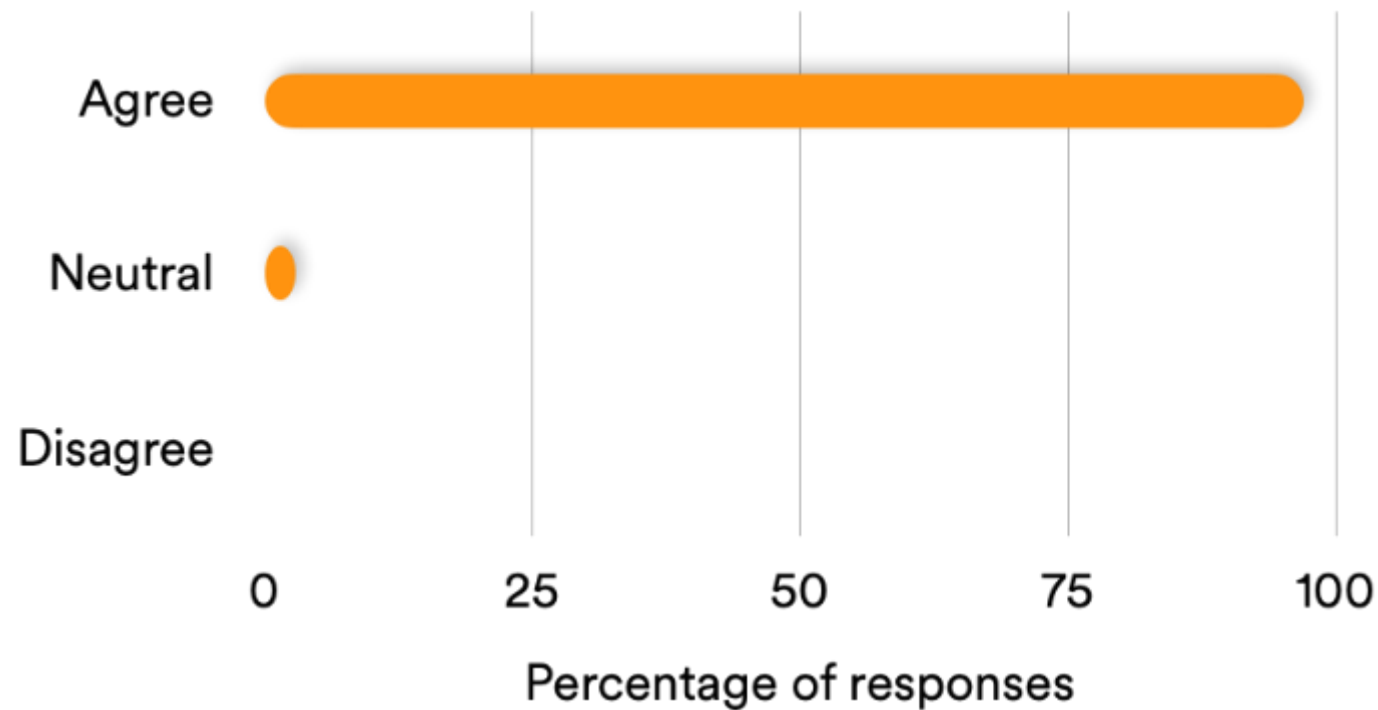
88% reduction in remedial training after EBT

Rates of Remedial training (percentage)

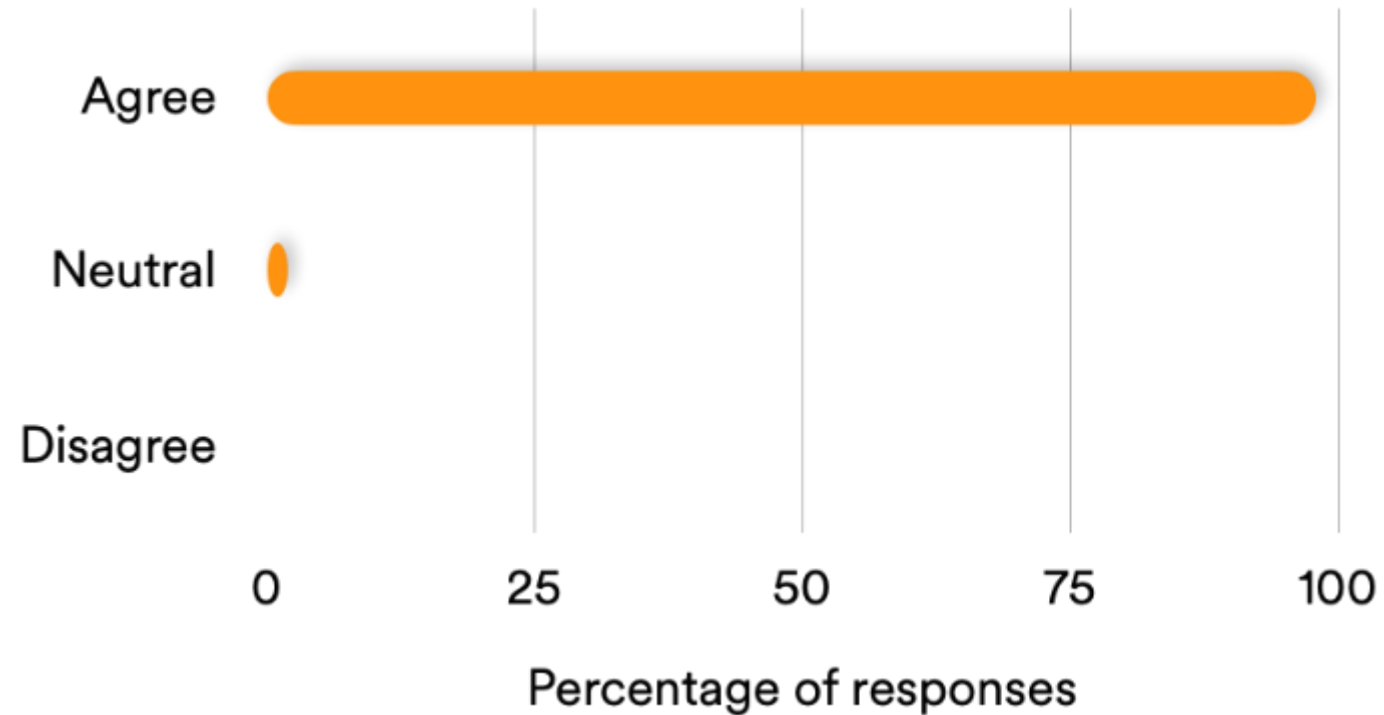
EBT addresses the cognitive biases caused by automation?
(i.e., over-reliance on automation)




EBT has improved pilot performance and skills



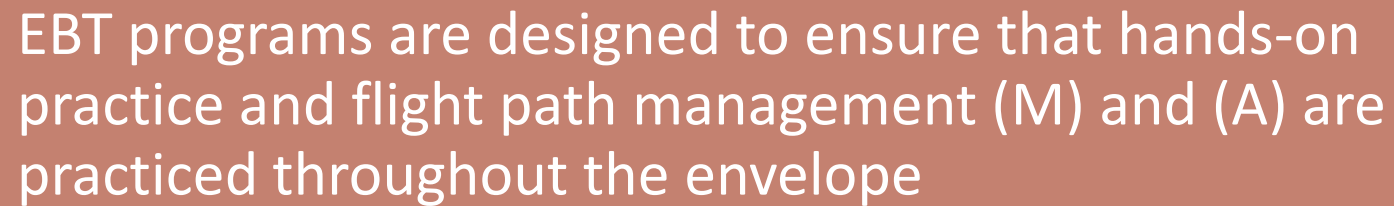
EBT has improved the management of surprise



84% of the respondents agree that EBT addresses the cognitive biases and over reliance caused by automation

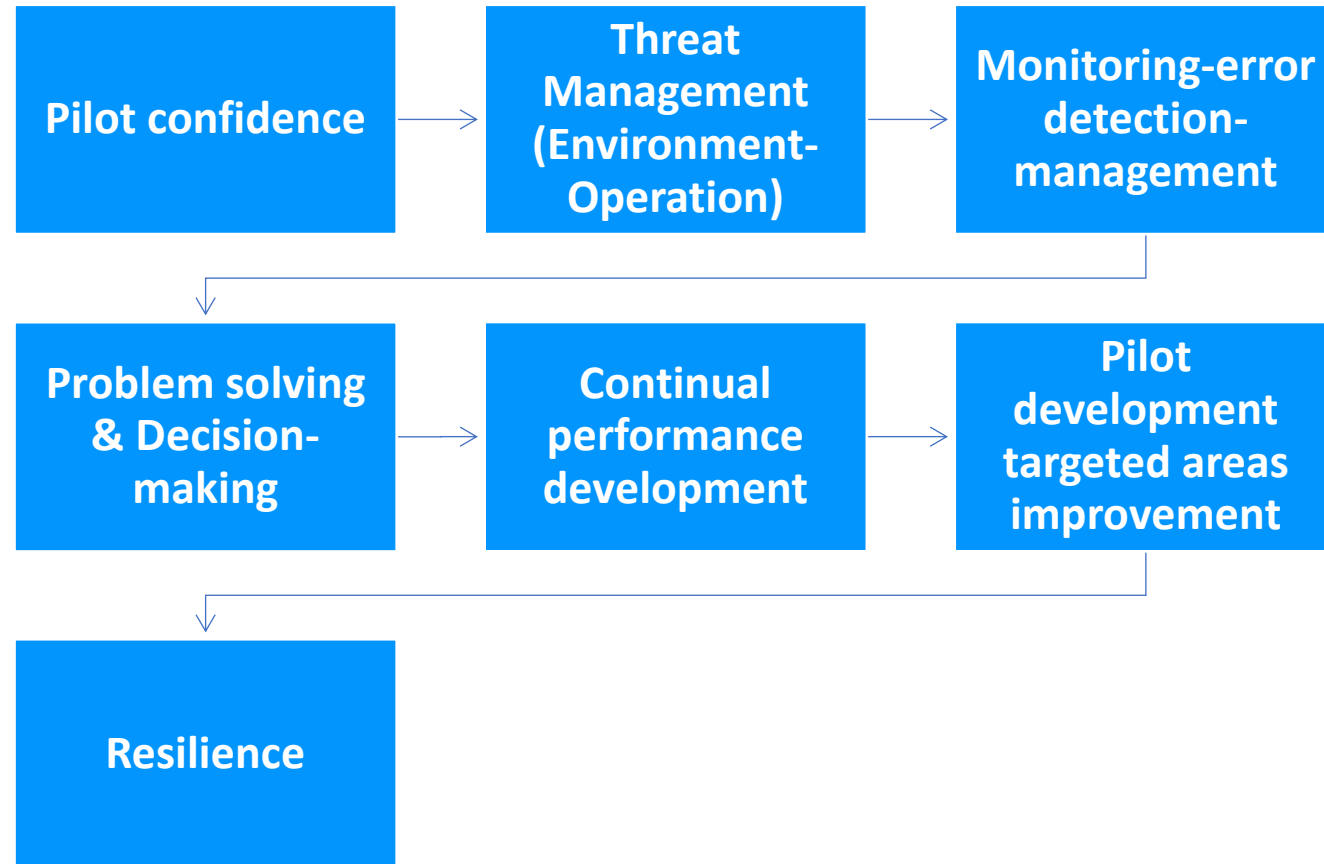


EBT programs are designed to ensure that hands-on practice and flight path management (M) and (A) are practiced throughout the envelope



The EBT program has highlighted the ability for training scenarios to be designed based on real operational need







ACKNOWLEDGEMENTS

This report would not have been possible without the support of many disciplines both within and outside the aviation community. Their contributions are greatly appreciated and endorsed in the results of this report.

John Scully – Author

Michael Varney	Pilot/Instructor
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Dr James Kinect	Scientist
Dr Ashleigh Mott	Statistician
Professor Patrick Murray	Pilot/Instructor
Hugh Webber	Pilot/Analyst
Dr Douglas Farrow	Scientist
Anne Gurney	Engineer
Dr Duncan Harris	HF Specialist
Harald Hendel	Pilot
Gavin McKellar	HF Specialist
Dr Christian Norden	Pilot
James Pegg	HF Specialist
Dr David Robinson	Pilot
David Swain	Pilot
Jon Towler	Pilot
Sam Daniels	Pilot
Carry Edwards	Pilot
Johan Engstrom	Pilot
Peter Fogman	Pilot
Sharon Foss	Pilot
Vinod Gopalakrishnan	Pilot
Dr Peter Harmer	Pilot
Magnus Helander	Pilot
Dr John Hogg	Pilot
Mark Lacey	Pilot
Mary Lee	Pilot
Mark Munn	Pilot

- 2) ...
- 3) Significant occurrence.
- 4) The above, plus a panel, safety, course, programmes w.
- 5) All accident data is caused. Most large, without technical mal, ...
- 6) ICAO mandated the analysis of flight data world. Best leads provides an opportunity to one based on risk of occurrence and to mod

This purpose of this document is to outline the necessary steps to take the outcome of activities such as LCSA, to provide a basis for a design of crew training and the safety standards for the regulation of h



Data Report for Evidence-Based Training

July 2013

1st Edition

International Civil Aviation Organization

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Evidence-Based Training Implementation Guide

July 2013

1st Edition



Doc 9868

Training

Third Edition, 2020

INTERNATIONAL CIVIL AVIATION ORGANIZATION

Striving for excellence

Solution based feedback

Addressing vulnerabilities

Focussed on process

Relevant to the job

not T!

Tailored to individual needs

Non-judgemental

Self-directed learning

Supports self-efficacy

Learning by discovery





**Relevant to
real life**

**Immersive
experience**

**Focus on
process**

**Learn from
positive**

