



## Welcome to Your CBTA Journey.

As an ab initio pilot, you are entering one of the most dynamic and rewarding professions in the world.

Let's introduce you to the Competency-Based Training and Assessment (CBTA) approach, which focuses on developing real-world competencies – the combination of the Knowledge, Skills, and Attitudes (KSA) you will need to succeed in your flight training journey.

### Throughout your training and flight career, you will need to demonstrate these competencies:



**Application of Knowledge (KNO)**



**Application of Procedures (PRO)**



**Flight Path Management – Manual (FPM)**



**Flight Path Management – Automation (FPA)**



**Leadership and Teamwork (LTW)**



**Communication (COM)**



**Situational Awareness (SAW)**



**Workload Management (WLM)**

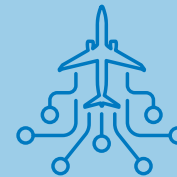


**Problem Solving and Decision Making (PSD)**

Each competency is broken down into performance actions, namely Observable Behaviors (OBs), which provide descriptions on what and details on how to demonstrate competency.

## WHAT IS CBTA – WHY DOES IT MATTER?

CBTA is a learning approach that goes beyond logging hours – every hour of training is based on the development of nine core pilot competencies you will need to operate in a complex multi-crew environment. Being a resilient pilot requires both confidence and competence.



CBTA helps you develop those skills to manage all situations, or transfer know-how from one practiced situation to another unexpected one.

Whether it is in ground school, flying, in simulator training, and later during airline assessments, you will be trained and evaluated using CBTA.

## WHY CBTA?

# 1

### Challenges

New pilots often struggle with stress, high operational workload, multitasking, multi-crew procedures and adapting to advanced cockpit technology.

CBTA helps close those gaps by training you on how to manage threats and errors, work as part of a crew, and stay focused under pressure.

# 2

### Training Design

CBTA training blends classroom theory, flight practice, simulator sessions and scenario-based training. In realistic training environments that simulate risk management and threat situations, you will *learn by doing*.

By applying your skills in increasingly complex situations, your confidence and competence will grow step by step.

## IN CBTA, LEARNING IS CONTINUOUS.

**3 Feedback**  
Instructors will go beyond checking boxes; they will facilitate briefings and discussions, and coach you on how to improve by using competency-based structured rubrics.

You will receive regular formative assessments, and that feedback will guide your flight training development every step of the way.

**4 Mentorship**  
Instructors are here to support you. They are trained to observe, give constructive feedback, help build next steps, and drive you to develop as a resilient and competent pilot.

Do not be afraid to ask questions or seek guidance — facilitation and mentorship are a key part of CBTA for your professional growth.



### Learning Risk Management

To ensure a safe flight, Threat and Error Management (TEM) is one of many aviation approaches integral to Competency-Based training and assessment. You will learn how to identify Threats, Errors and Undesired Aircraft States (UAS) and how to mitigate them.

Boeing uses the TEM Card as a key tool to help you plan ahead and manage flight performance and respond to risks within enhanced safety margins. The use of TEM Card, together with other tools and techniques such as Root-Cause Analysis, Monitoring, Intervention and Fly-Focus-Act, is central to develop competency growth in your career.

## HOW TO APPLY CBTA?

In CBTA experiential learning (learning by doing), you will use state-of-the-art simulators, virtual trainers, and digital apps that are integrated to reinforce your continuous learning. These tools make your training more engaging and allow you to practice on your own time.



Every integrated learning environment is based on CBTA learning objectives. This means your training and assessment are fully design within a life-long comprehensive framework.

A CBTA pathway will prepare you to both excel during your early career checks, and to step up to your next first airline job with a professional and competency-based education – **with the knowledge, skills, and attitudes of a resilient and confident pilot.**

Your Future  
Starts Here.

