

COMPETENCY-BASED SUPERVISION MODELS

Project Synopsis

Time: 6-12 months

Complexity: Low

Cost: \$25,000 - \$100,000

This project creates and enacts a mandatory supervisory program for all applicants in a regulated occupation. Applicants both international and domestic are able to work in a regulated occupation with supervision while their application is being assessed.

PROJECT DESCRIPTION

Regulators sometimes have difficulty certifying enough applicants to satisfy labour demands. This can be mitigated if applicants are given the opportunity to work in a supervised environment while their application is assessed. This project develops a supervisory program for applicants to practice while their certification is processed. The supervisory program also serves as a measure of competency, with supervisors reporting to the regulator about an applicant's work performance.

KEY OUTCOMES

- Regulators and supervisors play a role to determine an applicant's fitness for certification.
- Employers mitigate their labour shortages.
- Applicants gain work experience and are better prepared to work in their preferred occupation once they become certified.

KEY CONSIDERATIONS

- Create a diagnostic tool to reach acceptable benchmarks for each competency.
- Supervisors closely monitor and provide frequent formal and informal feedback to the applicant.
- Supervisors identify gaps in training in the supervision assessment and the remedial phase so that the applicant can continue to actively move through the registration process.

PROJECT COMPONENT

- Modification of assessment process to include supervision as an approach for applicants to demonstrate their competencies over time, rather than be constrained by a paper file review.

