



## A world leading experienced team with a stake in the game

Salient is the leading provider of **Evidence-based Training (EBT)** and **Competency-based Training and Assessment (CBTA)** solutions to support airlines and other air operators, helicopter operators, training organizations and authorities around the world. Learn from the people who have led and supported the transformation of training. We have worked with over 50 operators and authorities in all continents.

## Shaping the future of pilot training, a global concept with safety at its heart

Our engaging and interactive training is developed and supported by our exceptional team to give you the confidence and capability to excel. Maximize the benefits of **EBT** and **CBTA** by learning from the creators through our wide-ranging and adaptable consulting services. Salient's team will analyze your organization's needs and work closely with your team to enable improved engagement, learning, safety and efficiency.

*"It is rare to see a single person have such a profound positive impact on the whole aviation system. Mike created the Evidence-based Training (EBT) concept, and very successfully gained support from other professionals around the world. It is impressive to see that what used to be a brilliant concept, is now something officially recognized by ICAO and endorsed by IFALPA. As everyone who has worked with Mike knows, he is smart, hardworking, and inspiring – and able to communicate his ideas clearly. Pleasure to work with!"*

**Jari Nisula PhD**  
Airbus Finance & Risk in Motion



Salient is led by a founder of the **EBT** concept, **Capt. Michael Varney**. He presented the idea and led the development until publication by **ICAO** in 2013. **Michael** is an experienced airline pilot, instructor, and examiner with substantial experience in training development, simulation, and regulation. Many of our team have been engaged in the development of **EBT** and **CBTA** worldwide since inception.

## Why choose Salient?

With our experience in the creation of **EBT** and **CBTA**, **Salient** is the partner of choice of operators and regulatory authorities the world over. Our innovative training and consultancy solutions have been thoughtfully developed to achieve real results. We have 15 years of investment in **EBT** and **CBTA**, and we are committed to helping our partners realize the huge benefits from the vision that has become **EBT** and **CBTA**.



*"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."*

**Capt. Vassilios Triantafillou**  
Aegean EBT Instructor Course Facilitator

A paradigm shift  
in pilot training





## CONSULTING SERVICES

# Enabling change through our insight into your future

Tomorrow's challenges require a new approach. From analysis to the implementation, our team can help you integrate the principles of **EBT** and **CBTA** within your organization.

### Consultancy Training Audit

We can benchmark your training development, delivery and analysis to identify your future pathway to success with EBT and CBTA.

### Consultancy Project Management Support

We support you throughout the change implementation process with meetings, insights, documents, and everything you need for success.

### Consultancy Training Program Evaluation

We evaluate results from your training programs and help you set measurable goals so you can constantly strive for excellence.

### Consultancy CRM Development and Facilitator Training

Competency-based training needs adaptation of your CRM programs. Create an integrated approach and train your facilitators to deliver.

### Consultancy Authority Consultancy

We will engage to understand your needs and resources and partner with you to achieve your goals in the transition to EBT and CBTA.



## TRAINING SERVICES

# Engage with the experts

Our training is highly interactive and focused, developed and run by a team with extensive practical industry experience to give you the confidence and capability to excel. Understand, develop, and deliver **EBT** and **CBTA** as intended.

### Workshop Introductory Stakeholder Workshop

Engage your leaders in Operations, Training, Safety, Compliance, and the Authority in a journey through the principles and processes for EBT and CBTA.

### Training Instructor Development Training (Classroom)

Motivate instructors to be the leaders in changing the culture of learning. Provide them with the skills and tools to confidently deliver EBT and CBTA.

### Training Training Developer Course

Understand the paradigm shift that is EBT and CBTA and acquire the skills to create relevant realistic competency-based programs.

### Training Introductory Authority Oversight Course

Engage your inspecting staff and develop their understanding of EBT and CBTA. Enable them to understand the steps to approval followed by effective oversight.

### Training Instructor Coaching & Standardization (FSTD)

Apply tools to elements of EBT and CBTA in the FSTD. Experience the real learning possibilities and be equipped to coach and standardize your training team.

### Training Safety Data Analysis Course

Analyze operations data from multiple sources and apply coding using a competency taxonomy to understand its relevance to training.



Take the steps and prepare for the change

Ensure the change is real and clear for all to see. We have seen EBT and CBTA at its best and we know how to get you there.



The road map to success in EBT and CBTA is all about focus on what will drive success. We help you simplify the process and direct attention to achieving the results you seek.

## Some of our customers



For any specific requests, please contact us or visit our website for any further information  
[info@salient.aero](mailto:info@salient.aero) [www.salient.aero](http://www.salient.aero)

All services can be delivered using live video facilitation or "in-person" at your location