



ESTABLISHING CBTA ***in Lion Air Group***

20th Asia Pacific Airline Training Symposiums
11 September 2024
Singapore



Speaker

CAPT. TAUFIK HIDAYAT

**HEAD OF TRAINING CENTER
CORPORATE STRATEGIC DIRECTOR**

LION GROUP

Operations:

First Officer F28, Captain / TRI-TRE B737, Captain A320, Captain / TRI-TRE A330

Management:

Chief Standard A330, Chief Pilot Operation A330, General Manager Training Lion Air, Head of Training LGTC, Corporate Strategic Director Lion Group.

Project Manager :

IOE (Initial Operation Experience) A330-300, A330-NEO, LION-FLYNAS HAJJ OPS

Keynote Speaker

2022 BOEING Symposium - Ensuring Pilot Proficiency by CBTA

2023 AIRBUS Seminar - Establishing CBTA Through EBT

2024 INACA Summit - CBTA for All

2024 APATS – Establishing CBTA in Lion Group

Current Project

Training Group : *UPRT Project & CBTA/EBT Project*
Corp. Strategic : *Standardized 6 AOCs within 3 countries*



Approval from (Syllabus) :

DGCA - Indonesia
CAAM - Malaysia
CAAT – Thailand
DGCA - India

Simulator Facility (Training Device) :

7 of B-737 NG&MAX
3 of A320 CFM & IAE
2 of ATR 72-500/600

Next July 2025 : 1 of A330 & 1 of A320



THE MAIN OBJECTIVE OF ESTABLISHING CENTRALIZED TRAINING UNDER LGTC



IMPLEMENTATION OF ADVANCE TRAINING METHOD

- Competency-Based Training and Assessment (CBTA)
- Evidence-Based Training (EBT)

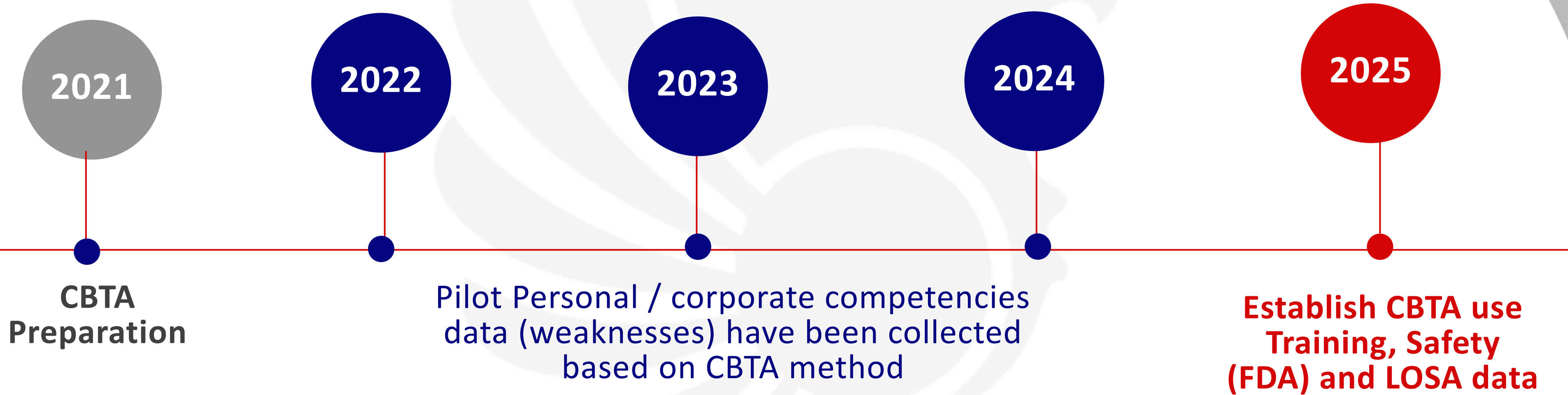
SUPPORT SAFETY AND OPERATION PERFORMANCE

- Ensuring Pilot's resilience
- Improve Quality of training product

CONSISTENCY IN TRAINING STANDARDS

- Improve Objectiveness and **it's Control**
- Standardize Curriculum/Syllabus

CBTA ROADMAP



AD-HOC TEAM

Established ad-hoc (9) team

E-SOLUTION with LITES

Integrating New Web Based Electronic Grading Record keeping System

HUMAN FACTOR DEPARTMENT

Establish a team that manages the Non-Technical Competencies for Instructor and Trainee

**Preparation
2021**
11 March – 30 Jun 2021

INTRODUCTION TO PILOT

9 Competencies Intro

GRADING STANDARIZATION

Implementing New Grading System in Relation with EBT

INSTRUCTOR STANDARDIZATION

Instructor selection and training standardization
From 286 become 73 Instructors

JULY – DECEMBER 2021



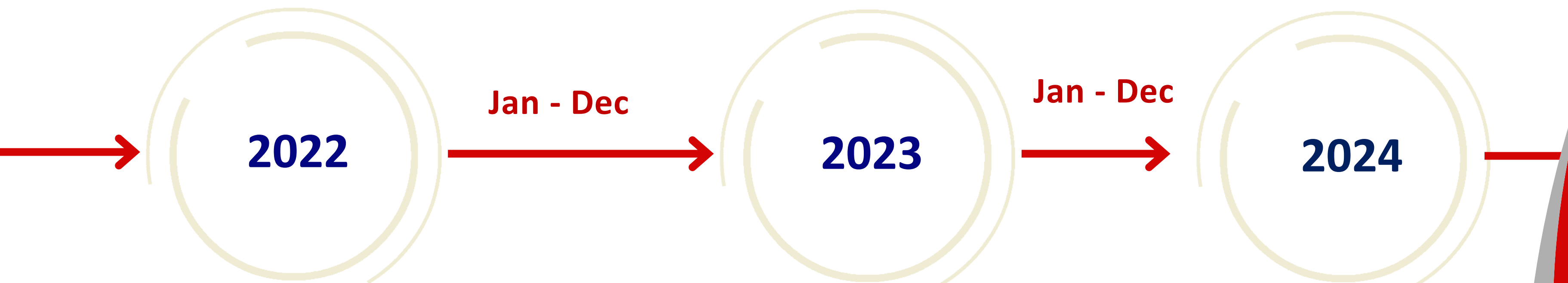
2022

Grading Data Corrupted

- Filled by Instructor who are not standardized yet
- Develop Standard Instructor team as a solution during this period.

Boeing Support

5 Core CBTA Instructor Initial and Recurrent Program



Collecting Data

Pilot Personal / corporate competencies data (weaknesses) have been collected based on CBTA method

Instructor Monitoring

Maintain instructor's standard by the core instructor

Boeing Support

Line Operation Safety Audit (LOSA)
11 Auditors training




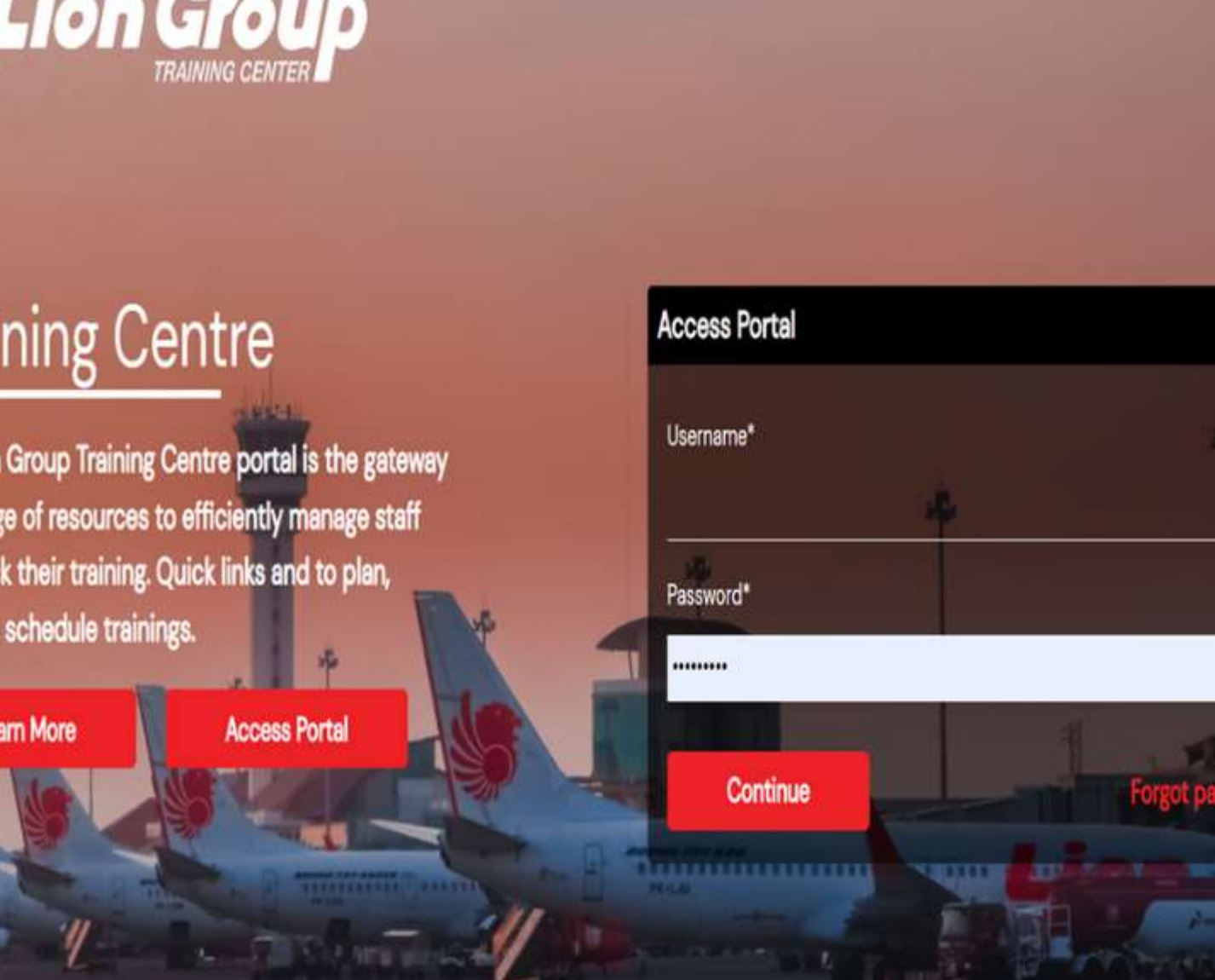
2025

Training Method Standardization


Pilot CBTA from flying school – TRTO - Airlines

LION GROUP INTEGRATED TRAINING ELECTRONIC SYSTEM (LITES)

Recruitment / Semester I (2022)				
TYPE OF TRAINING : LEFT TO PCT :				
Date	22/11/2022	Activities/Others	BIRINGILABAY	
Aircraft Type	A320	ID Number	82123229	
Training Device Type / Training Device	SIM / AIRBUS A320-274XNCS-1330	Trainee Type	Lion Air Group Pilot	
Sector From / Airport From	Sultan Aj Muhammad Sultanah Airport - Balikpapan, East Kalimantan - WWL	Pilot Name	(RSTUT) ALIT BURYANTANA (SR) PRB	
Sector To / Airport To	Soerabaya International Airport - Marawi, North Sulawesi - WKKM	Ranking	CPT	
Instructor / Observer Name	Capt. Subdyk H. Harung C.	Trainee Email	sulal.82123229@bangkok.co.id	
Fuelstop	PP	Other Pilot ID Number	190A71	
		Other Pilot Name	KANINDRA SAPUTRA (SR) PRB	
		Other Pilot Address	BIRINGILADAY	
		Other Pilot Email	vandita.190A71@bangkok.co.id	
GRADING				
1. Unsatisfactory/Unstable Situation	2. Marginal/Mm Acceptable	3. Satisfactory/Adequate	4. Good/Effective	5. Very Good/Exemplary Master
				1 2 3 4
KNOWLEDGE				
K1 Aircraft Systems			X	
K2 Procedures			X	
K3 Policies & General Aviation			X	
ATTITUDE				
A1 Discipline (Punctuality, Absence, etc.)				X
A2 Assiduousness			X	
A3 Compliance				X
SKILL				
S1 Application of Knowledge			X	
S2 Application of Procedures		X		
S3 Flight Path Management, Automation				X
S4 Flight Path Management, Manual Control			X	
S5 Communication			X	
S6 Leadership and Teamwork			X	
S7 Problem Solving and Decision Making			X	
S8 Situational Awareness			X	
S9 Workload Management			X	
Flight Phases Approach				
Comments/Deviated Items S-2 APPLICATION OF PROCEDURES: X TRAINEE REQUIRED TO APPLY THE GIVEN WEIGHT LEDG PROCEDURES PROPERLY AND NOT FORGET TO APPLY SYSTEM RESET DURING ECRM MANAGEMENT				
OVERALL PERFORMANCE	3/3	FOR TRAINING	Satisfactory	
Instructor Recommendation:	Name			
	Doc No	LSFGTPIBMH1A/C0302		
	Licence No	ATPS 8678		
	LOK No	4E7BSG-1421X/0302		
	QTR No	4E7SPWKAFLVJ/C0302		



The background image shows a row of Garuda Indonesia aircraft on a tarmac at dusk, with a control tower visible in the distance. The Lion Group logo is in the top left corner.



Lion Group

TRAINING CENTER

Training Centre

The Lion Group Training Centre portal is the gateway to a range of resources to efficiently manage staff and track their training. Quick links and to plan, manage, schedule trainings.

Learn More


Access Portal

Access Portal

Username*

Password*

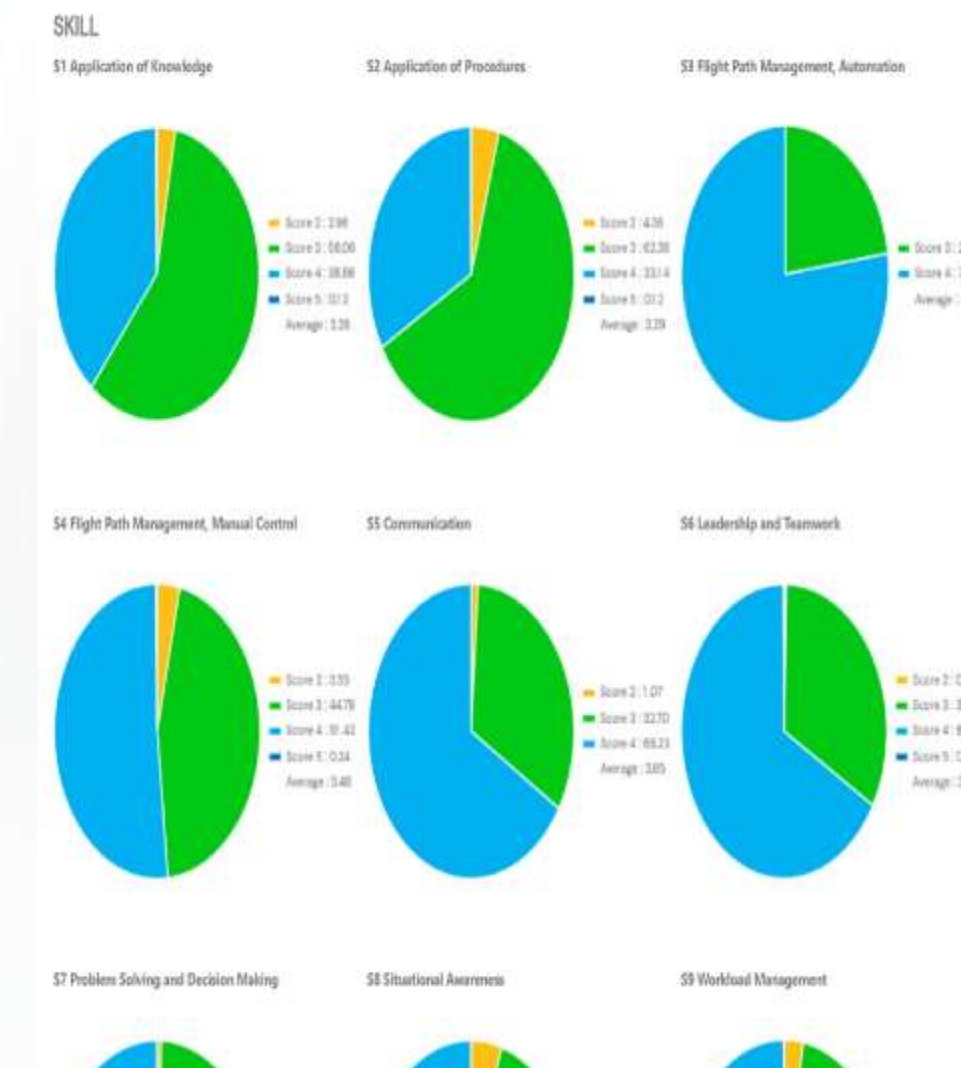
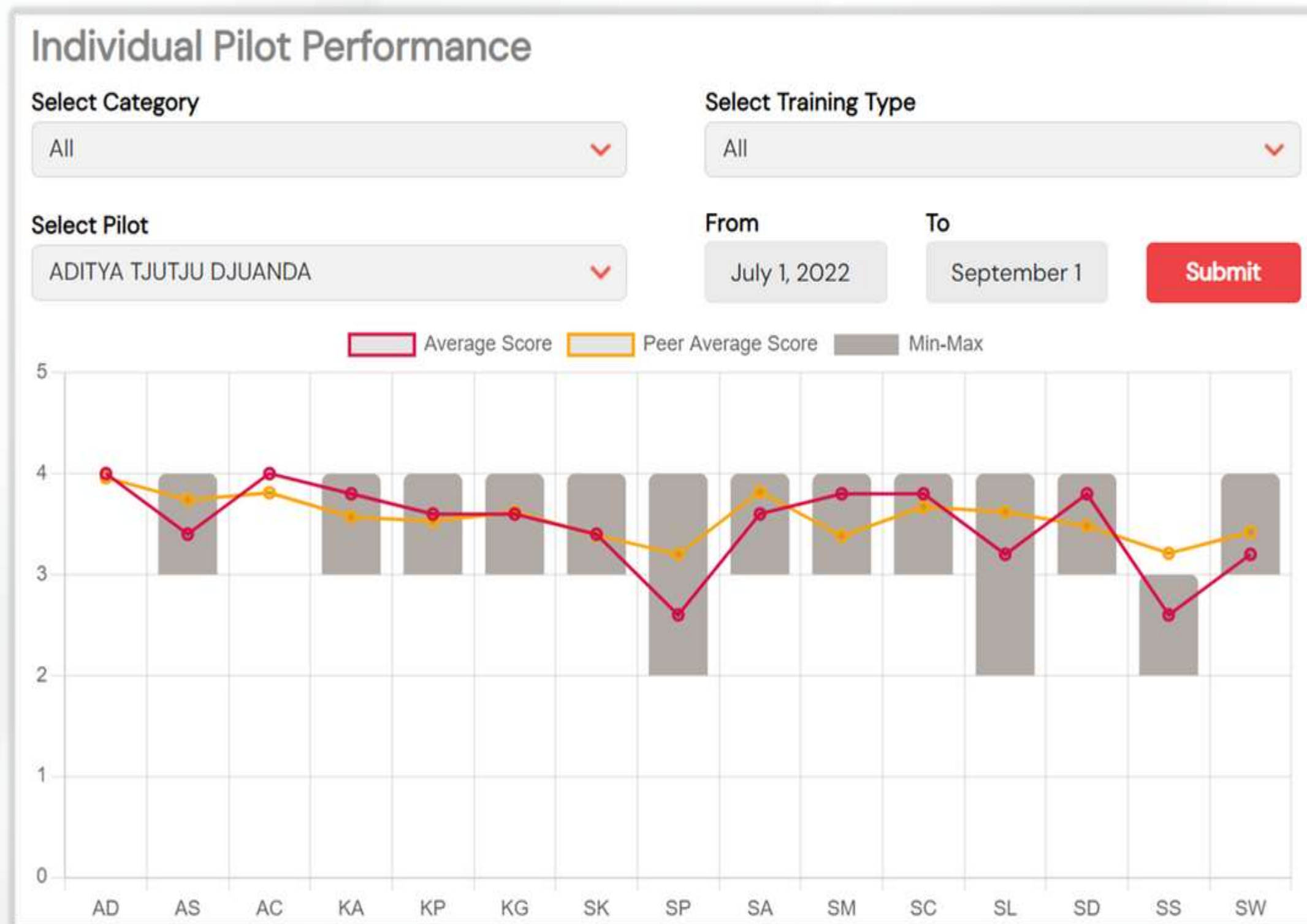
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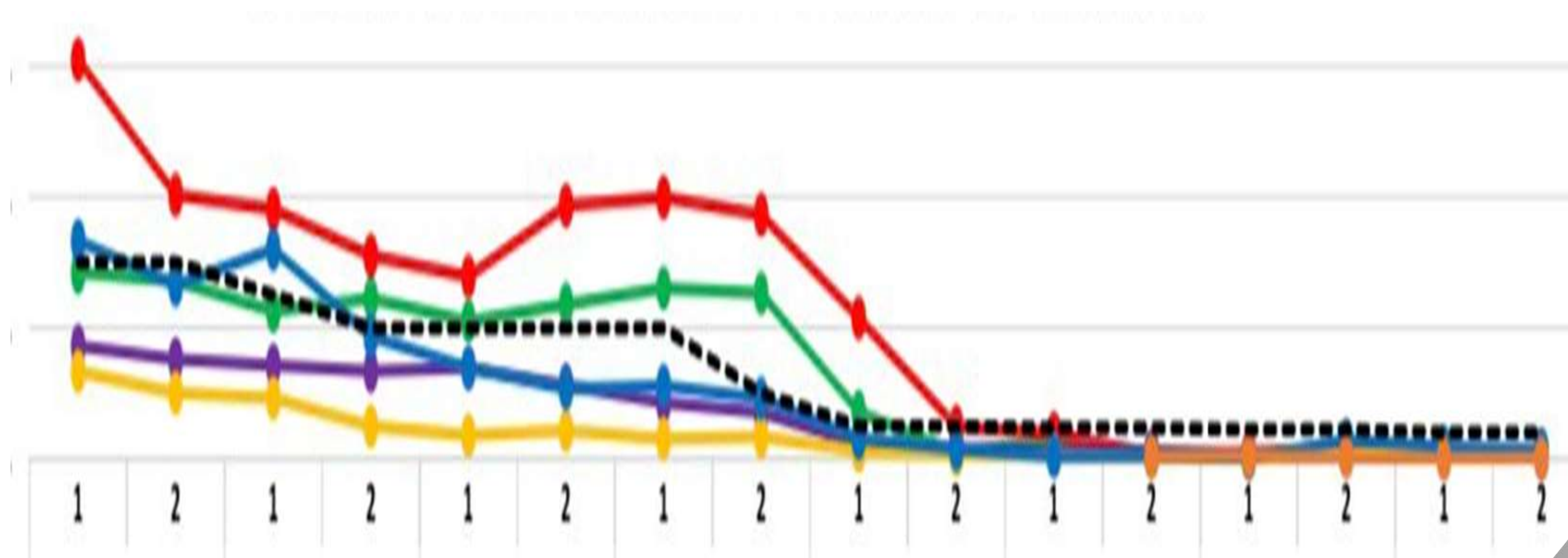
Trainee Performance Monitoring



Instructor Grading Performance Monitoring



Unstable Approach Rate - LION GROUP 2017-2023 (Ongoing)



Implemented CBTA

Flying school – TRTO - Airlines

2025

Top-Talent Program

to support Operation and Safety in Operator

Enhance non-technical skill by human factor
department



CBTA Workshop with Regulator and Airlines in Indonesia





apats

THANK YOU

