

Competency-Based Approaches to Learning

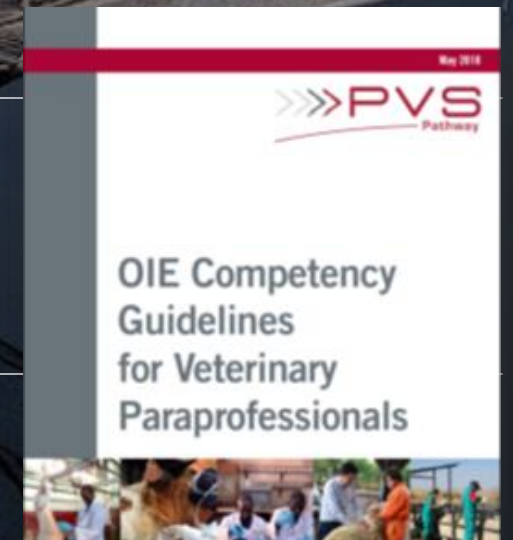
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Competency-based approaches to training and job creation

Competency =
knowledge + skills + attitudes + aptitude





Competency-based education (CBE)

CBE: This approach helps to develop a broad set of skills amongst students.

Primary focus is that students can advance to the next level when they can demonstrate mastery of a concept.





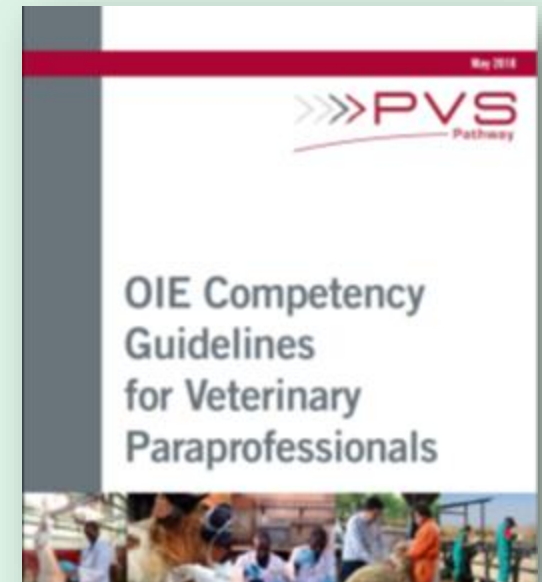
Competency-based education (CBE)

Why take a CBE approach?

- To prepare individuals for real-world challenges of the future
- Empowerment of students with competencies in various fields
- Fit-for-purpose educational programming
- Takes into account different learning styles

End Goal

Measurable learning outcomes which students must master to competently perform their jobs.....

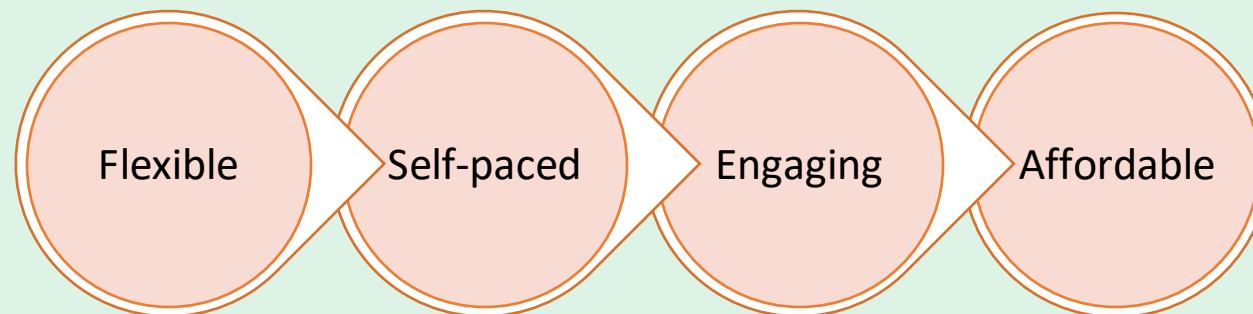




Competency-based education (CBE)

CBE Approach Benefits

- Key benefit = skills-based
- Programs are based on the development of competencies applicable to a specific career.
- Focus is on what students learn, not on the amount of time spent in the classroom completing credits.





Using A CBE Approach to Assess Competencies

- Have the student acquired the specified competencies by the end of the program?
- If yes, was this acquisition of the competencies a result of the program?



Strengths to using a CBE Programme

- Meets sector-specific needs of profession in a country
- Students have increased likelihood of employment
- Can speed up time to completion if prior learning is recognized by the institution
- Mentorship
- Both employer and employee benefit



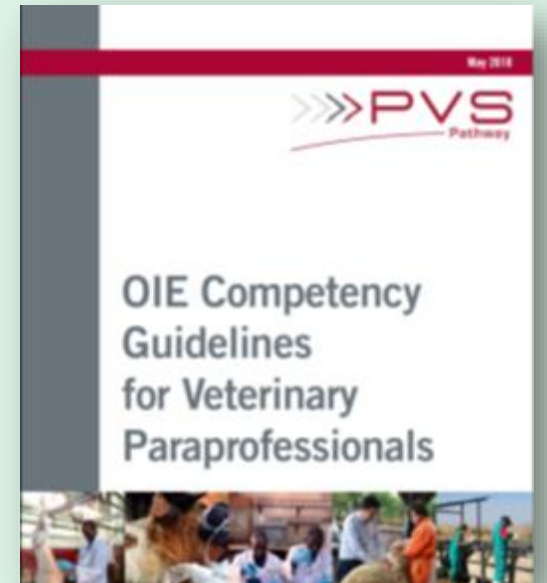
CBE Approach Conclusions

- Has the capacity to help student be better prepared to face work-related challenges after graduation
- Newer approach to learning design compared to traditional educational learning, competency-based approaches are gaining popularity within educational institutions, since it shows definite improvement in job-oriented skills for students



WOAH Competency Guidelines

- Corresponds to 3 tracks of VPPs
- Identifies 16 key spheres of activities (SOA)
- Between 2 and 5 relevant competencies for each sphere
- Overlaps may occur between different tracks
- Some may be foundational for a track, but not necessary for another





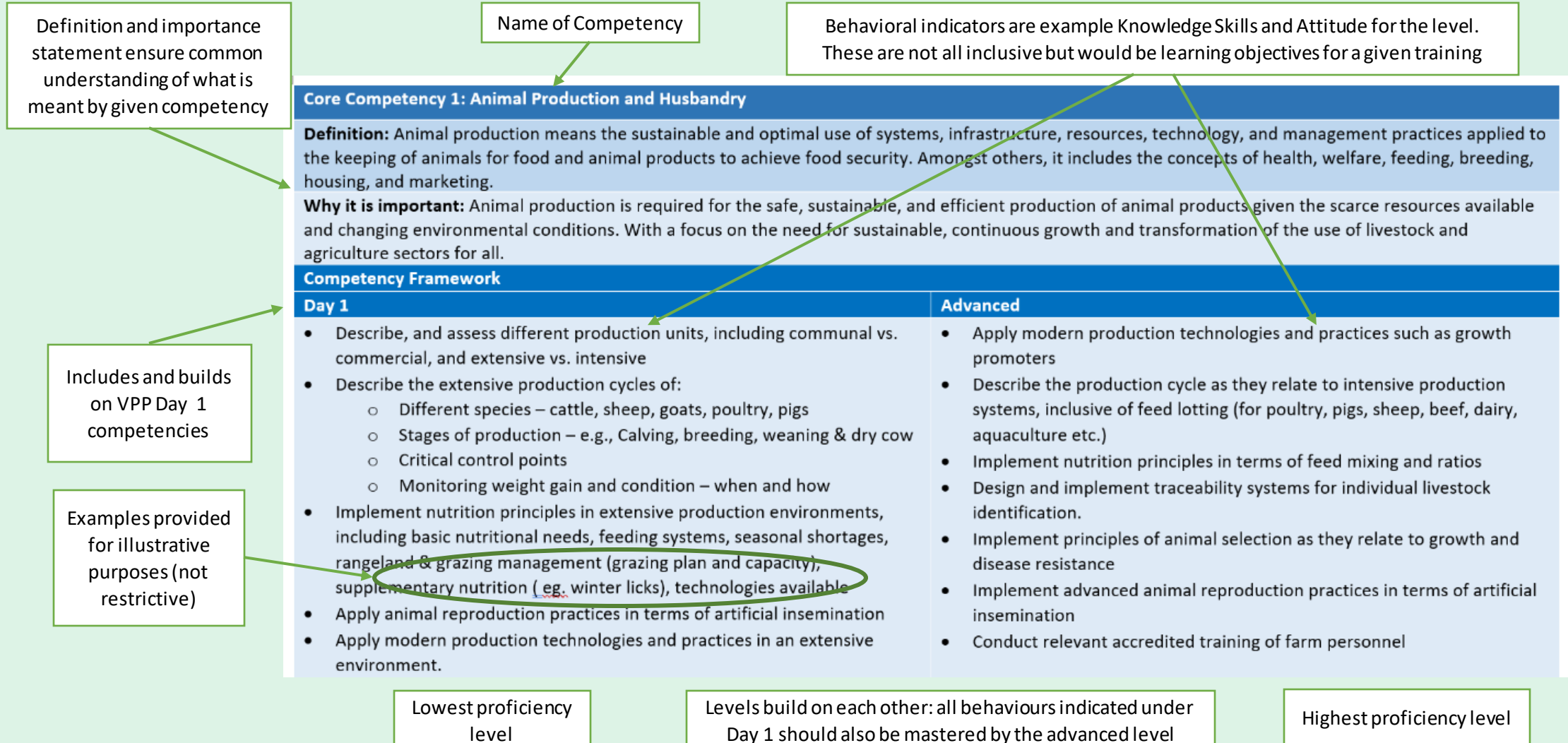
WOAH Competency Guidelines for VPPS

Table 1: Spheres of Activity by VPP track

Sphere of Activity	Tracks of Veterinary Paraprofessionals		
	Lab	Animal Health	Public Health
1. Animal and Veterinary Science		●	●
2. Laboratory Science	●		
3. Biosafety, Biosecurity and Occupational Health & Safety	●	●	●
4. Communication	●	●	●
5. Veterinary Legislation, Policies, Ethics and Professionalism	●	●	●
6. Use and Management of Equipment and Facilities	●	●	●
7. Animal Handling and Animal Welfare	●	●	●
8. Animal Production and Agricultural Economics		●	●
9. Specimen Collection and Sampling	●	●	●
10. Laboratory and Field Testing	●	●	●
11. Laboratory Quality Management	●		
12. Workflow Management	●	●	●
13. Record Keeping, Data Collection and Management	●	●	●
14. Disease Prevention and Control Programmes	●	●	●
15. Veterinary Products		●	●
16. Food Hygiene	●	●	●



WOAH Competency Guidelines for VPPS - Example



Thank you

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