

## Different Thinking ... and Integrated Training Solutions



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# slogan

- Is it fair to make a "judgement" of a persons ability to do something without "assessing" their ability, performance or attempt...



# 1- What is CBT ?

- Competency-based training (CBT) is an approach to vocational education and training that places emphasis on what a person can do in the workplace as a result of completing a program of training.

Competency-based training programs are often comprised of modules broken into segments called learning outcomes, which are based on standards set by industry, and assessment is designed to ensure each student has achieved all the outcomes (skills and knowledge) required by each module.

Ideally, progress within a competency-based training program is not based on time. As soon as students have achieved or demonstrated the outcomes required in a module, they can move to the next module. In this way, students may be able to complete a program of study much faster.

However, at least initially, some competency-based training programs will only be available within fixed timeframes.

Some competency-based training modules have two assessment components:

- 1. On-the-job
- 2. Off-the-job



## 2- When can CBT be used?

CBT analysis is particularly suited for two purposes:

❑ Review of existing curricula: A group of expert employees within the profile in question can be convened to identify the competencies that should be delivered in an existing curriculum, just as it can be convened to identify the competencies for a new curriculum. In this case, once the competencies have been carefully identified by expert employees, the existing curriculum are examined to see if it addresses all required tasks. Modifications of the education or training curriculum are then made, where necessary to ensure current relevance of the curriculum.

❑ Development of new curricula: Precondition is that labour market analysis has been carried out to reveal the need for a new curriculum. DACUM can then quickly identify the competencies needed to perform the job for which new training opportunities have to be established.



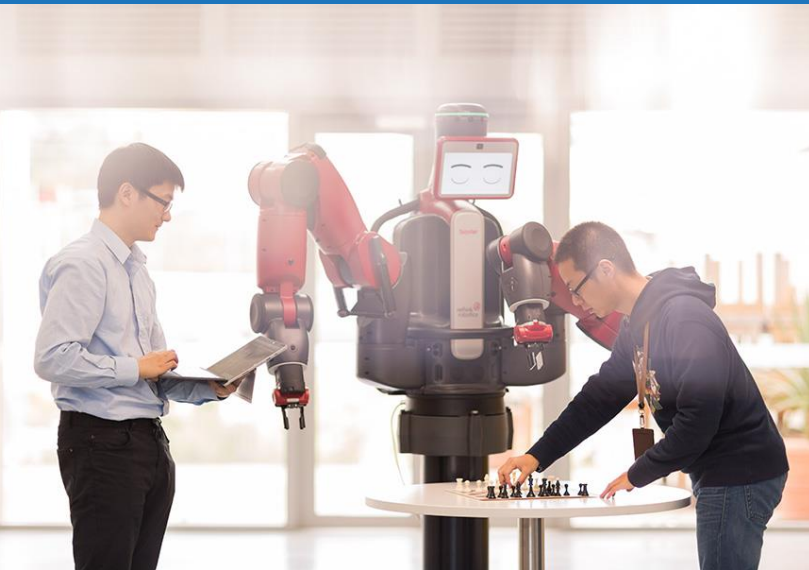
### 3- Why does your organization need CBT ?

Competency-based training is used to develop valuable characteristics and skillsets in individuals, leading to greater employability and life-long learning.

As the demands of our working environment are constantly changing, the way we teach and assess must change to keep up, too. Competency-based training is designed to capture these changes by:

- Developing a demand-driven curriculum to produce a workforce with the relevant skills and competencies demanded by the industry.
- Building an education and training system delivering competencies in accordance with nationally recognised standards.
- Creating an education and training system with multiple entry/exit points and with flexible delivery options to create a culture of lifelong learning.
- Building a system capable of recognising skills and competencies wherever and however they are obtained.
- Developing mutually recognised graduate capabilities through increased consultation and collaboration with industry.

As well as providing a pathway to master certain skills, competencies also help:



# 4- Our approach



# What are the benefits of CUDBAS ?

- ☒ It is quick, effective and economic/low-cost (all that is needed is a panel of 6-12 employees, a good facilitator);
- ☒ It is performance-based (CUDBAS looks at what is being done in an occupation, not how, why or when);
- ☒ It encourages group interaction (a good facilitation gives the expert workers involved the opportunity to have an open-minded exchange of experiences and ideas leading above all to synergy effects when it comes to the development of the product);
- ☒ It requires active involvement of the industry/"client" (strong "buy-in" of employers and employees since the "voice of industry" is prioritised) ;
- ☒ It provides for broad coverage of occupation (due to the panel's exchange of ideas and cooperation it is possible to achieve results representative for different companies even though every participant brings the experience from one company);
- ☒ It allows participants to discuss and reach a balanced consensus (a process that creates a strong sense of ownership);





## 4- Our services in TNA



Training



Preparation CBT studies



Preparation CBT Manual



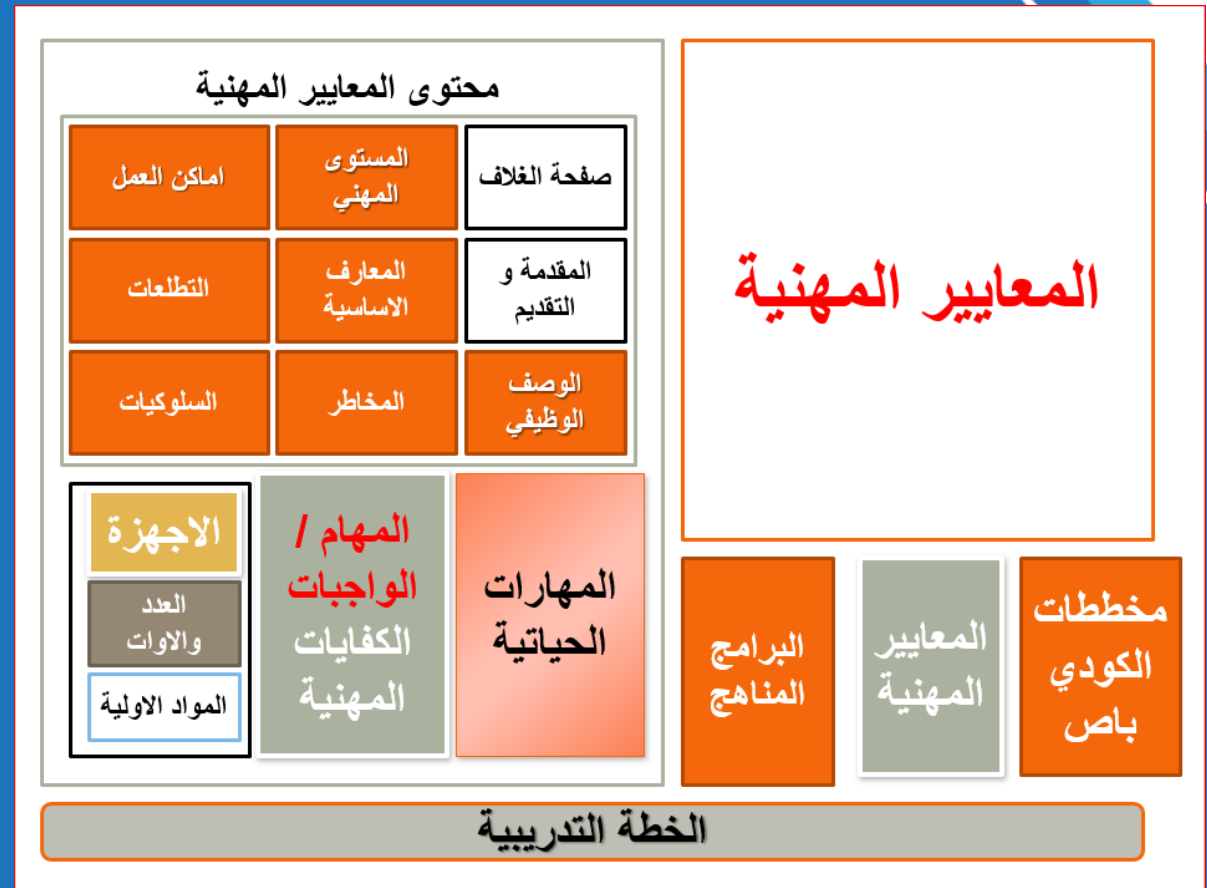
## 4- Our services in CBT

A- Training



## 4- Our services in TNA

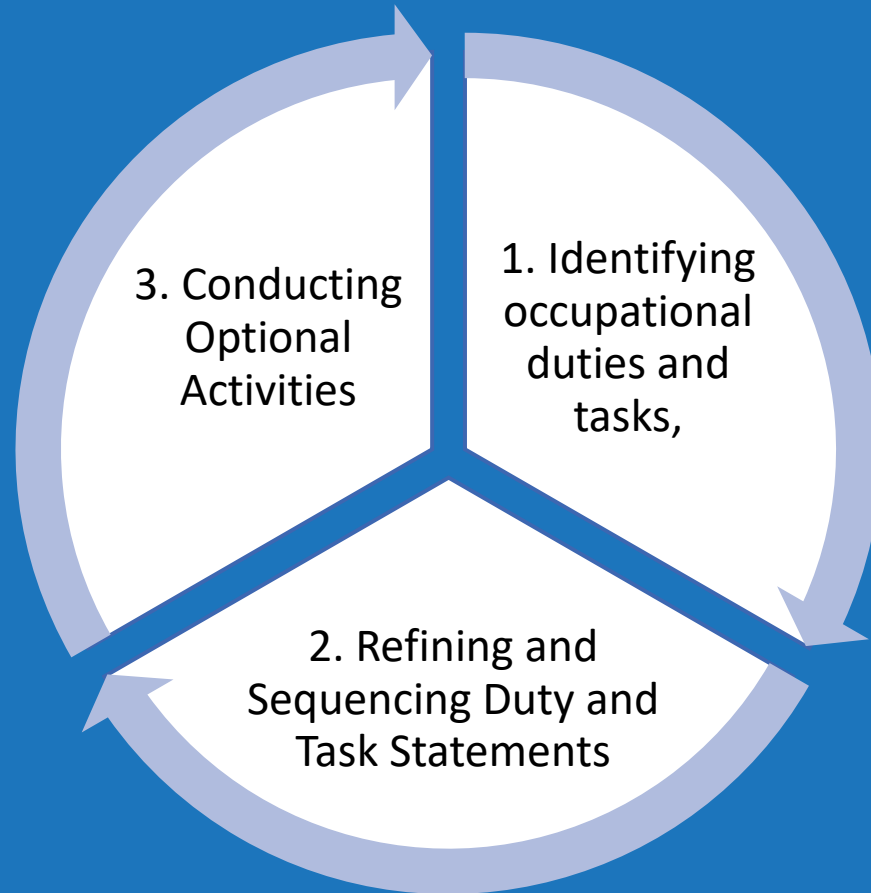
B- Preparation CBT studies



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## 4- Our services in TNA

B- Preparation CBT studies



4- Our services in TNA

## C- Preparation CBT Manual



## 5- Our outputs from projects

1- Employability Competencies

2- Occupational / Technical  
Competencies

3- Performance Criteria:

4- Equipment, Tools and Materials.



# 6- Our clients





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