Competency-based education and training (CBET) may be defined as a training system founded on standards and recognized qualifications based on competence - the performance required of individuals to do their work successfully and satisfactorily.

CBET uses a systematic approach to developing, delivering and assessing training:

• **What to teach** - standards or competencies are identified, verified and made public in advance of instructions.

• **How to teach** - provides for individual development and evaluation of each of the competencies identified.

• **What to test** - assessment of competency takes the learner’s knowledge and attitudes into account by requiring actual performance of the competency as the primary source of evidence.

- **How to test/evaluate** - criteria to be used in assessing achievement and the condition under which skills learned will be assessed are explicitly stated and made public.

- **How to structure learners’ progress** - learners progress through the instructional programme at their own best rate, by demonstrating attainment of specified competencies.

**WHY DO WE NEED CBET?**

1. To create a highly skilled workforce in a period of increased competitiveness

2. To meet the needs of industry and the workforce which are demanding greater productivity and improved customer satisfaction

3. To create a workforce that can keep up with technological advances

4. To facilitate the Caribbean Single Market and Economy (CSME) and the free movement of workers.

**ADVANTAGES OF CBET**

1. Focuses on the success of each trainee participant

2. Trainees will achieve competencies required in the performance of their jobs

3. Trainees build confidence as they succeed in mastering specific competencies.

4. Training is more efficient and effective as the trainer is a FACILTATOR as opposed to a PROVIDER OF INFORMATION

**LIMITATIONS OF CBET**

1. Unless initial training and follow-up assistance is provided for trainers, there is a tendency to ‘teach as we were taught’

2. A CBET course is only as effective as the process used to identify the competencies

3. A course may be classified as competency-based, but unless specific CBET material and training approaches are used, it is unlikely that the resulting course will be truly competency based.
THE BENEFITS OF COMPETENCY STANDARDS FOR BUSINESS

- Management performance clearly defined
- Appraisal and reward systems appropriately linked
- System of promotion and mobility appropriately designed
- Review of targets done on performance standards
- Equity (in perception and actuality) in the work environment is attainable
- Tools for recognizing competence in the workplace and a way of ensuring firms have the right people with the skills set.

“Almost all learners can learn equally well if they receive the kind of instruction they need.”

IT IS ABOUT THE LEARNERS’ SUCCESS!!!