



RTO Number: 40732

Australian NIT College Pty Ltd t/as
trading as
Swin Institute Australia



CRICOS Provider Code: 03376K

COMPETENCY BASED TRAINING (CBT)

Competency-based training (CBT) is an approach to vocational education and training that places emphasis on what a person can do in the workplace as a result of completing a programme of training.

Competency standards are industry-determined specifications of performance that set out the skills, knowledge and attitudes required to operate effectively in a specific industry or profession. Competency standards are made up of units of competency, which are themselves made up of elements of competency, together with performance criteria, a range of variables, and an evidence guide. Competency standards are an endorsed component of a training package.

For a person to be assessed competent they need to demonstrate the ability to perform tasks and duties to the standard expected in employment. CBT focuses on the development of the skills, knowledge and attitudes required to achieve those competency standards.

One of the primary features of CBT is that each learner's achievement is measured against the competency standards rather than against the achievement of other learners.

Under the CBT approach, each learner is assessed to find the gap between the skills they need (as described in the Training Package) and the skills they already have. The difference between the two is called the skills gap. A training programme is then developed to help the learner acquire the missing skills.

Skills required – current skills = skills gap

In many cases the learner has no current skills and the training programme is a full curriculum based course.

Competency-based training programmes are often comprised of units of competence broken into segments called learning outcomes, which are based on standards set by industry, and assessment is designed to ensure each student has achieved all the outcomes (skills and knowledge) required by each module.

A range of assessments including written, oral, class participation and teamwork presentations all combine to create a body of evidence classified as a portfolio.

Assessment tasks of the required skills and knowledge and the critical aspects of the unit of competence as determined by the Training package is undertaken using this competency based process. Participants are therefore required to submit supporting documents presented in a business format to demonstrate their knowledge and skills and understanding of the requirements to meet the standards of industry.