

Benefits and Pitfalls of CBTA

A Logistics CoP Online Session

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| Supplementary Papers

This session draws upon concepts raised in the following Aus4Skills Concept Papers

O1 Benefits and Pitfalls of CBTA

by Dr Greg McMillan

O2 A Competent Worker

by Dr Greg McMillan

Session Overview



01

Introductions and Welcome (5-10 min)



02

Short Presentation

(Dr Greg McMillan) (15-20 mins)

- What is a competent worker
- CBTA formal qualification perspective
- Major Benefits of CBTA
- Major Pitfalls CBTA
- Supplementary comments (Dr Devinder Grewal)



03

Respond to any pre-submitted questions (Greg and Devinder)



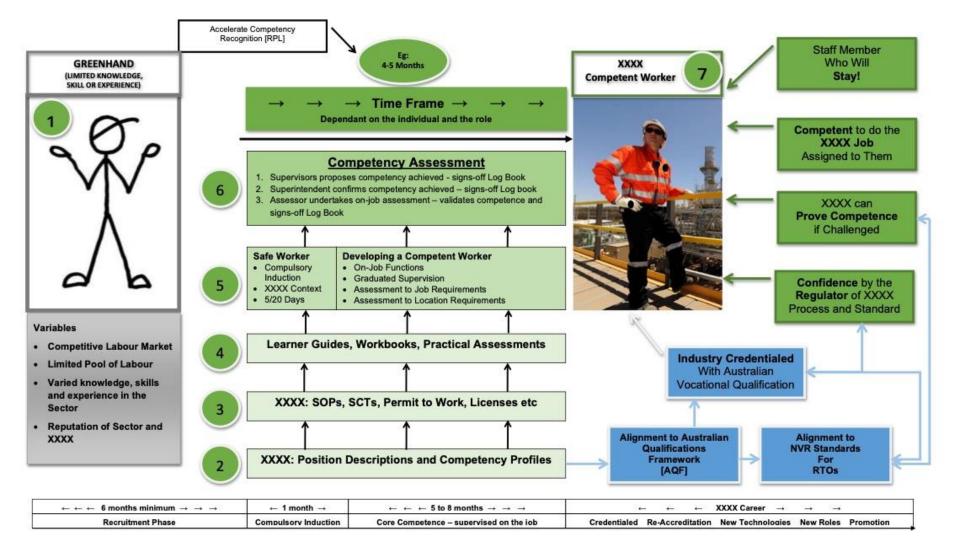
04

Open Question and Answer and Discussions



05

Close and summary (*Greg*)



| CBTA and Formal Qualifications

What makes up a 'Unit of Competence'?

Key elements (or similar) will be

This can vary over time and be influenced by Industry input into Units of competence

- Required knowledge and skills
- Evidence to determine 'competence'
- Range statement applies to similar units in different contexts

Two Key Challenges of CBTA for College Educators

There are many opportunities and some challenges with CBTA. Two major ones for Colleges and often organisations are:



How do you assess if someone is a good team member?



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Is a Person a 'Good' Team Member?

What defines 'teamwork'?

- It can be a 'employability skill'
- It can be a specific Unit of Competence
- It can sit within a range of other Units of Competence
- It can sit outside of any Unit or Qualification and be part of what an organisation requires (eg: job description, code of conduct)

Is a Person a 'Good' Team Member?

CBTA provides both a framework and a process for measuring whether someone is a "good"

- Team Member
- Team Leader
 - Operational Level
 - Supervisor level
 - Middle Level Manager

Does a Person have a Good Attitude?

- A more complex or difficult concept to manage
- A person can demonstrate 'competence' to do a role or task; however, they can approach this with a poor attitude
- How to measure 'attitude' otherwise it is merely subjective
- Some Units of Competence can assist, for example competencies relating to:
 - Risk or Risk Management
 - Interacting with people or teams

Does a Person have a Good Attitude?

The challenge for VET educators is to find a balance between focusing on 'competence' demonstrated by evidence and any perceptions of a person's attitude toward achieving competence

In Australia some colleges have adopted 'graded competence'

- Competence is determined in relation to knowledge and skills
- A student's approach to learning provides a grade above competence. For example:
 - Have they submitted assessments on time
 - Have they needed to re-submit
 - How was the person in class a team person, willing to help other or disruptive and a negative influence

Summary



The Concept Papers referred to provide more detail on some of the key issues on CBTA and Competency



We now have an opportunity to have an open discussion on any areas of CBTA that you are interested in or that is an issue for your College

