

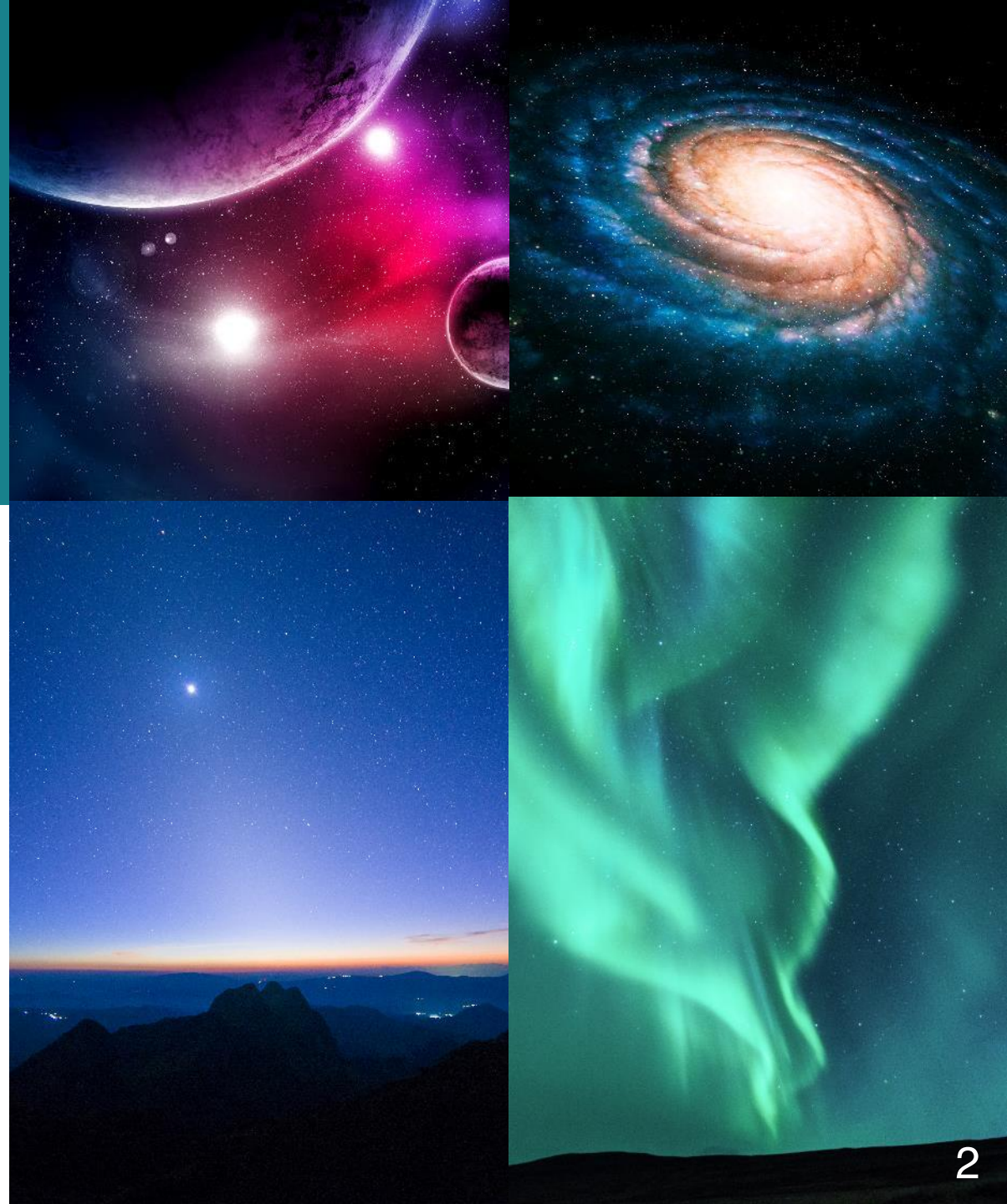
A photograph of the Aurora Borealis (Northern Lights) over a snowy, rocky landscape. The aurora displays vibrant green and yellow-green curtains of light against a dark, star-filled night sky. The foreground shows a dark, snow-covered ground with some rocks visible.

Evidence Based Training - EBT

Lasse Birk Wischmann

Agenda

- Intro til EBT
- Video grading 1.0
- Grading principper
- Video grading 2.0
- 'Golden standard'
- Opsummering



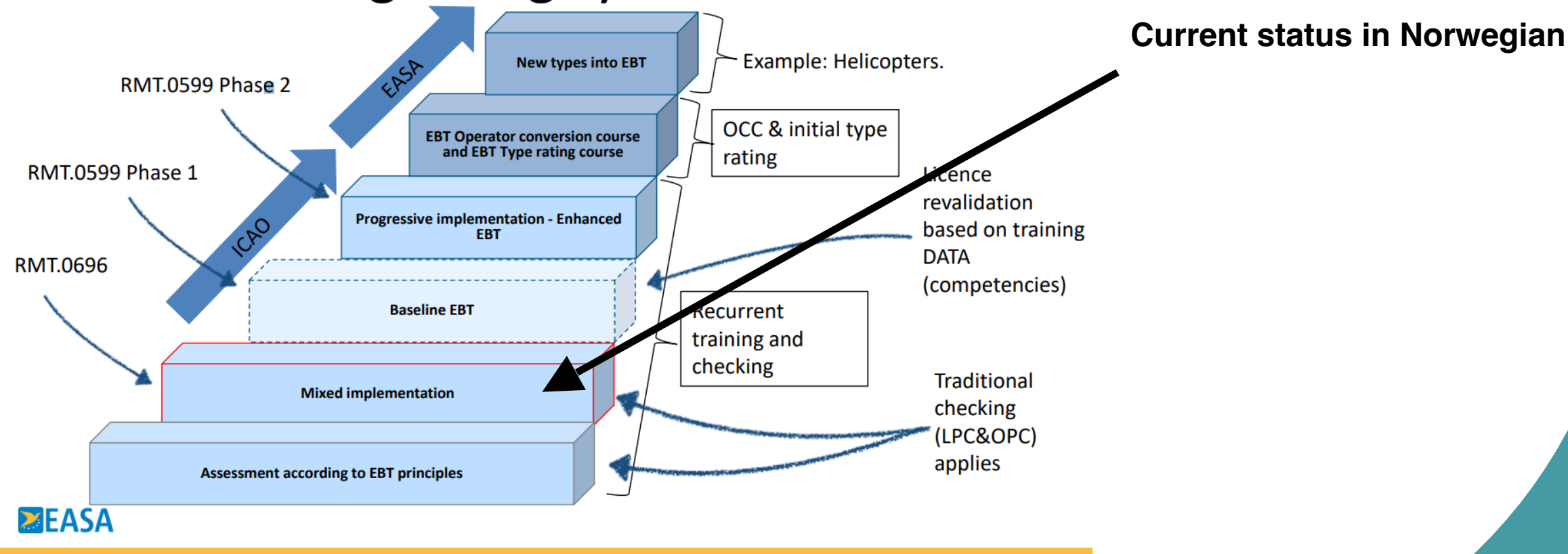


Intro til EBT

- **Hvorfor bruger vi det?**
- **Hvem anvender det?**
- **Hvad er det?**
- **Hvordan gør man?**
- **Hvor godt virker det?**
- **Hvilken retning udvikler det sig?**

Udviklingen af EBT

When the EBT grading system can be used?



EBT Grading

- **ORCA**
- **VENN (handout)**
- **Record highlights/Lowlights – ‘missing required stuff’**



1. Observe

Observe everything the crew do, including SOP actions, verbal and non-verbal communication, use of Operations Manual, checklists, management of the flight path, etc.



2. Record

Record anything of interest, i.e., when you see the crew doing something well or doing something that may need some improvement. Keep a timeline and highlight significant parts of the session.



3. Classify

Classify what you have recorded against competencies, using your recorded observations and linking them to the performance indicators to determine the area of competency. All performance indicators are positive statements, so your observations can be about the lack of a performance indicator when required.



4. Evaluate

Evaluate the appropriate rating for performance in each competency using the VENN system.

EBT Grading 2.0

- **ORCA**
- **VENN (handout)**
- **Record highlights/Lowlights – ‘missing stuff’**
- **Word pictures**
- **Grade ‘3’ = standard (No OBs observed/required)**
- **Establish salient competency for day 2**



1. Observe

Observe everything the crew do, including SOP actions, verbal and non-verbal communication, use of Operations Manual, checklists, management of the flight path, etc.



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Record anything of interest, i.e., when you see the crew doing something well or doing something that may need some improvement. Keep a timeline and highlight significant parts of the session.



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4. Evaluate

Evaluate the appropriate rating for performance in each competency using the VENN system.

Golden Standard

RMK ? Application of Procedures (PRO)	1	2	3	4	5	1	2	3	4	5
RMK ? Communication (COM)	1	2	3	4	5	1	2	3	4	5
RMK ? Flight Path Management - Automation (FPA)	1	2	3	4	5	1	2	3	4	5
RMK ? Flight Path Management - Manual Control (FPM)	1	2	3	4	5	1	2	3	4	5
RMK ? Knowledge (KNO)	1	2	3	4	5	1	2	3	4	5
RMK ? Leadership and Teamwork (LTW)	1	2	3	4	5	1	2	3	4	5
RMK ? Problem Solving and Decision Making (PSD)	1	2	3	4	5	1	2	3	4	5
RMK ? Situation Awareness (SAW)	1	2	3	4	5	1	2	3	4	5
RMK ? Workload Management (WLM)	1	2	3	4	5	1	2	3	4	5

Remarks

RMK ? Workload Management (WLM)	1	2	3	4	5	1	2	3	4	5
a) Is calm, relaxed, careful and not impulsive	-			+		-			+	
b) Plans, Prepares, prioritises, and schedules tasks effectively	-			+		-			+	
c) Manages time efficiently when carrying out tasks	-			+		-			+	
d) Offers and accepts assistance, delegates when necessary and asks for help early	-			+		-			+	
e) Reviews, monitors, and cross-checks actions conscientiously	-			+		-			+	
f) Ensures tasks are completed	-			+		-			+	
g) Manages interruptions, distractions, variations, and failures effectively	-			+		-			+	

Opsummering

- **Hvad synes I om konceptet?**
- **Spørgsmål?**



Further reading

- **ICAO DOC 9995**
 - <https://skybrary.aero/bookshelf/doc-9995-manual-evidence-based-training-1st-edition>
- **CAA CAP 737**
 - <https://www.caa.co.uk/publication/download/14984>



Tak for opmærksomheden

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