

New regulations are on the way - CAAs, ATOs and Operators have to prepare for Competency-Based Training and Assessment (CBTA) now



- Competency-Based Training and Assessment Approach (CBTA) was introduced as a **new aviation training philosophy** approximately 15 years ago
- 2013:** Amendment for the introduction of evidence-based training, intended to provide guidance to civil aviation authorities (CAAs), operators and approved training organizations



- All licensed professions are subject** to fundamental modernization of training philosophy: aircraft maintenance personnel, pilots, air traffic controllers, air traffic safety electronics personnel and flight operations officers)
- As stated in the European Plan for Aviation Safety (EPAS) 2020-2024, EASA started working on **implementing CBTA** for all relevant groups in a **phased approach**



- The **burden for the CAA is high** in terms of new regulations and producing guidance material
- Inspector training is paramount and significant as CBTA is a new domain; CBTA will add additional complexity to the **inspector role**
- The safety actions for the introduction of the new training concept **initially addresses pilots, through training organizations and operators**
- Other professions as FOO recently approved and now to be implemented**

Need for action	
CAA	<ul style="list-style-type: none"> CBTA design Define qualification for instructors, examiners, inspectors Inspector procedures for CBTA oversight
Operators and ATOs	<ul style="list-style-type: none"> Analyze training need Design local CBTA Develop the training and assessment materials Conduct initial courses based on CBTA Evaluate the course, adjust concept based on learnings, establish continuous improvement cycle



CBTA is an holistic approach to training that provides the progressive and continuous development and assessment of competencies

Traditional: Qualification based

- **Separated** theoretical and practical training
- Each training phase ends in known test profile / exam hurdle with **pass / fail standard**
- Prescriptive hours based courses
- Devices defined
- Prescriptive regulation and oversight



New: Competency based

- All training phases develop the **holistic pilot competencies**
- Progressive and continuous training and assessment with grades + **summative assessments** at milestones
- **Output directed**, iterative course design depending on individual trainee profile and development
- **Device characteristics follows training need** - enabling better training and encouragement of device innovation
- **Performance based oversight** with focus on course quality and effective processes

Industry-Benefits of CBTA

- Training Effectiveness
- Training Efficiency
- Continuous course improvement and innovation
- Assurance of consistent standard

Holistic competency development during training

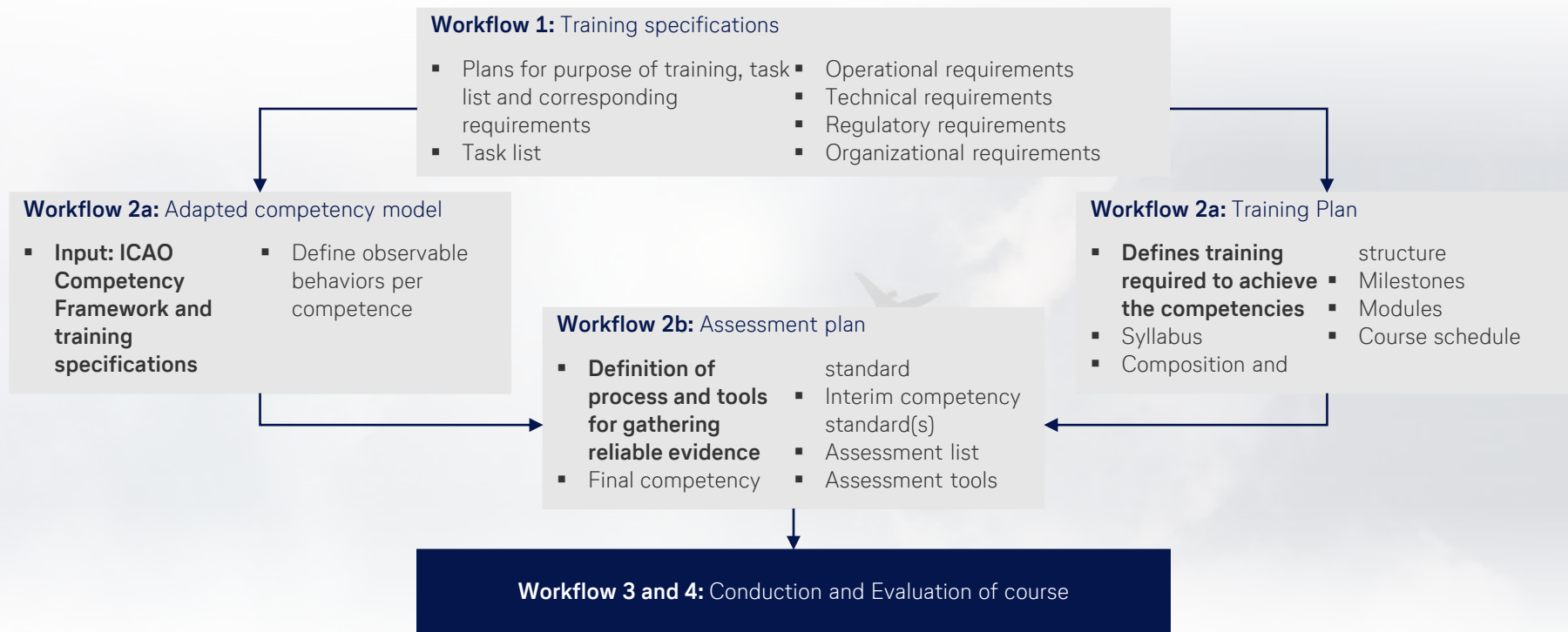


Training-Benefits of CBTA

- Best individual quality course possible for cost
- Individualization of training
- Motivation and support
- Attract next generation of pilots



Lufthansa Consulting can support you in the customization and implementation as well as the first run of CBTA in your organization



We support Civil Aviation Authorities, Airlines and Training in the CBTA implementation – please contact us for further details

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