

# CBT – an evidence based approach

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***“ For an idea ever to be fashionable is ominous, since it must afterwards be always old-fashioned” (Santanya 1913)***

# Competency based training

- is an approach to vocational education and training that places emphasis on what a person **does** in the workplace
- is not based on time, but is self paced.
- the construct of 'competence' is located in the culture and politics of particular societies.

## Today's workshop

- What is CBT?
- Australia's adoption of CBT – the rationale
- Supporters and critics of CBT
- The conundrum of CBT
- New definitions of competence

## Australia's adoption of CBT- the rationale

At the core of CBT is **an assessment regime that is evidence based**

*Assessment* is defined as:

*The process of collecting evidence and making judgements on whether competency has been achieved, to confirm that an individual can perform to the standard expected in the workplace, as expressed by the relevant endorsed industry/enterprise competency standards of a training package. (General Direction National Regulator)*



# TAFEDirectors

AUSTRALIA

AQF LEVEL	QUALIFICATION	SECTOR
1	Certificate I	VET
2	Certificate II	
3	Certificate III	
4	Certificate IV	
5	Diploma	VET and HE
6	Advanced Diploma	VET
6	Associate Degree	HE
7	Bachelor Degree	
8	Bachelor Honours Degree	
8	Graduate Certificate, Graduate Diploma	VET and HE
9	Masters Degree	HE

- Australian governments introduced a **national system of training packages** as the national products for vocational training
- qualifications comprised of packages of units of competence were aligned with a **national framework of qualifications** (the Australian Qualifications Framework).

# What are training packages?

- statements of industry standards
- specify the competencies required for **effective performance in the workplace**
- do not tell educators how to teach or assess



Each unit of competency describes:

- a specific work activity
- conditions under which it is conducted and
- the **evidence** to determine whether the activity is being performed in a competent manner and at an appropriate level

Units of competency are nationally recognised and underpin accredited training

## Supporters of CBT

CBT produces work ready graduates

- learners study at their own pace
- is focussed on outcomes (rather than inputs)
- is efficient, cost effective and evidence based
- enables the formal recognition of work related skills with an educational qualification.

## Critics offer a range of criticisms

- assumes that people learn bite sized pieces of information
- is atomistic based on an occupational analysis in which jobs consist of an ensemble of workplace roles
- is located in the present
- does not foster the types of learning required in higher level qualifications
- precludes broader educational areas being included in qualifications.

## The conundrum of CBT- more is not better

- Industry Skills Councils amend, refine, specify new tasks & redevelop their training packages.
- the requirements of some qualifications are undeliverable and unassessable.
- that assessment requirements are often workplace based and not appropriate for all learners

## New definitions of competence

- *“Competency is a broader concept than the ability to perform individual workplace tasks and comprises the application of all the specified technical and generic knowledge and skills relevant for an occupation.*
- *Particularly at higher level qualification levels competency may require a combination of higher order knowledge and skills and involve complex cognitive and meta cognitive processes.....”*

**Thank you...**  
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