

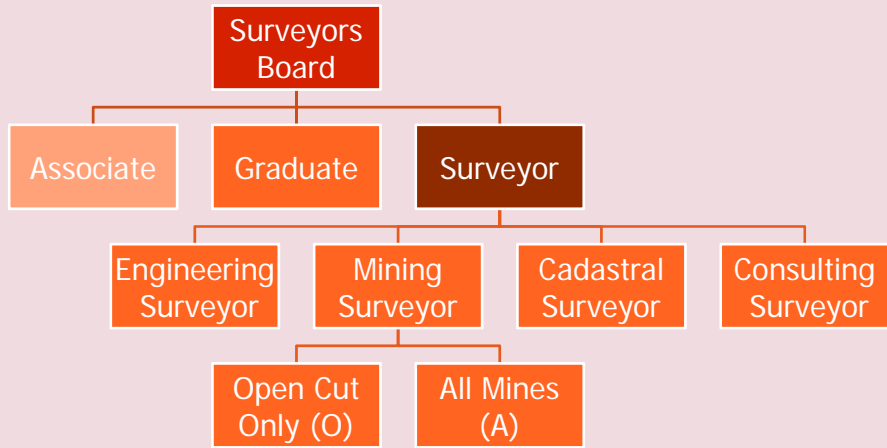
A Competency Based Assessment System for Applicants for a Cadastral Surveying Licence

Glenn CAMPBELL
and
Jim LIDDLE

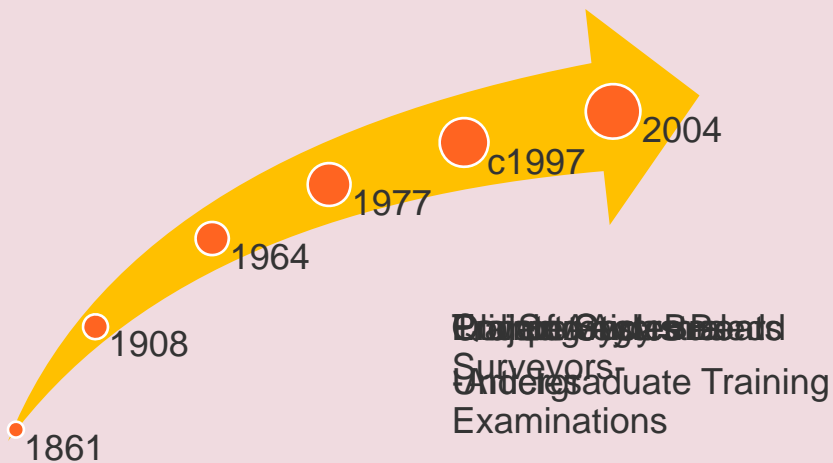
Outline

- Background
- Queensland *Surveyors Act 2003*
- Competency Framework
- The Assessment Process
- Evaluation

Types of Registration



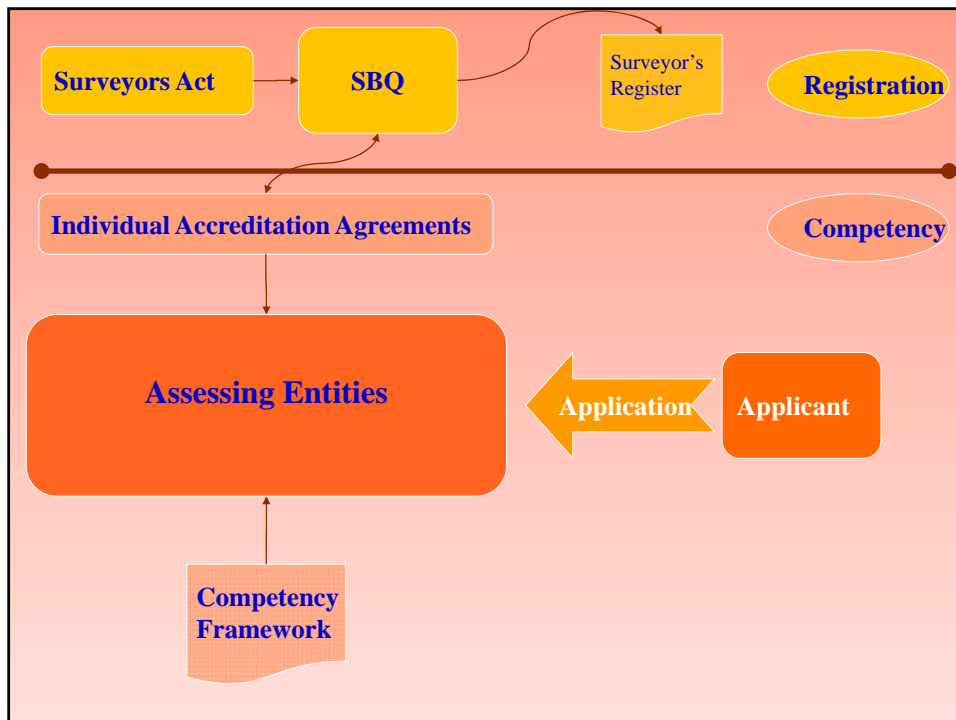
Surveyor Assessment

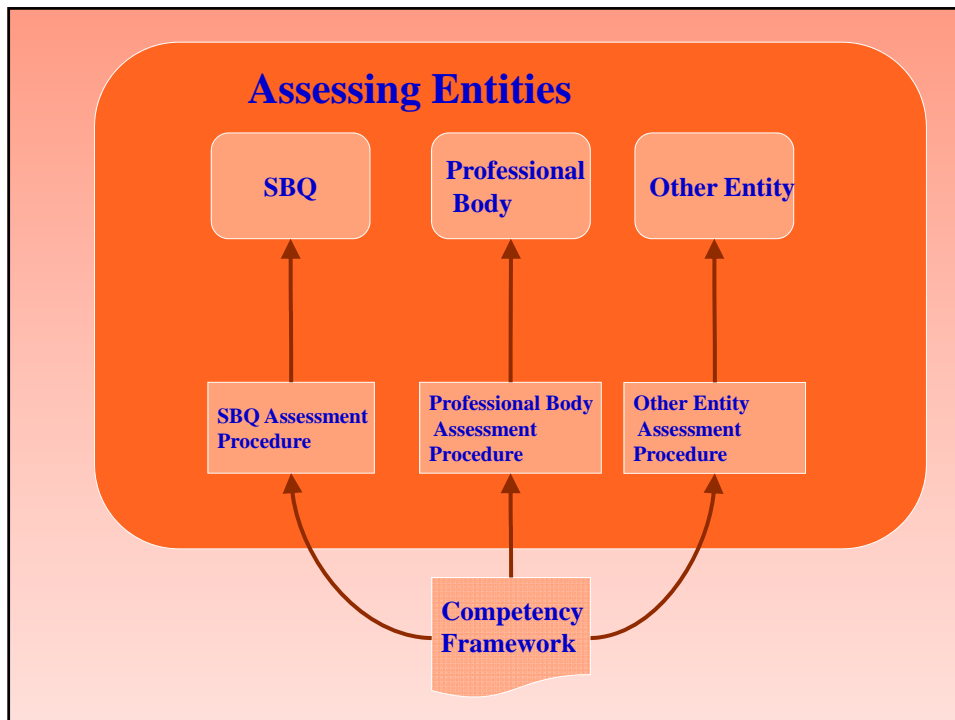


Surveyors Act 2003



- Split training, competency assessment and registration





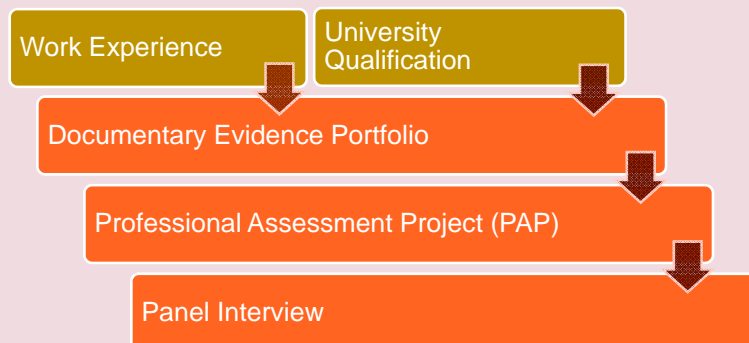
Competency Framework

- Describes the *qualifications, knowledge skills and experience*
- Developed along with Industry
 - Based on previous ISA work
- Document has a hierarchy
 - Units- major surveying functions
 - Elements- observable activities
 - Descriptors- performance criteria

Competency Framework

- Reviewed in 2007
 - Serious omissions
 - Unreasonable expectations
 - Assessment not considered
 - Reinstated tertiary qualifications

Assessment Process



Documentary Evidence

- Explicitly related to the Framework
- Properties of good evidence
 - Authentic
 - Valid
 - Current
 - Sufficient
- Independent Assessor
 - External Surveyor with the Endorsement

Professional Assessment Project

- Purpose
 - Professional Aspects
 - Observation vs Documentation
- Two assessors
 - Assistant Assessor
 - Normally supervising Surveyor
 - Assessor
 - External Surveyor with the Endorsement

Panel Interview

- Technical detail
 - Discussion of Evidence
- Professional & Ethical standards
- Chance for applicant feedback

Is It Better?

Pro

- Standard is Known
- Flexible
 - All experience counts
 - Allows for migration
- Arms length Assessors

Con

- Documentation heavy
- Onus on applicant
 - Intimidating to Start
- Training assumed to happen

Gratuitous Advice

- Get the standard right first
 - Start from scratch
 - Involve potential applicants
 - Consider the assessment vehicles
 - Not all elements are created equal
- Don't put all your eggs in one basket
 - Different assessors
 - Different types of evidence
 - Documentation & Observation

Questions?

Glenn Campbell

University of Southern Queensland

Tel: 61 7 4631 2909

Fax: 61 7 4631 2526

Email: Glenn.Campbell@usq.edu.au