Competency Based Assessment (CBA)

Mentorship Guide

OVERVIEW

PEGNL has adopted the Competency Based Assessment (CBA) model to evaluate the experience qualifications of applicants for licensure. The CBA framework assesses the experience of an applicant against a set of pre-determined competencies. This includes a self-assessment by the applicant, then a review by validators (supervisors), and finally an evaluation by professional assessors who receive training on how to assess the competencies of the applicant.

Information on the CBA framework is contained in the *COMPETENCY ASSESSMENT INFORMATION MANUAL FOR APPLICANTS, VALIDATORS, AND ASSESSORS*, available on PEGNL's website. It is strongly recommended that you review the manual in full. The CBA framework requires that Applicants have at least **four (4) Validators**, who confirm the Applicant's competency examples and provide overall feedback on their readiness for professional licensure. **A minimum of two (2) Validators should be professional engineers or professional geoscientists (or equivalent).**

PEGNL recognizes that some Applicants may not work with professional engineers or professional geoscientists who can serve as Validators. Therefore Member-In-Training Applicants can request to be paired with a Mentor who can provide guidance during the "in-training" period and ultimately serve as a Validator for the Member-In-Training's Competency Self-Assessment.

A Mentor is not expected to supervise the work of the Member-In-Training directly or to take professional responsibility for their work. Their role is to provide support and guidance.

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Roles & Responsibilities

Member-in-Training

- Become familiar with the Competency Framework, the Competency Rating Scale, and the relevant indicators for each competency.
- Begin work on your Competency Self-Assessment
- Arrange to meet regularly (PEGNL recommends quarterly) with your mentor to review progress on your Competency Self-Assessment. Discussion topics for these meetings may include:
  - Review of competency indicators
  - Review of draft competency examples you have completed (you can use the "View Pdf Report" option to generate a summary of your Competency Self-Assessment)
  - Review of your experience to date and how it relates to the Competency Framework
  - Ideas on how you can obtain additional experience or training in order to meet a competency

Mentor

- Become familiar with the Competency Framework, the Competency Rating Scale, and the relevant indicators for each competency.
- Meet regularly (PEGNL recommends quarterly) to review the M.I.T.'s progress on their Competency Self-Assessment.
- Discuss with applicant the actions they can take to help ensure they gain the competencies necessary for professional licensure
- Serve as a Validator for the M.I.T.'s Competency Self-Assessment once submitted
  - The mentor may not be assigned any specific competencies to validate (as the validator should have first hand knowledge of the example), but can still provide overall feedback

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