

COMPETENCY-BASED ASSESSMENT FOR ALL APPLICANTS

Project Synopsis

Time: >12 months

Complexity: High

Cost: >\$100,000

This project implements competency-based assessment to determine an applicant's fit for a given occupation. This is useful for regulators who frequently find that an assessment of an applicant's educational credentials is a poor indicator of work performance.

PROJECT DESCRIPTION

While education is necessary to succeed in majority of careers, the review of an applicant's educational credentials often does not accurately reflect his or her ability to practice. This project produces a competency-based assessment of qualifications and work experience for regulators to evaluate the skill level of applicants from all backgrounds. This project develops competencies, skill-measurement tests and field assessment tools for regulators to use when assessing an applicant for certification.

KEY OUTCOMES

- Internationally-trained workers (ITWs) with international education backgrounds can compete to practice in a regulated occupation.
- Regulators have a method to prove that all those who are accredited are qualified to practice in the field.

KEY CONSIDERATIONS

- Identify subject matter experts and develop competencies that fit the occupation effectively.
- Collaborate with the regulator, employers, assessors, educators, and Prior Learning Assessment and Recognition experts to develop a robust competency-based assessment model for evaluation of ITW skills and qualifications.

PROJECT COMPONENTS

- Development of competency-based assessment model for a given occupation.
- Training assessors on how to use the assessment model for improved consistency and credibility of assessing competencies.

