

Global Humanitarian Aviation Conference

CBTA Workshop

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Flight Plan

Background

Context

Competency-Based Training and
assessment (CBTA)

Evidence-Based Training (EBT)



Pilot Training task Force (PTTF)



<https://www.iata.org/whatwedo/ops-infra/training-licensing/Pages/index.aspx>



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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:

- 1. Identify issues and challenges in today's fast evolving and highly automated environment
- 2. Provide globally harmonized training solutions based on best practices

➤ Guidance for pilot selection, training, assessment



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



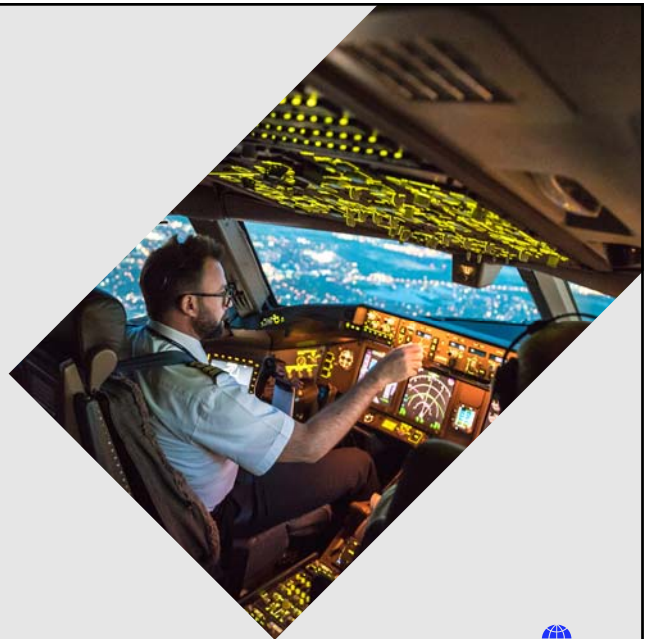
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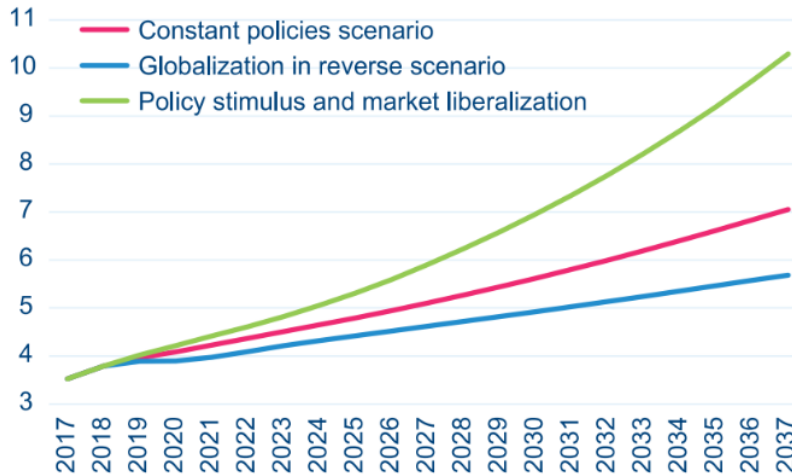
Competency-Based Training and
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Evidence-Based Training (EBT)

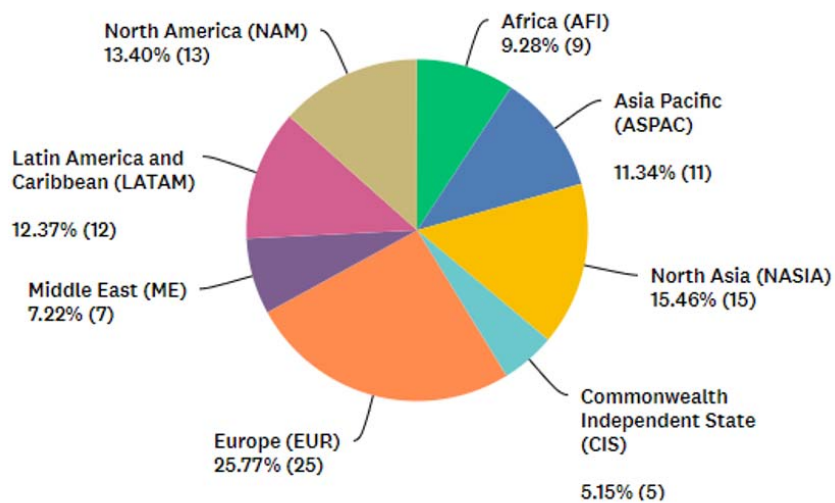


IATA Passenger demand forecast 2017-2037

Passengers (billion, O-D basis)



Pilot Shortage Survey



IATA survey
2018



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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



The Evolution of MPL and Competencies Based Training and Assessment (CBTA)

First trial MPL courses started in Europe and Asia in 2007

Today we have:

- 53 States with regulations in place
- 20 States are running over 40 programs
- Globally there are more than 5700 students enrolled in MPL programs
- More 3500 pilots have graduated
- There are more than 90 Captains worldwide which is increasing rapidly

* REF IATA MPL Global Tracker - 2018



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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The Competency Gap



Now I think we can all agree that the competencies required to sail the cruise liner are very different to sailing a small dingy...



The Competency Gap



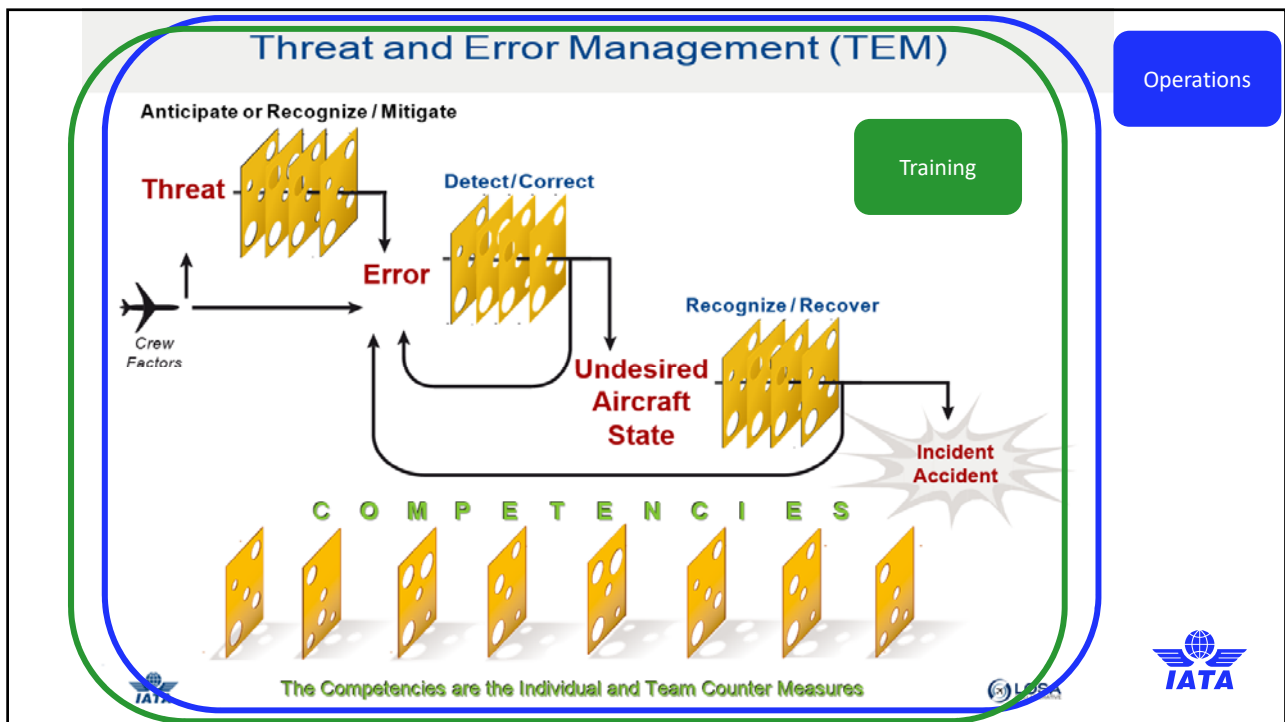
We continue to train the skills required to fly light aircraft and then provide a short bridge course to prepare the pilot for the rigors and complexities of the airline environment.

Does this type of training really provide and develop the competencies required to operate in the modern jet era?

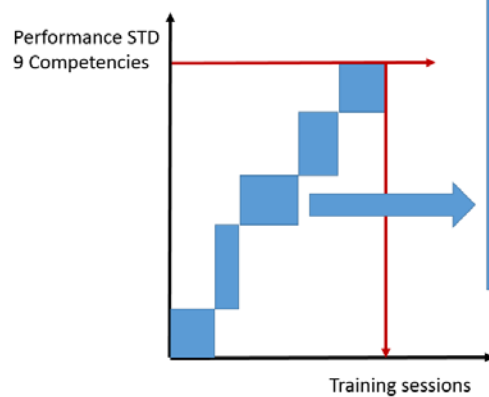


Pilot Competencies

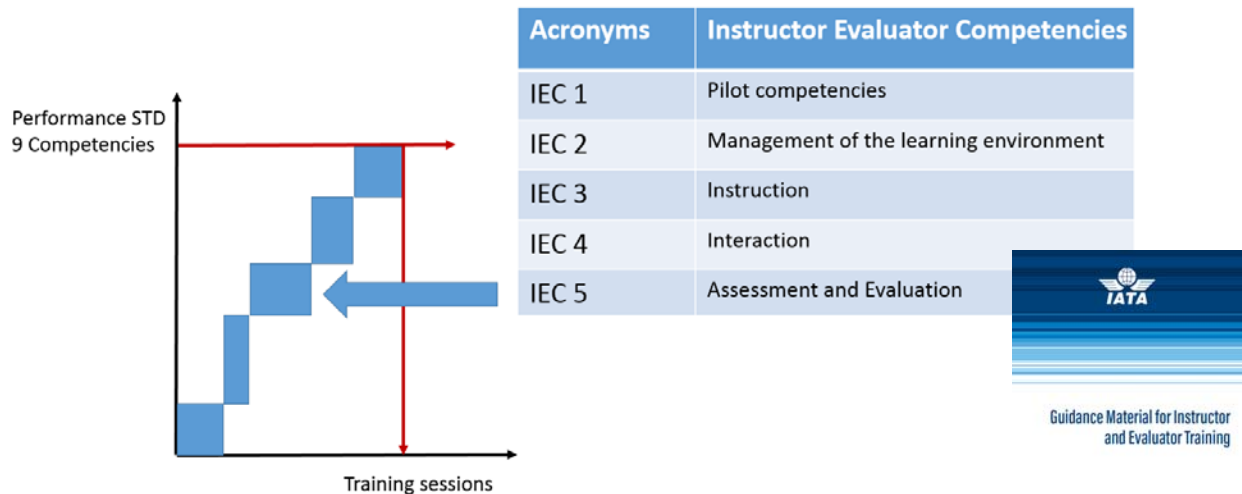
Acronyms	Pilot Competencies
KNO	Application of Knowledge
APK	Application of Procedures and compliance with regulations
FPA	Aeroplane Flight Path Management, automation
FPM	Aeroplane Flight Path Management, manual control
COM	Communication
SAW	Situation awareness and management of information
LTW	Leadership and Teamwork
WLM	Workload Management
PSD	Problem Solving and Decision Making



Training tools



CBTA Instructor- Evaluator



OVERSIGHT!

Performance STD
9 Competencies

CBTA IMPLEMENTATION GUIDE
IATA/ICAO

Training sessions



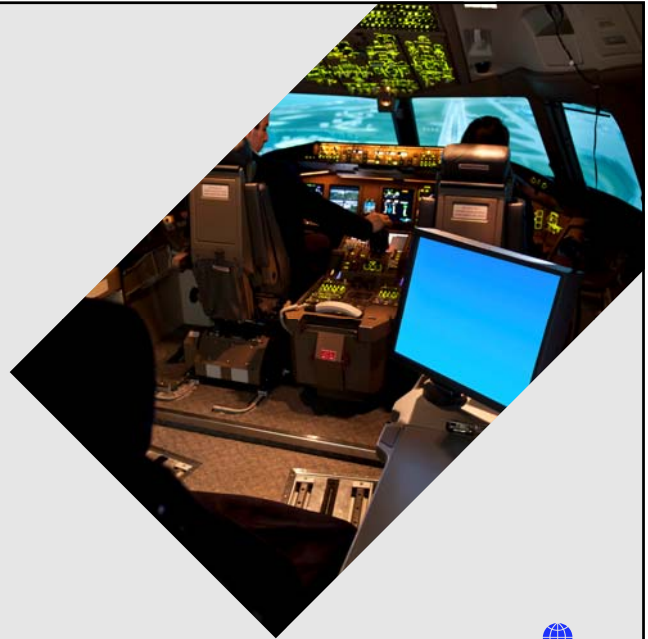
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EBT PUBLICATIONS OVER TIME

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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