

Competency-based approaches to training and job description

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OIE Competency Guidelines for Veterinary Paraprofessionals





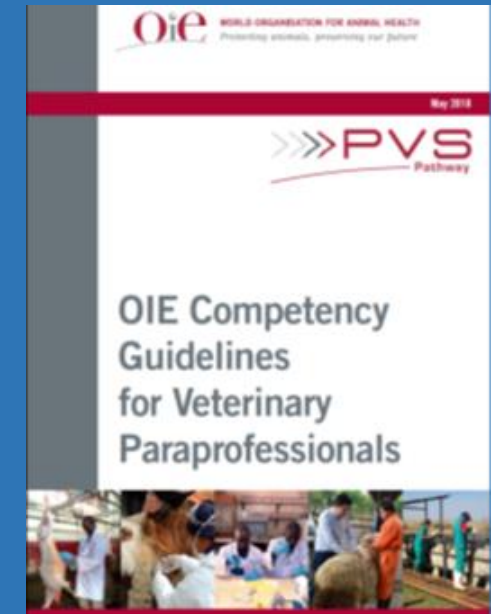
Competency-based approached to training and job creation



Definition of Competency

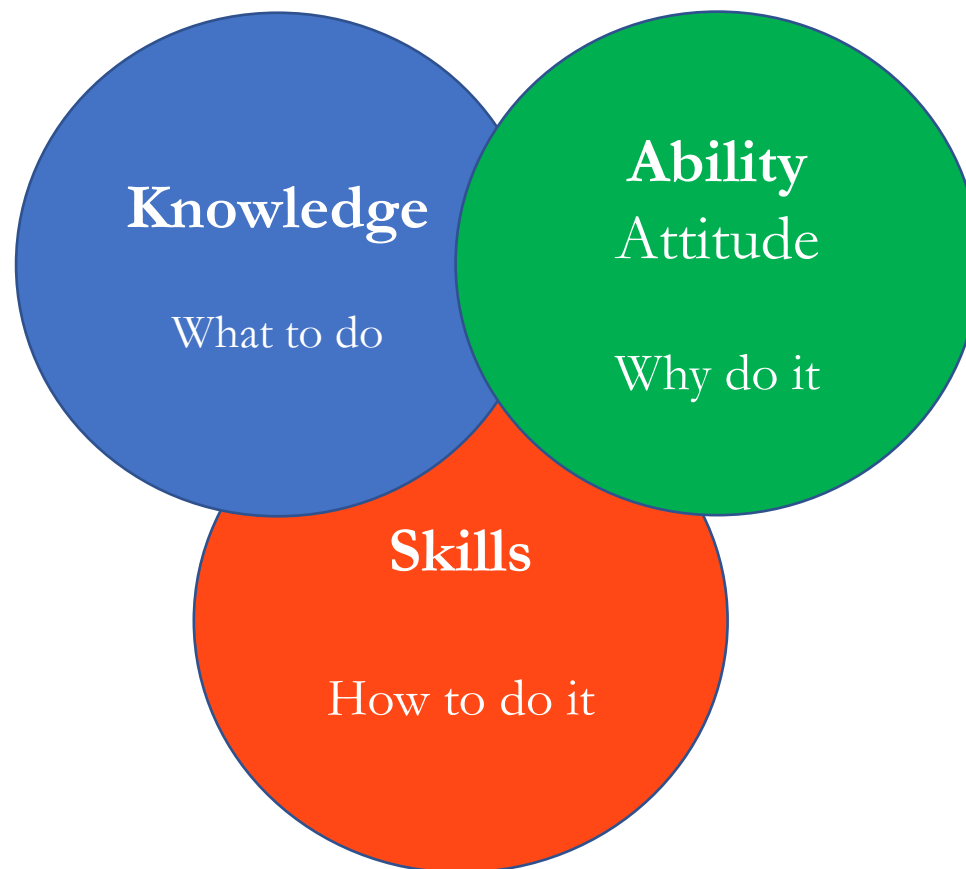
Competency means

- knowledge (cognitive abilities),
+
- skills (ability to perform specific tasks),
+
- attitudes (affective abilities, feelings and emotions),
+
- and aptitude (natural ability, talent, or capacity for learning).





Definition of Competency





Competency-based Education (CBE)

Competency-based Education (CBE) means that students who master the content quickly will be able to move on to other topics, while the students who need more time on something are able to progress at their own pace.



Support and assistance provided as needed and assess progress in meaningful ways.

This approach helps to develop a broad set of skills among students.



Competency-based Education

According to International accepted norms, the primary design element of CBE is that students are allowed to advance to the next level when they can demonstrate mastery of a concept.



This means that students can advance beyond their age or grade based on their competencies.



Objectives of CBE

- To prepare individuals for the challenges of the future
- To empower students with knowledge and skills in various fields of study in a flexible educational program tailored to each student.
- Will allow students a choice in what or how they learn.



Important Principles of CBE

An important principle in the design of CBE is explicit and measurable learning objectives which students must master

Specifically, students need to know what the objectives are in order to empower them to take ownership of their education.



Benefits of CBE

Programs are based on the development of competencies applicable to a particular career.

Programs focuses on what students learn and not on the time spent in the classroom completing credits.

Flexible → Self-paced → Engaging → Affordable

Skills-based (key benefit) – centred around real world skills and competency development.



Assessing of Competencies

A successful CBE system will enable students to apply and execute knowledge, skills, and abilities desired by the related industry.

When assessing competencies, you need to address two important questions:

- Have the students acquired the specified competencies by the end of the program?
 - If yes, was this acquisition of the competencies a result of the program?



Strengths of a CBE program

- Meets the immediate needs of businesses and professions; students are more likely to be employed once qualified
- Speeds up time to completion of a qualification by enabling prior learning to be recognized
- Individual support and help from their mentors tuition fees are affordable
- Existing study materials and increasingly open educational resources are more readily available



Benefits of a CBE program

In a CBE program, both the employer and the employee benefit.

This is a result of establishing a transparent blueprint for recruitment, job expectations, performance evaluation, and advancement paths.

Personal judgment and subjectivity are minimized, creating a more positive work environment and a stronger relationship between employee and employer.



Benefits of a CBE program - Employers

- Ensures that training and professional development activities are cost-effective, goal-oriented and productive
- Enables employees to achieve a high level of competence in an efficient manner
- Records the employee's acquisition of the skills, knowledge, safety and other procedures relating to each task
- Reduces cost overruns caused by poor performance or miscommunication of job expectations



Benefits of a CBE program - Employers

- Improves communication between employee and management
- Establishes a framework for constructive feedback by management at scheduled training and performance appraisal intervals
- Clarifies job standards for performance appraisals
- Outlines employee development and promotional paths within the organization



Weaknesses of a CBE program

- Focuses on immediate employer needs and is less focused on preparing learners with the flexibility needed for a more uncertain future
- Does not suit subject areas where it is difficult to prescribe specific competencies or where new skills and new knowledge need to be rapidly accommodated
- Takes an objectivist approach to learning
- Ignores the importance of social learning
- Will not fit the preferred learning styles of many students.



Conclusion

A relatively modern approach to learning design, competency-based learning is gaining rapid popularity among educational institutions since it shows a definite improvement in job-oriented skills for students.

By identifying the skills, knowledge, and abilities necessary for achieving success in any industry or occupation the students choose to pursue, the approach can be used to develop and evaluate a competency-based curriculum.



Conclusion

It ensures that students are better prepared to face work-related challenges later in life.

Apart from helping students develop and demonstrate mastery over a topic, a competency-based curriculum also builds a culture of equity and inclusivity and adequately prepares students for their future.

Thank you

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