

OVERVIEW OF CBET

The Competency Based Education and Training (CBET) approach ensures that training is aligned to workplace competencies and learning is practical and applied. TVET is driven by the need to ensure that employees are competent, multi skilled, flexible and adaptable to function in a globally competitive environment. The concept of competence has changed to refer to not only hands on practical training but to a recognition that competence includes problem solving, critical thinking, teamwork skills and application of theory. Successful completion of training is based on the achievement of all competencies.

The following are key features that are integrated in Competency Based Education and Training (CBET) programmes. These can be used to guide the development, delivery assessment, implementation and evaluation of programmes to ensure they are in alignment with the CBET methodology and are intended to be used as a guide.

Flexibility has to be within the strictures of the structure and is based on limited resources, even though it age free, mode free and not time constrained. Three year to complete. Facilitating learning in the TVET environment means making provisions for the range of possible responses by learners and having activities planned in advance for each possibility. CBET programmes are planned and delivered as a unified system.

Learning as a demonstrable, observable outcome is a key element of competency based education and training. However this approach does not disregard the need to focus on the process through which these outcomes are acquired.

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