

Competency Based Assessment

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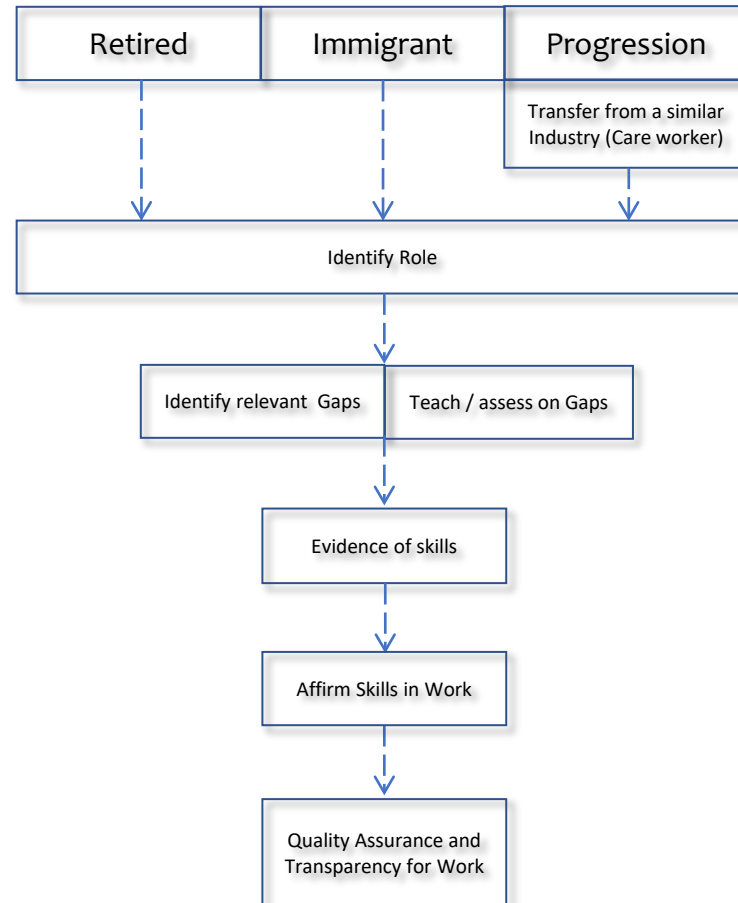
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Using Competency Based Assessment to fill Urgent Skill Shortages

- Competency Assessment provides clear evidence of capability not just understanding.
- No need to over train knowledge or provide hours, to compensate for not having a means to assess the applied practical skills.
- Pick relevant and in-demand skill sets so they become subject matter experts, not generalists.

Example:

How Canada is urgently adapting its Skills Assessment due to a shortage in Nursing



Modular

Train on the specific skills and safety for a role.

The model is now proven Globally

Care workers are 70% quicker to employment than the traditional model, hence limited press on a shortage of care workers in the UK as one example.



Competency Based Assessment is Already Expanding in the US



Oct 2020:

We now have a multi-state company (32 States) using Competency based assessment technology to document proficiency.

The smooth transition has been welcomed by Employers and Providers alike with zero issues (only positives expressed).

It is already proving a faster, more accurate and capable means of assessment than previous models which date back over 200 years (exams)

Has overturned state exams in the face of defensible evidence.

Summary:

COVID-19 facilitating an urgent need To modernize skills assessment



Canada's COVID-19 Economic Response Plan

COVID-19 recovery Agenda.

Investing in identified Skills and filling them quickly and not to over-train or expect unrealistic qualifications, will solve many issues such as the shortage of care workers.

Transparent competency-based assessment mitigates risk to public safety as it is ability based and not just theory.



Major expansion of post-18 education and training to level up and prepare workers for post-COVID economy



HM Government

- Lifetime Skills Guarantee to give adults the chance to take free college courses valued by employers
- New entitlement to flexible loans to allow courses to be taken in segments, boosting opportunities to retrain and enhancing the nation's technical skills
- PM acts to boost productivity and help the country build back better from coronavirus



TTAF (Targeted Training Fund) Recovery From Post COVID-19

Free Targeted training in urgent Trades



McKinsey & Company

Adapting employees' skills and roles to the post-pandemic ways is Critical to building model resilience.

375 Million workers (14% of global workforce) will have to switch occupations or acquire new skills in the next 9 years to combat the effects of COVID-19 and rapid introduction of AI as a result of the Pandemic.

Conclusion:

The EU are short of 2 million healthcare workers.

The US needs 3 million RN's, It Currently has 1.1 million Vacancies.

- Don't think the answer will come from Immigration or Your Current Training Program.
- You have to retrain your own population in rapid targeted roles.
- Traditional Barriers include a 4 years Bachelors degree and be taught remotely.
 - University registration are down by up to 40%

**Targeted Competency based
Skill Programs are the answer.**

THE POST-COVID RECOVERY

An agenda for resilience,
development and equality in skills

Thank You