EASA
CBTA Workshop

Capt Yann RENIER

Head Training and Licensing

Safety & Flight Operations

IATA

Flight Plan

Pilot Training task Force (PTTF)

‹ **Back to Programs**

**OPERATIONS &
INFRASTRUCTURE:**

Ground Operations ›

Baggage Services ›

Fuel ›

Air Traffic Management ›

Airport Infrastructure ›

Efficiency & Cost Managem...

Engineering & Maintenance

Training & Licensing ⌄

   Competency-Based Training ...

Paperless Operations

Fatigue Risk Management

IATA Tactical Ops Portal (IT...

Pilot Training & Licensing

Commercial aviation is the safest mode of public transport. Advances in the design and reliability of modern aircraft, together with investment in pilot training and maintenance technicians training, have contributed to this impressive achievement.
Continuous enhancement and harmonization of training standards and programs are essential to this safety record.

Enhancing pilot training and licensing to support operational safety and efficiency

Our priorities are:

1. Proposing solutions to attract the younger generations to the aviation industry to ensure availability of a qualified workforce in the cockpit
2. Supporting new training methodologies such as Multi-Crew Pilot License Training (MPL) and Evidence-Based Training (EBT), in a competency-based training and assessment framework
3. Promoting regulatory harmonization and market permeability to meet the needs of the aviation industry

◆ Flight crew training

We rely on the operational training expertise of the IATA Pilot Training Task Force (PTTF) to:

○ Identify issues and challenges in today's fast evolving and highly automated environment

○ Provide globally harmonized training solutions based on best practices

❯ Guidance for pilot selection, training, assessment

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Pilot Training Task Force 2019-2020

➢ Pilot Shortage mitigation measures

➢ Command Course guidance material

➢ Competency-Based Training and Assessment (CBTA) implementation guide

➢ EBT data report update
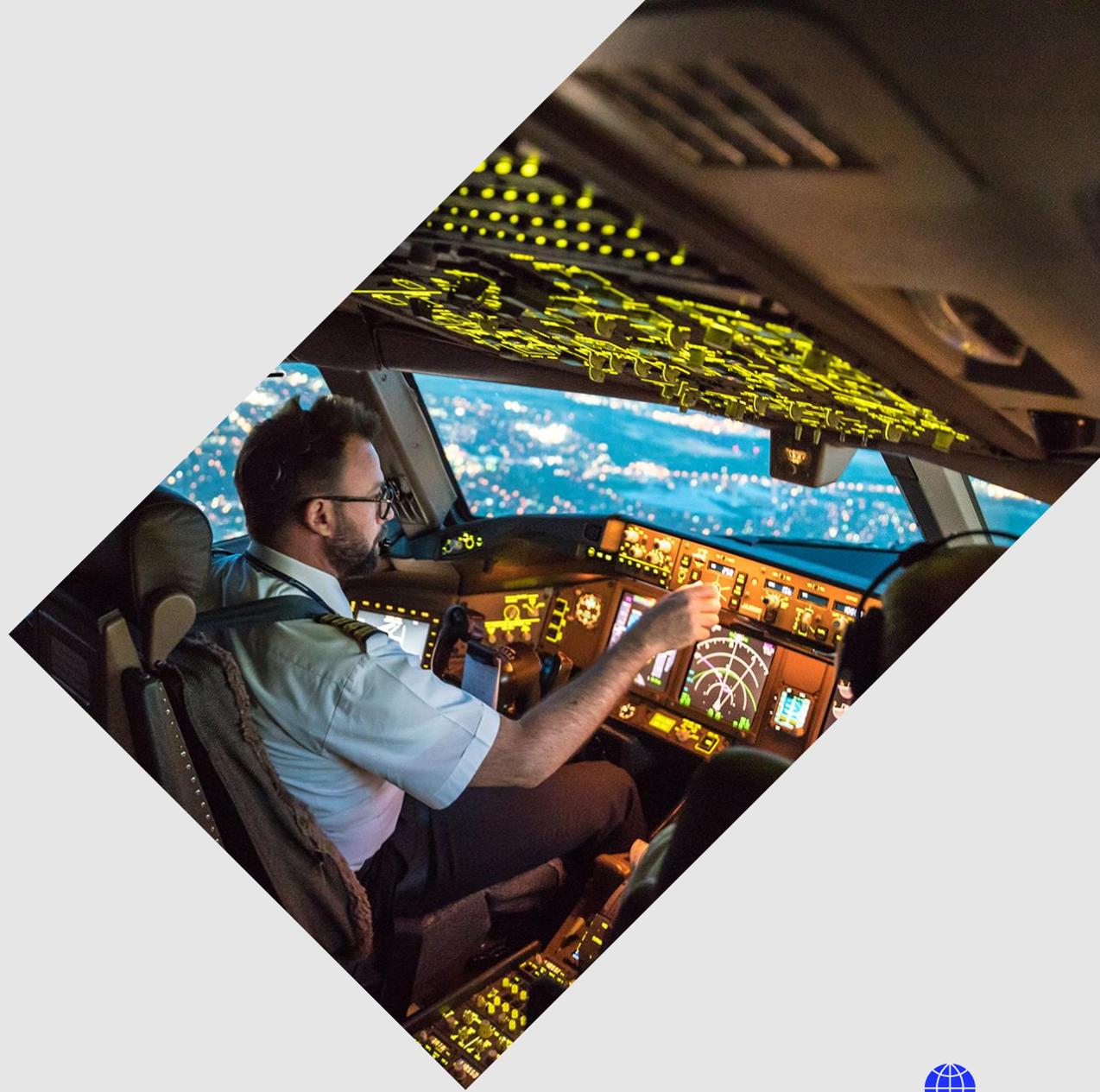
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Flight Plan

IATA Passenger demand forecast 2017-2037

Passengers (billion, O-D basis)

Pilot Shortage Survey

North America (NAM)
13.40% (13)

Africa (AFI)
9.28% (9)

Asia Pacific
(ASPAC)

11.34% (11)

Latin America and
Caribbean (LATAM)

12.37% (12)

North Asia (NASIA)
15.46% (15)

Middle East (ME)
7.22% (7)

Commonwealth
Independent State
(CIS)

5.15% (5)

Europe (EUR)
25.77% (25)

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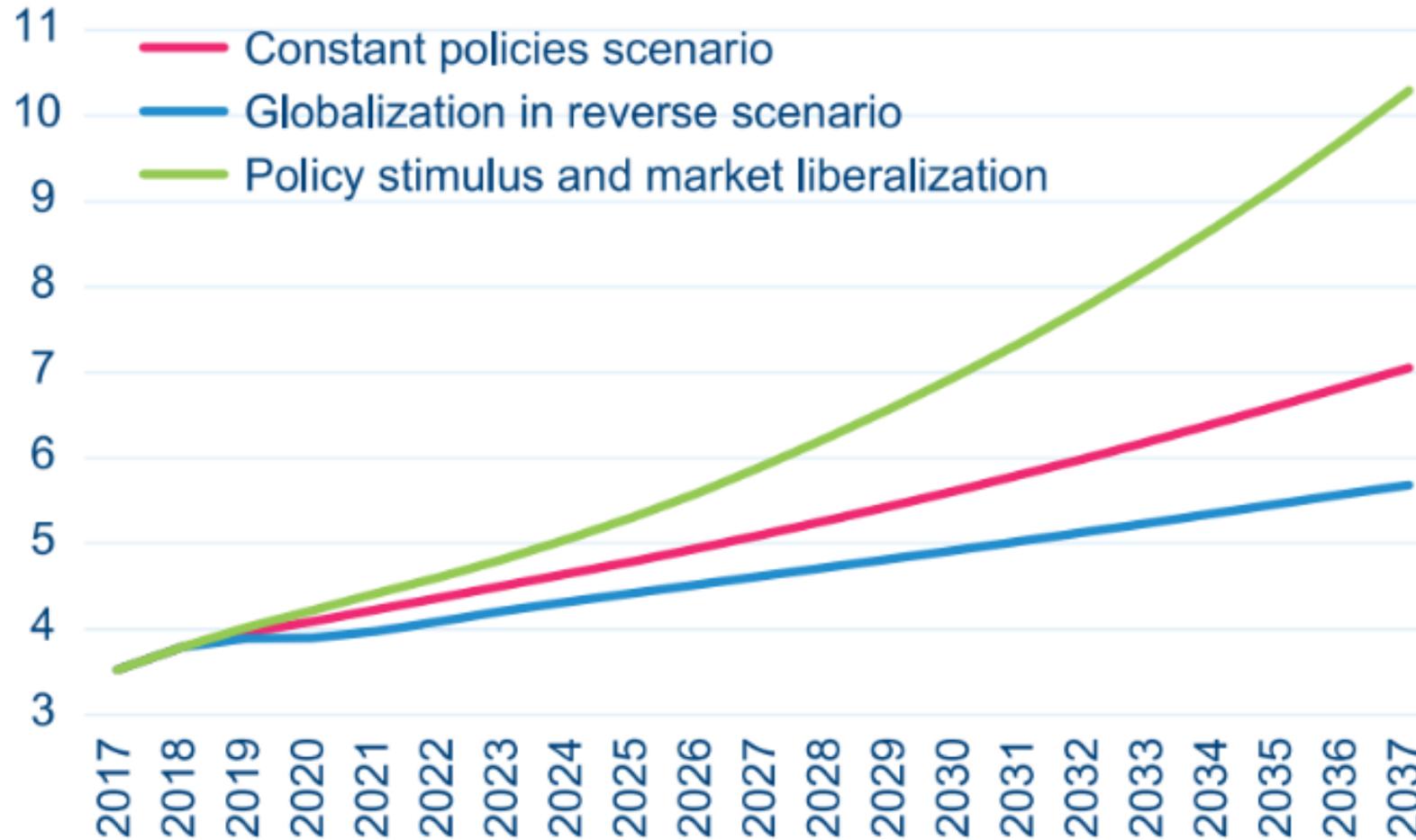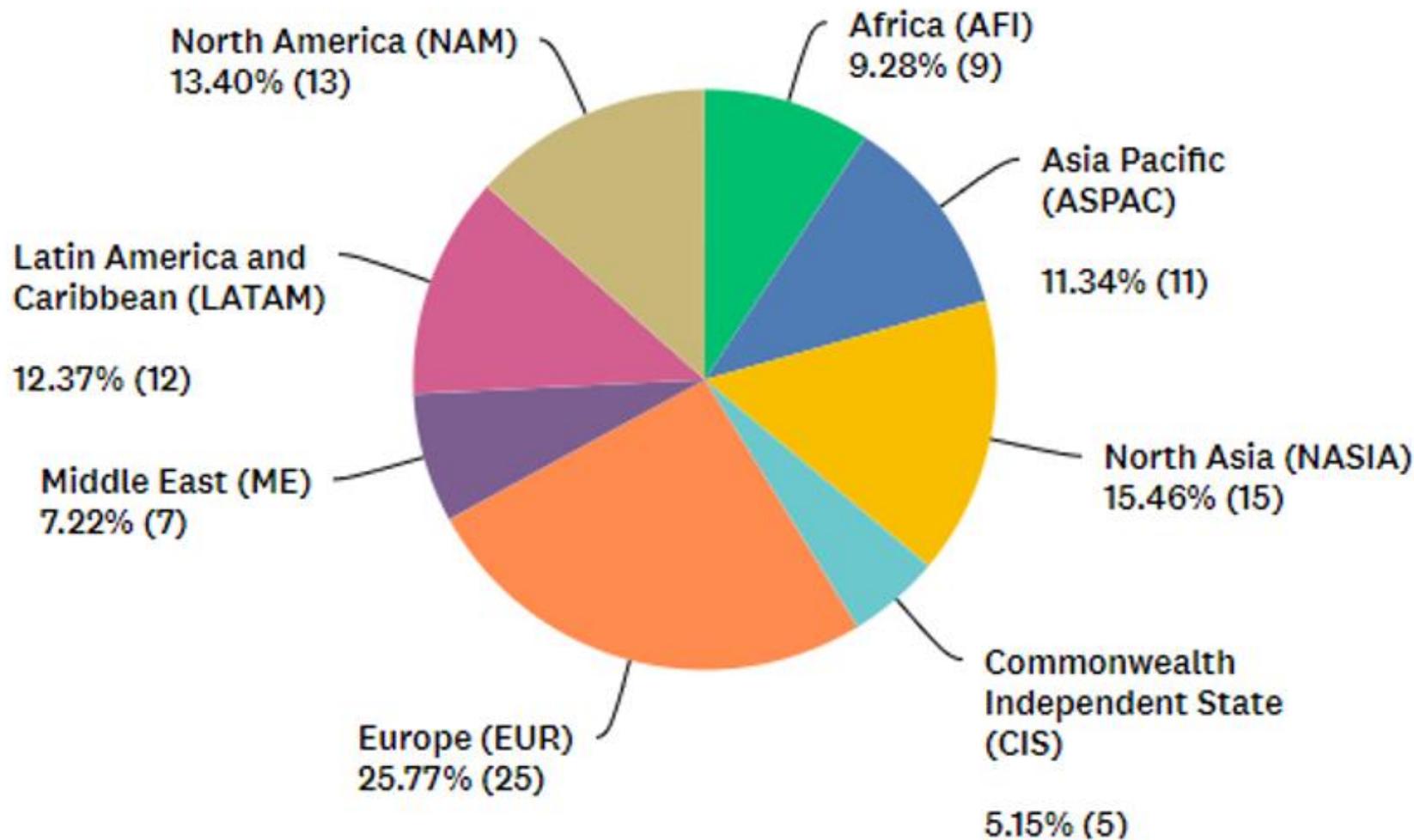
Pilot Shortage "big picture"
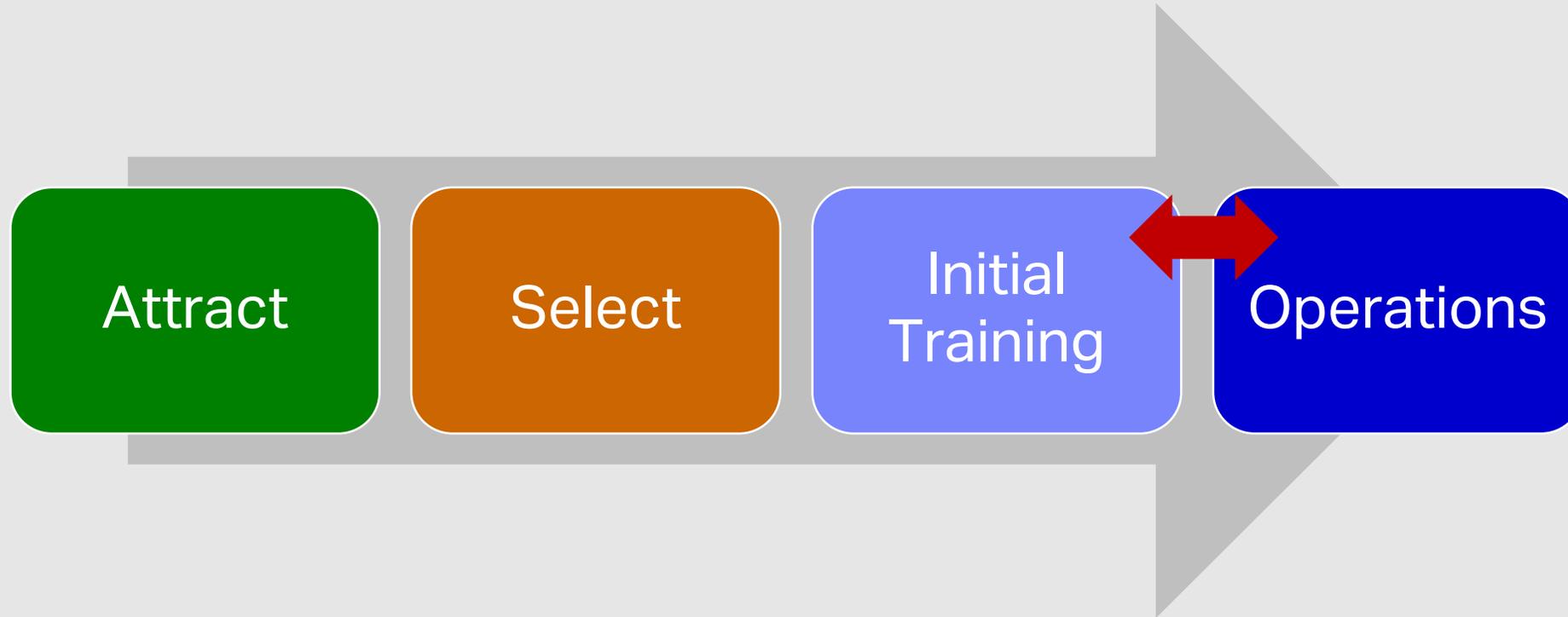
Attract → **Select** → **Initial Training** ↔ **Operations**

Flight Plan

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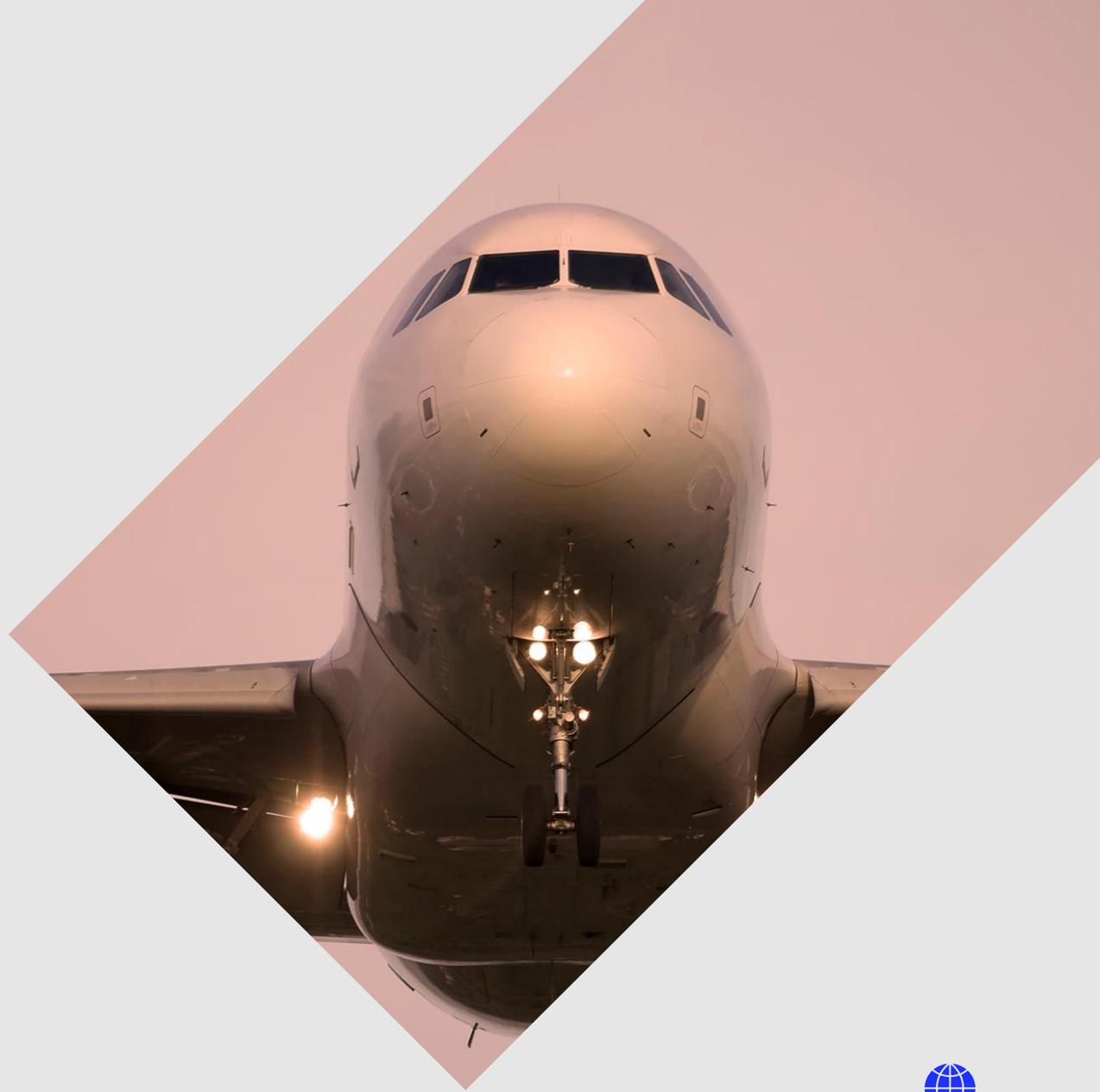
ICAO CBTA

- MPL – 2006

- EBT – 2013

- ICAO Doc 9868 Pans TRG Amendment 5 – 2016

- CBTA Task Force – 2017

- ICAO State letter – 2018

Consequences

CBTA – 2020 extends to

❑ PPL

❑ CPL

❑ Instrument Rating

❑ Type rating

❑ Instructor Evaluator

❑ Operator training

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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.

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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

Threat and Error Management (TEM)

Operations

Training

Anticipate or Recognize / Mitigate

Threat

Crew Factors

Detect / Correct

Error

Recognize / Recover

Undesired Aircraft State

Incident Accident
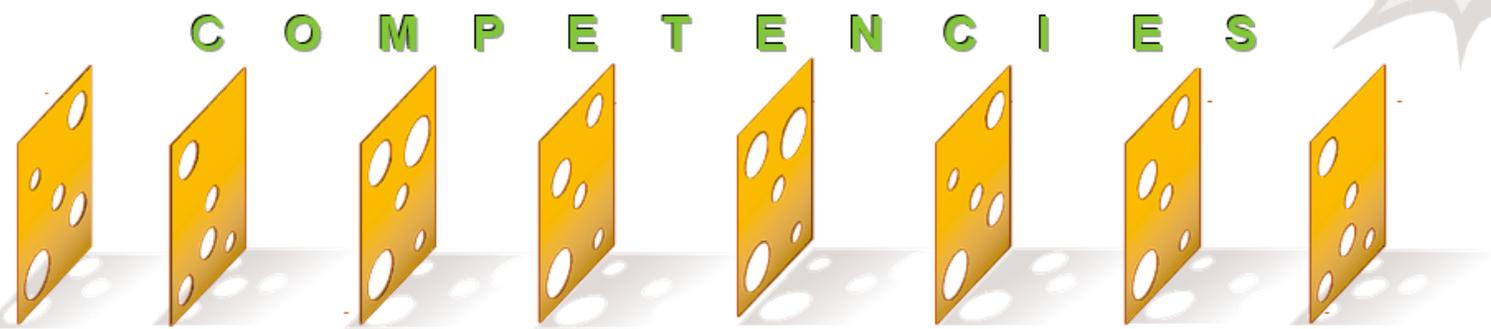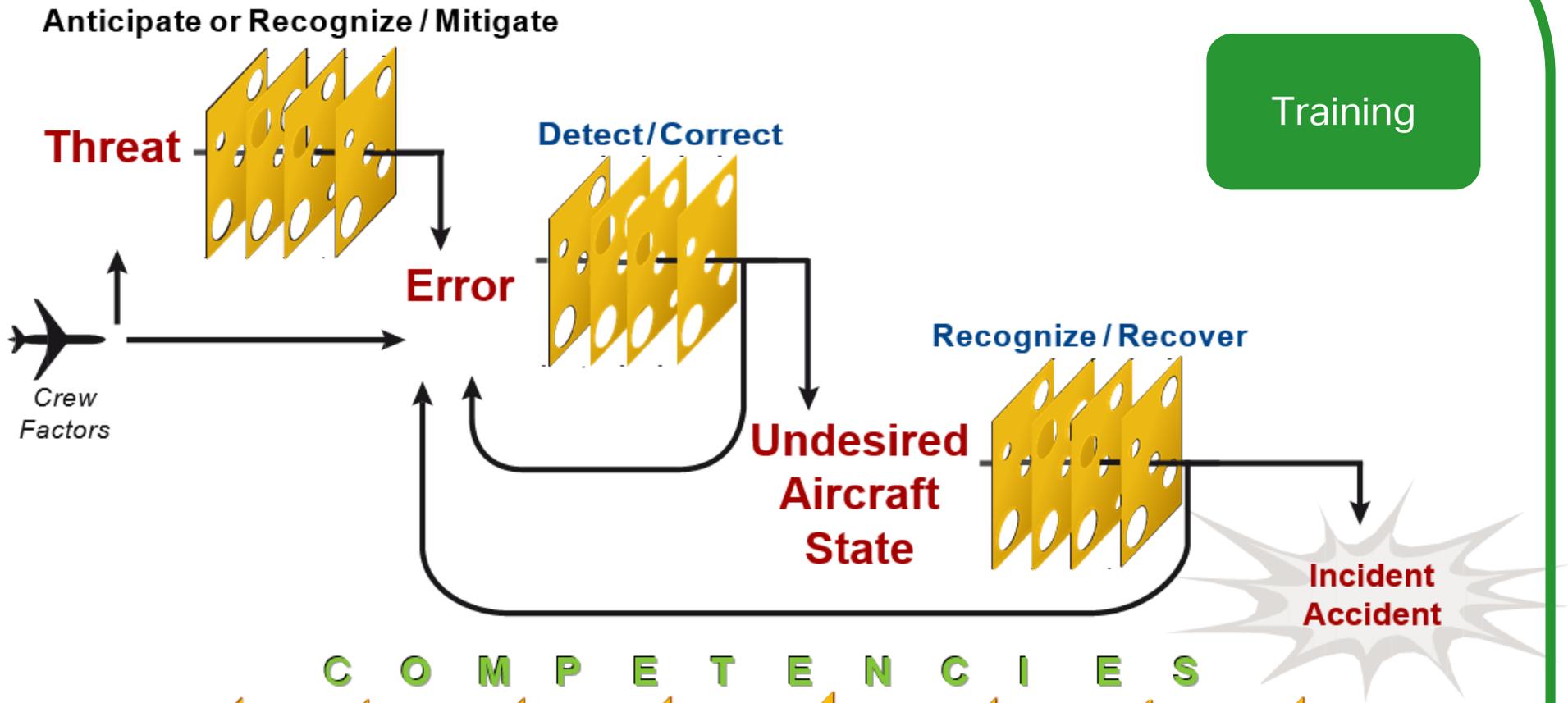
C O M P E T E N C I E S

The Competencies are the Individual and Team Counter Measures

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From Traditional

Performance Requirements 3 Technical Skills

Hours (e.g. CPL 200 Hours)

To CBTA

Performance STD 9 Competencies

Training sessions
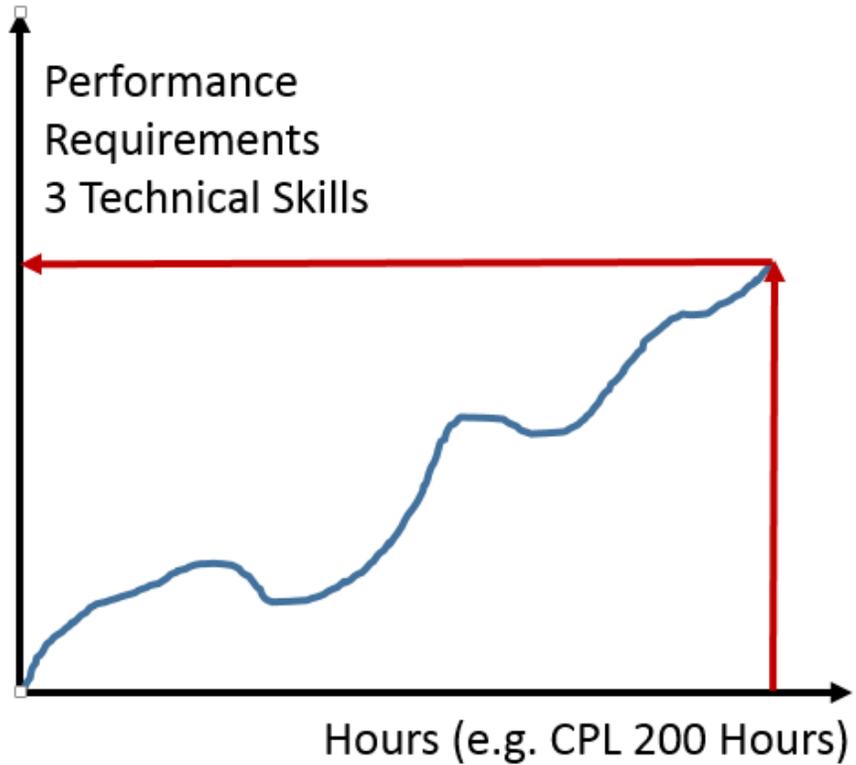
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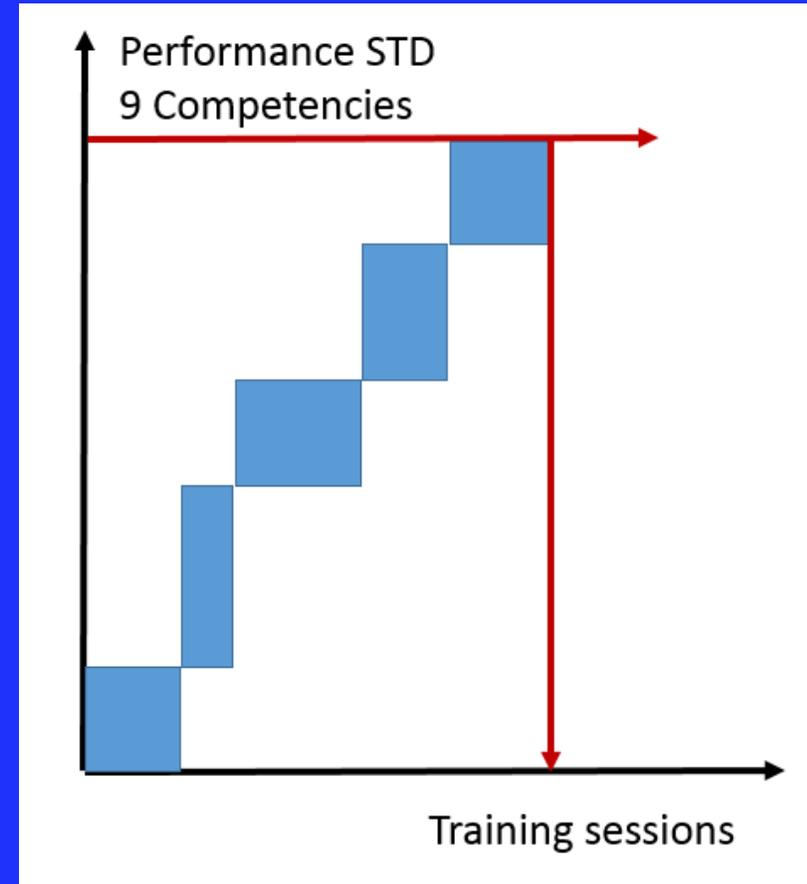
Competencies development
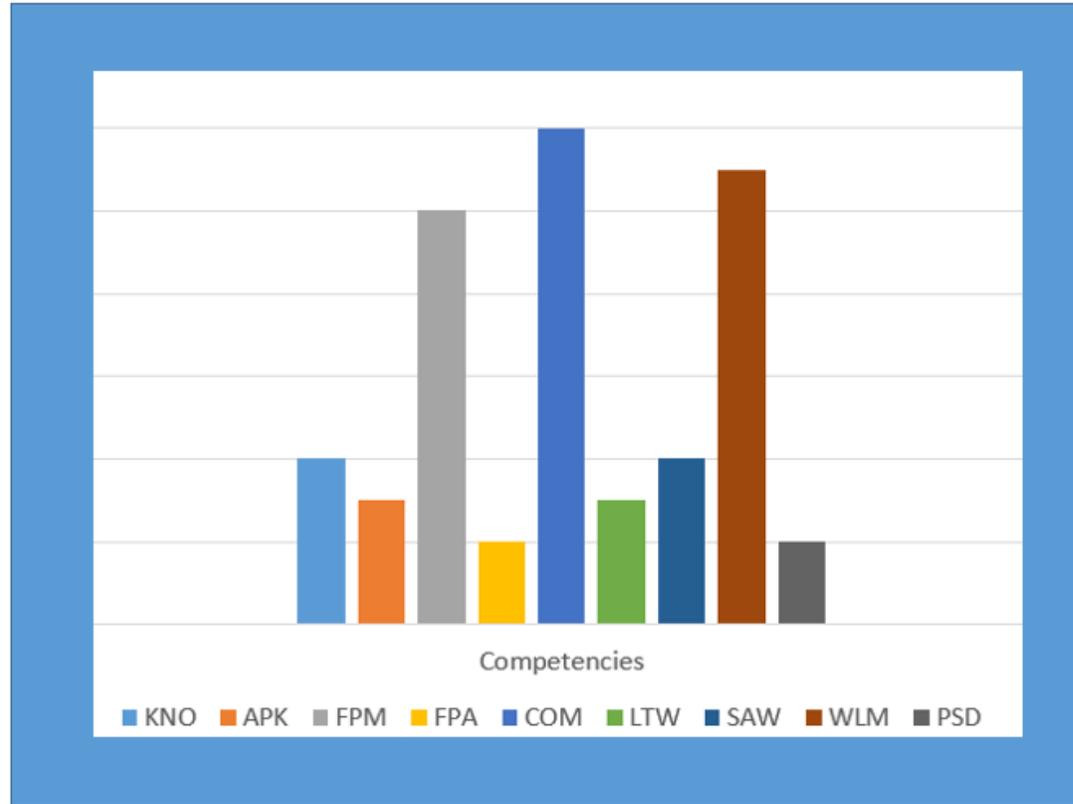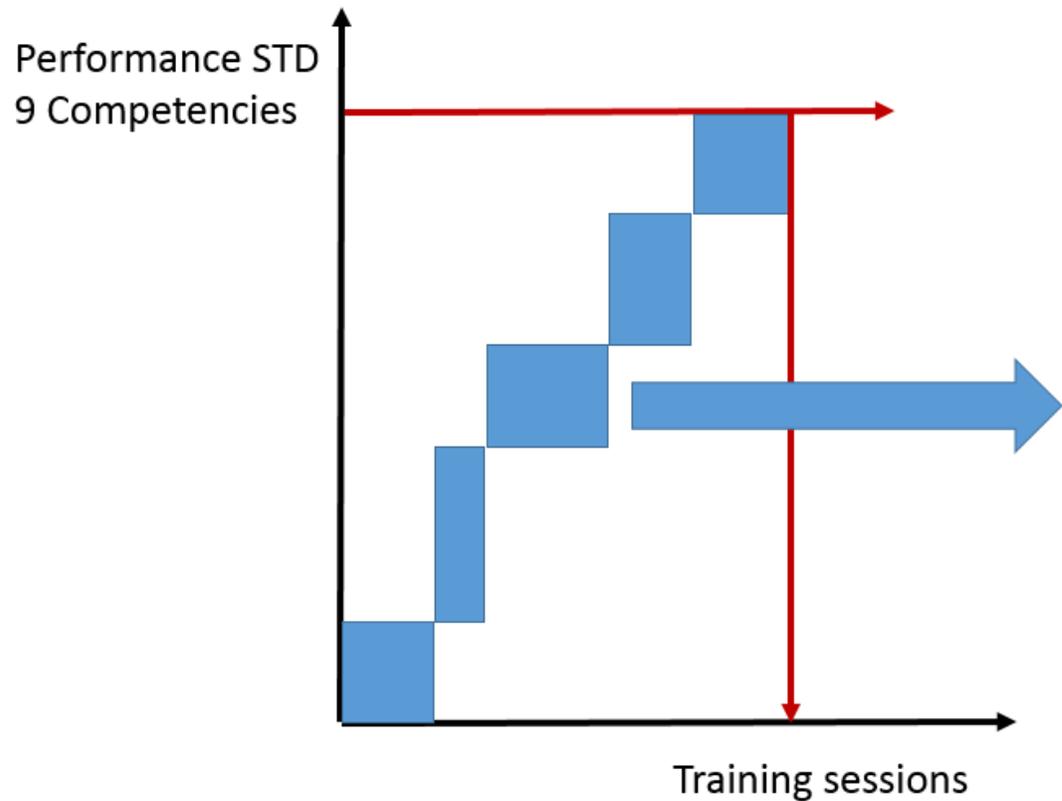
Competencies summative assessment
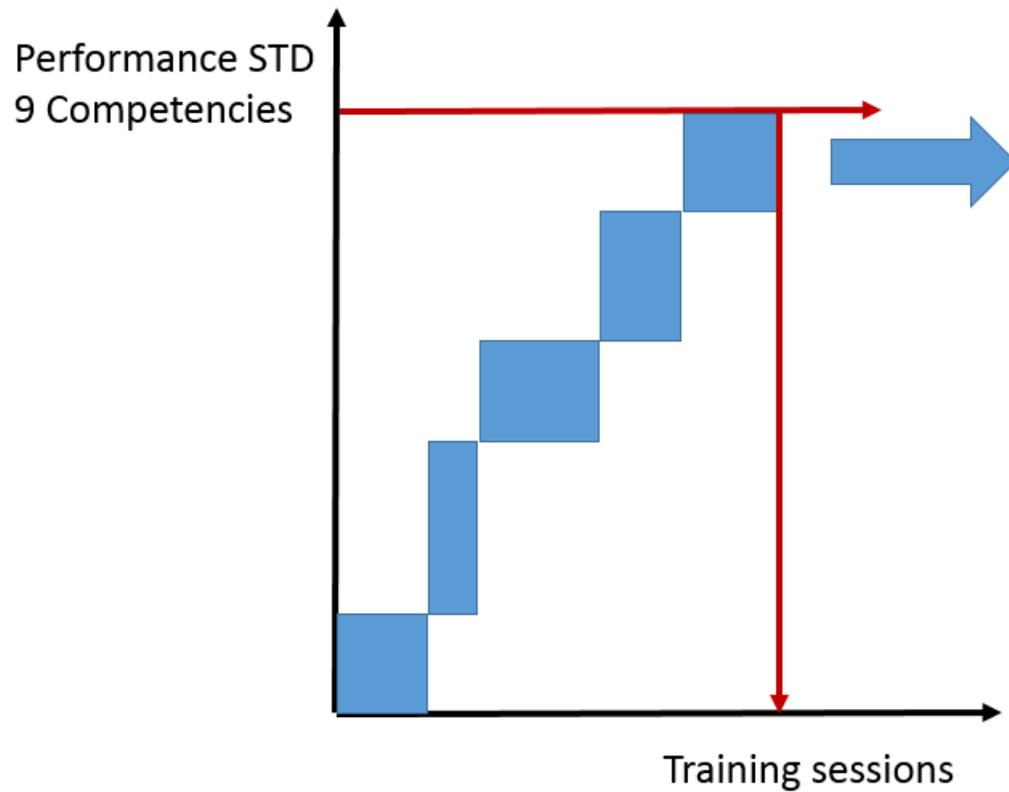
Training tools
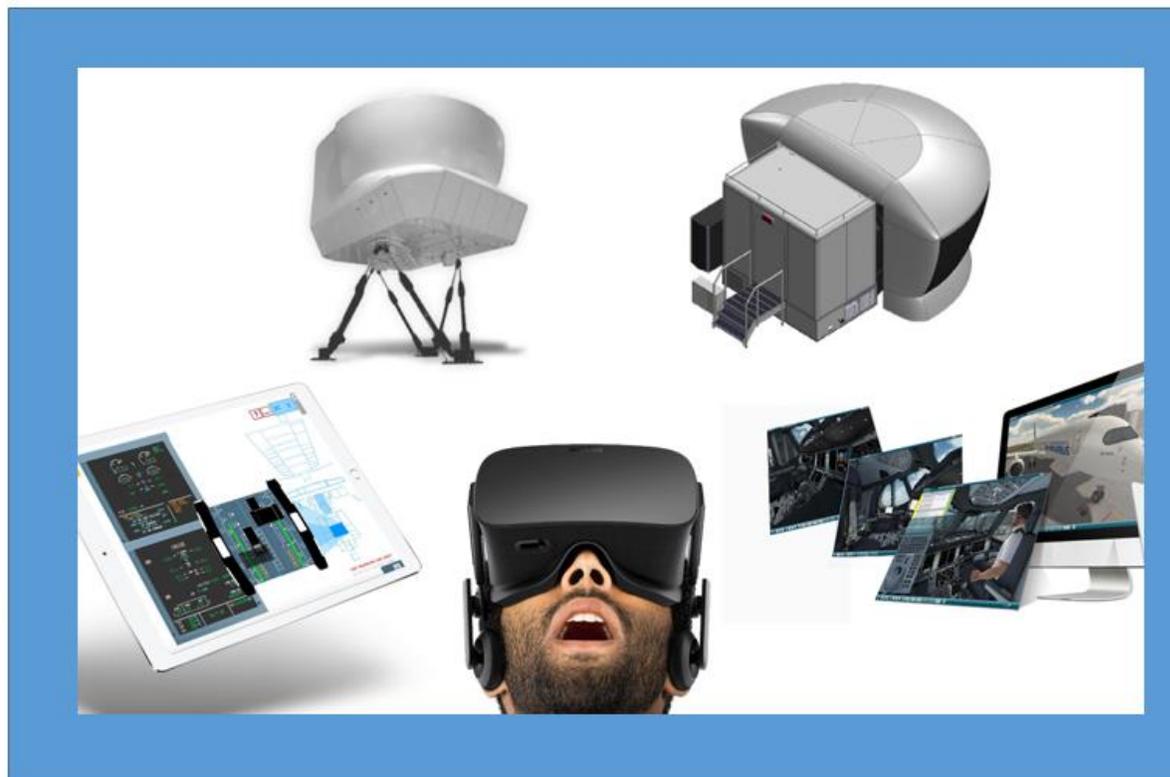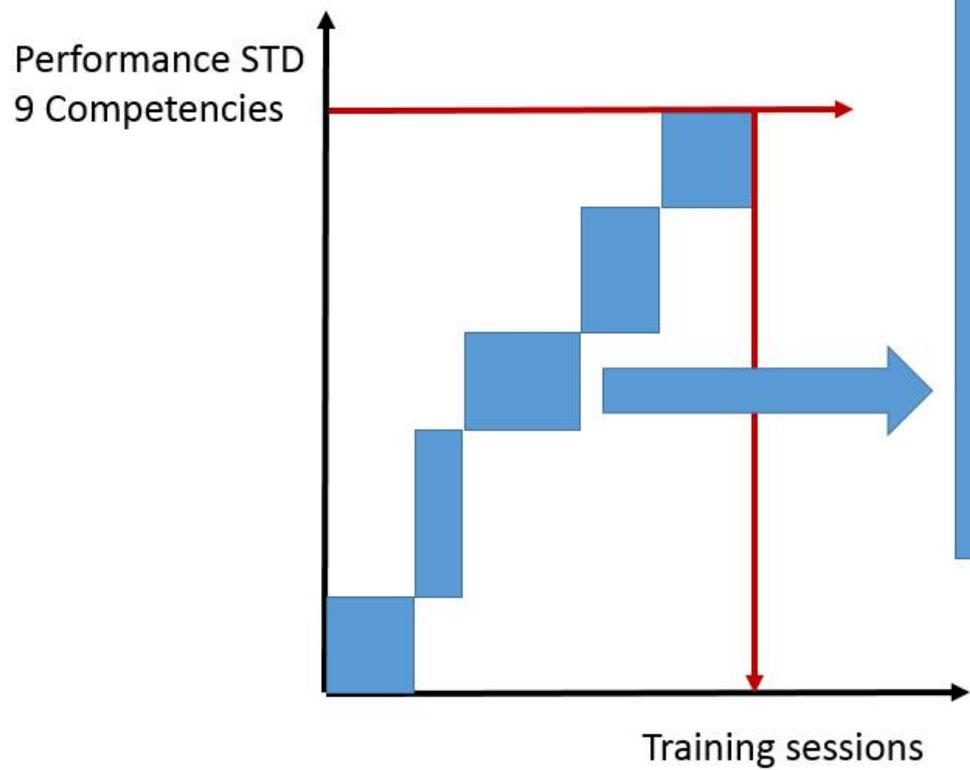
CBTA Instructor- Evaluator
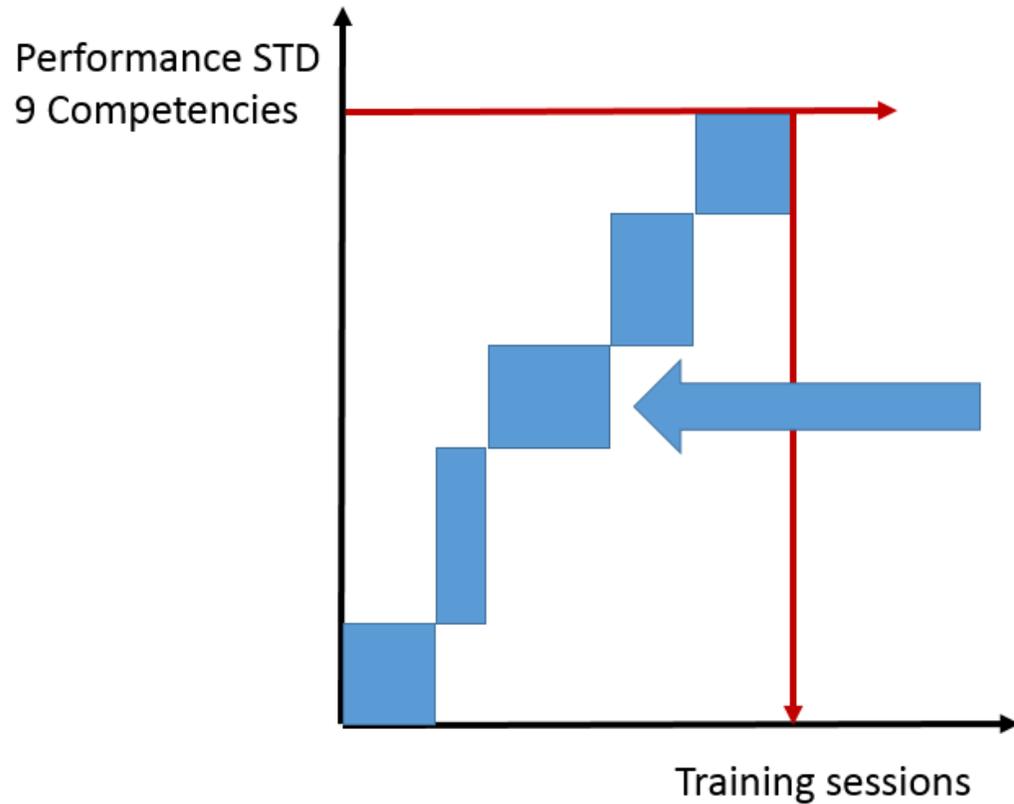
Acronyms	Instructor Evaluator Competencies
IEC 1	Pilot competencies
IEC 2	Management of the learning environment
IEC 3	Instruction
IEC 4	Interaction
IEC 5	Assessment and Evaluation

Performance STD
9 Competencies

Training sessions

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Guidance Material for Instructor and Evaluator Training

1st Edition

OVERSIGHT!

Performance STD
9 Compet...

CBTA IMPLEMENTATION GUIDE
IATA/ICAO

Training se...

WLM   PSD

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Flight Plan

Background

Context

Competency-Based Training and assessment (CBTA)

Evidence-Based Training (EBT)
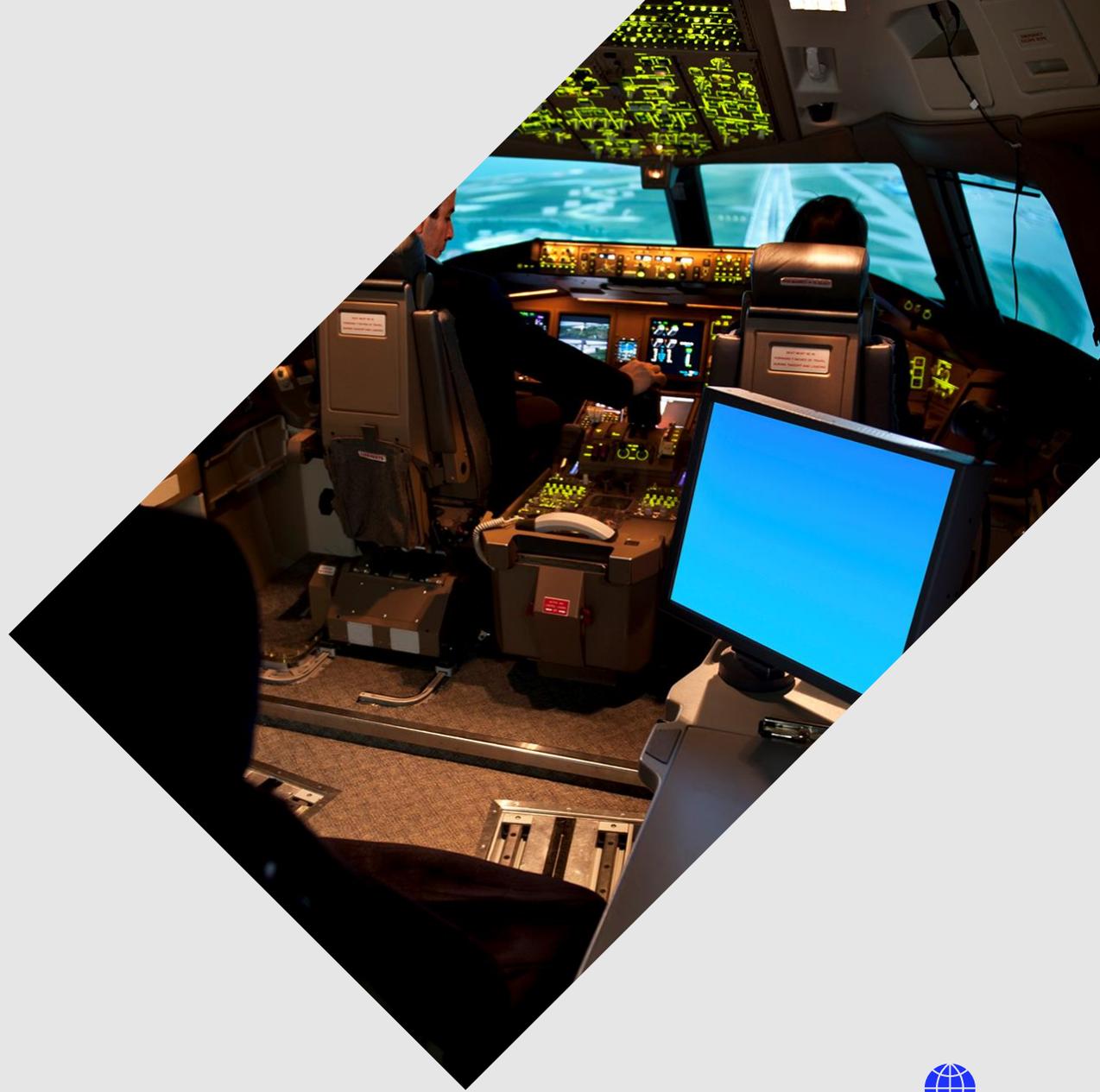
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EBT PUBLICATIONS OVER TIME

Since 2007 IATA and industry stakeholders have developed EBT standard

2007
International Air Transport Association (IATA) Training and Qualification Initiative (ITQI)

2013
Publication of first set of standards by IATA and ICAO
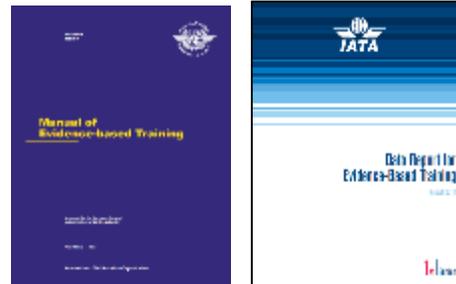
2014
Data report published

2016
Guidance for mixed EBT (EASA) being drafted

2019-2020

Legislation (EU) being Enacted

EBT DATA REPORT 2ⁿᵈ Edition

❑ **Accident - Incident Study**

❑ **Training Criticality Survey (TCS)**

❑ **LOSA reports**

❑ Studies-Skill Decay & Retention

❑ Training data workshops

❑ …

TCS:
European airlines participation needed!
https://www.surveymonkey.com/r/NSG6L7Z

IATA PRODUCT : EBT IMPLEMENTATION SUPPORT

- ❑ Assess organization (AOC-ATO) needs

- ❑ Propose tailored options for EBT implementation

- ❑ Support competency grading system implementation

- ❑ Train & Assess the organization EBT instructor core group

- ❑ Support EBT program design

- ❑ Propose technical solutions for training data collection and analysis

Thank you

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