



*The Association of Science
and Engineering Technology
Professionals of Alberta*

The Future of Labour Market Integration: Competency-Based Assessment

AAISA's 8th Biennial Settlement Conference
October 23, 2015

Presentation Outline

- ASET Overview
- Competency-Based Assessment
- Prior Assessment Model + Challenges
- Current Assessment Model + Challenges
- Future Assessment Model
- New Assessment Tools
- Lessons Learned
- Benefits

ASET Overview

- Professional regulatory body
- Certification of qualified professionals
 - C.Tech., C.E.T., P.Tech.(Eng.)/(Geo.)
- Code of ethics for the profession
- Mandatory professional development
- Complaints and discipline process

Competency-Based Assessment

Competency is a combination of knowledge and skills underlying safe and competent performance in a discipline of practice.

Theoretical



Practical

Competency-Based Assessment

- Why is competency-based assessment important?
 - Academic training is not the best or only predictor of professional competency
 - Assessment based on competencies opens doors for internationally trained professionals

Prior Assessment Model

Accredited Graduates

- Academic program pre-approved
- Work experience validated by:
 - Resume
 - Job description
 - References
- Professional Practice Exam

Non-Accredited Graduates

- Assigned academic upgrading
- Work experience validated by:
 - Resume
 - Job description
 - References
- Professional Practice Exam

Non-Graduates

- Not eligible

Challenges

- International applicants had no options but to re-train
- Large number of courses to complete
- Courses often only available via full-time study programs
- No pathway for international applicants who cannot produce transcripts

Current Assessment Model

Accredited Graduates

- Academic program pre-approved
- Work experience validated by:
 - Resume
 - Job description
 - References
- Professional Practice Exam
- Competency validated via self-assessment

Non-Accredited Graduates

- Level of education confirmed via transcripts / IQAS
- Work experience validated by:
 - Resume
 - Job description
 - References
- Professional Practice Exam
- Competency validated via self-assessment
- Theoretical and practical knowledge demonstrated via career dossier

Non-Graduates

- Not eligible

Challenges

- New baseline required
- Limited competency information
- Inconsistency and lack of structure
- No pathway for applicants who cannot produce transcripts

Future Assessment Model

Accredited Graduates

- Academic program pre-approved
- Work experience validated by:
 - Resume
 - Job description
 - References
- Professional Practice Exam
- Competency validated via **competency report**

Non-Accredited Graduates

- Level of education confirmed via transcripts / IQAS
- Work experience validated by:
 - Resume
 - Job description
 - References
- Professional Practice Exam
- Competency validated via **competency report**
- Theoretical and practical knowledge demonstrated via **certification exam**

Non-Graduates

- **Academic equivalency confirmed via PLAR portfolio**
- **Work experience validated by:**
 - **Resume**
 - **Job description**
 - **References**
- **Professional Practice Exam**
- **Competency validated via competency report**
- **Theoretical and practical knowledge demonstrated via certification exam**

New Assessment Tools

- Competency Report
 - Comprehensive development process
 - Literature review
 - Draft competency profiles
 - SME review and validation
 - Workplace examples of application of key competencies
 - Standardized, consistent, defensible assessment

New Assessment Tools

- Certification Exam
 - Comprehensive development process
 - Exam blueprinting
 - Item writing and standard setting
 - Pilot testing and analysis
 - Professional editing and sensitivity review
 - Objective confirmation of competency for applicants with non-accredited academics

New Assessment Tools

- PLAR Portfolio
 - E-portfolio format
 - Course-based assessment
 - Learning statements
 - Origin of learning
 - Supporting documentation
 - Pathway to technician certification without academic upgrading

Lessons Learned

- Sufficient human resources: challenge to recruit SMEs
- Significant cost outlay: \$1 million project
- Long-term commitment: ongoing maintenance required

Benefits

- International applicants:
 - Achieve certification based on current qualifications: no re-training required
 - Have a pathway to certification via demonstration of competency even if transcripts cannot be produced
 - Are evaluated in the same manner as all other non-accredited applicants for certification: based on competency
 - Are certified and ready to work in their field of practice in Alberta

Questions

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ASET