



Innovating Aviation Regulatory Training



Empowering aviation professionals
and organisations by enhancing
skills & workplace application in a
changing industry

JAA TRAINING ORGANISATION (JAA TO)



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CBTA approach

- **The Competency-Based Training and Assessment (CBTA) approach is a structured methodology that focuses on developing and evaluating the specific competencies required for safe and effective job performance.**
- **CBTA ensures that aviation professionals and organisations acquire the necessary knowledge, skills, and attitudes (KSAs) to perform their tasks in real-world operational environments.**
- **The CBTA approach starts at the Human Resource Management (HRM) department defining competencies and job profiles ensuring that the right individuals are recruited, trained, and developed for aviation roles.**
- **The process ends with proper training programs and on-the-job assessments. CBTA is designed to ensure that employees can apply their skills effectively in real-world operational environments.**



Regulatory training and innovation

- **Aviation regulations are complex and continuously evolving, requiring training programs to keep pace with ongoing changes.**
- **Traditional training methods, such as Classroom, Virtual Classroom, eLearning methods often are lecture based, which can be rigid and passive.**
- **Ensuring participant engagement and long-term knowledge retention could be challenging.**
- **Training solutions driven by new technology enhance engagement and improve knowledge retention.**
- **Adaptive learning, aligned with the CBTA methodology, can personalise training to the individual needs, optimising skills development and regulatory compliance.**



Human factor in technology-driven aviation regulatory training



- **Innovative technology as AI can improve training but cannot replace human judgment.**
- **The human factor includes cognitive, social, and physical influences on performance.**
- **Artificial Intelligence supports the human factor, is not a replacement.**
- **Balance between automation and human oversight.**
- **Training should include AI and automation readiness.**
- **Psychological and Ethical Considerations.**

JAA TO's experience

- **General: AI/ChatGPT support in various area's, including course development, surveys, analysing papers etc.**
- **Content development:**
 - **Defining end of the course learning objectives.**
 - **Designing interactive exercises for engagement.**
 - **Integrating Avatars in eLearning.**
 - **Utilising AI-generated voiceovers over in eLearning.**
 - **Incorporating AI-generated pictures for content enrichment.**
 - **Supporting the development of case studies and Mastery tests.**
- **Realtime translation services.**



Potential development

- **Tools like Articulate Storyline includes AI functionality**
- **Exploring possibilities for:**
 - **Supervision of online exams on the JAA TO Training Portal with AI**
 - **Competency Based job profiles**
 - **Competency framework design**
 - **Blended learning solutions**
 - **E-learning and Microlearning**
 - **Gamification**
- **Adaptive learning**



Conclusions and take aways

- **Aviation regulatory training is traditional but evolving to more engaging & workplace-relevant using new technologies.**
- **Competency Based Training & Assessment is the methodology in aviation regulatory training for the whole chain from HRM perspective to the workplace.**
- **Blended learning solutions & digital tools to enhance engagement and retention.**
- **On-the-job training and assessment & peer learning improve real-world application.**
- **AI and innovative technology are tools, not a replacement for human expertise.**
- **AI and other innovative technologies as well as adaptive learning in aviation regulations training are still in the early adoption stage.**

Training doesn't stop after the classroom—it must be embedded in daily tasks.





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