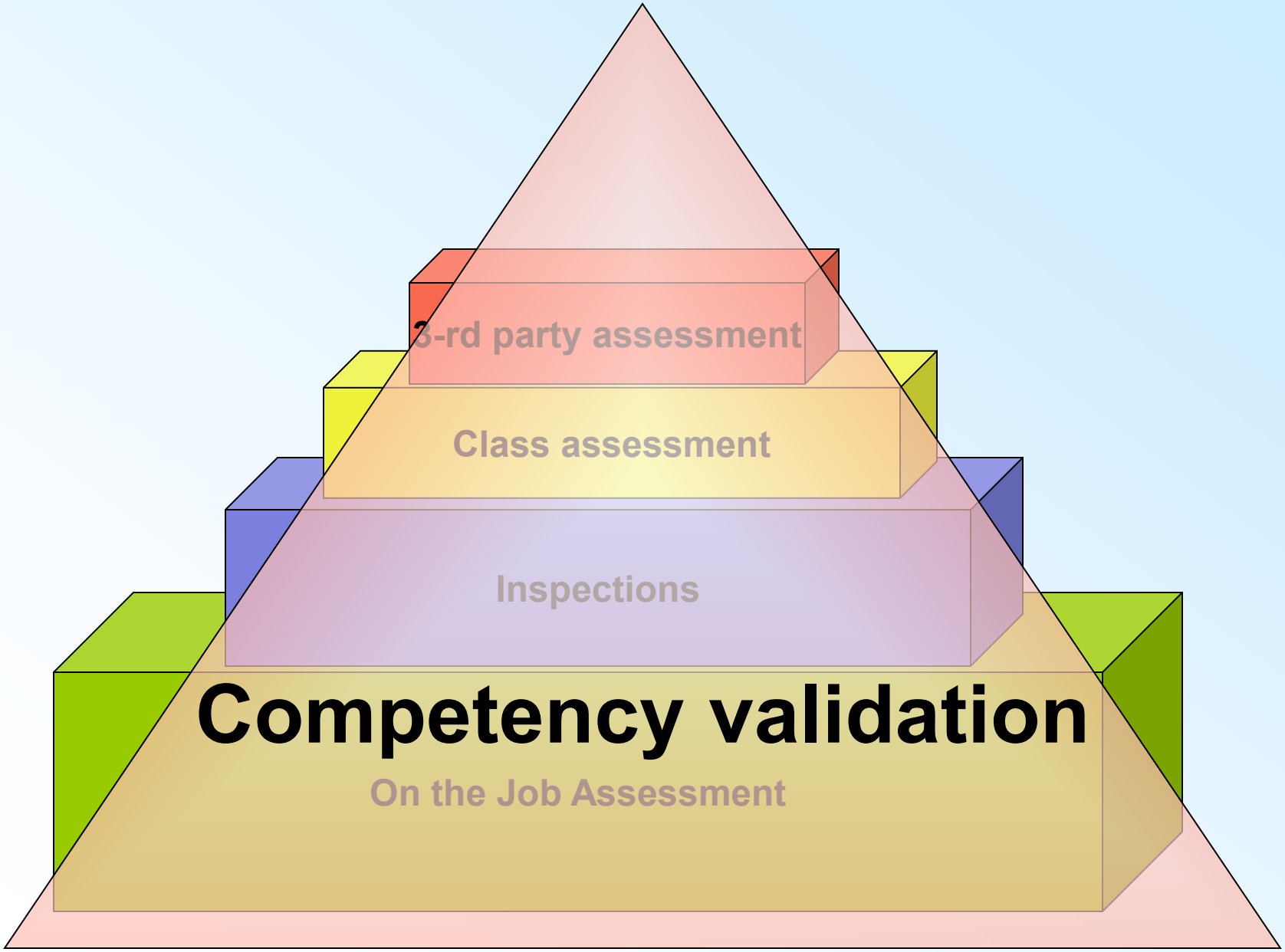
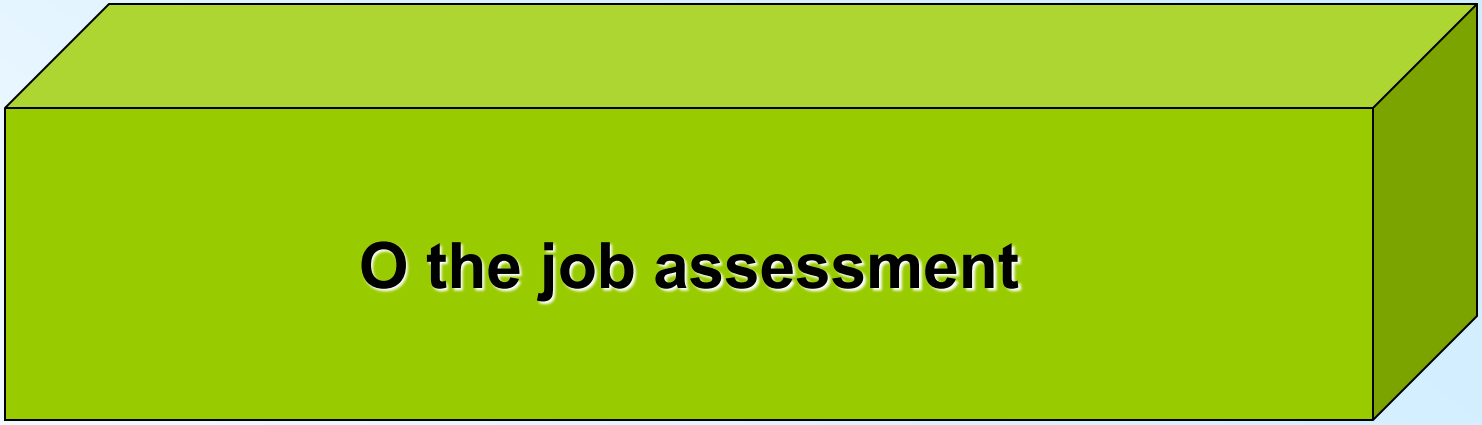
Competency assessment structures
PROS & CONS


3-rd party assessment
Class assessment
Inspections
Competency validation
On the Job Assessment



PRO's

Authentic

Cover all aspects

Continuous

CON's

Long time

In "family"

Difficult traceability

Reccommended tool: Direct observation

PRO's

Authentic

Objective

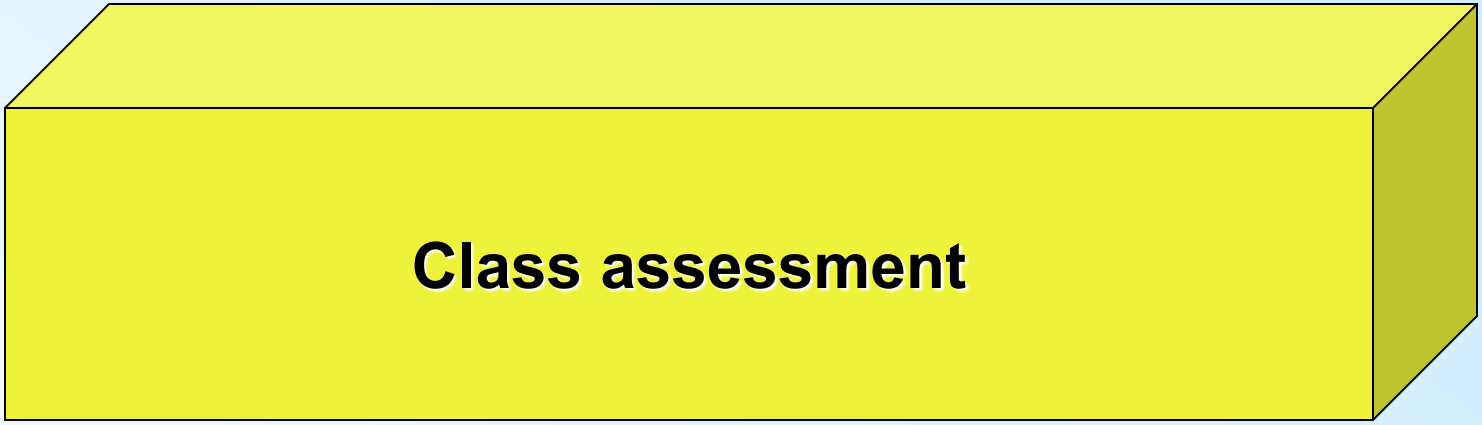
CON's

Long duration

Probing

Cover only some aspects

Tools: Portfolio, Direct observation, Simulation



PRO's

Verifies asimilation

Objective

Good traceability

CON's

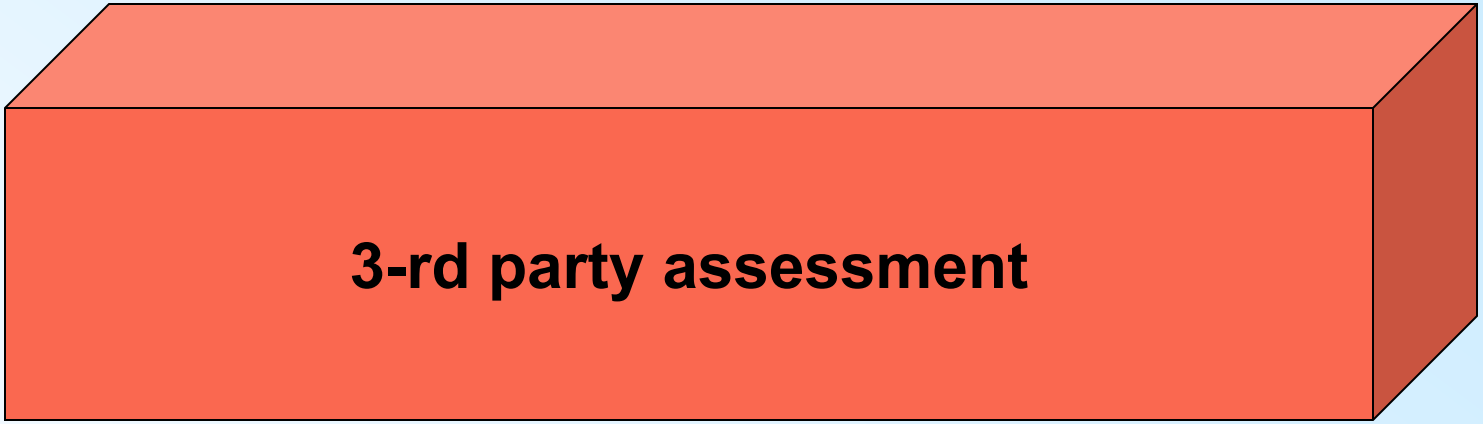
Not always authentic

Stressful

Only K&U

Only what was in the course

Frequesnt tools: Quiz, Written tests, Simulations



PRO's

Independent

Objective

Compliant with ISO (QMS)

CON's

Not always authentic

Use probing techniques

K&U, rarely S

Assessment tools: Quiz, tests, simulations

www.chicagoclout.com