What’s Ahead

The arc of attaining competency
How is the Coast Guard 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

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

I’ll know it when I see it.

Competence in assessment

Not only no, but…
Most USCG credentials require:

- Training courses
- Hands-on assessments
- Exams
For 500 ton Mate:
Attend 13 courses
Perform 55 assessments
Pass a 6-part exam
Able Seafarer - Deck

Functions (support level)

- Navigation
- Cargo handling and stowage
- Control the operation of the ship and care for persons on board
Able Seafarer - Deck

Operation of the ship function

Competences

Contribute to safe operation of deck equipment

Apply occupational health and safety precautions
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
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
Able Seafarer - Deck

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

So what is 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
Counterperson – McSzczurek’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
Counterperson – McGregory’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?”
Counterperson – McGregory’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 McGregory’s.”
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!
You are not guaranteeing future perfection.

You are not even saying the person is competent.

You are only administering an exam.
Set the stage by describing how assessments have evolved.

Explain the method of developing assessments.

Describe the process of conducting assessments.

IADC Presenter

Competence: Describe the changes in the process of competency 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.