What does competency-based assessment mean to the licensing authority inspectors?

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What is Competency?

- The position of remote pilot has a specific set of competencies required to fly an RPA effectively and safely.

- The beauty of having a set of competencies is that it focuses not on what a person can *do* but on what a person can *learn*.

- Competency also includes motivation and self-knowledge, a desire and willingness to demonstrate effective performance.

- Competency is defined as a set of individual performance behaviours which are observable, measurable and critical to the successful performance of the remote pilot and in turn the organisation.

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What is Competency-Based Assessment?

- The use of competencies to assess remote pilots can help to define and understand the knowledge and skills required to operate an RPA effectively and safely.

- Evaluating a remote pilot's performance based on pre-defined competencies and their behavioural indicators, is called competency based assessment.

- That assessment is the process of collecting evidence and making judgments on whether competency has been achieved. The purpose of assessment is to confirm that an individual can perform the standard expected of a remote pilot, as expressed in the approved competency standards.

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Traditional versus Competency Based Learning

Traditional or Work-based learning:

- Enables individuals to learn directly from the work they do.
- Participants learn directly through doing the job.
- Self-paced learning.
- Formal Training Sessions
- On-the-Job Visits

Competency Based Learning:

- Allow learners to move at own pace
- Assessed against standard criteria
- Is evidence-based over time
- Participatory for learner and assessor
- May include role plays and/or simulations
- Re-training and re-assessment.

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Traditional versus Competency Based Assessment

Traditional method of assessment:

- This is generally a one off observation to assess ability
- Doesn't demonstrate that action is repeatable
- Simple PASS/FAIL mark

Competency Based Assessment:

- Multi-dimensional
- Breaks the job into many components to allow for deeper analysis
- Provides a rating assessment – Excellent/V. Good/Good/Poor
- Provides overall assessment for each item – Competent vs Not Yet Competent

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What does CBT Assessment mean to the Inspector

- The Inspectors job is now more complex in terms of:
- Needs to understand what CBT is
- Needs to understand what CBT Assessment is
- Needs to understand the competency standards
- Now auditing the training organisation rather than assessing individual remote pilots
- Many training orgs producing many RPs and few Inspectors.

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THANK YOU

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