

# Competency Assessment Training

*Learn to assess skills, knowledge, and attitudes (competencies) and evaluate whether they meet your profession's occupational or certification standards*

OVER THE NEXT 10 YEARS, recruiting new employees who bring the same qualifications, training and credentials that exist in our current workforce will be a challenge for many Nova Scotia employers. Faced with this skills shortage, many organizations are adopting a competency-based assessment approach which brings a greater focus on identifying what individuals know, and can do, to determine if they have the competencies required to be successful in an occupation or obtain certification related to the profession.

The Nova Scotia Department of Labour and Advanced Education, in partnership with NSCC, is offering another pilot in competency-based assessment.

This training is ideally suited for industry experts who want to become competency assessors—people who will know how to formally recognize the skills, knowledge, and attitudes (competencies) of individuals entering their field or profession.

## Your opportunity to make a difference

This training will add to your credentials and enable you to assist your industry and employer in creating a more flexible and mobile workforce.

- Recognize new potential employees, even those without formal qualifications.
- Encourage employees to grow into other roles and areas of expertise within your company, without the added expense of formal training.
- Identify workers who could be promoted, re-classified, or certified for a more efficient workforce.
- Determine gaps in employees' skills, knowledge, and attitudes, making it easy to know if additional training is required to meet the requirements of a particular job role.
- Save valuable time and resources when formal training does not have to be repeated.

## Registration

To participate in this training, you must apply and meet the program's admission requirements. Admission requirements include:

- Provide a copy of your current resumé indicating up-to-date certification related to your profession, and 2 reference letters to attest to your skills, knowledge, and attitudes as a subject matter expert within your profession.
- Have a minimum of 5 years full time practical experience in the field.
- Work in an industry/job that has (or is developing) Occupational Performance Standards for its workers.
- Demonstrate the ability to use a variety of technologies for communication, file management, document processing and sharing.
- Participate in a competency conversation with the program faculty who will make recommendations for acceptance into the program.

## Schedule & Location

The classroom training will be scheduled at a Nova Scotia Community College Campus located in Metro Halifax.

The training dates are:

November 13 & 14      9 am – 4:30 pm

December 10 & 11      9 am – 4:30 pm

January 7 & 8      9 am – 4:30 pm

(A practicum experience is part of the training after these dates)

### If you are interested in the Competency Assessment Program please contact:

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