

# What's Ahead

## **The arc of attaining competency**

**How is the Coast Guard is changing the qualification process?**

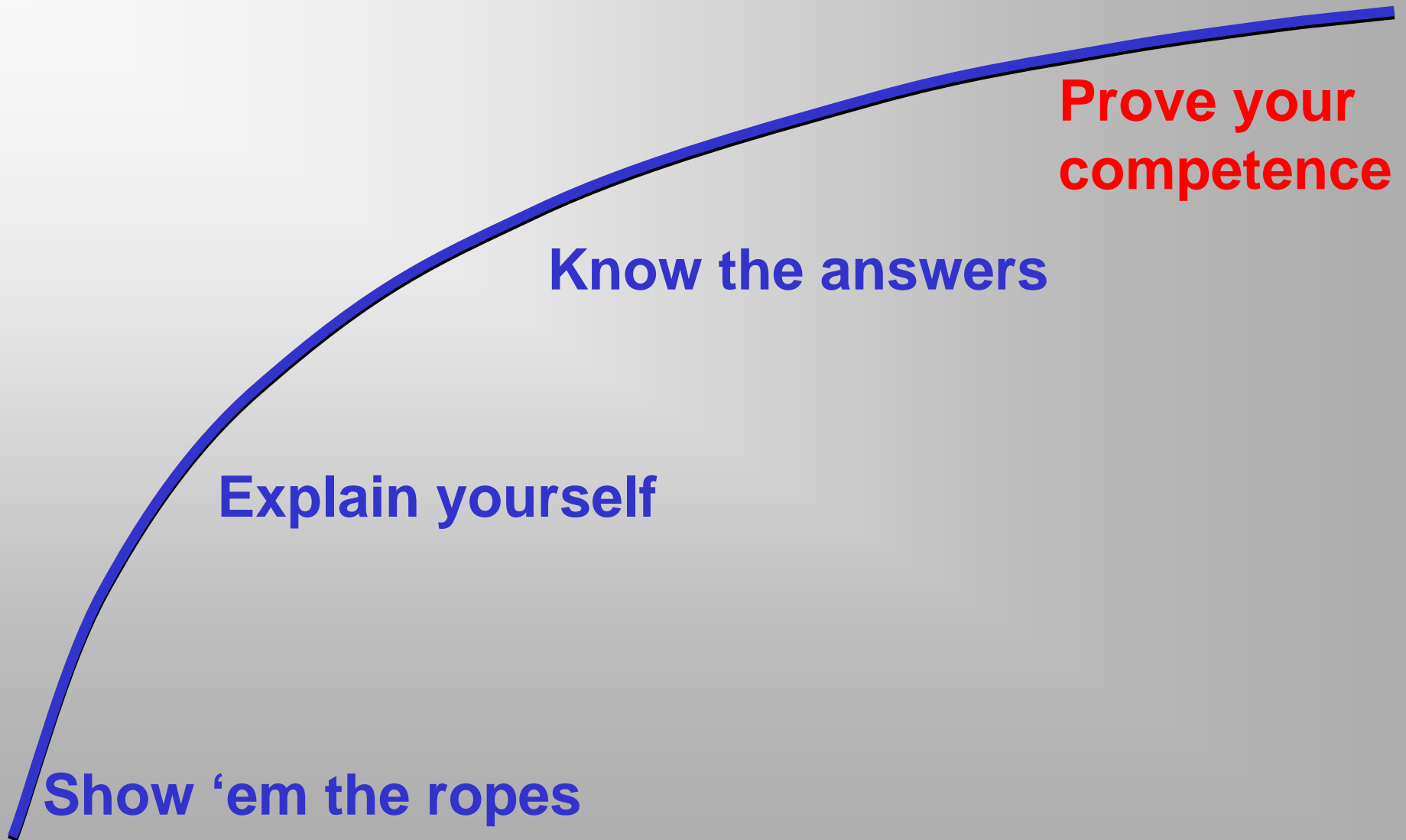
## **The arcana of assessing competency**

**How do you build an assessment system?**

## **The art of assessing competency**

**How can you tell if someone is doing a good job?**

# Assessment History



# Assessment History

**Competence  
in assessment**

Not only no, but...

I don't know it either, so I'll fake it.

I'll know it when I see it.

# Competence

**Most USCG credentials  
require:**

**Training courses**

**Hands-on assessments**

**Exams**

# Competence

**For 500 ton Mate:**

**Attend 13 courses**

**Perform 55 assessments**

**Pass a 6-part exam**

# Assessment Building

## Able Seafarer - Deck Functions (support level)

Navigation

Cargo handling and stowage

Control the operation of the ship  
and care for persons on board

# Assessment Building

**Able Seafarer - Deck**

**Operation of the ship function**

**Competences**

**Contribute to safe operation  
of deck equipment**

**Apply occupational health  
and safety precautions**

# Assessment Building

## Able Seafarer - Deck

### Operation of the ship function

Competence: Contribute to safe operation of deck equipment

**Knowledge, understanding and proficiency**

**Knowledge and ability to rig and unrig bosun's chairs**

# Assessment Building

## Able Seafarer - Deck

### Operation of the ship function

**Competence: Contribute to operation of deck equipment**

**Knowledge, understanding and proficiency**

**Rig and unrig bosun's chairs**

**On board a ship or while attending a USCG approved course the candidate will demonstrate the procedures and ability to rig and unrig a bosun's chair**

# Assessment Building

## Able Seafarer - Deck

The candidate will demonstrate the procedures and ability to rig and unrig a bosun's chair.

So what's the passing score?

Inspect the gantline

Inspect the harness

Rig the chair

Raise so that feet clear the deck

Perform a small task and lower

# Exercise

**Counterperson – McSzurek's  
Breakfast service function**

**Competence**

**Greet the customer**

**Take the order**

**Fill the order**

**Take the payment**

**Make change**

# Exercise

**Counterperson – McGregory's  
Breakfast service function**

**Competence**

**Greet the customer**

**KUP**

**Deliver the proper greeting**

# Exercise

## Counterperson – McGregor's Breakfast service function

### Competence

Greet the customer

**KUP**

Deliver the proper greeting

**State, "Good morning, welcome to  
McGregory's. May I take your order?"**

# Exercise

## Counterperson – McGregor's Breakfast service function

Competence

Make change

KUP

Provide change to the customer

Give accurate change 100% of the time, in the customer's hand, with the receipt, in the least number of coins and bills, saying, "Thank you for stopping at McGregor's."

# Conducting Assessments

**Specificity is essential to making good assessments.**

**Observable**

**Measurable**

**Consistent**

# Conducting Assessments

**Specificity is essential to making good assessors.**

**I don't know how!**

**I don't have the time!**

**I don't have a lawyer!**

# Conducting Assessments

**You are not guaranteeing future perfection.**

**You are not even saying the person is competent.**

**You are only administering an exam.**

# Final Assessment

## IADC Presenter

**Competence: Describe the changes in the process of competency assessment.**

**Set the stage by describing how assessments have evolved.**

**Explain the method of developing assessments.**

**Describe the process of conducting assessments.**

# Final Assessment

## IADC Presenter

**Competence: Describe the changes in the process of competency assessment.**

**And what's the passing score?**

**No snoring. (audible at the podium)**

**Two "AHAs." ("OMGs" acceptable)**

**Accepting my thanks for sharing your time with me.**



**The end.**