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Patents



Trade Marks



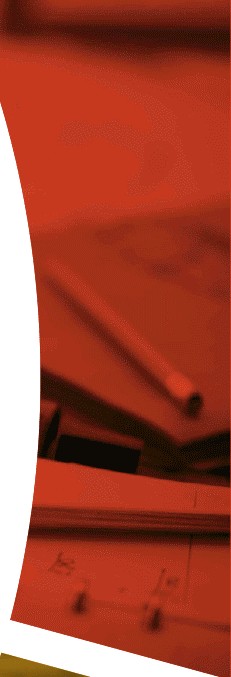
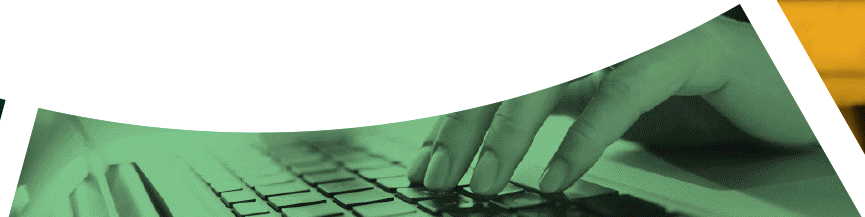
Designs



Plant Breeder's
Rights

IP Australia's Approach to Competency Based Training and Assessment

Ariane Le Guen





Competency Based Training and Assessment

Competency based training

training that is designed to provide the required skills and knowledge for a particular unit of competency or group of competencies

Competency based assessment

Assessment is the checkpoint to determine if the skills and knowledge required by the competency or group of competencies has been achieved by the trainee and can be demonstrated in the work environment to the required standard

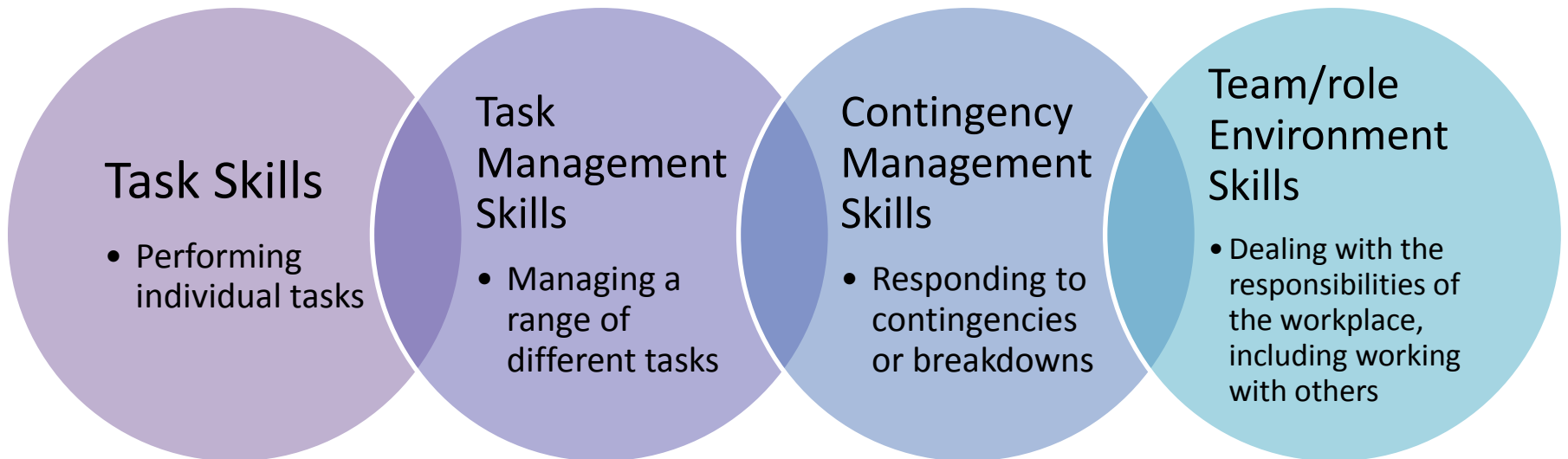


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What is competency?

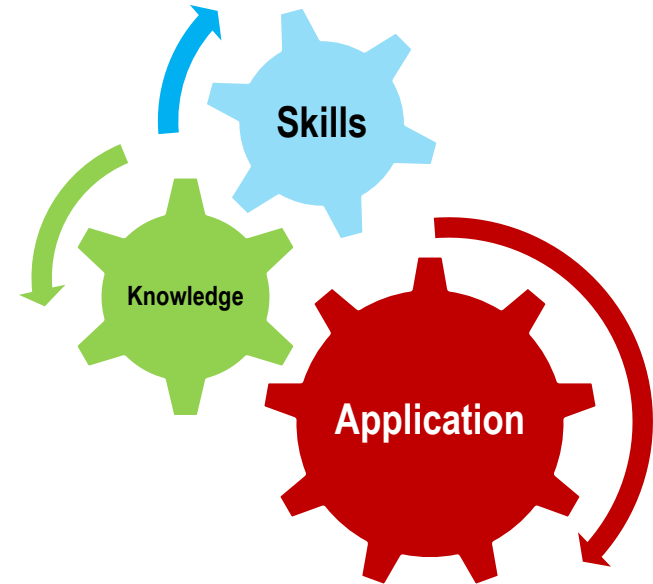
- Competency comprises the specification of knowledge and skill and the application of that knowledge and skill to the standard of performance required in the workplace.
- Competency covers all aspects of workplace performance.





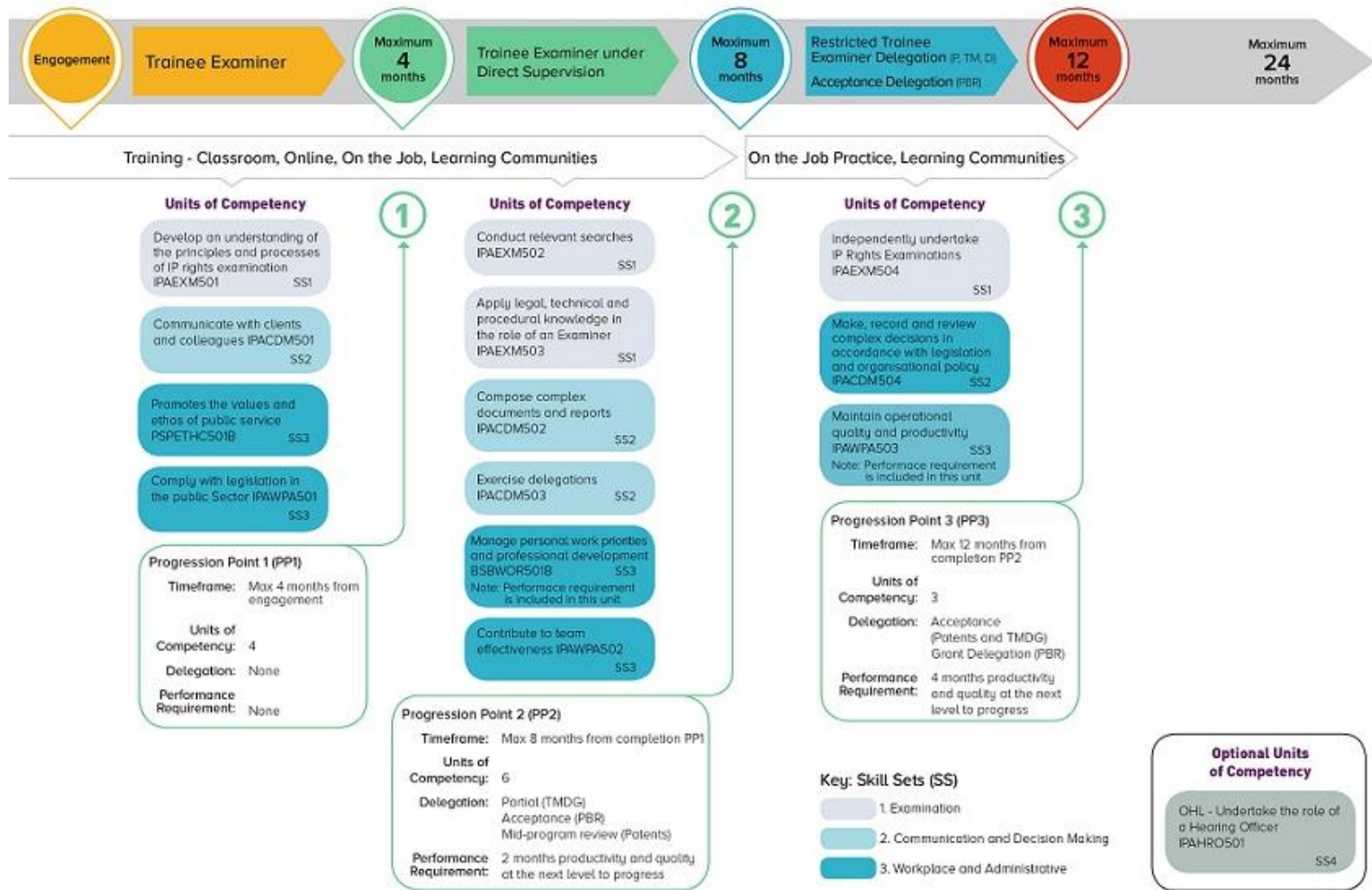
Competency Based Training & Assessment

- Mastery of knowledge and skills
- Clear objectives (competencies and skill sets)
- Learner focused - Self paced
- Recognition of prior learning (RPL)
- Assessment based on ability to perform the competencies and skill sets





IP Rights Examiner Program (IPREP)





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70:20:10 Model



70% from informal learning such as tasks that challenge the learner, watching others and participating in the workplace



20% from mentoring and coaching (mostly from a manager or supervisor)



10% from formal courses and reading



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The ‘portfolio of evidence’

- The **trainee** is responsible for gathering their own evidence for assessment and providing this to their Workplace Assessor in the form of a ‘portfolio of evidence’
- The **trainee** is responsible for maintaining (keeping) their portfolio of evidence – this is not typically stored with the Workplace Assessor or by IP Australia’s Learning Centre.
- The **Workplace Assessor** will summarise the evidence in the trainee’s Skill Set Assessment Package – the document package for recording a summary of all relevant evidence and the final assessment outcome.



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The CBT Assessment Process



Robust intellectual property rights delivered efficiently



Conclusion - Competency Based Training & Assessment

- While training is rigorous and structured it is **learner centred** with options to get RPL or to move ahead more quickly.
- Trainees have to demonstrate their competence – **assessment** is the key element



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Contact us


1300 65 1010 (9am – 5pm)

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