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Abstract example of competency based training





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Performance Criteria

Observable Behavior - Actions (behaviors) that can be seen and measured

Conditions – The conditions under which the behaviors are observed

Standards – The standard against which the behaviors are measured





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Group Exercise 1

Identify and group the:

- Observable Behavior
- Conditions
- Standards

Feedback after 10 Mins

- How you decided
- Did you agree or disagree
- What conclusions did you draw





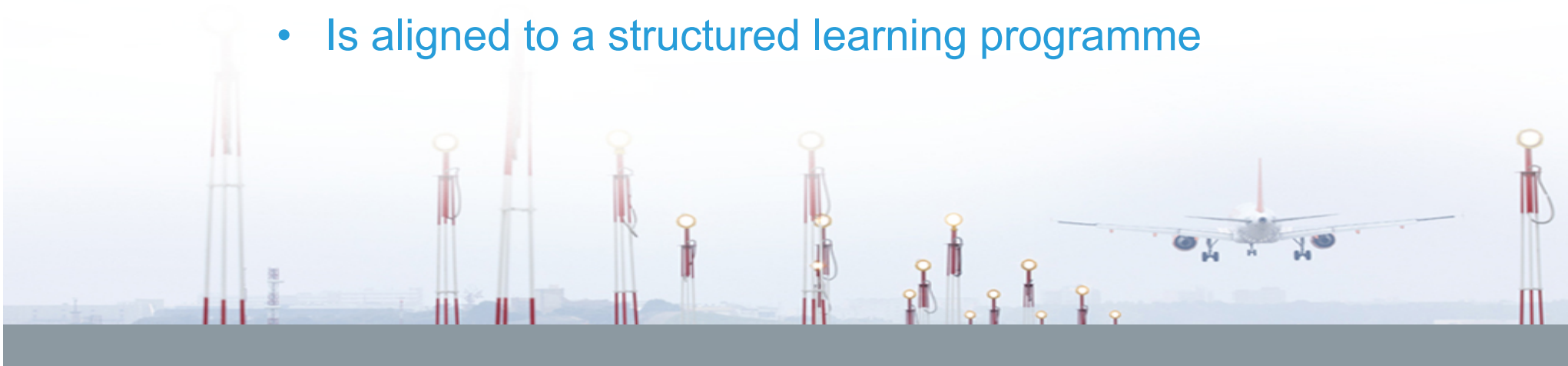
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Assessment – Evidence Guide

- Has Observable Behavior, Conditions & Standards
- Has Interim and final Competency Standards
- Is documented
- Is aligned to a structured learning programme





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Juggling by Niels Duinker





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OB 1- Adopt Correct Body Position





OB 1- Adopt Correct Body Position

Observable Behaviour	ICS 1	ICS2	FCS
Adopt correct body position	Adopt correct stance	Adopt correct posture	Repeatedly and consistently stand in a stable position with correct posture head up and relaxed.

ICS – Interim Competency Standard
FCS – Final Competency Standard



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OB 2 – Perform One Ball Basics





OB 2 – Perform One Ball Basics

Observable Behaviour	ICS 1	ICS2	FCS
Adopt correct body position	Adopt correct stance	Adopt correct posture	Repeatedly and consistently stand in a stable position with correct posture head up and relaxed.
Perform one ball basics	Throw the ball as demonstrated in the correct trajectory. Demonstrate the “scoop action”	Maintain focus at top of arc and throw balls to the correct height.	Repeatedly and consistently demonstrate the one ball basic making corrections and adjustments as necessary to maintain a steady rhythm.

ICS – Interim Competency Standard
FCS – Final Competency Standard



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OB 3 – Perform Two Ball Juggling





OB 3 – Perform Two Ball Juggling

Observable Behaviour	ICS 1	ICS2	FCS
Adopt correct body position	Adopt correct stance	Adopt correct posture	Repeatedly and consistently stand in a stable position with correct posture head up and relaxed.
Perform one ball basics	Throw the ball as demonstrated in the correct trajectory. Demonstrate the “scoop action”	Maintain focus at top of arc and throw balls to the correct height.	Repeatedly and consistently demonstrate the one ball basic making corrections and adjustments as necessary to maintain a steady rhythm.
Perform two ball juggling	Perform the action of throwing two balls from hand to hand for one minute without dropping a ball.	Perform two ball exchange leading with dominant hand only for one minute without dropping a ball.	Perform two ball exchange leading with non dominant hand for two minutes without dropping a ball

ICS – Interim Competency Standard
FCS – Final Competency Standard



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OB 4 – Perform Three Ball Cascade





OB 4 – Perform Three Ball Cascade

Observable Behaviour	ICS 1	ICS2	FCS
Adopt correct body position	Adopt correct stance	Adopt correct posture	Repeatedly and consistently stand in a stable position with correct posture head up and relaxed.
Perform one ball basics	Throw the ball as demonstrated in the correct trajectory. Demonstrate the “scoop action”	Maintain focus at top of arc and throw balls to the correct height.	Repeatedly and consistently demonstrate the one ball basic making corrections and adjustments as necessary to maintain a steady rhythm.
Perform two ball juggling	Perform the action of throwing two balls from hand to hand for one minute without dropping a ball.	Perform two ball exchange leading with dominant hand only for one minute without dropping a ball.	Perform two ball exchange leading with non dominant hand for two minutes without dropping a ball
Perform 3 ball cascade	Throw third ball from hand to hand, whilst maintaining correct stance and arc of ball for two minutes without moving body position.	Perform two ball exchange holding third ball in your dominant hand for two minutes without moving body position.	Perform three ball juggle maintaining body position, even arc and look relaxed for a number of cycles.

ICS – Interim Competency Standard
FCS – Final Competency Standard



Competency Unit – Juggling

Competency Element – Three Ball Juggling

Conditions - Performed in a practice environment with standard juggling balls

Observable Behaviour	ICS 1	ICS2	FCS
Adopt correct body position	Adopt correct stance	Adopt correct posture	Repeatedly and consistently stand in a stable position with correct posture head up and relaxed.
Perform one ball basics	Throw the ball as demonstrated in the correct trajectory. Demonstrate the “scoop action”	Maintain focus at top of arc and throw balls to the correct height.	Repeatedly and consistently demonstrate the one ball basic making corrections and adjustments as necessary to maintain a steady rhythm.
Perform two ball juggling	Perform the action of throwing two balls from hand to hand for one minute without dropping a ball.	Perform two ball exchange leading with dominant hand only for one minute without dropping a ball.	Perform two ball exchange leading with non dominant hand for two minutes without dropping a ball
Perform 3 ball cascade	Throw third ball from hand to hand, whilst maintaining correct stance and arc of ball for two minutes without moving body position.	Perform two ball exchange holding third ball in your dominant hand for two minutes without moving body position.	Perform three ball juggle maintaining body position, even arc and look relaxed for a number of cycles.



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Phare - Cambodian Circus in Siem Reap



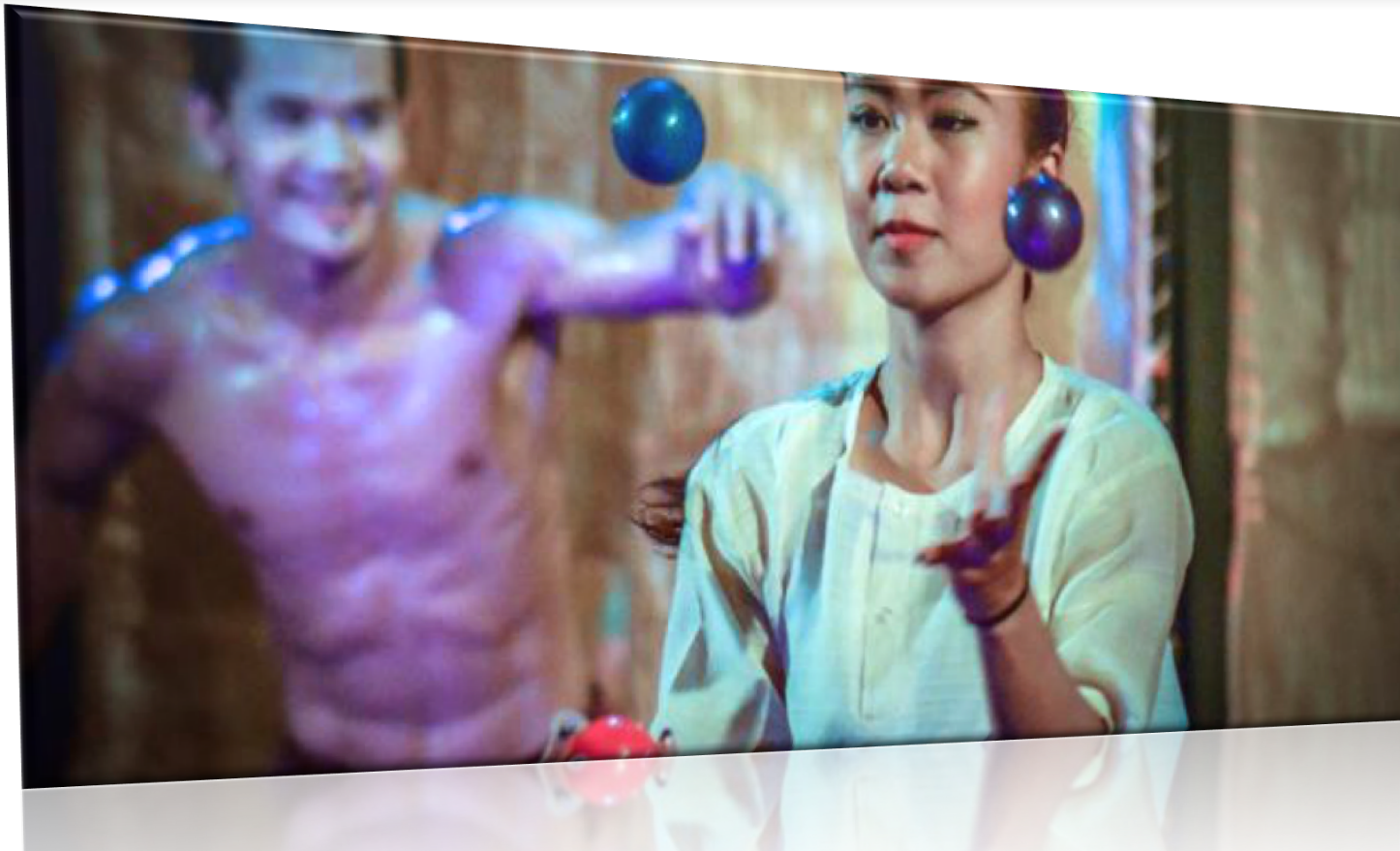
Transforms the lives of
children living in poverty and
difficult social situations

<http://pharecircus.org>



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Influence
Intelligence



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Group Exercise 2

In your groups (Red, Green and Blue)

- Build an evidence guide covering 2 competencies based on the competency framework provided
- Assume basic skills exist (juggling, dance, acrobatics)
- Include interim and final competency standards
- Consider the conditions and standards
- Present back at end of session





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Group Exercise 2 – Competency Units

Red Team

- Positional Awareness
- Communication

Green Team

- Communication
- Coordination and Timing

Blue Team

- Coordination and Timing
- Entertainment





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Feedback from each group & comparison of guides



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Central African
(WACAF) Office
Dakar

European and
North Atlantic
(EUR/NAT) Office
Paris

Middle East
(MID) Office
Cairo

Eastern and
Southern African
(ESAF) Office
Nairobi

Asia and Pacific
(APAC) Sub-office
Beijing

Asia and Pacific
(APAC) Office
Bangkok



THANK YOU