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Competency Based Training





Competency Based Training

- Define CBT
- Components
- Advantages of CBT



Competencies

A combination of Knowledge, Skills, and Attitudes required to perform a task to the Prescribed Standard.



Knowledge

Discipline specific content including concepts, theories and foundational information.



Skill

Proficiency, facility, or dexterity that is acquired or developed through training or experience. It is the application of theory to hands-on or practical tasks.



Attitudes

The established ways of responding to people and situations, based on the beliefs, values and assumptions we hold. How we respond to situations, and our behavior can reflect our attitude.



Competencies

- Define the applied Knowledge, Skills, and Attitude
- Relevant to individuals Job Responsibility
- A way to Verify Learning



Competency Based Training

Training and assessment that are characterized by a performance orientation, emphasis on standards of performance and their measurement, and the development of training to the specified performance standards.



Competency Based Training Attributes

- Emphasis on what person is required to do in workplace
- Progressively Build K, S & A
- Identify Skill Gaps
- Assessment – Ability to Perform Tasks



Competency Framework

- Blueprint for Performance
- Generically applied to a number of roles
- Common understanding of expected job behavior



Competency Framework

- Identify Skill Gaps
- Develop Training Programs
- Focus Training



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Competency Framework Structure

- Competency Units
- Competency Elements
- Performance Criteria



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Advantages of CBT

- Mission Focused
- Just-in-time
- Built by hirers
- Education never stops



Important Points

- Emphasis on Workplace Requirements
- Competency Framework
- Advantages for Learners



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Thank you



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