

IATA WORLD MAINTENANCE & ENGINEERING SYMPOSIUM

**Madrid, Spain
24 – 25 June 2026**



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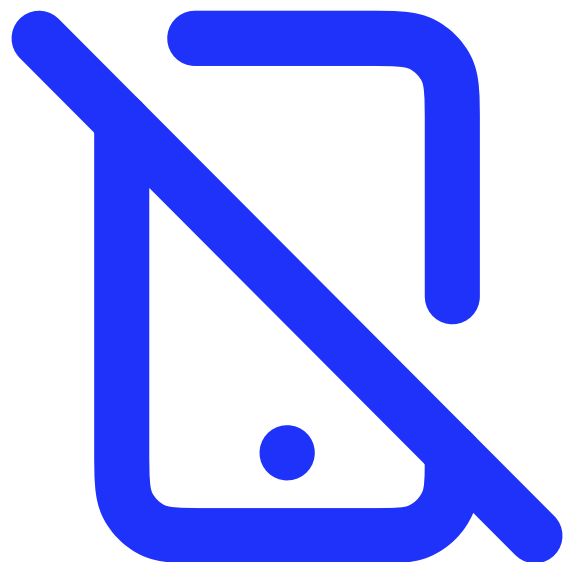
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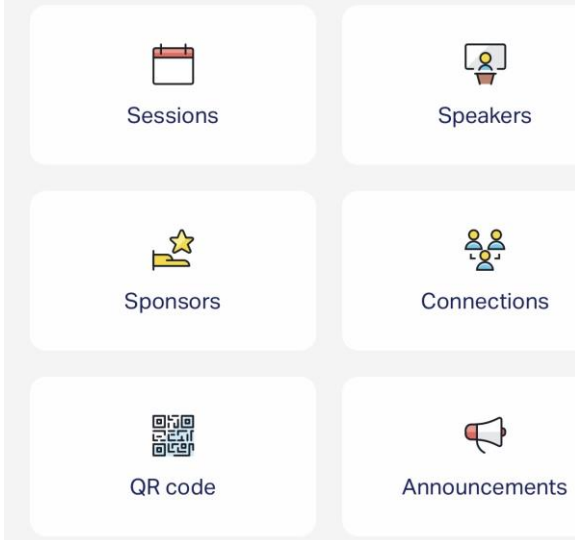
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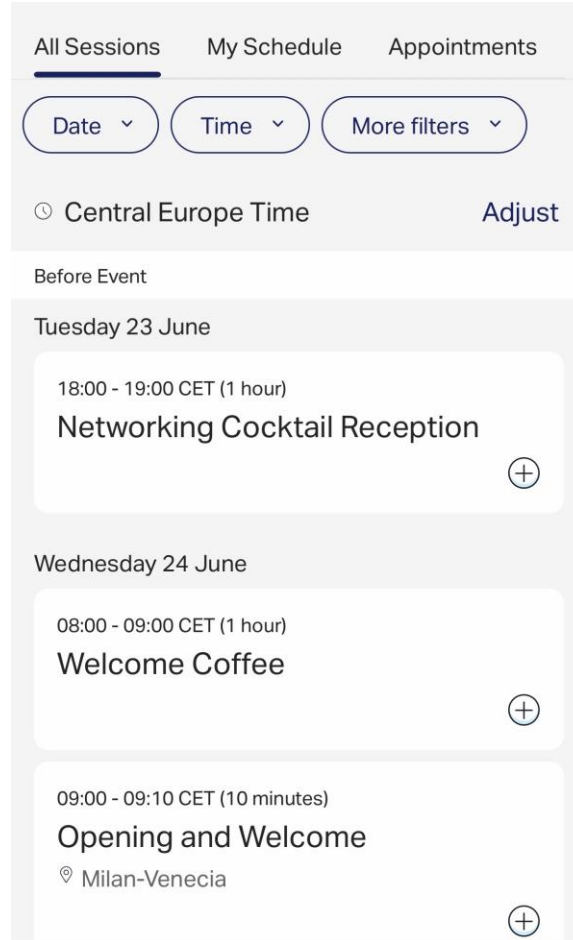
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#IATAWSS



WMES App, Q&A & Survey.

From crisis to constraint:
The new normal for the
aviation supply chain

Wed 24/06, 09:10 - 09:30 CET
20 minutes

Milan-Venecia

+ Add to calendar

Add session

Speakers



Stuart Fox
Director Flight and Technical
Operations, IATA

About this session

Plenary Session

Add session to calendar
and scroll down to access
Q&A and Survey.

About this session

Plenary Session

Live Q&A Hasn't started

Survey



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Event hashtag

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Competition Law Guidelines



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Introduction

Stuart Fox,
Director Flight and Technical Operations, IATA

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CBTA: Future Outlook and IATA's Strategic Vision

Yann Renier,
Head Training & Licensing, IATA

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Competency-Based Training and Assessment

Captain Yann RENIER

Head of Training and Licensing

World Maintenance & Engineering Symposium



Survey

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What is CBTA?

CBTA is a training methodology

- ☐ Focussing on human performance
- ☐ Alternative to the traditional task-based approach of training
- ☐ Applicable to any aviation professionals
- ☐ Sustained by a robust Instructional System Design
- ☐ Designed by qualified course developers
- ☐ Delivered by competent instructors
- ☐ Evaluated regularly for continuous improvement
- ☐ Powered by data

Competencies

Competency. A dimension of human performance that is used to reliably predict successful performance on the job.

A competency is manifested and observed through behaviours that mobilize the relevant knowledge, skills and attitudes to carry out activities or tasks under specified conditions.

Aircraft Maintenance Personnel Competencies	
1. Application of Procedures	7. Risk Management
2. Work Management	8. Teamwork
3. Situation Awareness	9. Problem-Solving and Decision Making
4. Technical Expertise	10. Self Management and Continuous Learning
5. System Thinking	11. Communication
6. Coordination and Handover	

Competency example

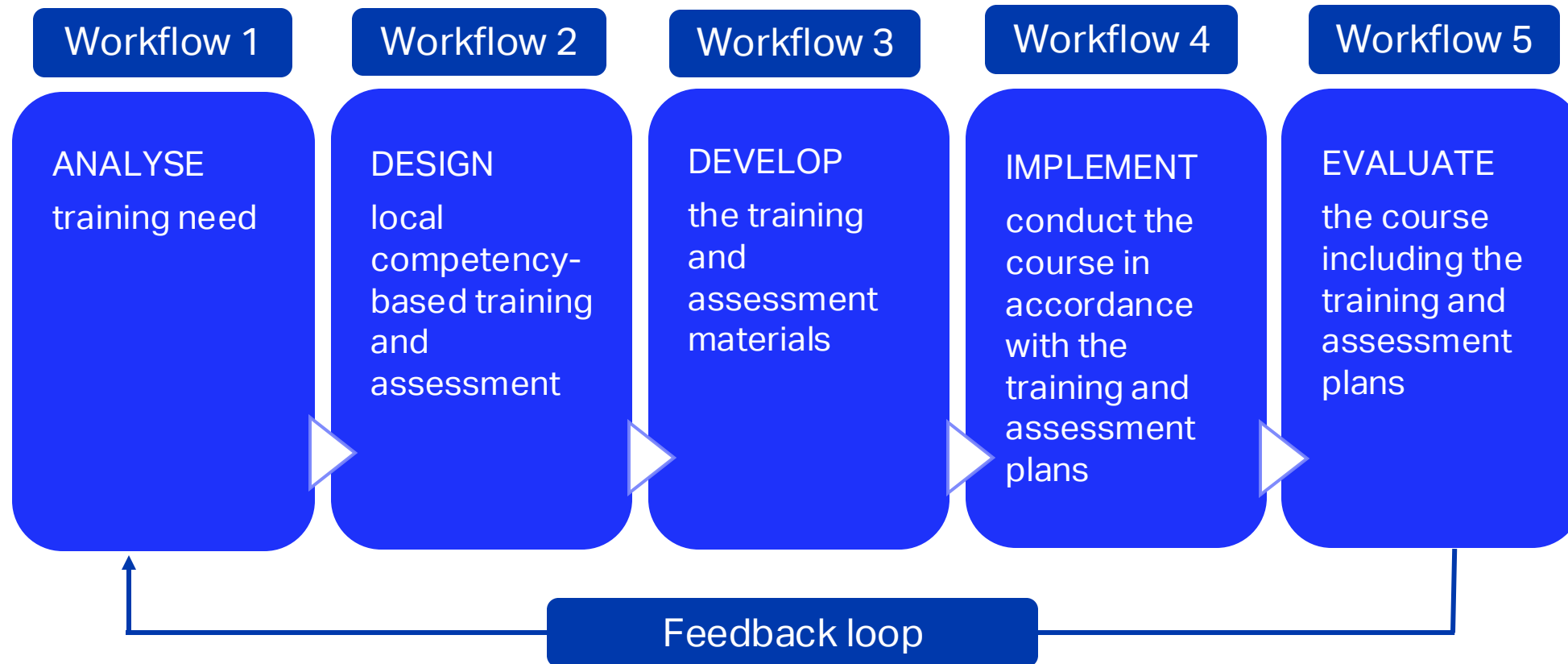
COMMUNICATION	
Description	Observable Behaviors (OB)
Communicate effectively in all situations and ensure clear and common understanding	11.1 Selects appropriate method of communication 11.2 Uses effective verbal communication 11.3 Uses effective written and other non-verbal communication 11.4 Maintains situational awareness when selecting method of communication, speaks clearly, accurately and concisely 11.5 Uses appropriate vocabulary and expressions for communications with stakeholders 11.6 Demonstrates active listening by asking relevant questions and providing feedback 11.7 Verifies comprehension of counterparts and corrects as necessary 11.8 Uses eye contact, body movements and gestures that are consistent with verbal messages where applicable 11.9 Interprets non-verbal communication accurately

Why CBTA?

Enhance operational safety through more effective and efficient training

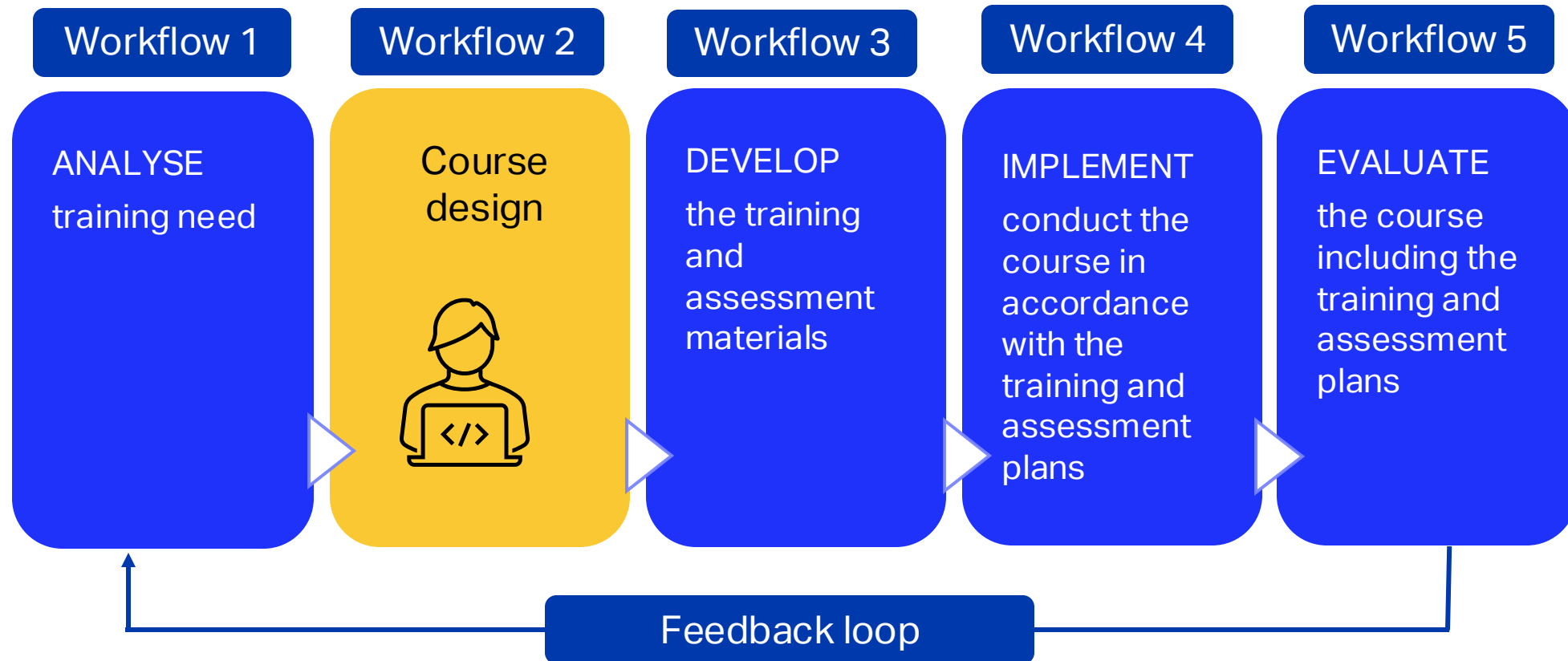
- ☐ Targeted competency development
- ☐ Standardized performance
- ☐ Increased job readiness
- ☐ Improved performance on the job
- ☐ Tailored training

Instructional System Design - ADDIE Model



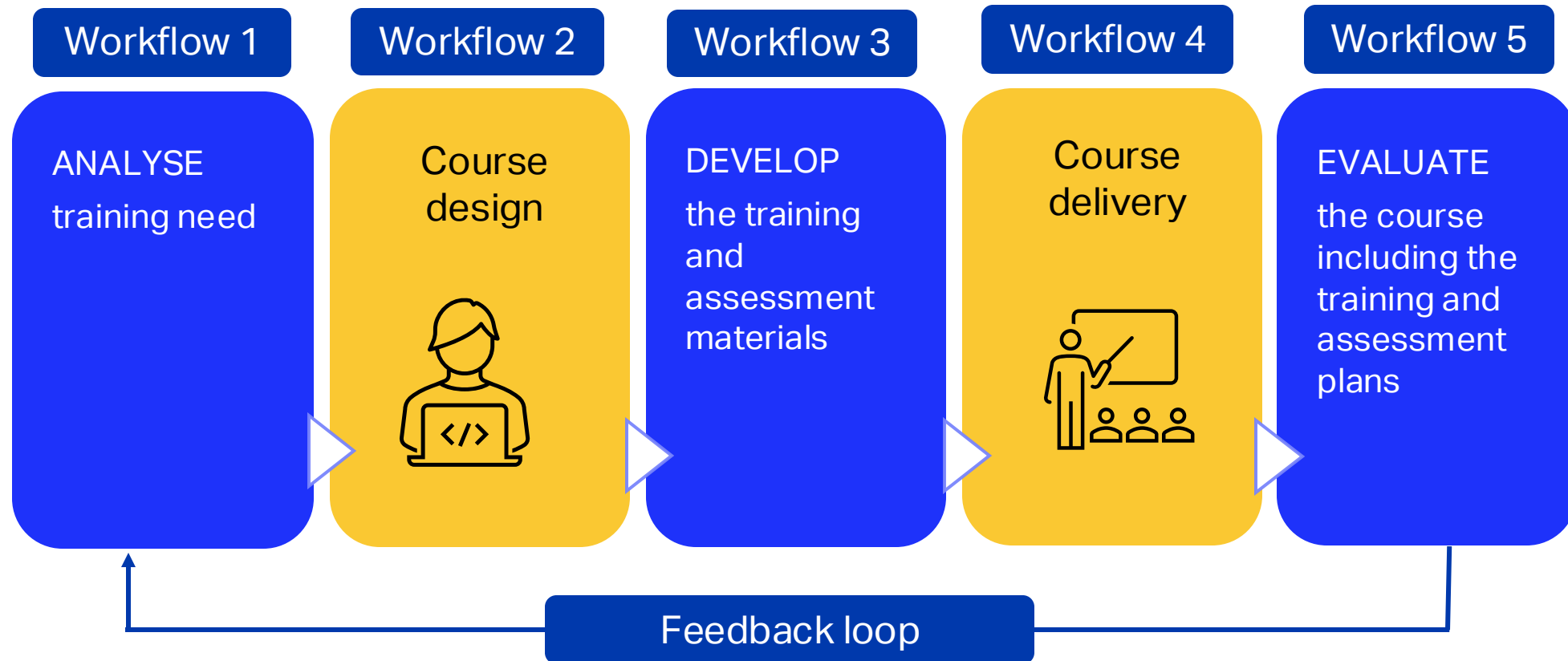
Reference ICAO Doc 9868 PANS-TRG, Third Edition

Instructional System Design - ADDIE Model



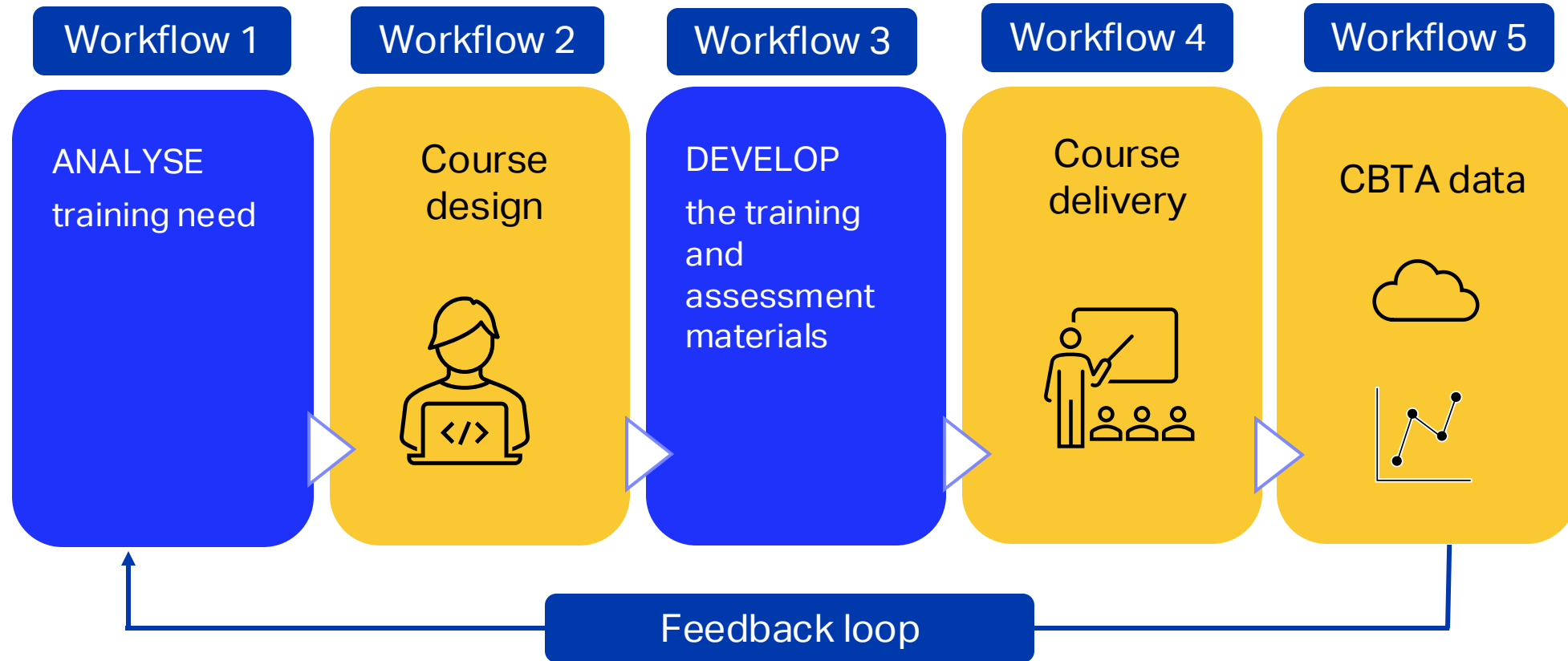
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Instructional System Design - ADDIE Model



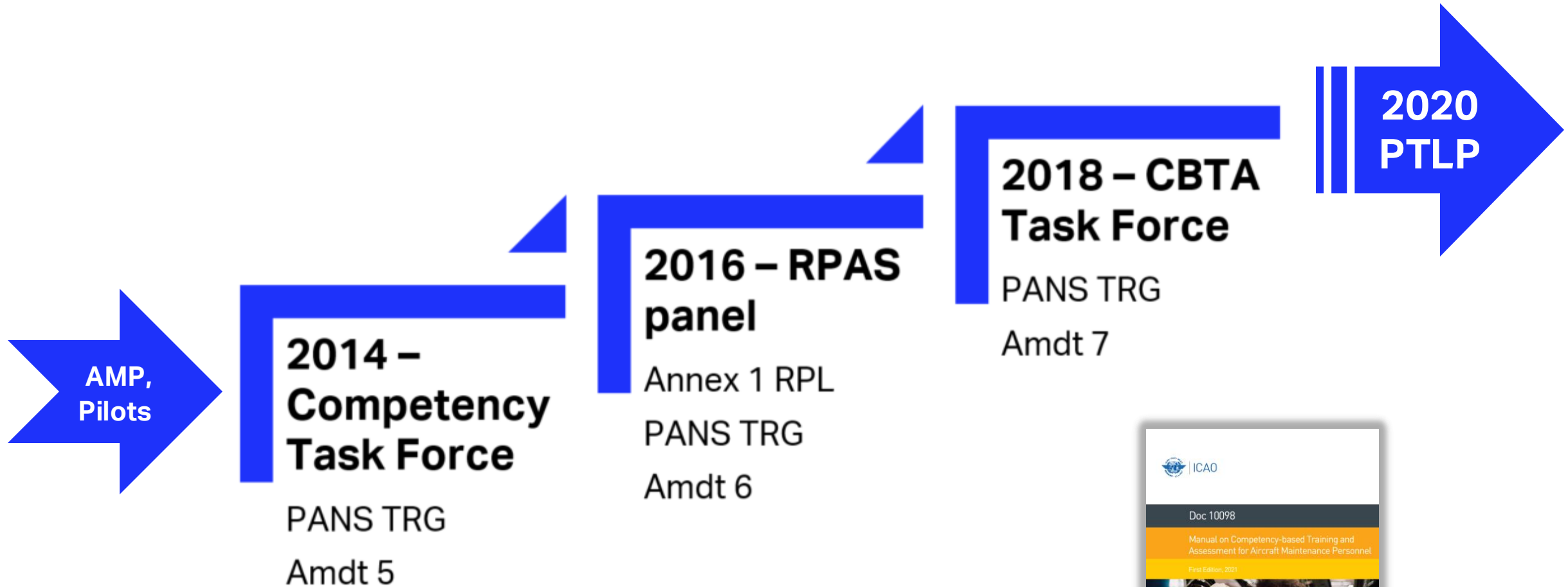
Reference ICAO Doc 9868 PANS-TRG, Third Edition

Instructional System Design - ADDIE Model

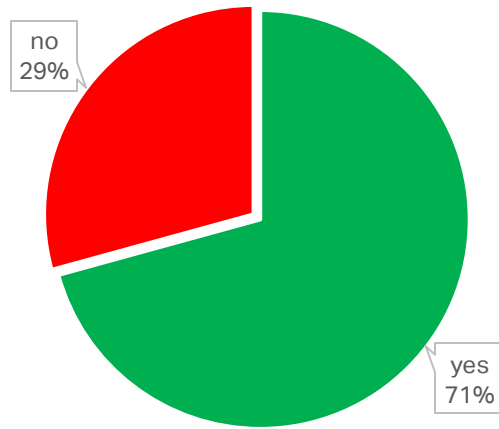


Reference ICAO Doc 9868 PANS-TRG, Third Edition

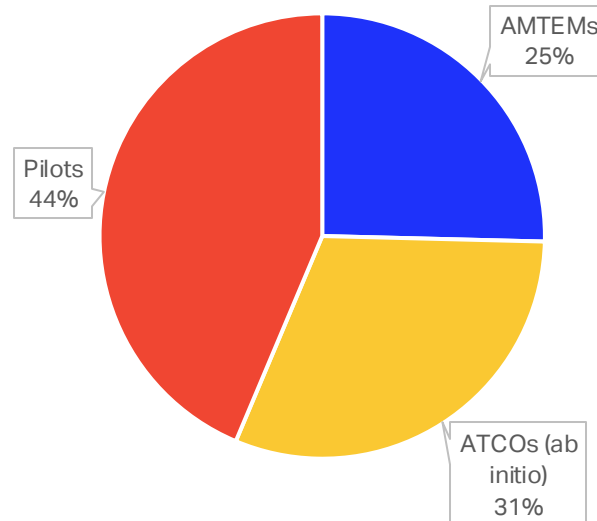
ICAO CBTA provisions



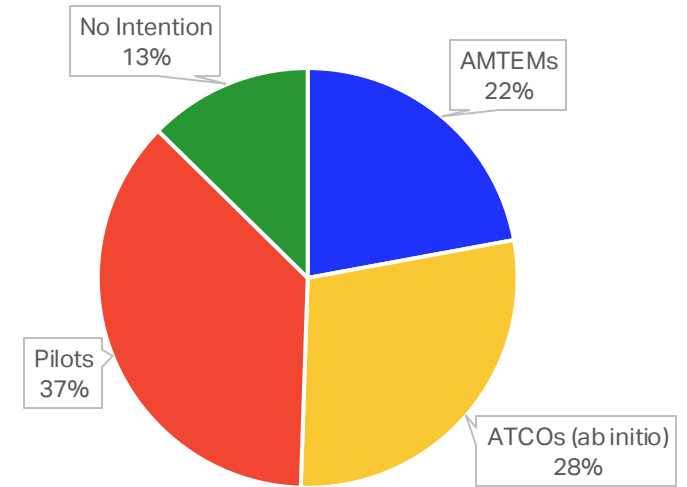
ICAO SURVEY for the States



Do your regulations **allow** approval of CBTA programmes

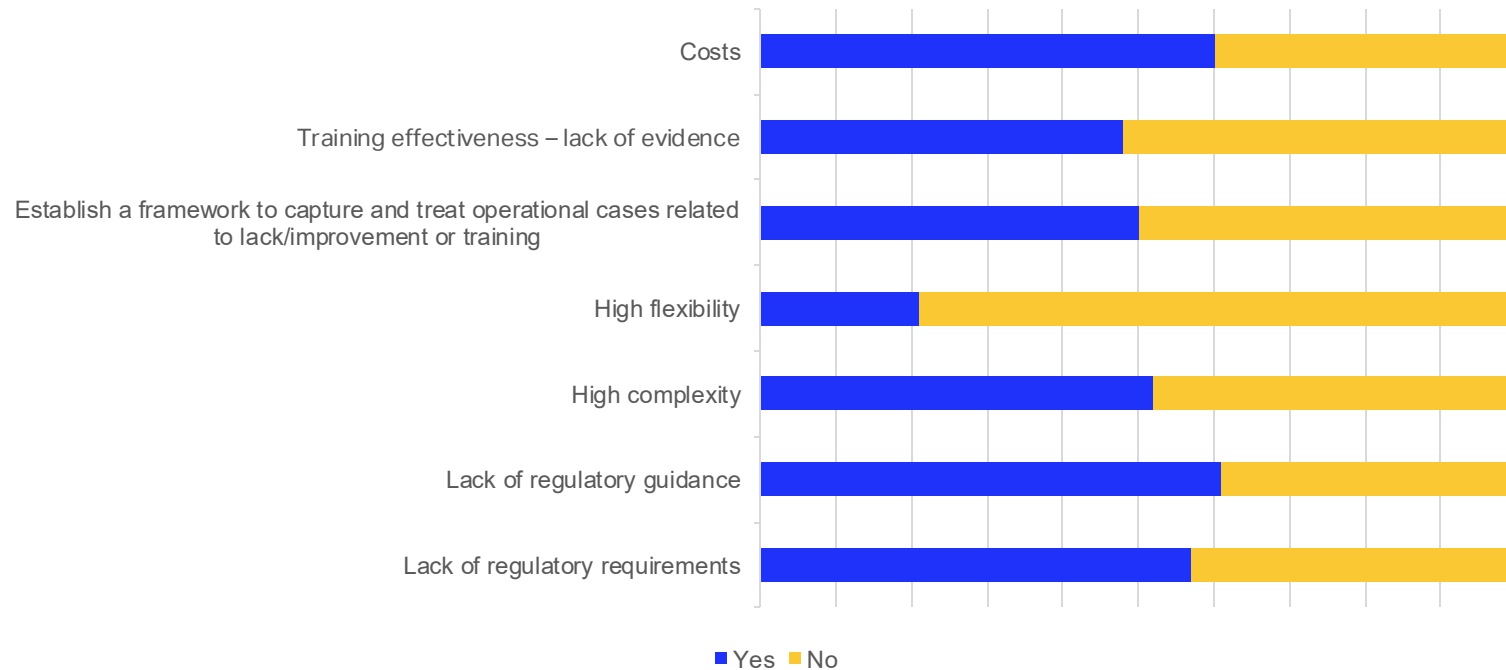


Do your regulations **allow** approval of CBTA programmes for **licensing** of



Where your regulations do not allow the approval of CBTA programmes, are you planning within the **next three years** to allow the approval of CBTA programmes for: ...

ICAO survey for AMP



What is(are) the constraint(s) for the implementation of a CBTA Program?

IATA CBTA Resources

IATA proposes CBTA Standardization for:

- ☐ Civil Aviation Authorities personnel
- ☐ Course designers-developers
- ☐ Instructors
- ☐ Train the trainers

IATA Resources

For more information visit our webpage:

[*Pilot and Maintenance Personnel Training & Licensing*](#)



Thank you

Yann RENIER

Training-Licensing@iata.org



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CBTA: Future Outlook and IATA's Strategic Vision

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Future Workforce

Moderated by **Stuart Fox**,
Director Flight and Technical Operations, IATA

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Panelists

Diego Javier De Risio,
Head Maintenance,
Vueling

Verity Richardson,
Europe Lead,
Archer

Christine Zylawski,
Head of Engineering & Maintenance
Training,
Air France

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Closing Remarks & Key Takeaways

Moderated by **Stuart Fox**,
Director Flight and Technical Operations, IATA

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