A Journey in EBT

The Key to Success
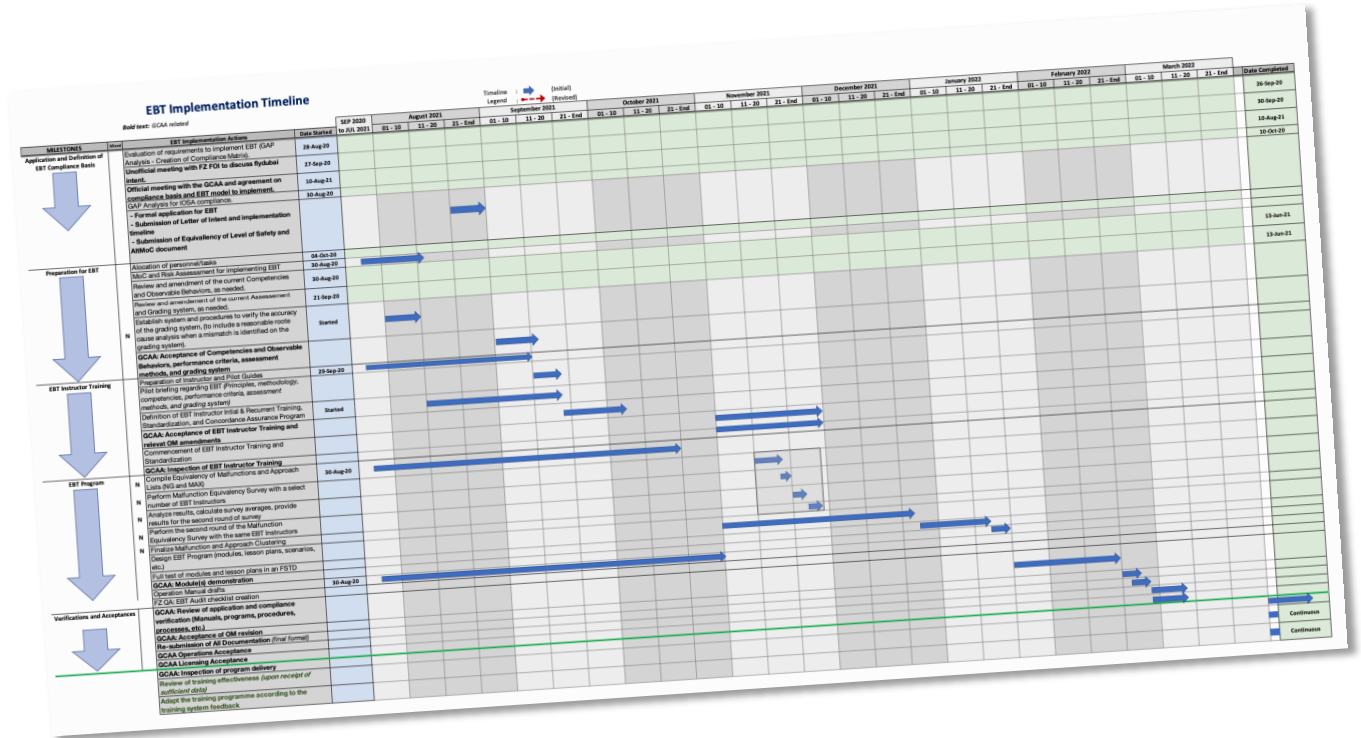
The Timeline

COVID lockdowns and MAX Grounding

April 2022

August 2020

January 2020

Eventually, the introduction of EBT was planned to coincide with the completion of the 3-year cycle of the Traditional (Legacy) training system.
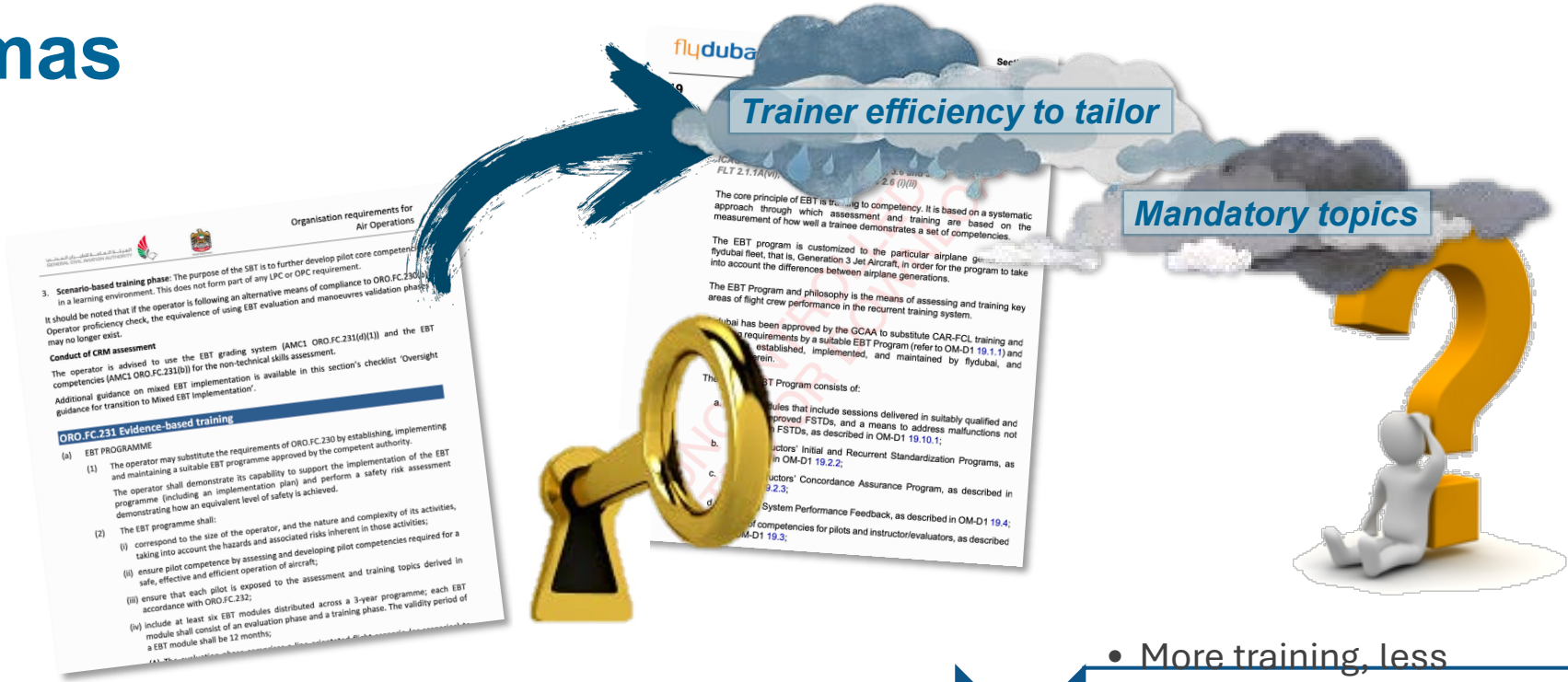
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The Challenges

UNSAFE

MINIMUM STANDARDS
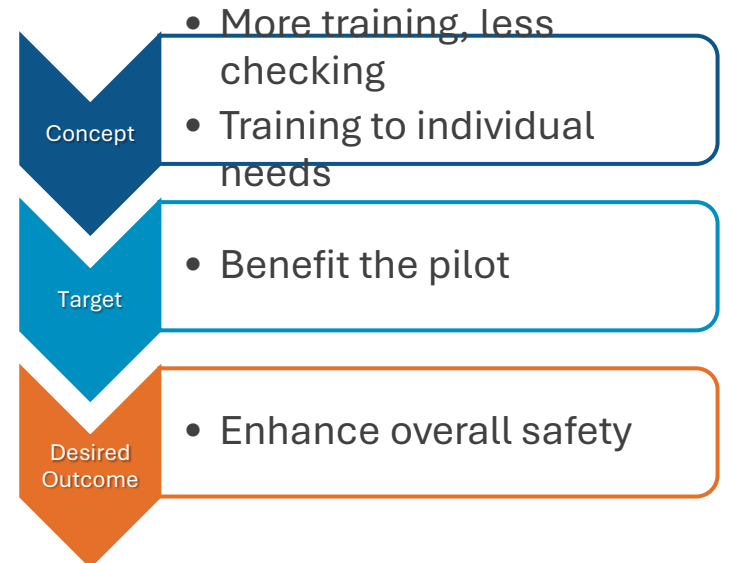
PROACTIVE

Pushing the needle to the right

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The Dilemmas

Trainer efficiency to tailor

Mandatory topics

A pilot performs at the minimum acceptable standard for a competency …

… tailored SBT shall be delivered

Concept
- More training, less checking
- Training to individual needs

Target
- Benefit the pilot

Desired Outcome
- Enhance overall safety

MINIMUM STANDARDS
UNSAFE
PROACTIVE
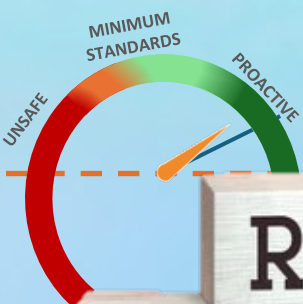
Right
Wrong
It depends

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Compliance
with Regulations and Industry best practices

MINIMUM ACCEPTABLE STANDARD
FOR LEoC VALIDITY EXTENSION TO 24 MONTHS
NOT MORE THAN 3 COMPETENCIES LESS THAN GRADE 4

MINIMUM ACCEPTABLE STANDARD
FOR LINE ACTIVITIES - ALL COMPETENCIES - GRADE 3

MINIMUM ACCEPTABLE STANDARD
FOR EBT MODULES - NOT MORE THAN 3 COMPETENCIES AT GRADE 2 - NO GRADE 1
AND ALL MANEUVERS (IN MT) OBJECTIVE ACHIEVED

MINIMUM ACCEPTABLE STANDARD
FOR LICENSING - ALL COMPETENCIES - GRADE 2

MINIMUM STANDARDS
PROACTIVE
UNSAFE

Right
Wrong
It depends

Periodic Table of the Elements

- A lot of data
- A lot of potential information
- If any of it is inaccurate, it could potentially create chaos in the universe, …or not!
- When we look at it, we act as if we understand it, but do we really?

What is the connection with EBT

EBT Data and EBT-Is

- Strong foundation for EBT Instructors
  Experience in their TRI duties and privileges

- Ensure they can ORCA

- Train concordance
  Agreement and alignment in grading

New TRI Training Process

Initial Phase:

New TRIs focus on FCL activities only.

Monitoring Session:

Conducted after gaining experience.

EBT Training:

Followed by training to become EBT-Is.

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and more EBT Data
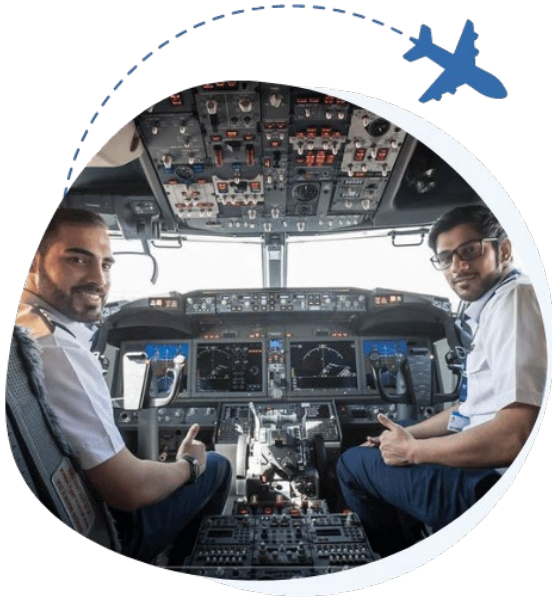
Adequate data
for new Hires

Delay EBT enrollment

So, what do we do with the collected data?

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The EBT …Hostage

What do we see?

EBT DASHBOARD

P1-C1-M1/EVAL
P1-C1-M1/SBT
P1-C1-M1/t-SBT
P1-C1-M2/EVAL
P1-C1-M2/SBT
P1-C1-M2/t-SBT
P1-C2-M3/EVAL
P1-C2-M3/SBT
P1-C2-M3/t-SBT
P1-C2-M4/EVAL
P1-C2-M4/SBT
P1-C2-M4/t-SBT
P1-C3-M5/EVAL
P1-C3-M5/SBT
P1-C3-M5/t-SBT

Cadet
Captain
First Officer
Second Officer

	KNO	PRO	COM	FPA	FPM	LTW	PSD	SAW	WLM
INDVL Prd-Avrg	3.8	3.8	3.9	4.0	3.9	3.9	3.7	3.8	3.6
Standard (Z) Score	-0.2	-0.1	-0.1	-0.1	-0.2		-0.3	-0.1	-0.5
INDVL TTL Min	2.0	2.0	2.0	2.0	2.0	2.0	1.0	2.0	2.0
INDVL TTL Max	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0
Peer Prd-Avrg	3.9	3.8	4.0	4.0	4.0	4.0	3.9	3.9	3.9
STD DEV.P	0.60	0.64	0.61	0.55	0.58	0.60	0.65	0.67	0.63

Does it make sense?

Second Officers' Grade Distribution
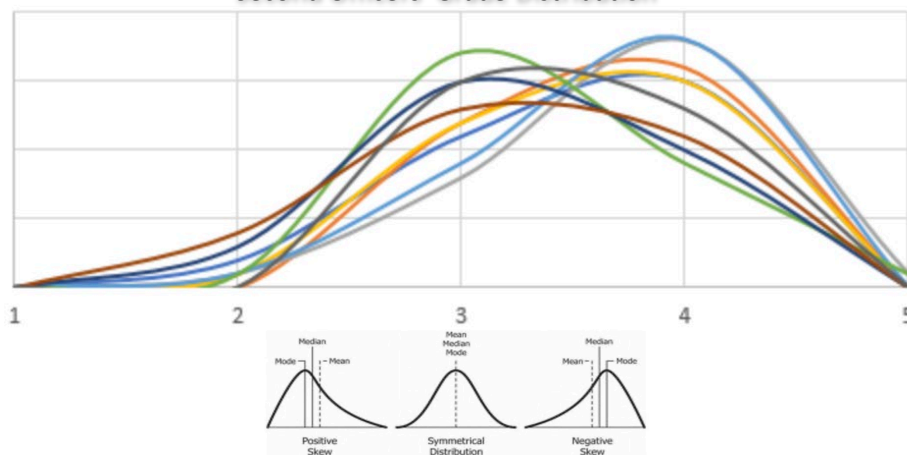
What is our target?

5-scale Grading System
Grading Target +/- 1
FOR AGREEMENT PURPOSES

95 %
2σ

80%

68 %
1σ

0.50   1.00

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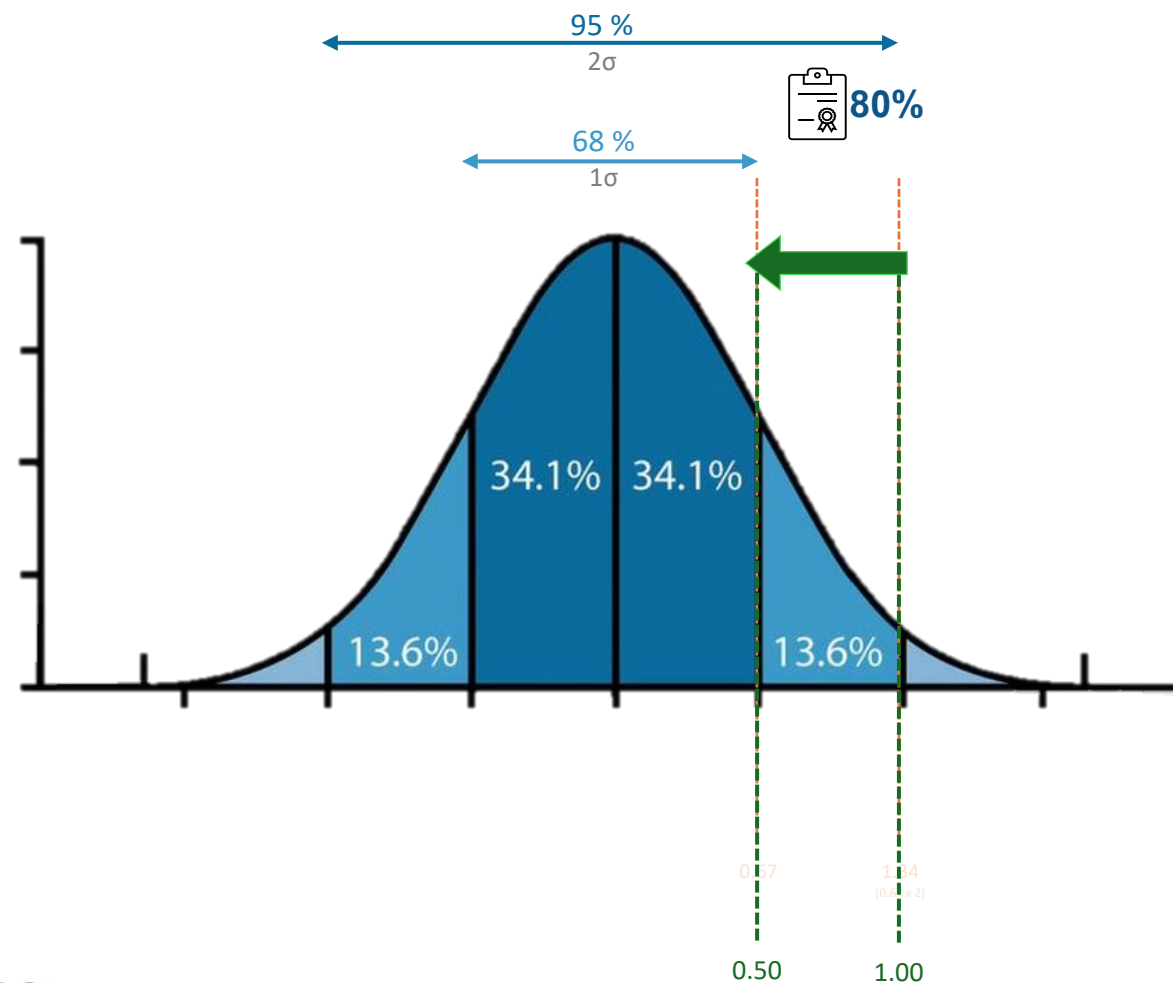
Navigating Data Challenges

The more the Data, the more the Complexity

Increased data leads to more potential uses and interpretations.

EBT vs Data

While EBT is a well-recognized training system, the application and interpretation of data to further refine and enhance its effectiveness is an ongoing process.

Collaborative Improvement

We believe that the next step should be for Regulators and Operators, together, to set specific standards for the interpretation of data.

Sharing Insights

We welcome discussion and feedback. Feel free to reach out to our Training Department for more details.

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PRACTICAL
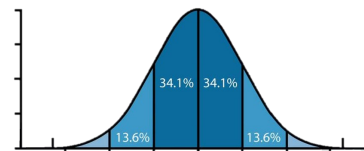
Offload specific FFS contents
to Technical Ground Training

Module 1	Module 2	Module 3	Module 4	Module 5
April 2022 ------------- ------- September 2022	October 2022 ----------- ----------- March 2023	April 2023 ------------- ---- September 2023	October 2023 -------- -------- March 2024	April 2024 ---->
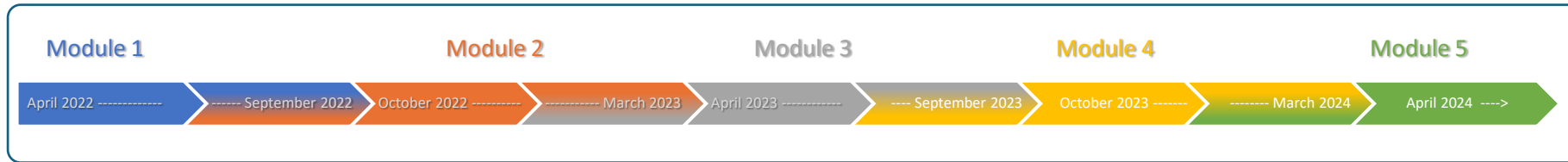
Module Start/End dates' flexibility
to support the Planning Team with their challenges

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Module Customization and Loops

GM3 ORO.FC.231(a)

- Initial skepticism about the concept.
- Scenarios based on loop data have proven highly effective.
- Successfully addressed and resolved internal challenges.

Inner Loop			MOD	Outer Loop		
SMS Evidence	FDM Trends	Internal Feedback		Industry Incidents	IATA FDX	GCAA Safety Alerts
GND OPS e.g., T/O attempt from wrong intersection or with F-UP			1	Passenger Led Evacuations		
Taxiway Incursions	Flap Overspeed	RNP APCH to VNAV Minima	2			
Low Fuel and Management of Consequences			3		GPS Signal Loss	
Wake Turbulence Awareness and Prevention			4			GPS Signal Interference
GPS Signal Interference			5	Comm Difficulties During Em.Descent		

YES

NO

MAYBE

NOT SURE

POSSIBLE

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The Importance of a Robust IT Strategy

Well ...

》 One of the greatest challenges

》 Can present significant difficulties

》 Importance of proper preparation

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On Hindsight

What was under/over-estimated
Alignment and agreement of internal stakeholders was taken as granted
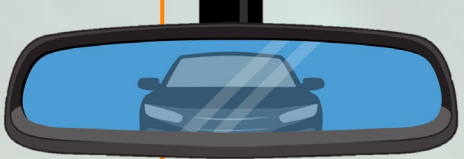while, in reality, there was a strong need to **'win'** all stakeholders and **'sell'** EBT.

What proved to be important
The support of the pilot community and the Trainers

CAUGHT BETWEEN

LEGACY
TRADITIONAL
TRAINING

EBT

A New Approach

» Fundamental changes in how we think and solve problems.
» Success achieved through flexibility, openness, and collaboration.

Challenges Faced

» Experienced trainers were less receptive to change.
» New -inexperienced- trainers adapted quickly, and much easier.

Objective

» Achieving common understanding, standardization, and concordance in this new context.

Success

» With fostering innovative thinking and introducing new training practices.
» With focusing on promoting EBT and its principles, offering instructors different perspectives, being open to questions, remaining flexible to suggestions, and exposing them to different training contents.

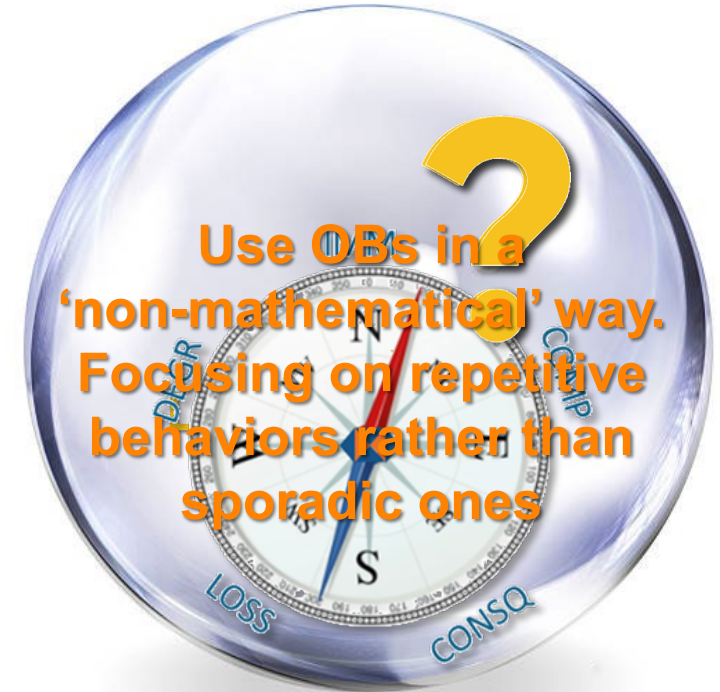flydubai

EBT: Program 2

Looking Ahead

» Gained valuable experience over the past 3 years.

» Confident in discussing future steps and enhancements for Program 2.

Key Areas Under Focus

» Focus on qualitative performance over quantitative metrics.

» Addressing Program 1 identified areas of weak performance with targeted training scenarios.

» Enhancing Malfunction Characteristics management at the training level.

» Revisiting training methods and duration for better outcomes.

Use OBs in a 'non-mathematical' way. Focusing on repetitive behaviors rather than sporadic ones

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Upcoming Challenges

LEoC Validity

Extending to 24 months

- *Maintaining same safety standards*
- *SFI/SFEs Planning*

CBTA Implementation

Principles to be applied in

- *Command Upgrade, and*
- *Initial Type Rating Programs*   *Planning in progress.*

Company Expansion

- Managing and reflecting the expansion in the EBT Program.

  Including updates in Airport/Approaches Equivalency.

New Type

- Introducing and developing EBT Program for the B787; a significant challenge, yet ready to face.

  Lack of experience on the new type.

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Thank you