



# Arajet CBTA Case Study

## Arajet's journey in implementing Competency-Based Training and Assessment — CBTA

### Overview

When Arajet launched operations, the airline had a unique opportunity to build its training philosophy differently from the start. Rather than adapting legacy training systems to evolving industry expectations, Arajet designed its operational and training framework around Competency-Based Training and Assessment (CBTA) principles from day one.

As one of the fastest-growing low-cost carriers connecting the Americas and the Caribbean, Arajet recognized that sustainable growth would require more than efficient operations—it would require a modern, data-driven safety and training ecosystem capable of continuously adapting to real-world operational risks.

To support this vision, Arajet partnered with Boeing to integrate Boeing Safety Data Analytics (SDA) into the core of its CBTA framework. Rather than treating operational data as a standalone reporting tool, Arajet used SDA as the operational engine behind its entire training ecosystem.

### The challenge

Like many airlines transitioning toward CBTA and Evidence-Based Training (EBT), Arajet recognized that traditional training models often focused heavily on task completion rather than pilot competencies and operational behaviors.

The airline wanted to move beyond generic simulator scenarios and fixed training cycles by creating a system where operational data continuously informed training design, pilot evaluations, and safety decisions.

Arajet also understood that a competency-based program could only remain effective if it stayed aligned with real operational conditions. Without continuous operational insight, recurrent training risked becoming disconnected from the actual challenges pilots face during line operations.

### The Boeing solution

Through Boeing CBTA and SDA, Arajet gained visibility into operational trends including flight profiles, automation usage, pilot inputs, operational deviations, and performance patterns occurring across daily operations.

More importantly, SDA allowed Arajet to connect operational events directly to pilot competencies such as Flight Path Management, Situational Awareness, Workload Management, Communication and Decision-Making.

This transformed operational data into actionable training intelligence. Rather than relying on assumptions, Arajet could now identify which competencies required reinforcement and tailor recurrent training accordingly. Simulator scenarios became



#### Customer

**Arajet**, Americas low-cost carrier operating a Boeing 787 MAX fleet.



#### Challenge

Arajet wanted to move beyond traditional training and make sure operational data directly informed its CBTA program.



#### Solution

Boeing CBTA helped Arajet use operational data to strengthen training, evaluate competencies, and improve safety performance.

increasingly operationally relevant, targeting real competency gaps identified through operational evidence.

## From data to action

Arajjet established a closed-loop safety and training system where operational data continuously drives training improvements.

Internal FOQA/FDM programs proactively monitor operational trends and emerging risks, while Boeing SDA provides deeper competency-focused analysis to understand why operational events occur and how they relate to pilot performance.

These insights flow directly into simulator scenario design, recurrent training cycles, line evaluations, safety interventions and operational procedures.

This ensures training remains dynamic, relevant, and responsive to real-world operations.

## A living training system

One of the most significant outcomes of Arajjet's CBTA implementation was transforming training from a static compliance program into a continuously evolving operational system.

Instead of generic training exercises, recurrent training scenarios are now developed around real operational risks and competency trends observed within the airline's operation.

If operational data reveals recurring challenges related to descent planning, unstable approaches, or automation management, those exact scenarios can be integrated into future recurrent training cycles.

This competency-driven approach also expanded beyond the simulator. Arajjet began using operational evidence to engage with airport authorities and external stakeholders regarding airport layouts, runway environments, ATC procedures, and other operational factors contributing to pilot workload and operational risk.

As a result, CBTA became more than a training methodology—it evolved into a broader operational safety strategy integrated across departments and stakeholders.

## Operational impact

Through the implementation of CBTA supported by Boeing SDA, Arajjet achieved several operational and training improvements:

### Data-driven Recurrent Training

Simulator sessions are continuously updated using real operational trends and competency gaps rather than static training calendars.

### Enhanced operational alignment

Safety departments, instructors, flight operations, and pilots now operate within a common competency framework informed by shared operational data.

### Continuous safety improvement

Arajjet continuously monitors Safety Performance Indicators (SPIs) to measure the effectiveness of competency-based interventions and validate improvements over time.

### Expanded safety collaboration

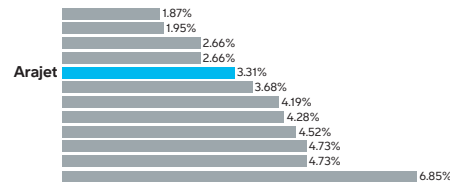
Operational insights generated through SDA have supported broader discussions involving airport authorities, operational procedures, and systemic safety improvements.

## Measuring success

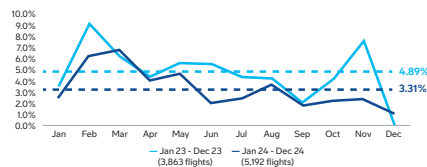
For Arajjet, one of the most valuable aspects of SDA was the ability to measure progress and validate training effectiveness using operational evidence.

By benchmarking performance trends and monitoring event rates over time, the airline gained objective insight into whether competency-focused training interventions were successfully improving operational performance.

### Benchmark comparison – current event rate



### Year to year comparison



According to Arajjet, measurable reductions in event rates demonstrated that integrating CBTA with SDA was producing tangible safety and operational benefits.

% Rate  
change

**44% decrease in  
sink event rate**

“CBTA gives us the structure — the competency framework, the observable behaviors, and the evaluation criteria. SDA gives us the fuel — the real operational data that keeps the entire system relevant and responsive. Together, they ensure our training is never built on assumptions, but on what is actually happening in our flights.”

**Andrés Moreira**  
Arajjet

## Results

Today, Arajjet continues to evolve its competency-based training journey with data, operational relevance, and continuous improvement at the center of its philosophy.

Through its partnership with Boeing, the airline has built a modern training ecosystem where operational data, pilot competencies, and safety performance continuously inform one another—creating a living CBTA framework designed to support long-term operational excellence.



Learn more about Boeing Training Services at [services.boeing.com/tailoredsolutions](https://services.boeing.com/tailoredsolutions)