

Competency-Based Training: A New Approach to Learning

This presentation will explore the rise of competency-based training (CBT), highlighting its benefits, challenges, and real-world examples. We'll examine how CBT is changing the landscape of education and training.



Defining Competencies

Competencies are measurable skills, knowledge, and behaviors needed for successful job performance. They focus on demonstrating what you can DO, not just what you know.

Traditional education often emphasizes lectures and memorization. CBT shifts the focus to practical application and demonstrating mastery of skills.

Benefits of CBT

Flexibility

Learn at your own pace, on your own schedule. This allows for individual learning styles and busy lifestyles.

Personalized

Tailored learning pathways based on your individual needs and goals. You focus on the skills you need to succeed.

Cost-Effective

Pay for what you learn and only when you succeed. This eliminates the need for unnecessary coursework.

Relevant

Curriculums are updated regularly to reflect industry trends and current demands. You gain in-demand skills.



Challenges of Traditional Education

1

One-Size-Fits-All

Standard curriculum doesn't account for individual learning needs or paces.

2

Outdated Content

Curriculums may not reflect current industry practices or technologies.

3

Limited Flexibility

Rigid schedules and inflexible course offerings make it hard for working adults to learn.

4

Focus on Memorization

Traditional education often focuses on memorizing facts, not applying knowledge.

Western Governors University: A CBT Case Study

Fully Online

[WGU](#) offers fully online degree programs with flexible course offerings.

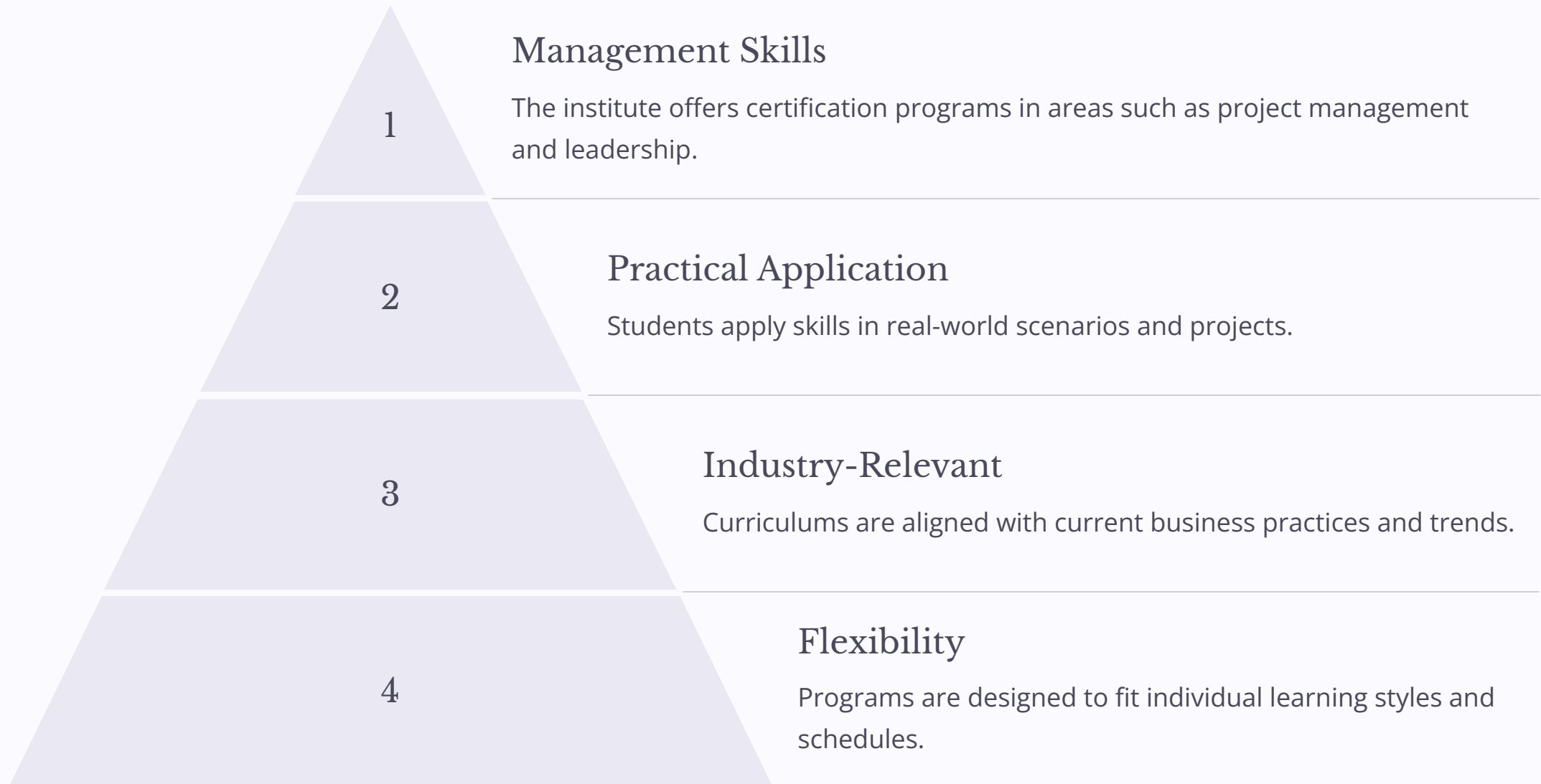
Competency-Based

Students progress based on demonstrating mastery, not seat time or credits.

Affordable

Fixed tuition rates allow students to control costs and graduate faster.

Management and Strategy Institute: Another CBT Example



Designing a CBT Curriculum



Identify Competencies

Clearly define the skills, knowledge, and behaviors needed.



Learning Resources

Offer diverse learning resources, including videos, simulations, and interactive activities.



Develop Assessments

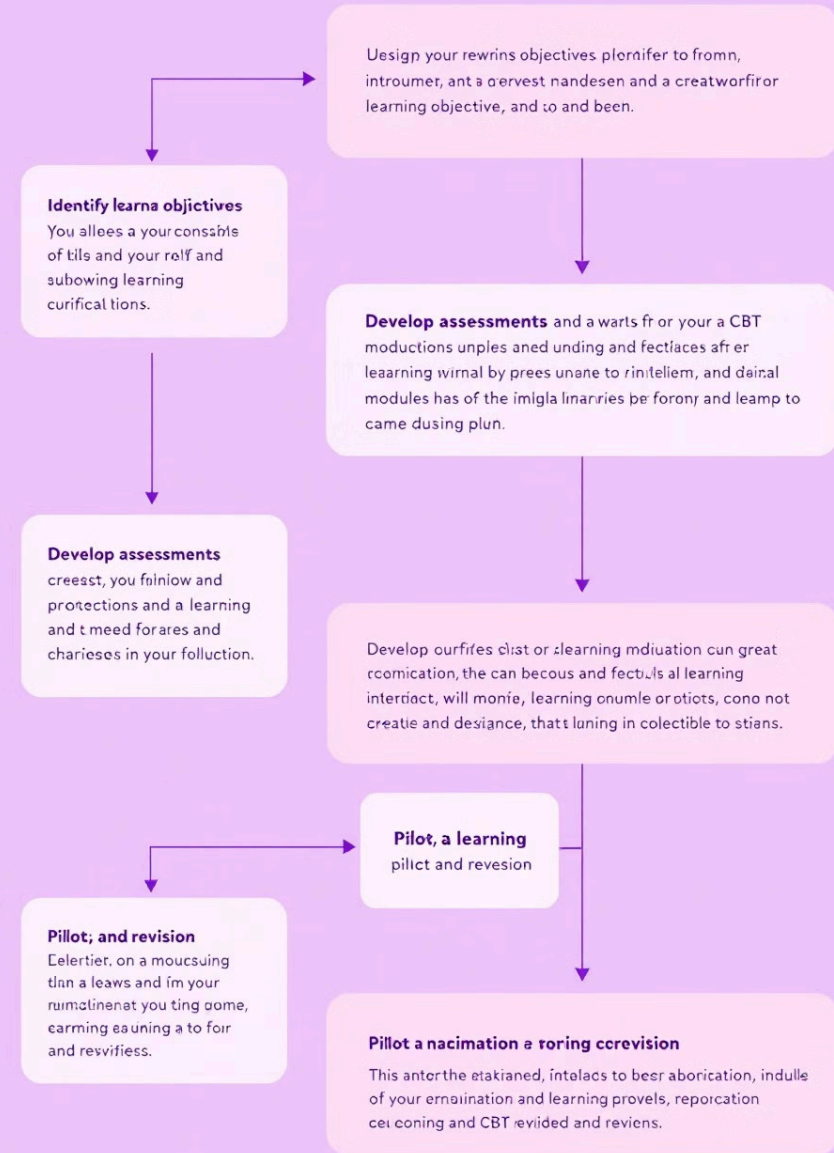
Create performance-based assessments that demonstrate mastery.



Provide Feedback

Offer timely and constructive feedback to guide learners.

Designing a CBT curriculum



The Future of Competency-Based Training

1

Increased Adoption

CBT is expected to grow rapidly, especially in higher education and corporate training.

2

Personalized Learning

Advanced technologies will tailor learning experiences to individual needs and goals.

3

New Skill Development

CBT will play a vital role in developing in-demand skills for a changing workforce.

